

# Family Friendliness at the University of Freiburg

Albert-Ludwigs-Universität Freiburg

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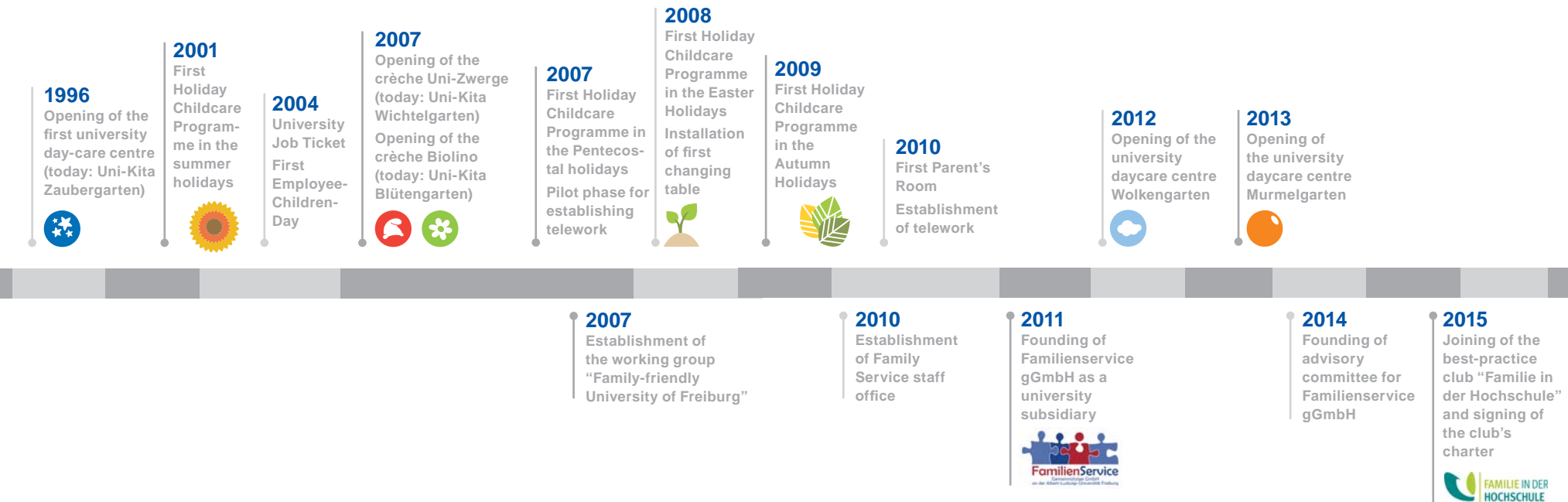
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## Family Friendliness Step-by-Step

In the last few years, a fundamental change in values has taken place with regard to the understanding of employment and family work, and this has had an effect on the self-perception of universities. Finding solutions for the compatibility of family and career life is no longer understood as merely a private affair, but as part of an overall societal responsibility. The university has gradually created family-friendly structures and various offerings for childcare.





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## Foreword



**The compatibility of family and career is an important component in the canon of values and the institutional strategy of the University of Freiburg.**

With the signing of the “Family in the University” charter, the University of Freiburg joined the “Best-Practice Club” - a network of German universities committed to the compatibility of familial responsibilities with studies, teaching, research and administrative work. For several years, the university has targeted to pursue ambitious standards of family orientation and attractive framework conditions. Much has been accomplished. For example, five of the university's own child daycare centres in different campus locations ensure attentive childcare. During

all legal school holidays (except Christmas), an attractive holiday programme is available for the children of employees. Flexitime, home-office work, family-friendly working hours, an infrastructure with several parent-child rooms as well as comprehensive nursing rooms and changing tables in all areas of the university enable a flexible organisation of work. Employees are supported through easily accessible information on all relevant issues of compatibility, supplemented through personal consultation in individual questions. Overall, the employees' family-

friendly options assist them in structuring their everyday work, create room to manoeuvre for them and raise satisfaction, balance, performance and thereby fundamental quality of life. The experience of the last years shows that, in addition to specific offerings, a general atmosphere of encouragement, including awareness and communication measures, is also required in order to ensure that study or career life with children is obviously considered on all levels of the university. In order to tackle challenges together, systematically and sustainably, the working group “Family-friendly University”, the staff office “Family Service” and the “Familien-service gGmbH” have created the following con-

cept, which reflects the origins and developments of the past few years and offers a guideline containing detailed instructions on managing upcoming tasks. Positive accomplishments and the various offerings already existing in the field of compatibility are introduced, and necessary perspectives for development in the near future are identified. It took a long time until the issue of compatibility reached the necessary level of attention. Individual pioneering achievements and resilience have paved the way. I thank everyone who actively participates with a high degree of commitment and variety in the realisation of a family-friendly university. It is important that we continuously work on bringing this goal to life.

This is the only way we can succeed in balancing study, career and family life.

Dr. Matthias Schenek  
Kanzler der Albert-Ludwigs-Universität



## At the right place at the right time. Family-friendly **Working Conditions**



### **Making Work More Flexible**

Thanks to offerings like flexible working hours, part-time employment on a short-term or extended basis, and alternating telework, during which employees switch between their workplace at the university and their home office, the demands of family life can be better integrated into career

life. A balanced relationship between work and family life increases satisfaction and quality of life, contributes to motivation and productivity and helps in better implementing career goals. In the 2009-2014 University Equality Plan, it was resolved to observe meeting times that are family-friendly, and to take into account daycare opening times and school holidays when planning holidays among colleagues. This goal is pursued across the university and contributes to relief in daily life as a parent. In special situations, such as when a child is sick, parents may receive leave from work. The offerings concerning family-oriented structuring of work are targeted at working mothers and fathers alike because we understand the issues of family, children and care to be independent of gender in order to minimise conventional role assignments. Mothers who wish to re-enter their careers completely after childbirth should be just as able to do so as fathers who want to take over caring for their children.



### **Family-friendly Atmosphere**

The practical compatibility offerings are supported by a family-friendly atmosphere that is characterised by understanding and support of university staff with children or relatives in need of care. One project making employees visible in terms of their role as parents is the Employee-Children Day. On this so-called "MiKi-Tag", colleagues from the fields of science, administration and technics take a morning to show the children a look behind the scenes of the university. The children are able to take a sniff of eve-

ryday work life and participate in a programme that leads them through various university departments like the media centre, the Botanical Gardens or the book bindery of the law faculty. MiKi-Tag has been a well-visited tradition at the university since 2004. The great stock that the university place in a family-friendly culture is also expressed in the form of the "Family-friendly University" working group, initiated and led by the Chancellor. The working group constantly reflects on the compatibility of working conditions with familial responsibilities.





Raquel Benavides

## Interview

# Support in all aspects of life

**What rights does a pregnant woman have? How does one find a competent babysitter? The University of Freiburg's Family Service informs, advises and assists on these and other questions. Katrin Albaum asked two scientists about their experiences with this offering.**

*Dr. Raquel Benavides, Institute for Biology/ Geobotany*

"I turned to the Family Service when I became pregnant with my son Bruno. I'm from Spain and I had no idea what the legal regulations for maternity leave are like in Germany, for example, or how I could apply for them. When one lives in a foreign country, doesn't speak the language fluently and has to prepare for childbirth at the same time, such administrative processes are a huge challenge. Everything was very frightening. Then I found out about the University of Freiburg's Family Service, and I decided to inform myself on laws and processes there. However, I feared that there could be language-based difficulties and that no one would be able to advise me in English or Spanish. My worries were unfounded. The Family Service employees gave me all of the information I needed in English. They explained to me what my rights were and how I could apply for maternity leave, parental leave as well as parental and child benefits. Thanks to the Family Service's advice, I understood the terms and the German system. In addition, the employees gave me tips for the next

steps, such as the search for a daycare centre. They informed me about the university's daycare centres, which was key for me. I registered my son in time and was thus able to ensure that he would receive a spot. I would definitely recommend the Family Service to other people, as it helped me enormously."

*Prof. Dr. Abigail Morrison, Research Centre Jülich and Ruhr University Bochum*

"The Family Service connected me with a babysitter who took care of my daughter Rowan for an afternoon, and with whom I was very satisfied. I work in the Jülich research centre in North Rhine-Westphalia, but I used to work at the University of Freiburg. Together with scientists in Freiburg, I placed a research application. A commission wanted to evaluate our research plans for an afternoon in order to decide whether we would receive a grant. Rowan was only four months old at the time. I couldn't leave her at home in Jülich, but had to take her with me instead. During my appointment, someone had to watch over her, so I urgently needed a competent babysitter in Freiburg. A colleague in

Freiburg gave me the advice that I should ask the Family Service for support. The employees there arranged for a babysitter for me: A young woman who had previously completed babysitter training. The young woman contacted me beforehand and we arranged everything in advance. The Family Service also took care of finding facilities. The employees spoke to the Uni Daycare Wichtelgarten and arranged for the babysitters to be able to go there to change nappies and for play time. This way, everything was provided for. At the end of the day, the babysitter took long walks with my girl. Everything worked out fantastically and I was happy."

