



INSTITUTE FOR EMPLOYMENT
RESEARCH
The Research Institute of the Federal Employment Agency

5TH GENDER EQUALITY PLAN OF THE IAB (ABRIDGED VERSION)

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Strategic framework conditions of the gender equality policy and promotion of the compatibility of work/science and family/care at the IAB.

With this, the IAB presents the Fifth Gender Equality Plan for 2022 to 2025. It is based on the amended Federal Equality Act (*Bundesgleichstellungsgesetz, BGlG*), which has been in force since August 2021. The focus of the Act is on gender equality, the elimination of disadvantages, and the promotion of family-friendliness and compatibility of work and family/care. As an additional goal, the reorientation of the BGlG 2021 enshrined in law a balanced proportion of women and men – “parity” – in managerial positions in all areas by the end of 2025.

The IAB is the research institute of the Federal Employment Agency. Equality and compatibility are key quality criteria for the IAB. As an attractive employer, particularly in the scientific domain, we rely on the personnel policy, which is actively family-friendly and life-phase-oriented. This is also reflected in the consistently successful certification since 2009 by the non-profit Hertie foundation through the “berufundfamilie” audit.

This high esteem became particularly clear during the COVID-19 pandemic. The IAB reacted early on to the extreme stress situations, especially in families, and initiated numerous needs-oriented support measures, such as generous, flexible working hours, additional assistance staff or personal research time for scientists with care obligations.


Being a research institute committed to scientific excellence, we want to attract and retain qualified women in science. To this end, we support them – with successful programmes such as the IAB Mentoring Programme and needs-oriented measures that consider their personal situation.

We have already come a long way on the road to equality. Nevertheless, we have not achieved actual gender equality. We can only realise this goal through a gender-equal institute culture supported by managers and employees alike. We will continue to work on this.



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1 Gender equality of women and men

Based on the Federal Equality Act, this Gender Equality Plan sets the framework and priorities of the IAB's equality and compatibility policy for the upcoming years.

The goals of the Federal Equality Act are:

1. realise gender equality of women and men,
2. eliminate existing gender-related disadvantages, especially for women, and prevent them from happening in the future, and
3. improve family-friendliness and the compatibility of family, care and work for women and men.

With the amendment of the Federal Equal Opportunities Act (Bundesgleichstellungsgesetz BGleIG) in August 2021, another cornerstone for gender equality was enshrined in law in addition to the already known goals: the goal of equal representation of women and men in managerial positions in all areas by the end of 2025. "Areas" in the sense of this law are, according to Section 3(2) BGleIG, the individual pay brackets, pay grades and wage groups, career groups, career paths and specialisations, as well as, in addition, functions with supervisory and managerial tasks in the department.

The goals of the law are aimed equally at women and men. However, the BGleIG still focuses on preventing and combating structural discrimination against women.

Section 4 BGleIG obliges employees with supervisory and managerial responsibilities, in particular, to promote gender equality of women and men. This obligation must be considered as a consistent guiding principle in all areas of responsibility of the IAB.

The basis of the 5th Gender Equality Plan are the statistics as of 30 June 2021.

1.1 The staff structure at the IAB

Table 1: Staff structure as of 30 June 2021

	Women (number)	Proportion of women (in %)	Men (number)	Total (number)
Staff	200	53.5	174	374
Among that employees	185	53.6	160	345
Among that public servants	15	51.7	14	29
Scientific staff	121	45.5	145	266
Among that with publication assignments	93	44.9	114	207
Non-scientific staff	68	73.1	29	108
Employees with a permanent work contract	132	55.7	105	237
Among that scientific staff	61	43.9	78	139
Employees under a fixed-term contract	68	49.6	69	137
Among that scientific staff	60	47.2	67	127
Full-time employees = 100 % WH	85	42.3	116	201
Part-time employees < 100 % WH	115	66.5	58	173
Of that employees working close to full-time ≥ 80 % - <100 % WH	35	63.6	20	55
Among that scientific staff	65	56.5	50	115
Staff younger than 50 years	128	51.8	119	247
Staff 50 years or older	72	56.7	55	127
Interns	10	76.9	3	13
Scientific and student assistants	38	69.1	17	55

Notes:

Staff does not include: scientific and student assistants, interns, persons in the release phase of partial retirement and staff on leave.

