



Structure-Enhancing Measures for Equal Opportunity (StruMaG)

The MIN Faculty's Gender Equality Plan 2020 to 2023 provides for various gender equality measures to be supported from faculty funds. The Structural Gender Equality Measures (in German: Strukturschaffende Maßnahmen Gleichstellung, StruMaG) supplement the measures provided for in the Gender Equality Plan. All faculty members are invited to contribute their ideas for more gender equality.

Who can apply for funding structure-enhancing measures with the purpose of equal opportunities?

All professors, academic staff members as well as students may file an application.

What can be funded?

Funding applications must contribute towards the promotion of equal opportunity at the MIN Faculty. Three funding categories were developed, which exist equally alongside each other.

How to apply for the resources?

Applications must be made in writing and should be submitted with the necessary documents, along with detailed reasons for application to the Faculty's Equal Opportunity Representative. Employments for an academic qualification can be directly confirmed within the framework of negotiations around the appointment of a woman to a professorship.

Please send your application as a pdf via email to:
gleichstellung.min@uni-hamburg.de

When can you apply for the resources?

- Application deadlines are February 1, May 5, August 1 and November 1, respectively.
- Resources up to an amount of 1000, - € may be applied at any time.

Who decides on the applications?

The Dean's Office of the MIN Faculty decides on the application approval, following a proposal from the Faculty's Equal Opportunity Representative.

A

Setting-up of employments for an academic qualification for women scientists

In particular, the completion of "Habilitation", of an initial appointment to a professorship or the negotiations around an appointment of a woman scientist to a professorship should be supported by granting an additional employment for an academic qualification. In addition, junior women scientists should be promoted as these additional employments for an academic qualification should primarily be filled with women.

B

Measures for compatibility of family and working life/studies

Measures should be taken for childcare, i.e. at meetings and conferences as well for the compatibility of family and working life/studies at the MIN Faculty. That includes paying the personnel costs for maternity-leave replacements for up to 14 weeks (6 weeks prior and 8 weeks after birth). The amount payable is based on the pay grade and the weekly working hours of the person to be replaced.

The Equal Opportunity Plan makes provision for possible reductions of the staff members' teaching obligations from one to two hours per week in the semester during the children's first three years of life. This can be applied for at any time. If needed, Faculties may claim compensation for teaching load reductions.

C

Individual structure-enhancing measures, including in particular:

- The organization of on-site courses and programs for women, i.e. seminars for the individual status groups
- Measures for recruiting women students
- Supporting women at the MIN Faculty, i.e. participation in conferences, qualification or other resources
- Events related to gender research