*Fotos: Baschi Bender, Emil Bezold*



Abigail Morrison





## Between Daycare and the Lecture Hall. **Good Study Conditions** for Students with Family Obligations



### **Maternal Leave, Parental Leave and Leave of Absence**

The university considers it its responsibility to take the special needs of students with children and relatives in need of care into account. Study and examination regulations include the option for students to claim maternity and parental leave. At the same time, leave of absence is possible for caretaking of close relatives. In such cases, students have the right to use university facilities, participate in classes and fulfil study and exam requirements despite being on leave. Maternity and parental leave or leave due to a care period are not counted towards any times students may take a leave due to special circumstances, which should not usually exceed two semesters. Holiday semesters count as university semesters, but are not considered in the calculation of the number of curriculum semesters. This is significant with regard to the so-called free-attempt regulations for university and state exams.

### **Part-time Studies, E-Learning and Online Registration**

The study programmes at the Albert-Ludwigs University are generally structured in a way that they can also be held as part-time programmes, with a corresponding extension of their regular duration. In addition, the degree courses are increasingly supported by E-Learning tools and enriched by study elements which can be completed on the internet, which noticeably relieves studying parents in their everyday studies. Course contents are made available online in all areas of study, meaning that parents have access to them irrespective of time or location, allowing them to participate if, for example, a seminar or a work session cannot be attended due to a sick child or lack of supervision. A growing number of lectures are being recorded and made available on the internet. On the study platform ILIAS, research papers can be submitted online and appointments can be made. It is also possible to register for the next semester



online, as well as schedule seminars or register for tests. In addition, working interactively with other students independent of location is also possible in the form of Wikis or work groups. Through video or web conferences, seminars, speeches and appointments are also increasingly held online.

### **Scientific Continuing Education**

In addition to the fundamental courses of study, Scientific Continuing Education offers many courses parallel to students' careers, including many online master programmes which can be studied part-time, as well as various smaller, modularly constructed offerings. They are directed at managers and technical experts with a university degree and at people with similarly qualified career paths who are pursuing career promotion, re-entry after family-related leave, reorientation or specialisation. E-Learning and blended learning formats with comprehensive, tutorially supervised self-learning phases as well as attendance-based courses on the week-

end or in blocks, make this type of continuing education compatible with career and family. The target groups include those returning to their careers and people with family obligations as well.

### **Childcare and Family Apartments**

Making compatibility succeed requires demand-sufficient child care and an adequate residential situation. In these respects, the Studierendenwerk Freiburg is ready to help students. The Studierendenwerk operates two daycare centres itself and has the right to assign spots in a third one, which is used jointly by the university, the university clinic and the Studierendenwerk. In the Studierendenwerk's dormitories, there are several family apartments and apartments for single parents. A further offering, exclusively for student couples with one or more children, as well as for studying single parents, is the Edith Stein House, which is located in a scenic neighbourhood close to the university and is operated by the Archdiocese.





# Childcare at the University



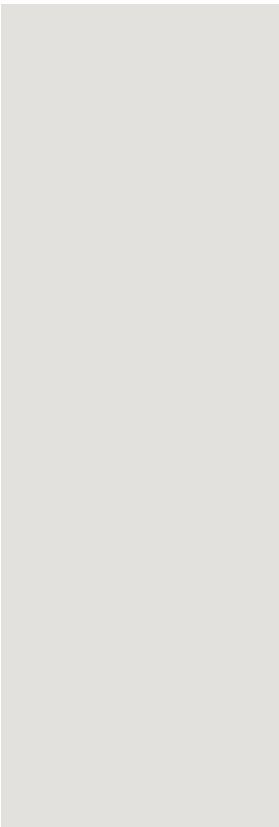
## Uni Daycare Centres

Especially important for parents working at the university is reliable childcare. Familienservice gGmbH, a university subsidiary, operates four university daycare centres with a total of 113 care spots for employees and doctoral students at the university: the uni daycare centres Uni-Kita Blütengarten, Uni-Kita Marmelgarten, Uni-Kita Wichtelgarten and Uni-Kita Zaubergarten. Also, children of university employees have access to 20 spots in the Kita Wolkengarten network daycare centre, which is used jointly by the university, the university clinic and the Studierendenwerk. The different locations of daycare centres ensure university-wide childcare that is close to employees' workplaces. The daycare centres are open for children under three years of age; furthermore, in Uni-Kita Zaubergarten, spots are offered for kindergarten-age children between three years and the beginning of school. The Zaubergarten centre was founded as the first of four facilities in 1996 by the

women's representative at the time. This uni daycare centre was one of the first daycare centres at a German university, and has, thanks to its long opening times, catered to the needs of parents active in the scientific community. In 2007, the Uni-Kita Blütengarten, located at the Faculty of Biology, as well as the Uni-Kita Wichtelgarten in the central campus, were opened. In 2013, the Uni-Kita Marmelgarten was opened in an old building bought and renovated especially for setting up the child care centre. The educational concept of all four Uni-Kitas is based on four principles that determine interaction with children and serve as the guidelines for the teachers with regards to the care, supervision and education of the children.

## Mutual Respect

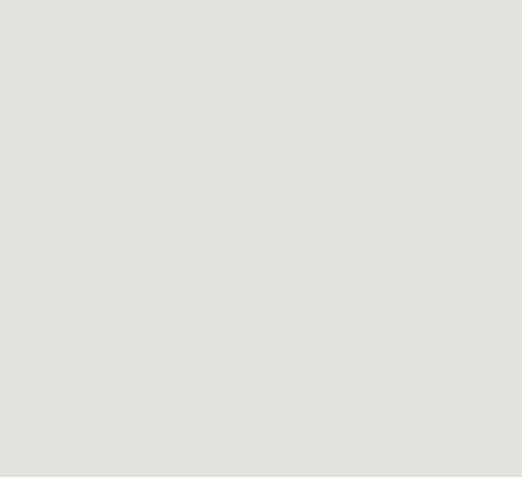
Each child is accepted for his or her individual personality. We approach all children with respect, empathy and authenticity, and we support them in developing at their own speed. We want



to be role models for children, and we teach them appreciation for their fellow human beings and the environment. We support every child in understanding and accepting the needs of other children in a way appropriate to his or her age. We promote the ability to approach conflicts in an appropriate way, including equality between boys and girls. The principle of mutual respect applies both to the approach to children as well as a respectful relationship between adults. Together with parents, we strive for an educational partnership for the well-being of the children. From the beginning onward, parents are integrated in the care, supervision and education of their children in daycare, and are recognised as their first and most important reference persons.

## Participation

We encourage children to help shape daycare life, and we provide age-appropriate participation opportunities. We take children seriously as providers of ideas and criticism. The younger the



children are, the less likely it is that dissatisfaction and discomfort are shown verbally, and the more likely that these feelings are expressed through crying or reserved behaviour. We register and examine expressions of this type. It is just as important to us that we acknowledge the wishes and needs of children and consider them in everyday decisions. Our goal is democratic supervision and education from square one. Children should experience their own capacity for self-realisation, and should see themselves as the shapers of their lives from the beginning onward.

## Relationship

The personal relationship between day care employees and children is an important foundation for the physical, cognitive, emotional and social development of each child, and therefore is a substantial component of our educational work. A good and sustainable relationship is created through regular companionship, reliability and consistency. We consider continuity a significant

marker of quality in the care, supervision and education of children. This especially applies to small children only a few years of age. We provide a sense of attachment and belonging in our groups by way of fixed reference persons, rules and rituals. Children will find a family atmosphere in our care as well as a structured daily routine with enough time for free play. Relationships with other children and the adults of the group are close and provide a sense of security.

## Individual Support

Children learn their way in the world primarily through interaction. Their education proceeds by being active. The most significant type of activity in early childhood is play, to which we give an adequate level of respect and space.





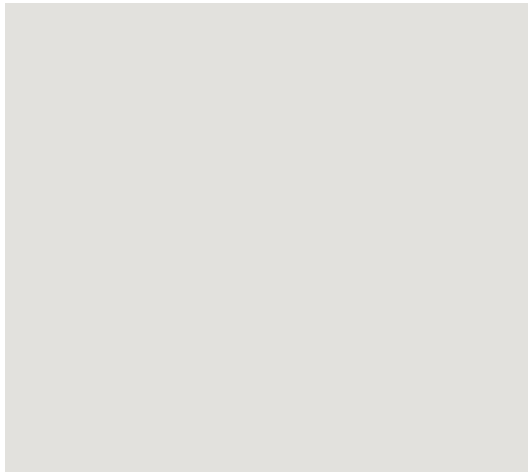


Through play, children acquire physical abilities, self-confidence as well as social and practical abilities. They get to know themselves and others, they learn rules and how to respect the rights of others. Teachers encourage play, support it and show interest in it. Support a child in his or her own potential means to us that we promote play on the individual level, and more specifically on the appropriate stage of development at which the child is situated. To do so, we observe him/her closely and document his/her development. We pay attention to what children are interested in and what occupies them, and we give them opportunities for play that appeal to and fit them. Over the course of regular meetings, an exchange takes place between the parents and the educational workers on the development of each child.

**Furnishings of the Uni Daycare Centres**  
The uni daycare centres' furnishings embrace the idea of the daycare centre as a place to play, and they create the necessary space for implementing up to-date educational ideas. All daycare

centres have special installations or elevated playing areas that offer various opportunities for play, thereby both stimulating children's imaginations and giving them interesting challenges. There are flexible fixtures for climbing, sliding and balancing. Mirrors set up at a level appropriate to children invite them to observe themselves during play or dressing up. In some of the bathroom sinks, there is a gutter area to collect water, play with water scoops and colour the water to see how different colours mix.