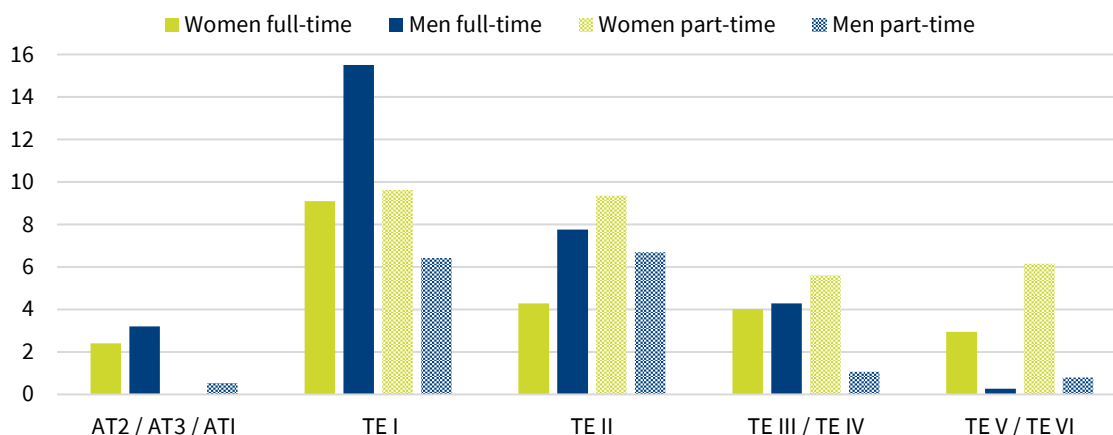
Source: IAB business data (controlling); reference date: 30/06/2021

1.2 Salaries, classifications and stages of an academic career

1.2.1 Classifications

Figure 1: Shares of women and men in the job levels by working hours, 2021

Shares in all employees (N=374) in percent



Source: IAB business data (controlling); reference date 30/06/2021

The employees of IAB are covered by the collective agreement of the Federal Employment Agency (BA) with the salary groups TE I to TE VI. The majority of managers, such as the heads of the research units and the Institute's management, are paid outside the collective agreement (non-pay-scale AT). The academic staff are grouped in TE I and TE II - according to the collective agreement.

Overall, the share of women in TE I is 46 percent and in the non-pay-scale (AT) field 39 percent. In TE I, roughly half of the women work full-time and part-time, while men work predominantly full-time.

1.2.2 Stages of an (academic) career in comparison

The gap between the proportions of women and men continues to widen the higher the qualification or managerial position at the IAB as well.

Table 2: Stages of an academic career

	Total number	Share of women in %
Scientific staff (without academic title)	111	53.2
Doctoral graduates (scientific staff)	117	40.2
Professorships (all kinds)	15	33.3
Heads of research units	16	37.5

Source: IAB business data (controlling); reference date: 30/06/2021

An academic career is inextricably linked to a doctorate. The share of women among doctoral graduates at the IAB was 40 percent at the reporting date. The aim is, therefore, to increase the percentage of women among doctoral graduates. Accordingly, female scientists doing a doctorate or qualifying as professor should receive support as needed (see “Fields of action 1: More female scientists in research”)

1.3 Managerial positions

1.3.1 Women in managerial positions

To make statements on the extent to which women have taken on managerial positions, in the following, we not only look at the managerial positions of the research units or service departments but also the proportion of women among the substitutes in case of absence, among heads of working group and contact persons for the IAB topics, as well as in the management of projects or third-party-funded projects at the IAB.

Table 3: Proportions of women and men (in %) in managerial positions

	Share of women in %	Of that share of women part-time in %	Share of men in %	Of that share of men part-time in %	Total number
Manager with personnel responsibility	44.0	0.0	56.0	14.3	25
of that Directorate	0.0	0.0	100.0	0.0	2
of that head of a research unit	37.5	0.0	62.5	20.0	16
of that head of service department / team lead	83.3	0.0	16.7	0.0	7
Head of third-party-funded projects	47.4	29.6	52.6	16.7	57
Project manager (without third-party-funded projects)	47.5	40.8	52.5	26.2	160
Contact persons IAB topics or heads of working groups	47.8	0.0	52.2	0.0	23

Note: Contact persons IAB topics or heads of working groups end of 2021.

Source: IAB business data (controlling); reference date 30/06/2021.

