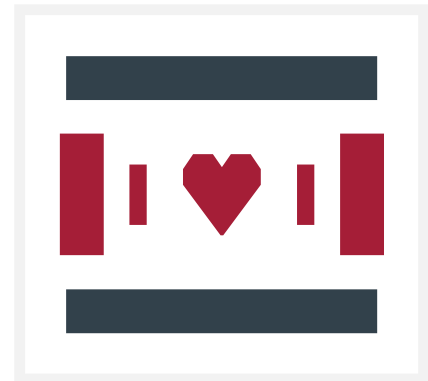




At a Glance: The Care Strategy of the University of Tübingen

The care strategy of the University of Tübingen aims to identify disadvantages faced by members of the university due to family responsibilities, and to develop and implement countermeasures accordingly. The focus is on **structural measures** whose implementation leads to lasting change. The foundation for this is the advisory work of the Equity - Care team, which offers individual support to those seeking advice, while also serving to identify structural problems and seeking appropriate solutions. Additionally, the audit “**family-friendly university**” (familiengerechte Hochschule) facilitated by berufundfamilie gGmbH, for which the University of Tübingen has been certified since 2014, serves as a strategic management tool to develop family-friendly goals and measures for all university status groups through a participatory process.



The consideration of care issues is understood as a **cross-sectional task**. It concerns the development of regulations for flexible study organization, family-related disadvantage compensation during qualification phases, family-friendly leadership behavior, flexible working hours and locations, and family-friendly meeting times. Further development of university culture and raising "awareness" among all university members — particularly those in training and leadership positions — is also a key area of action, alongside the ongoing improvement of spatial and financial framework conditions. The University of Tübingen addresses all these levels through its measures and consistently pursues the establishment of family-friendly structures in the spirit of "Family Mainstreaming".

The definition of **family** is intentionally broad to reflect the increasingly pluralistic life forms of our society. Family, in this sense, exists wherever long-term personal responsibility for others is assumed. This particularly includes children, parents, life partners, siblings, grandchildren, grandparents, as well as persons in need of assistance or care, regardless of familial relationship.

Current Areas of Focus:

- Measures to promote awareness of key care issues
- Increasing the number of childcare spots available for university members
- "KiBeKo" program to support the financing of childcare costs arising in connection with academic or professional activities
- Support for babysitting mediation services — a cooperation project with the Tübingen Family and Neighborhood Assistance Association (Familien- und Nachbarschaftshilfe e.V.)
- "KITA Lingua" preparatory course to increase the number of childcare professionals (a cooperative project between the University of Tübingen and the City of Tübingen)
- Students: preferential access to courses for students with children, substitute assignments in case of family-related absences, and flexible exam deadlines, summarized in a well-established guide on "Studying with Family Responsibilities"

- Researchers in the qualification phase: far-reaching extension possibilities under the German Act on Temporary Scientific Contracts (Wissenschaftszeitvertragsgesetz), quality assurance concept for junior professorships with detailed regulations for family-related extensions
- Family-friendly facilities at the university, including family rooms and changing tables
- Lecture series on the topic of "Caring for Relatives"

Care Measures at the University of Tübingen