**Further Daycare Centres in Freiburg**  
In addition to the four uni daycare centres, the university offers its employees additional spots in the Wolkengarten daycare centre, a network daycare centre shared by the university, university clinic and Studierendenwerk. The organisation operating this facility is the Jugendhilfswerk



Freiburg e.V. The Jugendhilfswerk (youth aid association, JHW for short), founded in Freiburg in 1953 as a registered non-profit organisation, is responsible for ten daycare centres in Freiburg. Familienservice gGmbH and the JHW are involved in a regular exchange on the organisational and educational direction of the Wolkengarten daycare centre.

The Studierendenwerk Freiburg is the operator of two daycare centres with a total of 120 spots for the children of students, suited to children between one and three years of age. The "Kleine Knöpfe" daycare centre is located near the central campus, and the "Pustebume" daycare centre is located on the campus of the College of Education (PH Freiburg). In addition, the Studierendenwerk has allocation rights for ten full-day spots in the Wolkengarten daycare centre already mentioned.

Another ten morning spots are available for a small daycare centre directly within the student community by the Seepark (StuSie). Here, ten



children are supervised by two educational employees in rooms specially outfitted for children, located in one of the residential buildings.

**Holiday Child Care**  
Since many working parents of schoolchildren are dependent on care options during holidays, holiday care is offered at the university for children between 6 and 12 years of age during all legal school holidays, with the exception of the Christmas holiday. In the summer, there is also an offering for kindergarten-age children (3 to 6 years) and one for young adults (12 to 15 years). The university's cooperation partner organises holiday supervision for schoolchildren, each under a specific motto. For example, life in the Stone Ages is simulated, theatre and circus performances are shown, a newspaper is published or a ghost train is built. The young adults, on the other hand, go treasure hunting for geocaches, climb in the high-rope garden or build a raft with a subsequent test for waterworthiness, while kindergarten children in university facilities are given age-appropriate craft and play opportuni-

ties. In order to make yearly planning easier for parents, the dates and topics of all holiday child care programmes are announced at the beginning of each year, giving parents the option to take the preferences of their children into account when planning their holiday.

**Child Care During Events**  
During conferences or special sessions at the university, the institutes holding a conference are increasingly offering accompanying childcare. The Family Service supports them in the organisation of such services by informing them of possibilities of finding good supervisors and providing toy boxes containing toys and books



for different age groups as well as some furnishing equipment.

**Babysitter Data Base**  
The Family Service and the Studierendenwerk have initiated a babysitter data base, which is led by the Studierendenwerk and assigns babysitters via an informative online database. Parents searching for a child supervisor can reach the database through the Studierendenwerk's homepage or by using a link on the Family Service's homepage. Since detailed search criteria can be entered, it is possible for parents to look for just the right babysitter to meet their specific care requests.





Gudrun Gehrke

*As a volunteer, Gudrun Gehrke was responsible for practical matters on site.*

## Interview

# “We only needed to set up a changing table”

**The first Freiburg uni daycare centre, the original seed of today’s Family Service, was opened in 1996. This is thanks in most part to three women: Prof. Dr. Renate Zoepffel, Professor Emeritus for Ancient History and the university’s Women’s Representative from 1992 to 1997, Gudrun Gehrke, wife to Prof. Dr. Hans-Joachim Gehrke, who specialised in Ancient History, and Dr. Marieluise Dießmann-Merten, who also specialised in Ancient History and died in 2011. Ms. Lisa Akbar has led the daycare centre, which is now called “Uni-Kita Zaubergarten”, since November of 1996. A discussion on how it all began.**

*How did you come up with the idea of founding a uni daycare centre?*

Gehrke: We wanted to make it possible for young women to reconcile their academic careers with their families. When they have their final exams, they are of an age at which they can marry and want to have children. However, they aren’t done with their dissertation or habilitation until their late 30s.

Zoepffel: It all started with the university establishing a women’s representative. My predecessor, however, had to realise that there was no extra funding for an in-house daycare centre at the university. In February of 1993, I then learned at a conference: You have to start a foundation. Shortly afterward, that’s what I did. Two years later, Marieluise Deißmann-Merten and Gudrun Gehrke also joined.

*Did other state universities already have daycare centres as well?*

Zoepffel: No, we were the first in Baden-Württemberg, and we wrote a documentation for others to see how it could be done. In Freiburg, the university clinic, and later the biological faculty, were the next to follow. Those were the roots of today’s Family Service.

*What were the reactions like in the university?*

Gehrke: Positive, but following the motto: Do it, we’re all for it – but not with us.

Zoepffel: The idea had been planted, but a daycare centre wasn’t planned at the time, and the university couldn’t just misappropriate funds. Instead, it supported us indirectly. The rector’s speaker changed the charter to allow the foundation to use the Women’s Office as its headquarters, and we were able to send letters using in-house mail. For example, we sent 260 letters requesting funding and got 7,000 Deutsche Mark together.

*How did you proceed from there?*

Zoepffel: We needed rooms with children’s toilets. The newspaper reported on a dispute between a daycare centre on Faulerstraße and its landlord. So we went there. For the landlord, we were a gift. But we faced opposition from the parents from the other daycare, who wanted to hurt the landlord. Once, several of them came to Marieluise and me during a seminar and threatened that their children would beat up ours if we continued to pursue our plans.

Gehrke: It was also astonishing how quickly one received a business permit. We didn’t need tables,

chairs or plates – we just needed to set up a changing table and were already allowed to open a daycare centre. At the beginning, the children brought their own little chairs, since we didn’t have enough. We got our first furniture from the employment office for free. They had done reconstruction and had completely refurnished the place.

Akbar: We still have a lot of things. For example, we get the chairs from the basement when the whole team has training courses. We exchanged other things – for furniture that the city had thrown out.



Lisa Akbar

*How did the start go?*

Gehrke: The first director was a mistake. My telephone wouldn’t stop ringing because parents and kindergarten teachers were complaining. Lisa was our salvation. She brought some peace. Akbar: When I started, many parents had deregistered their children, and the teachers had quit. There was a new beginning: with 20 kids, but only two-and-a-half teaching positions. The parents were very thankful, but they sometimes asked: Why don’t you go to the fire station or something? But we could only provide the most necessary supervision. Luckily, we soon got more personnel, and therefore more options.

*Which educational concept do you follow?*

Akbar: At that time, open concepts were introduced that dissolved group structures. At my previous job, that didn’t work well at all. I wanted to do it differently. My main concern was that the children were doing well. The teachers were to build up good relationships with them, and look at where they were at that moment and what was important to them. Now, that’s part of Baden-Württemberg’s orientation plan. But at the time, no one paid attention to what was being done in daycare centres as far as quality content was concerned.

*How was everyday life in the first few months?*

Akbar: The outside area was too small, and the children enjoyed nothing more than throwing all toys in the creek in front of the building. The

grounds were contaminated, as there were trace amounts of lead in the soil from an earlier foundry. And when all the children were there, we had to improvise. For example, we only had one pair of scissors for crafts. Gehrke: But there were nice dishes. It was totally impractical. And expensive. I’m still angry today about leaving the task of buying dishes to the first director.

*When did the situation improve?*

Zoepffel: With the move in 1999 to our current location on Agnesenstraße. Then we had appropriate facilities.

Akbar: We were to share the grounds with a daycare established by a parents’ initiative: They were to take the back building, and we the front. Then, the parents’ initiative preferred the front building. We moved in within 14 days to seal the deal. The rooms in the back building remained empty for a year. Then, at the request of the city, we took over the after-school places for schoolchildren who needed to be supervised after classes.

Zoepffel: Then, we hosted the university’s holiday child care programme. The responsibilities were expanded step-by-step.

*How long did the foundation exist?*

Gehrke: Until 2011, when it was taken over by the Family Service as a charitable GmbH. Zoepffel: The arrangement was excellent. The First Chair was by law also the women’s repre-

sentative. I took over everything that had to do with the university. Gudrun took care of the practical matters on site and the cooperation with teachers. Marieluise looked after financial issues like paying out salaries, for example. Usually, only the Chair took part in the foundation’s meetings. But we were told this was a good sign. That consoled us.

*What was the feedback from the parents like?*

Gehrke: I know of a family that had three children here. The husband became a teacher, and the wife stayed at the university. She told me once: Without the uni daycare centre, I wouldn’t have been able to comfortably finish my doctoral studies. Then, I thought: It’s great to hear something like that.

Zoepffel: The fact that this organisation still exists and lives on today, the fact that we initiated something that has been in effect for so long and is helping women – that’s overwhelming to me.

*What do you wish for in the future?*

Akbar: More rooms. Since the government has begun paying attention to the quality of daycare centres, we have had many more tasks: documentation, writing development reports, having meetings with parents. We need space to do those things. Offerings for the kids such as individual supervision, projects or a library would also be achievable – but we need room to do that. We haven’t been able to solve this problem yet.