Compared to 2016, the proportion of women in managerial positions rose to 44 percent and in the research units, the proportion of women flatlined at 37.5 percent. Women head almost half of the competitively acquired third-party-funded projects but also other research projects. There is a balanced gender ratio among the heads of the working groups and the contact persons for the IAB topics (fields of competence).

We have specified various measures in the “Field of action 2: More female managers” to increase the proportion of women in “head of research unit” positions.

1.3.2 Joint appointments of junior- and special professorships

The research of public research and development institutions should become more efficient through close cooperation with universities. The IAB developed a concept for joint appointments to special professorships as early as 2007 and has implemented it multiple times since then.

Two cooperation agreements with a university exist for junior professorships. Both of these are filled with female scientists in 2021. Special professorships are normally linked to heading a research department at IAB. In 2021 there are 8 men and 3 women which had the position as head of a research department at IAB and special professorship at a university.

We have specified various measures in the “Field of action 2: More female managers” to increase the proportion of women in “head of research unit” positions.

1.4 Conference presentations

Coronavirus led to a massive slump in conferences and continuing education events in science in 2020. In 2021, we did not yet manage – also due to the increased use of virtual event formats – to live up to the figures of pre-COVID years. Nevertheless, 2021 shows that female scientists have proportionately taken on more conference presentations than before 2020.

Table 4: Lectures presented in absolute terms and share of women

	2021 Total number	2021 Share of women in %	2020 Total number	2020 Share of women in %	2019 Total number	2019 Share of women in %
Conferences	282	44	152	52	446	37

Source: IAB business data (controlling); version December 2021

1.5 Staffing procedures and young scientists

1.5.1 Completed staffing procedures between 2018 and 2021

In the period between 1 July 2018 and 30 June 2021, 124 positions were advertised. In the course of a staffing procedure, 111 new positions were filled, 63 of which were filled by women (56.8 %). During the staffing procedures, we received 1210 applications, with a female quota of 54.8 percent.

In the three years, 59 positions for the job and competence profile “scientific staff” could be filled. In 23 procedures were women successful candidates (38 %).

We have specified various measures in the “Field of action 1: More female scientists in research” to increase the proportion of women in “scientific staff” positions.

1.5.2 Tenure track procedure for scientific staff with a fixed-term contract

The transition to a permanent employment contract for scientific staff with publication assignments is generally linked to the so-called tenure track procedure. We typically agree an individual development path with the selected applicants for a period of usually four years. After successfully completing the procedure, the scientists are entitled to a permanent full-time position.

The tenure track agreement takes into account the compatibility of work and family life in that participants can also complete the procedure on a part-time basis. The term of the tenure track

agreement is extended by the reduced working hours and the period of any parental leave or maternity/parental leave taken.

As a result of the COVID-19 pandemic, scientists experienced massive restrictions during their qualification phase. The amendment of the “Wissenschaftszeitvertragsgesetz WissZeitVG” in 2020 and 2021 considered this changed stress situation. The possible extension is now also reflected – if required – in the tenure track agreement.

Since introducing the tenure track procedure in 2007 until 2021, 59 people were admitted, 24 of them women (41 %). In the past three years under review, it was primarily women who prevailed in the selection interviews for the tenure track procedure: 9 women, 7 of them working part-time, and 5 men, one of them working part-time, were admitted.

1.5.3 Participants in the graduate programme (GradAB)

Participants in the graduate programme (GradAB) are not proper employees of the IAB. However, many GradAB additionally work at the IAB with only a few working hours. In the meantime, GradAB has developed into an important recruitment channel for filling positions for the IAB scientific staff.

At the end of 2021, a total of 27 fellows, including 13 women (48 %), participate in the graduate programme.

In the last 4 years, the average proportion of women in applications has been 37 percent. In terms of admissions to the graduate programme, women were, on average, 48 percent successful.

1.5.4 The IAB mentoring programme

The mentoring programme for young female scientists and subject experts (TE I and TE II) has been in place at the IAB since 2016. For women, in particular, reconciling scientific qualification and family demands often poses a major challenge. The IAB promotes the compatibility of a scientific career and family life, and the topic of compatibility is also very present in the mentoring programme. In addition, with the mentoring programme, the IAB provides structured support for the scientific talent development of all female scientists and experts to reach the institute's gender equality goals.

