



Team Equity

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## Recommendation of the Equal Opportunities Officer on the Consideration of Supervision Periods in the Assessment of Academic Performance in Appointment Procedures

### Background:

Due to their dual workload, people with family commitments have time disadvantages compared to other applicants, which can be reflected in a longer qualification phase. These obligations fall particularly heavy on the shoulders of women: On the one hand, beyond all gender issues, there are biological burdens that exclusively affect women (pregnancy, childbirth, breastfeeding). On the other hand, sociological research shows that over 80% of the time burden of family responsibilities are still borne by women, while men are usually relieved to a much greater extent by their partners<sup>1</sup>.

### Legal basis

Article 3 of the Basic Law sets out the active mandate to promote the actual realization of equal rights for women and men and to work towards the elimination of existing disadvantages. Section 5 of the AGG regulates the possible different treatment of the sexes if disadvantages are to be equalized through suitable and appropriate measures.

### Problem definition:

To enable a transparent and comparable, fair consideration of family achievements, internal university regulations are necessary. At this point, they relate exclusively to the rather soft area of application of the relative assessment of academic achievements by appointment committees. General regulations are necessary to support appointment committees in a practical manner and to enable crediting periods based on existing documents. However, against the background described above, blanket regulations regardless of gender would inappropriately penalize women.

### Examples of gender-equitable flat rates

The DFG generally recommends compensating for disadvantages in favor of applicants due to certain non-scientific circumstances. For example, longer qualification phases, publication gaps or reduced stays abroad - which are often due to childcare or caring for relatives - should be given appropriate consideration.

In the Emmy Noether Program, the DFG regulates childcare periods during the regular or already extended application period are credited to female scientists with a two years per child, while male scientists are credited with one year per child. This applies regardless of the parental leave taken. With appropriate proof of childcare periods of more than one year, an extension of up to two years per child is also possible for academics. The maximum extension of application deadlines due to childcare is limited to six years for academics<sup>2</sup>.

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<sup>1</sup> E.g.: "Equal but Inequitable: Who Benefits from Gender-Neutral Tenure Clock Stopping Policies?", IZA DP No. 9904, Antecol et al., 2016: A gender gap for tenure increased by 37% after the introduction of a gender-neutral flat rate for care periods.

<sup>2</sup> [https://www.dfg.de/foerderung/faq/emmy\\_noether\\_faq/index.html](https://www.dfg.de/foerderung/faq/emmy_noether_faq/index.html) (last accessed 26.08.24)

The current EU directive for the awarding of EU research funding<sup>3</sup> takes account of the still unequal distribution of responsibilities in the ERC Starting Grant by counting a fixed 18 month per child for women towards the academic age. For fathers, only parental leave actually taken up to 18 months is taken into account.

## **Recommendation on the Crediting of Periods per Child to the Academic Age in Appointment Procedures as Compensation for Disadvantages:**

In its mission statement, the university commits to an anti-discriminatory and gender-equitable culture. In this sense, it also aims to promote the compatibility of work and care work for all members of the university. However, a fair division of care work between the sexes has not yet been realized, even in academic contexts. In addition, there are biological burdens that only affect women and cannot be shared. This must be considered by giving special and general consideration to the care work of mothers in order to be able to compare their scientific achievements fairly. Practicable, gender-equitable lump sums are necessary for appointment committees.

In order not to lose sight of the progressive goal of gender equality in work and care work, this assumption is continuously reviewed based on evidence.

In line with the practice in the ERC Starting Grant and Emmy Noether Programs, as Equal Opportunities Officer I also recommend applying gender-dependent lump sums at the University of Tübingen, but extended to two years in order to bring the crediting period into line with the requirements of the LHG and the state budget regulations.

### Crediting periods per child towards the academic age in appointment procedures as compensation for disadvantages:

#### **Mothers or single parents (f/m/d):**

Consideration of 2 years per child.

#### **Fathers:**

Consideration of actual and documented parental leave; other (documented) above-average burdens can be considered.

It is not possible to take a blanket approach for people of a gender **other than binary**. They are asked to provide information on parental leave and whether they primarily take on care responsibilities.

Even the recommendation of lump sums does not release the appointment committees from their duty to check the **plausibility** of information on care work in CVs.

***The Senate Equal Opportunities Commission discussed this recommendation in detail at several meetings. It was supported by resolution of 20 July 2022 with three abstentions and no votes against.***

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<sup>3</sup> <https://www.eubuero.de/de/nks-erc-schon-gewusst-2446.html#Zeitfenster> (last accessed 26.08.24)