



Dr. Kerstin Wagner and Dr. Daniele Barthel receive the TEQ Certificate 2016 with Add-On "Diversity" on November 9, 2016.

## Certificates and Memberships



charta der vielfalt



Dual Career Netzwerk  
Thüringen

Dual Career Netzwerk  
Mitteldeutschland



Leibniz Institute on Aging –  
Fritz Lipmann Institute

*“Equal opportunities at the FLI are implemented in an extraordinary and professional way, regardless of area or hierarchical level. This also applies to instruments to foster diversity.”*

Extract from the TOTAL E-QUALITY Deutschland's jury evaluation for the TEQ Certificate with Add-On "Diversity"



## Work Life Balance and Equal Opportunities at the FLI

### Scientific Director

Prof. K. Lenhard Rudolph

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## Family and Career at FLI

The compatibility of family and professional life is of utmost importance for an equality-oriented, family-friendly and thus progressive research institute. Hence, as a member of the Leibniz Association, the Leibniz Institute on Aging – Fritz Lipmann Institute (FLI) in Jena considers equal opportunities essential in our staffing policy and daily working life.

Accordingly, we offer a myriad of supporting services for parents (to be), a parent-child-working room, we collaborate with nearby kindergartens and are a member of several family and dual career networks, in the region and beyond.

### Child Care

Since 2007, the FLI has been providing a **parent-child-working room** which is located in a silent adjoining building and is available to all FLI-employees for free. The use of the room enables parents to take their children to work in case of need, e.g. if daycare in a kindergarten is not possible due to unsuitable opening hours or if the child is not well. The cozy parent-child-working room is equipped with numerous toys and painting equipment for different ages. For the parents, a fully-equipped PC workplace is available to continue their research while their child is playing, painting or sleeping.

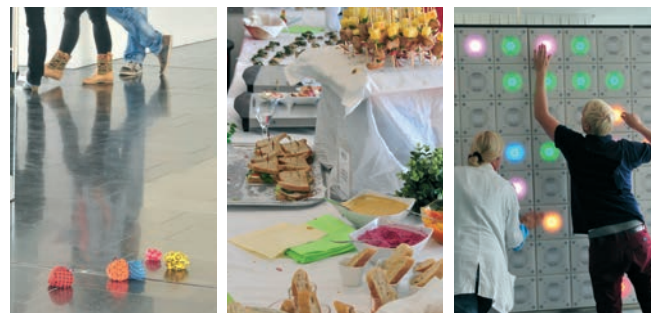


To optimize and facilitate child care, the FLI has been **collaborating with two nearby-kindergartens** for some years. They offer up to 15 nursery places for children of FLI-employees. Furthermore, the Institute organizes **child care for events** like scientific retreats, summer or Christmas parties.

### Work Life Balance

To make family and working life as compatible as possible, the FLI offers its employees **flexible working hours**, short-term day releases and the opportunity to work in home office. For employees that need time-off for the **support and care of relatives**, institute-guaranteed caregiver leaves are available, and information material as well as information days are offered free of charge.

On the occasion of annual **Health Days**, the Institute provides information e.g. about healthy diet or preventive healthcare measures at work. Play and sports equipment is available for all FLI employees to encourage **active work breaks**.



### Relocation to Jena

Excellent research needs excellent heads. That's why we support our employees-to-be in bringing their whole families to Jena. We are member of several **Dual Career Networks** and regional family alliances, helping to find an apartment, a job for the spouse or school and kindergarten places for the children. For employees coming from abroad, our **Relocation Assistant** takes care of all administrative aspects and gives support for the relocation to Jena.

Moreover, the FLI has been active member of the pan-European initiative **EURAXESS - Researchers in Motion** since 2015. This initiative is an information and advice point for internationally mobile researchers wishing to come to Germany or go abroad to work in research. It is part of the EURAXESS Services Network across Europe. The objective of the centers is to facilitate international mobility amongst scientists and scholars.

## Equalization & Diversity

Diversity is a chance. With female and male employees from more than 30 nations, we have a wealth of different cultural backgrounds at the FLI making our whole Institute diverse and colorful. All employees at FLI have equal opportunities with regard to career development and support, independent of their race, gender, religion or sexual preferences. This understanding is an important and central part of an equality-oriented, family-friendly and thus progressive research.

FLI engages for equal opportunities e.g. by:

- **supporting parents (to be)** in preparing a maternal leave or coming back to job afterwards;
- supporting female scientists, e.g. through the **Leibniz mentoring program**;
- supporting international scientists getting settled in Jena, including assistance with the search for an apartment or necessary paperwork;
- organizing regular social gatherings and exchanges among our employees;
- being involved in the **Charta of Diversity** and fulfilling the prerequisites for the Total E-Quality certificate.

## Excellent Equal Opportunities



Already in 2005, the FLI installed the position of an "equal opportunities officer", engaging for equalization of all employees at the FLI. In 2013, the Institute fulfilled the strict prerequisites to gain the TEQ Certificate for the first time.

This certificate is granted by the TOTAL E-QUALITY Deutschland e.V. and is awarded to companies and institutions that engage for equal opportunities in an outstanding way. The certificate, which is valid for three years, was re-awarded to the FLI in 2016, including the Add-On "Diversity".