*Fotos: Sandra Meyndt*



Renate Zoepffel

*As the university’s Women’s Representative, Renate Zoepffel founded the managing foundation for a uni daycare centre.*



## There Is Room For Big and Small at the University of Freiburg. **Infrastructure** for Families



### **Changing Tables and Nursing Opportunities**

There are easily accessible changing tables and nursing opportunities set up throughout the University. Mothers and fathers have the option of changing nappies and feeding their children all over the different university locations; mothers can nurse infants undisturbed in specially assigned rooms. Parents can find an overview of which buildings and rooms are equipped with changing tables and nursing opportunities on the Family Service homepage.

### **Parents' Rooms**

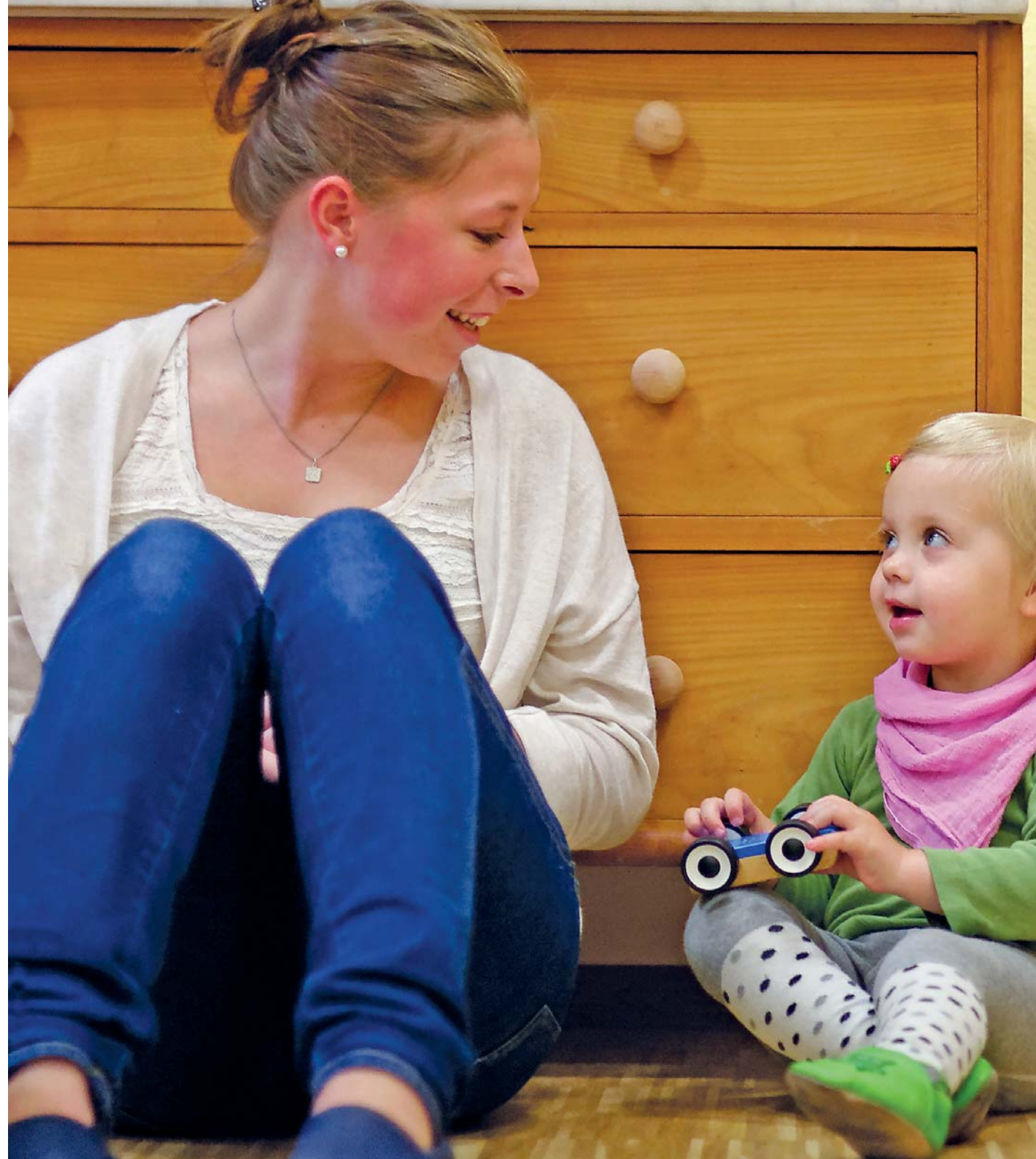
In addition, three parents' rooms invite university employees with children to relax. The parent room set up on the central campus is located on the ground floor of the Collegiate Building IV (KG IV), and can be comfortably reached with a stroller via a ramp. Parents and children can play, cuddle or just take a break in the room. Babies may be nursed or fed in a calm atmosphere; changing and bathing options as well as bottle warmer are available. For older children, there is a play corner with a table, toys and books. In a small work corner, parents can use WiFi to work with their laptops.

In the Centre for Biological Signalling Studies, the so-called BIOS-Signalhaus, located in the Faculty of Biology, there is a room for parents employed at BIOS-S to relax and take a break. It is comfortably furnished with a couch, a slide and seating area for small children. Also, there is a changing table with bathing facilities.

In the newly built university library, there is another parent room on the first floor. This furnishing arrangement has been selected to allow children to easily occupy themselves for a while. Older children will find something to do in a building corner, while reading or using a learning computer in a sitting area. Babies can be securely kept in a playpen while parents pursue their studies.

### **Cafeterias**

Those who would like to eat lunch together with their child can take a seat in one of the Studierendenwerk's child-friendly cafeterias. Here, people both big and small can sit together at one table thanks to several high chairs for children. Those who are finished can stand up and play in the children's area until the adults have finished eating.



## **Financial Support** for Families

For a long time, universities in Baden-Württemberg were prohibited by the state government from using budgetary funds for the financing of childcare services, as the money was only intended for university expenses in research and teaching. When this rule was changed in 2002, an important requirement for expanding childcare at the Albert-Ludwigs Universität was created. In addition to the investment of its own resources, the University of Freiburg was determined in drawing funds from different grant programmes for the construction of several daycare centres. With a high level of commitment, the university converted its own available rooms, as well as using others that were purchased just for this purpose. Today, more than ten years later, the four university daycare centres, well-built and equipped in a child-appropriate manner, are an integral part of family-friendly work life at the university.

### **Parental Contributions in the Uni Daycare Centres and Holiday Child Care Programmes**

The ongoing operational costs of uni daycare centres are funded, just as those of all childcare

centres in Baden-Württemberg, according to the general kindergarten funding regulations in the state. These provide that the largest portion of costs are covered by public funds on the state and municipal level, while another portion is funded by the organisation managing the daycare centre – in this case the university – and the rest is funded by parental contributions. The university has oriented the parental contributions of the uni daycares according to the rates of the daycare centres run by the city. This makes the parental contributions to the uni daycare centres among the most affordable in all of Freiburg. If several children from one family are cared for in university daycare centres, a discount is granted for siblings. This means that parents pay one regular contribution for one child, and a discounted rate for all of their other children. The contribution is discounted again for the third child in relation to that for the second child.

Parents with income below a certain level set by the city of Freiburg may apply for a grant deductible from the parental contribution from the city's Office for Children, Youth and Family





Affairs. On the Family Service’s website, parents can find a link to further information on applying for the grant, as well as the appropriate application form. Some spots in uni daycare centres have opening times of up to 13:00 or 14:30, and cost accordingly less than a full-day spot. This allows part-time employees to adjust childcare to their own needs with regard to time and finances.

The university also subsidises its holiday child care programmes, thus making possible moderate parental contributions modelled after parents’ incomes. Discounts for siblings are also offered here.

**Scholarships at the University of Freiburg**

The University of Freiburg observes the Brigitte-Schlieben-Lange Grant Programme for young female scientists with children, which is funded by the Baden-Württemberg Ministry for Science, Research and Art. As part of the programme, scholarships are issued for young female scientists with children during the scientific qualification phase, meaning during their doctoral dissertation or habilitation, for two to three years. The goal is to make a career in science possible for more women through a better compatibility of the qualification phase with family obligations, thus raising the number of women eligible for a professorship.

The university issues a scholarship for academic re-entry in the form of the BrainLinks-Brain-

Tools excellence unit. Here, scientists from the fields of biology, medicine, microsystems technology and computer science work together. The scholarship promotes re-entry into the academic field after a family-related break, and is primarily directed at people in compatible fields who have a Diploma, Master’s or doctorate degree and have taken a break of between two and a maximum of seven years for family reasons.

**Business Trips with an Infant**

The university provides a special compatibility offering to mothers who undertake a work trip and take an infant still requiring nursing with them. They may make the trip together with a second adult as well as deducting the costs for the second person as their own travel costs.

**University Job Ticket**

In addition, all employees who acquire a yearly ticket for the use of public transportation benefit from the university covering a portion of the costs. This reduced yearly ticket is the so-called University Job Ticket, and allows use of the buses and trains in Freiburg and the surrounding area. On Sundays and holidays, a second adult and up to four children can be taken along free of charge, making the Job Ticket especially attractive for families.

**City of Freiburg FamilienCard**

One offering provided by the city of Freiburg to all families living here is the Freiburg FamilienCard. It contains financial discounts for city faci-



lities, cultural offerings and private services. Families with an income underneath a certain amount receive the FamilienCard free of charge, and all others pay a yearly contribution of EUR 30. Employees and students at the Uni Freiburg can get the FamilienCard at the university’s Family Service.