A mentoring alumni network follows the one-year mentoring programme. Here, too, they can continue to use many programme offerings, such as the exchange of experience or closing events, as well as the network.

The mentoring programme offers the best conditions for targeted support and personnel development of female scientists at the IAB. In the last 3 years, almost twice as many women as men transitioned to the tenure track procedure.

We have, therefore, specified the continuation of the mentoring programme as a measure in the “Field of action 1: More female scientists in research”.

1.6 Fields of action and measures to reduce the underrepresentation of women

1.6.1 Field of action 1: More female scientists in research

As of the 2021 reference date, there is an underrepresentation of female scientists (share of women in scientific staff 45.5 %) or female scientists with publication assignments (44.9 %).

Staffing process: despite a balanced number of applications and invitations, 38 % of female scientists are successful in filling positions (job and competence profile “Scientific Staff”).

The following measures have been agreed to achieve this goal:

- Female scientists, female GradAB, female research assistants and female interns will be increasingly approached when filling positions for scientists.
- Suitable measures are being developed as part of a personnel marketing concept.
- The IAB mentoring programme (including support in preparing female scientists for tenure track applications) will be continued.
- “Role models” at the IAB will be identified to illustrate the development opportunities for women at the institute.
- Possible measures for the recruitment, support and better visibility of female scientists in the respective research unit are the subjects of the target agreement discussions between institute management and executives. The proportion of female scientists is included in the non-pay-scale target agreement.
- In the case of parental leave, measures will be developed to mitigate uncertainties for scientific staff in third-party-funded projects.
- Support for doctoral and post-doctoral research:
 - Doctoral and post-doctoral scientists can receive support from student or research assistants as required.
 - Furthermore, up to 20 percent of the individual working time can be used for the doctoral thesis.
- Support measures to mitigate productivity risks related to the COVID-19 pandemic will continue as required.

1.6.2 Field of action 2: More female managers

So far, the IAB has already responded with the following measures to bring more women into leadership:

1. Leadership with flexible working hours:

The goal of our concept “leadership with flexible working hours” is to relieve the workload of managers by delegating technical control tasks to the technical expert level. The introduction of the key task led to the establishment of new forms of leadership and management in the scientific and science-related context: Managers can reduce their working hours to a certain extent and delegate certain technical tasks. The subject experts of TE I or TE II receive compensation for the specialist tasks assumed and the share of the

working time of the manager. This does not affect the substitution in case of absence regulation in the organisational unit.

In contrast to the usual tandem models, the two partners in a management team can be classified differently.

2. Open rank procedure for joint appointments with universities:

An open rank procedure allows expanding the circle of potential applicants. Both experienced candidates can be considered, as well as junior scientists, whose potential is also evaluated first. Since the proportion of women applying for a W3 is rather low, especially in economics, an open rank procedure can also lead to more female applicants in appointment procedures.

In order to expand the circle of qualified female candidates in joint appointments for special professorships, the IAB proposes an open rank procedure in the discussions with the universities within the framework of a joint appointment committee. The advertised special professorship is not advertised as W3 from the outset, but – “open rank” – as “W2 with tenure track W3” or “W3”. Experienced candidates can apply for W3 and junior scientists for W2. So far, the open rank procedure has only been used in one appointment procedure, and the proportion of women in the relevant applications was significantly higher.

Despite the measures already introduced and a slightly positive development in recent years, the share of women in all managerial positions at the IAB was 44 percent as of the reporting date.

The amended Federal Equal Opportunities Act (*Bundesgleichstellungsgesetz BGG*) of 2021 requires equal representation of women and men in managerial positions in department areas by the end of 2025.

The following measures are planned to achieve these goals:

- In the joint appointment procedures with universities and universities of applied sciences, the IAB works towards advertising the filling of special professorships in the open rank procedure (e.g., W2-Tenure TrackW3 or W3).
- The concept of “leadership with flexible working hours” is to be further developed.
 - Overlapping working hours support team communication. The experience of existing support models shows that for the success of the model, more attention must be paid to overlapping working hours of the two members of the management team to optimise communication. The IAB will finance an additional staff resource for one year from the IAB staff budget for newly established management teams.
 - Another model “leadership support with full-time” will be introduced and integrated into the concept of “leadership with flexible working hours”.
- The labour market screening for filling managerial positions will be optimised. In particular, it will be examined whether and how especially female scientists can be addressed.
- Support for own research: Female managers and/or those who are single parents, junior professors and junior heads of research groups with care responsibilities receive individual support to meet their management and research duties (e.g., coaching, student or research assistants).

