

## Partners and Networks

- Humboldt-Universität zu Berlin's Commission on the Advancement of Women (KFF)
- Centre for Transdisciplinary Gender Studies at Humboldt-Universität zu Berlin (ZtG)
- Forum Femina Anima: Humboldt-Universität zu Berlin's network for women with chronic illnesses or handicaps (FFA)
- Feministische Vernetzung (Feminist Network): student network at Humboldt-Universität zu Berlin
- Regional Conference of the Gender Equality Officers at Berlin Universities (LaKoF)
- National Conference of the Officers for Gender Equality and Women's Issues at Universities (BuKoF)

## Family Support Centre

Humboldt-Universität zu Berlin was designated a „family-friendly university“ on December 7, 2009 and opened its own Family Support Centre on July 1, 2010. From emergency child care through to the care of dependents the Centre offers support to all university employees and students combining a job or studies with the demands of family life.

Family Support Centre  
Unter den Linden 6  
Room 3082  
Tel: (030) 2093 2191  
[familienservice@uv.hu-berlin.de](mailto:familienservice@uv.hu-berlin.de)  
<http://www.hu-berlin.de/familienbuero>



Photo: Heike Zappe

## Individual Support

The central office and local gender equality officers are competent sources of assistance and advocacy both for female members of the academic and non-academic staffs and for female students.

They provide information, assistance and advocacy regarding matters such as:

- equal opportunities and anti-discrimination legislation
- career planning
- potential grants, scholarships and project funding
- conflict resolution
- sexual(ised) harassment, violence and gender discrimination
- cases of mobbing
- cases of stalking
- achieving work-life balance

Confidentiality is assured in all matters.

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humboldt chancengleich.  
fokus frau.



## The Central Office for Gender Equality

On the political role and responsibilities of gender equality officers at Humboldt-Universität zu Berlin



*„It is a fundamental error when addressing the issue of equal rights to assume that „equal“ means „same“. Equal rights are based on the principle of equal value, which acknowledges difference.“*

Elisabeth Selbert (1896–1986)

One of the four „mothers“ of Germany's Basic Law

## The Gender Equality Officer at Humboldt-Universität zu Berlin

On the face of things it may seem that the struggle for equal rights has already been won. Yet inequality is still rife when it comes to opportunities for promotion or to rates of pay. Even today, a quick glance at staff directories reveals that women are still under-represented at the professorial level and in high-ranking positions in the non-academic sector. Now however, gender equality officers are on hand to address all matters relating to staff and students, to end under-representation and to promote equal rights and opportunities for women.

Challenging sexual discrimination and violence in the university context is also part of a gender equality officer's job. In fact, women experiencing direct or indirect discrimination on any grounds – owing to disability or chronic illness, for example, or to age, ethnicity, religion, sexual orientation, etc. – can contact the gender equality officer for support.

All university departments and many other institutes have their own gender equality officer. The Central Office for Gender Equality works in close cooperation with the various local gender equality officers in order to

- promote equal opportunities in every regard, at all levels of university life
- prevent discrimination of any kind
- advise and monitor all university committees and bodies with regard to equality standards

Please note: the email addresses and telephone numbers of local gender equality officers can be found on the Central Office for Gender Equality homepage as well as on that of each respective department or institution.

## The Statutory Framework

Gender equality officers work to promote women's constitutional right to equal opportunities in higher education, and to eradicate the existing inequalities faced by women in higher education (§ 59, Clause 4, BerlHG).

The Academic Senate of the Humboldt University Berlin adopted guidelines for the advancement of women in 1994, and thereby committed the University to work towards achieving gender equality. Gender equality officers monitor the University's implementation of and adherence to the guidelines.

The statutory framework for the work of gender equality officers is set by the Equal Opportunities Act of the State of Berlin (LGG), the Higher Education Act (HRG), the Equal Treatment (Anti-Discrimination) Act (AGG) and, of course, by Article 3 of the Federal German Republic's Basic Law.

Please note: The Central Office for Gender Equality publishes a report every two years. All reports are available for download on its homepage, or for reference in the Jakob and Wilhelm Grimm Centre's main library.

## Regular Publications in German

humboldt chancengleich: the Central Office for Gender Equality's magazine appears once each semester.

fokus.frau: an annual directory of services for women, compiled by the Career Centre, the Psychological Counselling Service and the University Sports Committee.

## Standards on Gender Equality at Humboldt-Universität zu Berlin

In 2008 the DFG (German Research Society) outlined „research-oriented standards on gender equality“ as a means to ensure that the proportion of women to men in academia increase. In a comprehensive statement published in spring 2010 Humboldt-Universität zu Berlin committed itself wholeheartedly to pursuing those standards.

The statement also detailed a range of successful strategies for the promotion of equal opportunities already in place at Humboldt-Universität zu Berlin, including:

- dedicated funding programmes for research by women and/or on women's issues
- the W-1 programme (funded research and teaching posts) for female academics
- an annual „equality funding“ budget of 250,000 €
- the Caroline von Humboldt Endowment Award (of 15,000 €) for outstanding young female academics
- the project „FiNCA – Women in Science at the Adlershof Campus, Berlin“
- the mentoring programme for female academics en route to a professorship „ProFiL – Professional Strategies for Women in Research and Teaching“ (conducted in cooperation with other universities in Berlin and Brandenburg)