**Financial Aid for Studying Parents**

In individual cases, studying parents at the end of their doctoral or undergraduate studies may be granted financial aid from university foundation funds. The Studierendenwerk also offers consultations on an array of further types of aid, such as payments according to the Federal Training Assistances Act (BAföG), student loans, degree loans and scholarships. Students in financial hardship may also apply for a grant from the Studierendenwerk’s hardship fund as a means of transitional aid. One benefit in everyday life offered to studying parents by the Studierendenwerk is the free kids’ meals for children under ten years of age in the university’s cafeterias.

**Interview**

# Role Models for Young Female Scientists

**Prof. Dr. Elisabeth Cheauré has been Professor of Slavic Philology at the University of Freiburg since 1990. As Women’s Representative of her faculty and the university, as well as Speaker of the State Conference of Women’s Representatives, she was involved in the development of new programmes for the promotion of women. The mother of four spoke with Annette Kollefrath-Persch on the compatibility of family and science.**

*Ms. Cheauré, how were you able to pursue an academic career with four children?*

I didn’t achieve that in spite of my children, but rather because of my children. Through them, I learned self-confidence and strength, and I learned to work efficiently and to organise.

*That made everything work flawlessly?*

No, there was much opposition, especially in childcare. When I came to Freiburg as a young professor, I was a single mother raising three children. My youngest son was only three years old. At the time, the university was of the opinion that children are one’s own private business. I was turned away from the city kindergartens because I was supposed to register the child as early as his first birthday. There was no university daycare centre at the time. That was a precarious situation for me.

*How were you able to solve this situation?*

I relied on the help of babysitters employed on an hourly basis. For my children, that meant frequent changes, and was therefore not a real so-

lution. Therefore, I took my youngest son with me to my courses for one semester. That was something many people had to get used to, but maybe also an important signal. Looking back however, I’m glad that it didn’t become too well-known at the university.

*What was your focus as Women’s Representative?*

My colleagues and I further expanded the uni daycare centre. We tried to portray the promotion of women at the university as an integral basis for quality development and assurance, especially during appointment procedures. We established gender studies – definitely the biggest step. However, there was still resistance at the time, especially including at the rectorate level.

*What caused that to improve?*

The excellence initiative caused the way of thinking to undergo lasting change. At the time, the University of Freiburg was already held in relatively high esteem, but the structural discrimination of women scientists and the problems regarding the compatibility of family and career

were now made public, no longer a “dirty topic”. The new generation must still fight, but it also has more place to turn to for help, especially more female role models on the professorial level. Just the fact that I made a career for myself with four children can be encouraging. I offer workshops for young women scientists: During those workshops, I talk about my experiences. A quick re-entry, for example, is important. Four months after the birth of my third child, I was almost too afraid to return to the field of science.

*How can the university become more family-friendly?*

Most of all through role models who are encouraging. The university should invest more heavily in qualitative child care. Family-friendly times for meetings and classes would also be important. Often inflexible working hours are also a big problem. Flexible work shouldn’t be provided out of good will, but should be recommended as a way of promoting one’s career.

*Foto: Marie-Elisabeth Weiher*



*As Women’s Representative, Elisabeth Cheauré established gender studies at the University of Freiburg.*



## From A to Z. **Information** for University Staff with Family Obligations



Often, it's just a small yet decisive tip that saves parents time and effort, and makes it easier to make career and family demands compatible with each other. At the University of Freiburg, there are various service facilities that support employees and students in bringing both areas of life into harmony with one another.

### Family Service

The Family Service acts as a guide, helping employees from the scientific, administrative and technical fields to find the right contact person for their particular questions. Through its information portal, it also provides information on the daycare centres, the holiday child care programmes and on further subjects of compatibility at the university. Brochures with information on individual topics are designed for specific target groups in particular, such as new employees or students with family obligations. A newsletter provides information on the holiday care programme, free spots in uni daycare centres and all family-friendly new developments at the university. For international employees who come to Freiburg together with their family, individual consultation can also be provided in German or English, in most cases concerning the

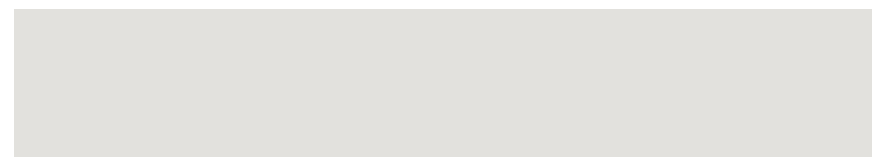
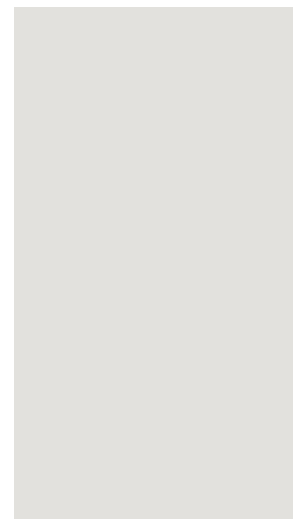
issues of childcare and the German school system. For these families, a close exchange takes place with other consultation services such as those provided by the university and city welcome centres, as well as the Freiburg Studierendenwerk.

### Human Resources Department

Of course, the HR department also assists university employees on questions regarding family issues like maternity leave, parental benefits, parental leave or care periods. Even simpler is a look at the "Service A-Z" on the central university administration homepage. Here, employees receive comprehensive information on issues of employment law. A checklist on pregnancy, maternity leave and parental leave, which is also available in English, provides a detailed action guideline and contains all relevant information and step-by-step instructions on what should be taken into account when expecting a child.

### Staff Council

The staff council also has an open ear for employees with children, and it has an information brochure on the subject of "Maternity Leave and Parental Leave" on its website. Also, it provides its knowledge on sensitive issues like the relati-



onship between parental leave and temporary research contracts in the form of personal consultations.

### Equal Opportunity Representatives for Administrative and Technical Staff as well as for Scientific Staff

The Equal Opportunity Representative for the administrative and technical staff advises on the issues of family-friendly working hours, parental leave and re-entering one's career after a break due to family reasons, and possibilities of telework and part-time work. There is also a programme for maintaining contact for employees on parental leave. Parents will receive the "uni'leben" newspaper at their home four to five times per year, and are thus kept informed on

current events at the university. They also have the option of remaining caught up through participating in the university's continuing education offering.

The Equal Opportunity Representative for the scientific staff campaigns for family friendliness. She especially supports female researchers and students with regards to the compatibility of work/studies and family life and will, upon request, mediate between different interests.

### Occupational Medicine and Healthcare Service

The Healthcare Service assists expecting mothers with the assessment of the workplace in regard to possible health risks for the mother or her unborn child. Pregnant women may not be exposed to any dangerous chemicals or infectious materials that could threaten their own health or that of their unborn child. The university doctor informs the expecting mother on this topic and provides assistance to her supervisors on the assessment of danger associated with her work.

### Studierendenwerk Freiburg

Studying parents will find advice and help at the Freiburg Studierendenwerk. Here, they can take advantage of a personal appointment including social consultation on financial issues such as those pertaining to BAföG, Unemployment Benefits II (ALG II) and residential benefits (Wohn-geld). Furthermore, they receive legal advice free of charge and inform themselves on the childcare offerings and family apartments offered by the Studierendenwerk, as well as on job opportunities and questions of insurance.





## A Topic Affecting Everyone. Compatibility of Career and Elder Care



The number of elderly people is continually increasing. Even today, there are more people in need of elderly care than there are children under the age of three. Over two-thirds of people in need of care are cared for at home by relatives. Also, almost half of the people taking care of relatives are employed. This means that an increasing number of employees face the challenge of reconciling career with care work.

### Flexible Work Models

It often happens very suddenly, while one is not able to predict the scope and duration of the care needed: Relatives need help, and one's own (career) life must be adjusted to fit the changed circumstances. In this phase, most employed people need flexibility of time most of all, whereby their needs range from a short break to handle an acute situation to a partial or full release from work for an extended period. In this situation, university employees should coordinate matters well with their supervisors. The university's HR department provides help and explains the various flexible working hour models regulated by German law.

### Non-university Places to go for Advice

On the Family Service's information portal, employees can gain an overview of external contact persons and locations such as the City of Freiburg Senior Office or the care support offices of surrounding municipalities. There is a list with self-help groups for caregiving relatives, as well as links to other informative websites. Since domestic care can mean a strong physical and emotional strain, especially for employed caregivers, the university informs caregiving employees of various possibilities of health support. The Freiburg Network of Family-Conscious Businesses, of which the university is a member, offers a series of lectures on various care-related issues, e.g. how to balance one's career, taking care of relatives and one's own needs. Psychosocial support of caregiving relatives is also the aim of an Internet portal supported by the following three health insurances: the Barmer GEK, the TK and the DAK. It offers anonymous psychological online consultation free of charge for relatives who care for those in need in their own domestic environment. Employees can find a link to this offering on the



Family Service homepage. As part of operational health management and internal continuing education, courses on managing stress and strain are regularly offered, which can be especially useful for employees with family obligations.