- Measures will be developed to identify, address and promote internal high-potential female employees.

1.6.3 Field of action 3: Promote diversity

The following measures shall promote diversity at the IAB:

- In order to avoid “unconscious bias”, we raise awareness through training for managers and staff, and we consider this in personnel measures.
- We promote linguistic equality at the institute by measures (e.g., workshop, staff survey, working group to draw up a guideline).

2 Promoting the compatibility of work/science and family/care

Reconciling family, care and work is the goal of the Federal Equal Opportunities Act (*Bundesgleichstellungsgesetz BGlG*). In this context, Section 15 BGlG stipulates that family-friendly working hours and family-friendly framework conditions are to be created for women and men unless compelling official reasons prevent this.

Reconciling work and family life is a major challenge for many families. This requires flexible and individual solutions. The IAB implements these through numerous family-friendly measures, such as flexible working and break times, various part-time working models (also during parental leave) or the possibility of mobile working.

2.1 Job management

In order to optimise the fixed-term policy at the IAB, the Code of Conduct for the Employment of Fixed-term Scientific Staff at the IAB was developed in 2016. This is a voluntary commitment on the part of the employer to agree to longer labour contracts – at least 2 years – for scientific staff in accordance with the Temporary Contracts in Science Act (*Wissenschaftszeitvertragsgesetz WissZeitVG*).

The implementation of the Code of Conduct was evaluated internally in 2018 and 2021. The evaluation of the average durations of hiring and extensions of fixed-term employment contracts reveals a trend towards longer-term contracts over the years. In the future, the data will also be evaluated according to gender.

2.2 Female researchers between science and family

Nevertheless, it is still mainly female researchers who are faced with the task of managing a high performance density in their careers (doctorate/post-doctoral) with the competing demands of family work in a narrow biographical timeframe. Against this background, insecure employment relationships can also encourage women to forego having children or to postpone family planning.

So far, the IAB has opened up the following options to assist in this situation:

- In principle, every vacant position must be advertised.
- As a result of the employer's self-commitment (Code of Conduct), longer-term employment contracts of at least 2 years are sought.
- The family service is available to employees with a wide range of offers. Especially in the context of the coronavirus pandemic, the offer was beneficial for many IAB employees.
- A mentoring programme has been in place since 2016 to promote the career development of female scientists. Approximately 9 to 12 mentees are accepted per year. The compatibility of career and private life is one of the programme's key topics, including, in particular, career counselling and increased support for female scientists (mentees) with children.
- The IAB has been a member of the Dual Career Network Northern Bavaria (DCNN) since mid-2014. The DCNN is an association of scientific institutions in the northern Bavarian region. Network members pursue the goal of attracting and retaining highly qualified scientists, on the one hand, and promoting better compatibility of two professional careers, on the other. In particular, the DCNN offers support through a personal counselling talk to identify the need for support, orientation about the local job market, the communication and provision of contacts to potential employers or forwarding of application documents to suitable institutions as well as counselling during the application process.
- Employees in special development phases or within the framework of the tenure track procedure can be advised and, if necessary, accompanied by external coaches as part of the qualification process. This coaching offer can also be helpful for special compatibility issues.
- Due to the COVID-19 pandemic, a needs-based form of disadvantage compensation was agreed upon with several employees insofar as there were unusually high burdens due to the pandemic (e.g., due to school closures, quarantine, etc.). For example, additional funds were made available to employ student or research assistants. Or personal research time was agreed upon for a certain period of time – without having to take on further obligations from the research field. Within the framework of tenure track procedures, individual goals were adjusted as needed or the tenure track term was extended. In addition, in several cases the option given by legislature was used to extend the permissible fixed-term period (“coronavirus year”) under the Temporary Contracts in Science Act (*Wissenschaftszeitvertragsgesetz, WissZeitVG*).
Employees can apply for these support measures again in certain cases. For this reason, also their continuation was specified as a measure of the “Field of action 1: More female scientists in research”.
- For employees in third-party-funded projects, measures are planned to mitigate uncertainties in the case of parental leave.
In the case of employment in third-party-funded projects, no extension of the contract duration is planned in the case of pregnancy and parental leave, according to the *WissZeitVG*. The IAB would like to provide planning security for the scientists concerned and to support them where necessary.
This measure is also specified in the “Field of action 1: More female scientists in research”.

