

Use of the funding from the "For Women in Science" program

The project aims to use the funding provided by the German UNESCO Commission and L'Oréal Germany as part of the "For Women in Science" program to provide financial support for female doctoral students with pre-school children at the MPI for Marine Microbiology. Preparing a professional career in science involves a considerable amount of travel. This often confronts doctoral students with considerable financial and organizational problems if they have children. The aim of the support concept explained below is to improve reconciliation between a scientific career with starting a family.

In particular, support is offered for trips to congresses, conferences, advanced training courses and expeditions inside and outside Germany which last a minimum of three days. Doctoral students with children at any pre-school age can apply for this support in the case of trips lasting more than one week. For trips of less than one week, support is limited to doctoral students with children aged 0-3 years. Both permanently employed doctoral students and doctoral students financed by a scholarship can apply.

Specifically, the cost of travel and accommodation for the child/children plus a caregiver are covered. Here it is assumed that since the child is accommodated in the mother's room, the reimbursement only covers the difference for a double room. The cost of a separate room can be covered for an accompanying caregiver, who may be either a staff member specifically employed for care purposes or else the partner or a relative. Catering costs are not subsidized.

For single mothers, an allowance of EUR 25 per day will be paid for the duration of the business trip towards the costs of employing a professional caregiver.

An application for financial support must be submitted to Laurie Hofmann/Hartmut Obist/Gender Equality Officer using the attached form.

This scheme is to be regarded as an initiative project. In this respect, this project enjoys the support of the Institute Management and attempts are still being made to establish individual measures or indeed the entire package in the Institute as a further initiative to reconcile work and family life. For this purpose, discussions already held with the

Administrative Headquarters of the MPG regarding the possibility of continuing such measures and establishing such funding instruments throughout the entire MPG with currently 80 Institutes will be continued. To ensure the initiative funding is ongoing, the MPI for Marine Microbiology will use donations from the Goldschmidt Foundation-VVG to continue the funding program, to the extent that the funds from the "For Women in Science" program have been used up and continuation is not possible from budget funds. When the funding is established, we intend to make the commitment of UNESCO and L'Oréal public in a suitable place on our website.