### Senior Services Exchange

Those looking for support for a relative in everyday life, such as with buying groceries, with household affairs or with computer problems etc. can register with the senior services exchange at the Freiburg Studierendenwerk homepage. Here, students are registered who have experience in dealing with the elderly and are looking for a student job in this area. For the activities requested by the family – not including caregiving services, however – the Studierendenwerk then looks for qualified students and refers them to the interested families.

### Questionnaire on Need for Further Support

As part of a survey of employees taking place in 2015, it is to be determined whether there is a need at the University of Freiburg for more support for employees with relatives in need of care than is provided by the offerings mentioned above.







Florian Sigloch

Whether daycare or holiday care: Florian Sigloch is satisfied with the university's service for doctoral students with children.

## Interview

# Doctorate Degree with Three Children

Florian Sigloch is a doctoral student at the Institute for Molecular Medicine and Cellular Research. His wife, Helene Sigloch, is also in a doctorate programme – in mathematics. She is a doctoral student at the 1821 Graduate College for “Cohomological Methods in Geometry”. The two have three children at the ages of one, four and six, of which the youngest girl attends the Murgelgarten uni daycare centre. The oldest son attended the autumn holiday care programme in 2014. Mathilde Bessert-Nettelbeck talked to the doctoral student about his everyday family life.

Mr. Sigloch, you and your wife are employed at the university as doctoral students. What is a typical workday like for you?

We both work on our doctoral programmes about 35 hours a week. Our youngest daughter is at daycare from 8:30 to 4:00 in the afternoon. Whoever picks the children up stops working a little earlier – at around 3:45. Otherwise, I stay at work until 18:00. Normally, we first get our youngest, then our second daughter, and the oldest one comes home by himself. At around 18:00, we're all at home together in Haslach. Sometimes, I then programme a little at home, but there isn't usually any time for that. We don't see the kids enough during the week anyway.

What is special to you about the offering from the Murgelgarten uni daycare centre?

With our youngest, we knew that we would definitely get a daycare spot, since my wife's graduate college can reserve several spots. That helped us greatly. The special thing about the Murgelgarten uni daycare centre is that the children are supervised at even under one year of age. All of our children were in daycare once

they reached six months of age. The childcare is just as good as in other facilities. But the administration is more professional. We're very satisfied with it.

How did you and your son like the holiday care?

The holiday care was especially good: With a schoolchild that's on holiday, it's hardly possible for both of us to work. My son liked it. There was enough on offer and there were some field trips. But he was able to do what he wanted. He enjoyed that. He just wanted to play.

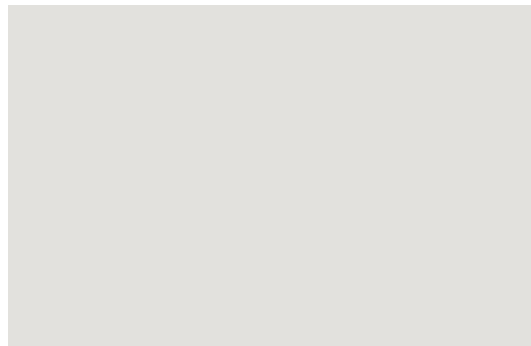
What do you think are the advantages of a doctorate degree in comparison to other types of employment with regard to childcare?

I have somewhat more flexible working hours than with other jobs. On the other hand, one sometimes needs more time for the doctoral programme as a father or mother. That makes the support of the professor important. Today, for example, my older daughter's kindergarten was closed, and I had to pick her up at 15:00, but that's okay. My professor is understanding with such things.

How do you rate the support of the university for doctoral students with children overall?

The university's service is good. Group directors vary in how prepared they are to give employees flexibility. Some of the professors are not aware of the kinds of support possibilities there are – especially for fathers. It would maybe help to more strongly inform professors about these options, thereby removing the fear of doctoral students with children.

Foto: Uwe Nüssele



## Family Friendliness on all Levels. Family-friendly HR Development and Leadership

Those who start a family make a decision for the future and assume long-term responsibility for other people. Security and predictability are deciding factors in that regard. For this reason, a central element of a family-friendly HR development system is the security of the employees with regard to their career path being predictable. This means that limited employment contracts, which are especially common in science and sometimes cannot be avoided, should be issued for periods as long as possible by the university.

### University Funding Agreement – Perspektive 2020

To this end, the university made a commitment in 2015 in the form of its University Funding Agreement with the Baden-Württemberg state government. In the non-scientific field, positions from the university's employment plan that are assigned permanent tasks are generally issued without a limited term. The terms set for scientific positions should be determined on the basis of the duration and the demands of third-party funding or the qualification phase. Irrespective of that, contracts with a term of under two years should only be issued in justified exceptional circumstances.

### Junior Professors with a Tenure Track

For young scientists, the instrument of a junior professorship with a tenure track is especially attractive. It serves to win over excellent young talent by offering early independence in research and teaching, and predictability of their scientific career. The University of Freiburg is committed to the area of promoting young talent, with one example being the planned continued increase of junior professorships with a tenure track in the coming years.

### Human Resource Management and Health Management

Family-friendly HR management takes into account that the compatibility of career and family is often tied to high demands and stress. Leaders are hereby subject to the special responsibility of creating a family-friendly work environment that counteracts this double stress as much as possible. The University of Freiburg bestows this responsibility to its leading staff in the form of its leadership guidelines, and it expressly calls upon staff to contribute to a healthy and family-friendly work environment.





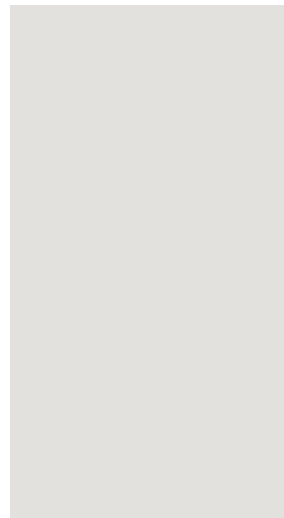
The university's health management makes a contribution to this goal, as it can contribute to effective stress relief in times of high physical and mental stress. In addition to the general university recreational sports programme, which is available to all employees, there are also other offerings meant to promote healthy living, such as the "Pausen-Express", during which a trainer comes directly to the workplace for a 20-minute exercise programme, and the "Rückenschule", which works to counteract the muscle tenseness that is frequently due to excessive strain or stress.

Another set of guidelines addresses the return to work after a break taken due to family reasons. It offers leading staff detailed tips on how



to best organise the temporary absence of an employee, and how to plan the re-entry phase together.

The offerings of the internal continuing education programme regularly address the compatibility of family and career or more generally discuss stress and strain, for example in the form of courses on various relaxation techniques. In order to promote the attendance of part-time employees with school-age children, all half-day courses take place in the morning and take breaks during school holidays. For special events such as the Information Day for Office Management, childcare can be arranged on demand.



## A Good Collaboration. **Organisation** and **Networking** of Family Friendliness

### **Development of Family Friendliness at the University**

When the Zaubergarten uni daycare centre was opened as the first uni daycare centre in 1996, the issue of compatibility of family and career was a problem publicly held to affect mothers, not fathers. Creating structures for more family friendliness at the university was understood to be a measure for promoting women and therefore was the responsibility of the university's women's representative. In 2005, the position of women's representative was re-named to equal opportunity's representative, whereby the focus was automatically shifted to women as well as men and their role relationship to one another. In addition to equal entitlement to taking part in career life, equal rights in family care also became an area of focus, and compatibility measures were increasingly directed at both parents. In the years thereafter, the childcare services at the university were also considerably expanded: Currently, there are five daycare centres and a holiday child care service during all legal school holidays (with the exception of Christmas holidays) at the University of Freiburg – a comprehensive child care offering that supports fathers and mothers equally.

In 2007, the working group "Family-friendly University of Freiburg" began its work. Under the leadership of the chancellor, the working group coordinates all measures for the better compatibility of family and career/studies at the university.

In 2010, the subject of compatibility and family friendliness was transferred to the newly created Family Service staff office, which is responsible to the chancellor as part of the central university administration. In 2011, finally, Familienservice gGmbH was founded at the Albert-Ludwigs University of Freiburg as a university subsidiary. The Familienservice gGmbH serves as the supporting organisation of the four uni daycare centres.

Part of the increasing institutionalisation of family friendliness is a growing networking process within the university, as well as the increasing presence and growing significance of the topic, which is today a self-evident component of university work culture. The close integration of the university's faculties and the various departments of the central administration is thereby a requirement for an optimal coordination and decision process, making it also integral for the acceptance of the family-friendly direction of the university.





#### Networking with other Institutions

An important partner is the city of Freiburg, which financially supports the uni daycare centres, while the uni daycare centres help to realise the city's legal obligation to provide a daycare spot for all children living in Freiburg as of one year of age. In addition, the city offers continuing education and conference days for Kindergarten teachers and directors on educational issues, as well as work meetings and informational events for the supporting organisations of all Freiburg daycare centres.

For the future, the university and city have set wide-reaching common goals. In order to strengthen cooperation with the goal of an innovation-friendly infrastructure for Freiburg as a centre for science and commerce, the rector and mayor have signed the Freiburg Innovation Charter and have put the creation of family-friendly work and research structures on their agenda. This goal is implemented in two networks founded by the city in which the university is involved: the Freiburg Network of Family-conscious Businesses and the Freiburg Alliance for Families. The university is a member of both networks, where it realises its goal of helping shape societal processes and lead by good example as an important civil society actor and educational institution.