- “Stop the tenure clock!” Personal research time for scientific staff with publication assignments after returning from parental leave.
A US [study](#), but also examples from the IAB show that men benefit disproportionately from gender-neutral, family-friendly compatibility measures in science (e.g., family component in the WissZeitVG in Germany or “stop the tenure clock” measures in the USA). In other words: a woman returning from parental leave usually starts her scientific work from the same situation as before the parental leave. If a man returns from parental leave, the doctorate may be finished or the article may be ready for publication in a high-ranking journal. Such gender-neutral formulations of compatibility measures assume equality, which is usually not the case. Women do more care work than men, and this also holds true for highly qualified women. After returning from at least 7 months of maternity leave / parental leave or parental leave, scientists are offered at least one month of personal research time (full-time, TE I) to enable them to connect to current research in their subject area. The period of personal research time increases on a staggered basis if they have taken more than 7 months of maternity leave / parental leave or parental leave. Alleged or actual productivity disadvantages due to parental leave are counteracted and expectant mothers and fathers are thus given planning security to better reconcile science and care work after parental leave. We have specified this as a measure in the “Field of action: Good and family-friendly framework conditions to improve the compatibility of work/science and family”.

2.3 Working time management and work organisation

The BA has been offering its employees flexible working hours and workplaces for a long time. Employees are happy to take advantage of this offer as an instrument for better compatibility of work and private life. The IAB goes beyond this by taking a broader concept of family as its basis: “For us, family is when at least two people take responsibility for each other in the long term.” This self-conception was developed as part of the first certification phase of audit *berufundfamilie*.

2.3.1 Mobile working

Even before the COVID-19 pandemic, it was possible at the IAB to apply for mobile working for reasons such as childcare or looking after relatives in need of care.

As of 30/06/2021, the majority of all IAB employees were on mobile work due to the pandemic.

At the beginning of 2022, a new service agreement on mobile work in the Federal Employment Agency (BA) came into force which sets a framework for the future mobile working world. One of the most important goals of the new service agreement is to promote better work-life balance by allowing more mobile work than before the pandemic.

The new possibilities of mobile work pose organisational challenges for teams. Team agreements (team charter) are therefore being established as a new instrument to maintain communication and reconcile the needs of employees – especially parents or carers – with the institute's requirements.

2.3.2 Part-time employment

As of the reporting date of 30 June 2021, a total of 173 IAB employees worked in very different part-time models. This corresponds to 46 percent of all employees; the proportion of women among part-time employees is 66 percent. Two-thirds of the part-time employees work as scientific staff. More than half of them (57 %) are women.

The reasons for part-time employment at the IAB are not exclusively family or health-related, but, in science, are also due to the conditions of cooperation projects, third-party-funded projects and temporary substitute positions.

2.3.3 The IAB's concept of “leadership with flexible working hours”

The possibility of part-time leadership increases equal opportunities between women and men because it creates family-friendly framework conditions. Furthermore, the proportion of women in managerial positions can be increased in this way, as well as a quicker return from a family-related leave of absence. The IAB has developed a concept called “leadership with flexible working hours”, which allows managers to reduce their working hours and delegate technical management tasks to the expert level. The idea of “leadership with flexible working hours” provides more leeway and enables better compatibility of work and family life.

2.3.4 Parents in prominent (management) positions at the IAB and own research

In certain situations, it is essential for parents in prominent positions in science to receive support for their own research. Using student or research assistants can provide female managers and/or those who are single parents, junior professors and junior heads of research groups with care responsibilities more flexibility and time relief for their own research.

Female managers and/or those who are single parents, junior professors and junior heads of research groups with care responsibilities should therefore receive individual support to fulfil their leadership and research duties (e.g., coaching, student or research assistants). This was specified as a measure for the “Field of action 2: More female managers”.

2.3.5 Family-related leave of absence – parental leave

In the period from 01/01/2018 to 31/12/2021, a total of 58 persons were on parental leave – some of them several times – of that 38 women and 20 men. As before, the duration of parental leave for women is significantly longer, with an average of approximately 320 parental leave days, compared to men, with an average of 104 days. The volume of family-related leave is thus predominantly taken by female employees.

