

**Making it possible to balance work or studies with parenthood, thanks to:**

**Childcare**

- Regular childcare available at Campuskinder, an in-house daycare facility at MHH, Die Hirtenkinder e. V., a parental initiative and Weltkinder, a daycare facility (Johanniter-Unfall-Hilfe e.V.)
- Emergency childcare, provided by pme Familienservice GmbH and Fluxx
- Holiday childcare, during the easter, summer and autumn holidays
- Flexible childcare, for events / for students during exam periods and, Study Saturdays
- Guidance for those seeking childcare places

**Assistance for care takers**

- Information seminars about care taking of relatives
- Conversation circle for family care givers (on request)
- Mailing list for students for family care givers
- Emergency care taking service from Fluxx

**Family-friendly infrastructure**

- Nursing and baby-changing rooms
- Parent-and-child room for students
- Parent-and-child parking spaces in front of daycare facilities
- Children's high chairs in the MHH canteen and in the campus Kanne bistro
- Microwaves for heating up baby food in the MHH canteen
- Mensalino, a childrenplace in the MHH canteen

**Guidance for parents and expectant parents**

- Family Service/Equal Opportunities Office
- Office of the Dean of Studies / Student Office
- Medical Services
- Human resource management

**Support for students with children**

- Mailing list for students with children
- Buddy system for students with children

**Equal opportunities for women and men**

- Ina-Pichlmayr-Mentoring
- Ellen-Schmidt-Programm for assistance with habilitation
- Equal opportunity measures for DFG-associations
- Familien-LOM
- Support für fathers

**Contact**

**Director of Family Service, MHH**

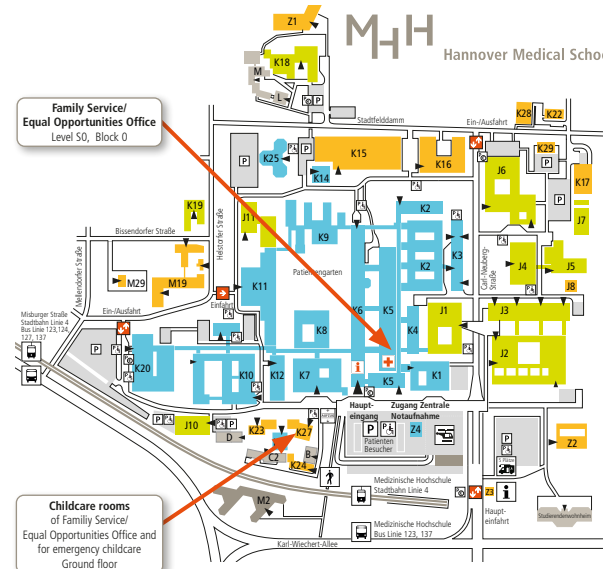
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**Family Service of MHH**



# The family-friendly University audit scheme at MHH

Hannover Medical School (MHH) is certified (since 2005) under the family-friendly University audit scheme ('audit familiengerechte hochschule'), awarded by berufundfamilie Service GmbH. In the light of demographic trends, MHH wishes to position itself as an **attractive educational centre and employer** for all employees of the MHH. With a **family-friendly set-up** and a **family-oriented culture**, it seeks to appeal to highly driven students and outstanding scientists from all over the world.

**Family-focused working and studying conditions** increase job satisfaction and motivation, and strengthen the sense of belonging that students' and staff have. This has a positive spin-off on MHH's performance in research, teaching and healthcare.

In recent years, numerous measures have been initiated and implemented to make conditions for working and studying more family-friendly. In the fifth re-auditing phase starting in September 2020, MHH has once again set itself ambitious goals. It aims to help women and men achieve a balance between studies or work and family demands on a lasting basis – and to ensure that, in the future, there will be **no places of learning or stages of life that are not compatible with family life**.

At MHH, the term „family“ covers parenthood as well as caring for other relatives and/or life partners.

**MHH has updated its programme of action and is continuing to pursue well-established objectives aimed at further enhancing family-friendliness. Here is a selection:**

## Work, research and study hours

- Temporary exemption from night shifts for single parents with young children
- No staff aged 55 and over to be assigned to night duty
- Assurance of an individual university schedule for students with family responsibilities

## Organizing work, research and studies

- Support in everyday life for students with care responsibilities through provision of personalized guidance
- Evening out of the existing percentage imbalance between men and women with regards to fixed-term work

## Information and communications

- Ongoing communication and provision of information (via various media) on combining work/studies and family
- Use of an online survey of all employees and students as a tool for feedback on family-friendly working and equal-opportunity efforts at MHH
- Use of consistently more gender-equitable language at MHH
- Incorporation of family-friendliness and equal opportunities into all of MHH's strategy papers and regulations

## Leadership

- Giving management staff greater responsibility for matters relating to combining work/studies and family
- Implementation of a follow-up project, „excellence in leadership at MHH“
- Establishment of structured staff interviews incorporating aspects related to balancing work and family throughout MHH
- Tackling the issue „family-conscious leadership“ within executive development
- Establishment of the concept „part time leadership“ to strengthen the achievement of leadership and family responsibilities balance

## Personel development / scientific-skills development

- Programmes helping staff on family-related leave to maintain contact with, and return to, the workplace
- (For early-career female researchers) Mentoring; support with postdoctoral qualifications (Habilitation)
- Support for couples studying / doing doctorates who wish to have a child

## Services for families

- Maintaining childcare services
- Placement and advisory service with regards to childcare, caring for relatives and family-friendly MHH
- Support and financial relief for MHH grant/scholarship holders who have children or are pregnant
- Regular support sessions for staff and students caring for relatives
- Various professional-development opportunities