The joint programme between the university and city also spans a regional dual career service, with which primarily international leading technical experts are recruited, and ideally committed, to the city of Freiburg. The University of Freiburg's dual career service has supported partners of new employees in leading positions, who face the challenges of moving and career reorientation, in science, administration and the

technical field since 2008. Those seeking advice can turn to the dual career service through the appointment procedure office or the hiring institution.

The university is also active in the area of family friendliness on an interregional basis. It is a member of the "Erfolgsfaktor Familie" company network, which was initiated by the Federal Ministry for Family Affairs together with the leading associations in the German economy and the German Trade Union Confederation (DGB), and offers a platform where members can discuss issues of compatibility.

The university is also a member of the "Familie in der Hochschule" best-practice club, a network of German universities that addresses the issue of compatibility of family obligations with studies, teaching, research and administrative activities. With the signing of the club's charter, the university has obligated itself to the demanding standards of family orientation applicable to all partner universities of this network.



## Interview

# Shift work at a Desk

**Dr. Christina Schoch started her career at the University of Freiburg in 2006 as a trainee in the Press and Public Relations department, and became the personal representative of the then-Prorector for Studies and Teaching. Since 2013, the post-doctorate-level media science expert heads the Student Service Centre, with her husband heading corporate communication at the Freiburg University Clinic. The pair has three sons at the ages of two, four and ten, and they live in a suburb of Freiburg. Rimma Gerenstein asked Schoch how she organises her family and career life.**

*Ms. Schoch, are you talented at organisation?* You have to develop a talent for organisation if both parents have time-demanding jobs and the children are still relatively young. That might mean a very busy everyday life, but that's the only way to manage everything.

*That sounds like a very strict time plan.*

You could say my husband and I work in a successful shift system: One of us goes to work very early and picks up the kids from daycare or their grandmother in the afternoon, and the other one drops the children off in the morning and works longer as a result. It sounds good at first, but it often turns out differently in practice. One child becomes sick, and then my husband has to go to an important meeting or I have to go to the rectorate because of something urgent. Then we have to be able to organise quickly. But you get practice.

*So flexibility is the key to success?*

I'm convinced of that. One must adapt to the demands of work and family members. I have the privilege of being able to structure my work or-

ganisation relatively freely. But if the application phase and the admissions process are at the same time, for example, I have to be there more often, because difficult cases have to be taken care of quickly every day.

*Did you feel the need to quickly return to your career after the birth of your children?*

Yes, definitely. I like my work very much and I enjoy being a mother. Both things are different challenges, and the mixture of the two is perfect for me personally.

*Have you experienced a family-friendly atmosphere over the course of your career?*

Yes, in general. The university is ahead of many other companies where the infrastructure regarding compatibility is concerned. Telework is an important factor in that respect. I can work at night if the children are in bed. I take advantage of that often so that I can spend the afternoons with them. The most important support for me, however, was the trust of my superiors: When I was asked in 2008 if I wanted to become a personal representative, I said: "Yes, but I must go

home every day at 17:00". Without the support of my boss, that wouldn't have been possible. However, that also meant that I was often under incredible time pressure to get my workload done.

*Where does the university need to improve with regard to family friendliness?*

The university is a very good employer in many respects. In administration, however, an urgently needed change in culture is taking place: There are relatively many women in leading positions with small or school-age children, and there are many younger men in leading positions who actually uphold their role as fathers and don't just want to be a Dad on the weekend. This has changed much and has led to attendance in the workplace no longer automatically being equated with performance. Overtime is still sometimes necessary, but no longer automatically "cool".

*Foto: Baschi Bender*



Christina Schoch

*Flexibility leads to success: Christina Schoch uses telework to reconcile family with career.*



# Everyone participates. **Quality** through Educational Standards, Evaluation of Programmes and Participation of Children and Parents



## Complaint Management for Parents

Parents with children in one of the uni daycare centres have several options to express ideas, criticism and wishes during the entire care period. They can either contact the parent representative at their daycare centre, who is elected at the beginning of each kindergarten year, or they can seek direct contact with Kindergarten teachers, daycare management or, when these options have been exhausted, the supporting organisation. Regardless of whether parents use these opportunities, the Family Service requests feedback from parents regarding their satisfaction in the form of a standardised questionnaire once their child leaves the daycare centre. This way, it regularly receives feedback on the daycare centre's care services. For feedback of all kinds, employees can also use a virtual mailbox on the homepage.

Parents whose children have taken part in a holiday child care programme are also requested to provide feedback via an online questionnaire after the end of the holidays. The questionnaire as well as the occupancy rate of the holiday programme are evaluated and then sent to the

external provider. This way, the provider can directly react to wishes and suggestions from the parents, and it is ensured that the services are developed further according to need.

The spots in uni daycare centres are allocated according to assignment guidelines determined jointly by the university and Familienservice gGmbH. The spot assignment procedure is regularly evaluated via the directors documenting and analysing the criteria for each newly assigned daycare spot.

## Securing Quality Standards

Especially important is the assurance of quality standards in educational work. To that end, a regular exchange takes place between Familienservice gGmbH as a supporting organisation and the daycare directors. Together, uniform standards are set, regularly reviewed and left open for codetermination by children and parents. Guiding educational principles on participation, mutual appreciation, common relationships and individual support provide orientation for the Kindergarten personnel. The pedagogical concept of each daycare centre forms a working



foundation which is continually reflected in team sessions. The concepts make both goal setting and everyday daycare processes transparent for new employees and parents. They are accessible to anyone interested on the homepage of Familienservice gGmbH.

In addition to the applied pedagogical approach, the issues of profitability and security are also regularly examined. An auditor checks the annual report and the performance of Familienservice gGmbH leadership once a year, and the staff office for Security in the University ensures through regular walkthroughs of daycare centres and consultation of daycare directors that dangers for the employees or children are removed to the best degree possible.

## Networking for Quality Assurance

Familienservice gGmbH works in different networks and quality assurance working groups with other Freiburg supporting organisations and the City Office for Children, Youth and Family Affairs. It is a member in the regional network Qualität in Kinderkrippen und der Kindertagespflege (Quality in Nurseries and Child Daycare; QuiKK for short), which accompanies quality development in care centres for children under three years of age, and contributes to a

working group of the Office for Children, Youth and Family Affairs to ensure the quality of care of children under one year of age. The directors of the four uni daycare centres also regularly participate in offerings by the city of Freiburg in which issues are discussed pertaining to their directorial activities. The uni daycare centres' teachers have access to regular continuing education events on different educational topics, including speech development, music in kindergartens, theatre and environmental education etc.

Expert advice for Kindergarten personnel is also an important component of quality assurance. Expert advice means the support of daycare centres and supporting organisations on organisational and educational matters, including the implementation of educational concepts, HR management or the organisational development of a daycare centre overall. Familienservice gGmbH receives expert advice from the Office for Children, Youth and Family Affairs of the City of Freiburg, as well as from the Paritätische Wohlfahrtsverband, a welfare association, where it is a member.

The work of Familienservice gGmbH itself is supported by an advisory committee of mem-

bers both external and from within the university, which provides it with expert knowledge and professional feedback. Familienservice gGmbH regularly presents the advisory committee with an activity report on the development of its fields of work. This is then published on the Family Service's website. The advisory committee works to provide excellent conditions in the uni daycare centres for children, parents and teachers.







Holger Weinacker

Something new and original every time: The Family Service's holiday care is never boring for the children, Holger Weinacker confirms.

Interview

# Circus and Musicals during the Holidays

**Dr. Holger Weinacker is an assistant to the Professorial Chair for Remote Sensing and Agricultural Information Systems at the Faculty for the Environment and Natural Resources. He has two sons at the ages of nine and eleven. Yvonne Troll spoke to him about his experiences with the Family Service.**

*Mr. Weinacker, do you feel that the atmosphere at the University of Freiburg is family-friendly?*  
It is very family-friendly at the Professorship of Remote Sensing and Landscape Information Systems. Maybe it's due in part to the fact that our professor has children herself. There's more understanding for situations in which one sometimes finds oneself when one has children. For example, I can set my working hours flexibly.

*Which of the Family Service's offerings have you taken advantage of?*  
We already had our two sons Niko and André in a daycare centre run by the Family Service: For kindergarten children, there was a child care offer during the holidays, when other kindergartens are closed. Otherwise, we would always have had problems during the holidays. Since they've been in school, my sons have also participated in the programmes during the Easter, summer and autumn holidays.

*What were your sons offered in the holiday child care programme?*  
The teachers think of something new for the programme every time. This prevents the holiday care from becoming boring for the kids,

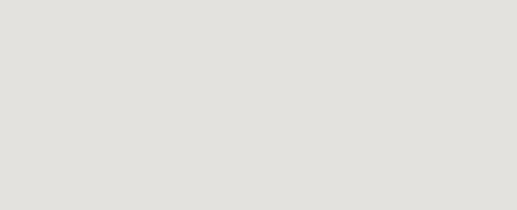
even after four years of attending. For example, two teachers initiated a theatre and music project. That was really creative. They learned a musical together with the kids, and it was recorded on video. That was really professional, with a stage set and light settings. There was a performance that lasted 45 minutes, and we got a DVD recording afterwards. It was incredibly fun for the kids. Another time, they started a circus. The kids were placed in different roles like artists or clowns, for example. We also got a recording of that.

