

WORK LIFE BALANCE

DWI deliberately supports all employees via diverse offers and individual agreements concerning a family-friendly organization of work.

Especially in stages of life, where staff members are responsible for childcare or care of other relatives an important focus of DWI is to create conditions allowing for balancing work and family life. Instruments, specified in individual agreements, for the creation of a family-friendly corporate culture are:

- **Flexible working hours**
- **Part-time work**
- **Temporary release from attendance**
- **Mobile working**
- **Family-friendly meeting times**
- **Help in the search for childcare personnel**
- **Parent-and-child office and mobile parent-child office for the bridging of gaps in child care**
- **Acquisition of places and provision of emergency places at local day-care centres are planned**

CONTACT PERSON

Pleased to receive your questions, feedback and ideas concerning appropriateness of the offers:

Equal opportunities commissioner

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References

- Equal Rights Concept of DWI
- Profile of DWI
- Diversity Profile of DWI
- Research-Oriented Standards on Gender Equality of DFG 2017
- Leibniz-Standards on Gender Equality 2016
- Agreement of Implementation on Equal Opportunities (AV-Glei) of GWK 2008, mod. 2016

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DWI

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EQUAL OPPORTUNITY AND DIVERSITY

DWI – Leibniz-Institut
for Interactive Materials

EQUAL OPPORTUNITY AT DWI

Equal opportunities for men and women and compatibility between family life and professional life are particularly important matters for the DWI. To this end, the institute supports the goals of the Leibniz Association for equal opportunities and has committed to comply with the “Research-Oriented Standards on Gender Equality” introduced by the German Research Foundation (DFG, Deutsche Forschungsgemeinschaft). Using an active policy of gender equality DWI aims at improving career options for women in science and at enhancing the number of women especially in management positions. The management at DWI is primarily responsible for equal opportunity, supported by the equal opportunities commissioner.

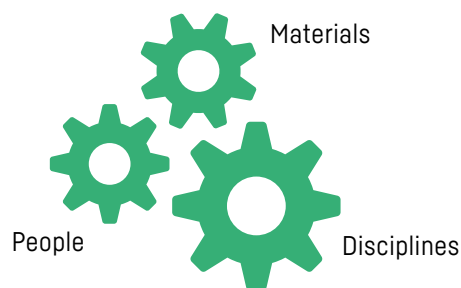


Measures

- Training activities in the area of equal opportunities
- Parents-Child-Bureau
- Emergency child care
- Career promotion and Mentoring
- Girls'/ Boys'/ Days

DIVERSITY AT DWI

DWI signed the Diversity Charter and actively promotes diversity in the world of work. All members of the institute enjoy the same degree of appreciation regardless of gender, age, disability, nationality, origin, sexual orientation and identity, religion or ideology. DWI enables an inclusive work environment where trust and mutual acceptance are part of the corporate culture.



As a research institute, the DWI takes on the challenge of surpassing disciplinary limits and tackling new questions relating to substances and materials that combine technology and nature. It is a location in which people with different talents, experiences and skills work together, in order to learn from one another and generate new knowledge and new methods for a better life in our world.

Measures

- **Welcome culture:**
- Buddy-System
- Welcome check list
- **Bilingualism of documents**
- **DWI-“Schaffermahl”**
- **Event-Team**

PERSONNEL DEVELOPMENT AND STRUCTURAL ANCHORING

Personnel development is a strategic and long-term task for the DWI, and covers all measures relating to the education, advancement and development of employees and teams, as well as guidance on organizational change processes.



- **Driven by content and scientific quality:**
- Project development conference
- Institute Seminar
- SEAminar
- **strategic:**
- Strategy Seminar
- **Concerning Corporate Culture:**
- Schaffermahl
- Music-Lab
- Science and Art
- **Mentoring:**
- Doctoral candidates
- Young Researcher groups
- **Equal Opportunities Commissioner**
- **Working Group “Equal Opportunities and Diversity”**
- Ombuds team
- Works council
- Staff appraisals