However, when comparing with the period from 2014 to 2016, it is noticeable that the average length of parental leave is slightly shorter for women (320 instead of 340 days) and slightly longer for men (104 instead of 72 days).

2.4 Information, counselling and support

All information on the topics of equality and compatibility is published and continuously updated on the IAB intranet under “Work-Life-Balance” and on the IAB career page at IAB-Internet.

2.4.1 Guideline on linguistic equality

As is the case throughout the BA, general correspondence, publications at the IAB and legal and administrative regulations (e.g., orders, service agreements, guidelines, etc.) should be formulated in such a way that terms are gender-neutral or both the female and male forms are used.

In mid-2021, the future use of gender-sensitive language at the IAB was the subject of several internal IAB discussion rounds. Nevertheless, several questions remained unanswered: How can we use gender in our publications, our research, our business applications, etc.? How can we appropriately represent and address gender beyond the binary understanding of man and woman? How do we ensure accessibility? In order to answer these questions and at the request of many employees, measures (employee survey, formation of a working group, etc.) were initiated to develop a guideline on linguistic equality specifically for the needs at the IAB.

We have specified this as a measure to the “Field of action 3: Promote diversity”.

2.4.2 Counselling on re-entering the IAB

The holistic three-level concept for career re-entry has been implementing the goals of the Federal Equal Opportunities Act for years to improve the compatibility of family, care and career for all genders and to facilitate career re-entry.

Following the three-level concept, the HR Service Department (PQI), together with the respective manager, currently mainly supports employees before, during and after the non-employment family phase (in particular parental leave and leave to care for children and relatives). In the period from July 2018 to June 2021, a total of 36 talks were conducted, of which 31 were with women and 5 with men.

2.4.3 Support during qualification measures

The Federal Employment Agency (BA) provides free childcare during in-service training courses through the BA’s family service.

During qualification measures in the BA’s own training academies, employees can use the accommodation and meals provided free of charge for children in need of care and their caregiver.

The BA’s electronic learning platform can also be used from home with mobile workstations and individual learning times.

It is also important to mention the lectures at the IAB Colloquium in this context. These lectures are considered especially relevant for personal qualification for scientific staff, in particular. It is planned – as soon as technically feasible – to record lectures and subsequent discussions and make them available to the IAB employees for a longer period of time. Individual learning times can thus be better planned and implemented, which particularly meets the needs and wishes of parents and carers.

This was also specified as a measure in the “Field of action: Good and family-friendly framework conditions to improve the compatibility of work/science and family”.

2.5 Certification by audit berufundfamilie

Since 2009, the IAB has been consistently awarded the audit berufundfamilie certificate for its strategically designed family- and life-phase-conscious personnel policy.

During the 2018 dialogue process, we made sure to maintain or expand the high level of development in line with requirements. The certificate was consequently confirmed on 15/03/2019. A new dialogue procedure is due in 2022, in which the realisation of the action plan of 2018 will be reviewed and new goals and fields of action will be identified for the next 3 years.

2.6 Field of action and measures to improve the compatibility of work/science and family life

2.6.1 Field of action: good and family-friendly framework conditions to improve the compatibility of work/science and family measures.

Many measures that we have already mentioned in the dimension “equality” can also be classified here in the dimension “compatibility”. This applies in particular to the further development of the concept of “leadership with flexible working hours”, the individual support of female managers and/or those who are single parents, junior professors and junior heads of research groups with care responsibilities, the concept of “parental leave in third-party-funded projects” as well as the support services for productivity risks due to the COVID-19 pandemic.

In addition, the following measures for better compatibility of work/science and family life are being developed and implemented:

- Stop the tenure clock! A staggered, personal research period after returning from parental leave will be implemented for scientists.
After returning from at least 7 months of parental leave or maternity leave / parental leave, scientists are offered at least one month of personal research time to enable them to connect to current research in their subject area. The period of personal research time increases on a staggered basis if they have taken more than 7 months of parental leave or maternity leave / parental leave.
- Audit dialogue day 2022: as part of the audit berufundfamilie dialogue day, the support needs of various groups of stakeholders (for example, female scientists with publication assignments) are identified.
- The individual learning times of parents and carers in particular are supported through the use of technical platforms. By recording scientific lectures with subsequent discussion (e.g., IAB Colloquium), relevant further training content can be made available to the IAB scientific staff or interested parties within the BA, regardless of location and time.