*Does the Family Service help you to better reconcile family and career?*  
Yes, if the Family Service didn't exist, it would be really difficult, as it isn't that easy to get daycare spots. For me, the service is also optimal because the spring and summer care services are in the same building where I work. I can take my children to work with me, bring them to the first floor and then go two floors up to my office. This proximity to the workplace is of course very comfortable, since I can go without a long drive through commuter traffic. In addition, the Family Service has expanded its offering for holiday care. Up to now, there was only a programme

for children between six and twelve years of age. Since two years ago, there has also been a two-week-long care service during the summer holidays for children and youth over twelve. It would of course be nice if one could extent this service to other holidays.

*How do you rate the registration process?*  
The organisation is very unbureaucratic. One can register online within a few minutes. Then, one receives the confirmation two to three weeks later, and that's basically it. Since two years ago, one now also receives an email reminder about the registration deadline. I find that very helpful, since one forgets things like that now and then.

Foto: Jörg Blum





Service Centres and Places to Go for Advice

Service Centres for University Employees

Recreational Sports Program  
**Allgemeiner Hochschulsport**  
Institut für Sport und Sportwissenschaft  
Backsteingebäude  
Schwarzwaldstraße 175  
Tel.: 0761 203 4513 or 4503  
ahs@sport.uni-freiburg.de  
www.hochschulsport.uni-freiburg.de

Occupational Medicine and  
Healthcare Service  
**Arbeitsmedizinischer Dienst**  
Rheinstraße 10  
Tel.: 0761 203 4368  
juergen.pietsch@uniklinik-freiburg.de  
www.zuv.uni-freiburg.de/organisation/ad

Equal Opportunity Representative/  
Dual Career Service  
**Beauftragte für Chancengleichheit**  
Werthmannstraße 8 (Rückgebäude, EG)  
Tel.: 0761 203 4411  
chancengleichheit@verwaltung.uni-freiburg.de  
www.chancengleichheit.uni-freiburg.de

Family Service  
**Familienservice**  
Werthmannstraße 8 (Rückgebäude, EG)  
Tel.: 0761 203 4299  
familienservice@uni-freiburg.de  
www.familienservice.uni-freiburg.de

University in-house Continuing Education  
for Employees  
**Freiburger Akademie für Universitäre  
Weiterbildung (FRAUW) / Interne  
Fortbildung für Beschäftigte**  
Universitätsstraße 9  
79098 Freiburg i. Br.  
Tel.: 0761 203 9845  
service@wb.uni-freiburg.de  
www.weiterbildung.uni-freiburg.de

Staff Council  
**Personalrat**  
Rheinstraße 10 (enter via Merianstr.)  
Tel.: 0761 203 6900  
info@personalrat.uni-freiburg.de  
www.personalrat.uni-freiburg.de

Human Resources Department  
**Personalservice (Dezernat 3)**  
Friedrichstraße 39 (Rektoratsgebäude)  
Personalservice für Angestellte  
Tel.: 0761 203 4310  
Personalservice für Beamte  
Tel.: 0761 203 4326  
www.zuv.uni-freiburg.de/organisation/d3

Service Centres for Students

Student Service Centre  
**Service Center Studium**  
Sedanstraße 6  
79098 Freiburg  
Tel.: 0761 203 4441  
www.zuv.uni-freiburg.de/organisation/scs

Studierendenwerk Freiburg

Schreiberstr. 12-16  
79098 Freiburg  
www.swfr.de

Accommodation:

www.swfr.de/wohnen/

Child Care:

www.swfr.de/beratung-soziales/studieren-  
mit-kind/

Financial Aid:

www.swfr.de/geld/finanzielle-hilfen/

Social Counselling:

www.swfr.de/beratung-soziales/  
beratungsstellen/sozialberatung/

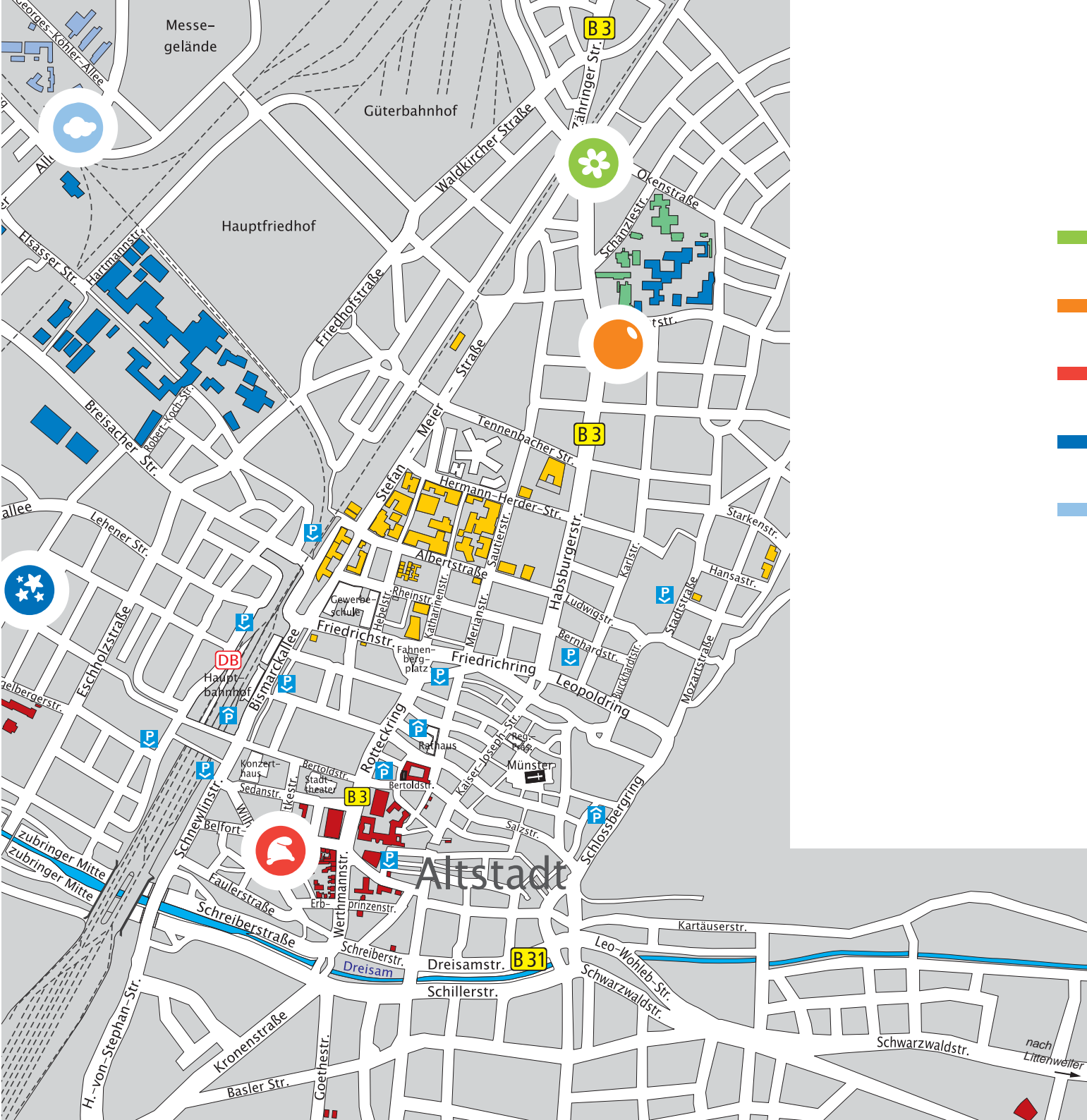
Service Data Bases run by the  
Studierendenwerk Freiburg:

Babysitter Data Base:

www.swfr.de/geld/studijob/babysitterboerse/

Senioren Services Exchange

www.swfr.de/geld/studijob/senioren-  
service-boerse/



- Uni-Kita Blütengarten  
Schänzlestraße 1
- Uni-Kita Murgelgarten  
Burgunderstraße 5a
- Uni-Kita Wichtelgarten  
Belfortstraße 18+20 (Rückgebäude)
- Uni-Kita Zaubergarten  
Agnesenstraße 4
- Kita Wolkengarten  
Georges-Köhler-Allee 73





## Day Care Centres

<sup>2</sup> plus a meal contribution for a warm lunch meal and a contribution for an afternoon snack where applicable. All data valid at the time of printing.

Holiday period	Length	Number of spots	Age of Children	Child Care Times	Partner Organization
Easter	2 weeks	20 per week (weeks can be booked separately)	6-12 years	8 am-5 pm	Agentur COGO
Pentecoast	2 weeks	20 per week (weeks can be booked separately)	6-12 years	8 am-5 pm	Agentur COGO
Summer	2 weeks	15 per week (weeks can be booked separately)	3-6 years	8 am-5 pm	Agentur COGO
	4 weeks	20 per week (can be booked two-weekly)	6-12 years	8 am-5 pm	Agentur COGO
	2 weeks	10 per week (weeks can be booked separately)	12-15 years	9 am-4 pm	Freiburger Turnerschaft von 1844 e.V.
Autumn	1 week	20	6-12 years	8 am-5 pm	Agentur COGO

## Statement on Joining the Best-practice Club „Familie in der Hochschule“

**Robert Bosch Stiftung**



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