

FATHER SUPPORT AT THE MHH

The research project „Father Support at the MHH“ is looking for new ways to reconcile work, career, study and family.

Duration of the project:

15th December 2020 to 14th June 2023

Founding the project:

Lower Saxony Ministry of Science and Culture (MWK)

Support:

Advisory council (15 members from all status groups)

Survey in May 2021

Wishes and ideas of male (m/d) students and employees of the MHH on the topics:

- Active paternity
- Modern Fathers
- Waivers
- Parental leave

Goal:

In the pilot phase of the project „Fathers Support at the MHH“, the interests of fathers are to be evaluated and specific support measures developed and implemented. The final goal is the development of an action concept „Father Support at universities in Lower Saxony for better reconciliation.“

DO YOU HAVE ANY QUESTIONS OR SUGGESTIONS?

Contact

Father Support at MHH

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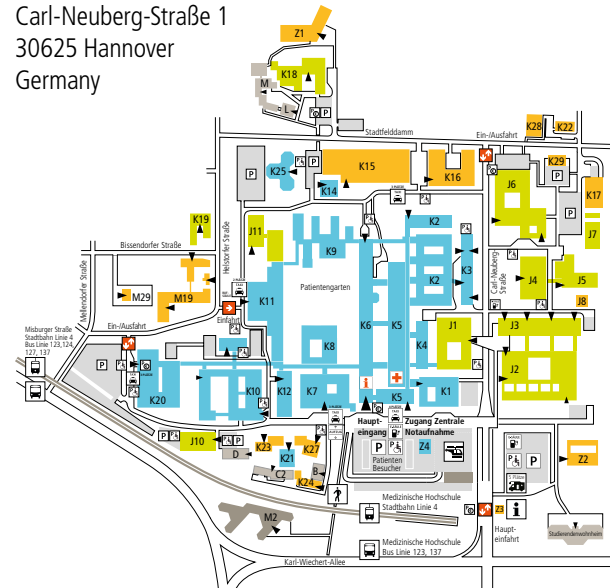


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Photos: MHH Press office and Equal Opportunities Office
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Father Support

at Hannover Medical School

FATHER SUPPORT AT THE MHH

Compatibility is a family topic.

In recent years, fathers have increasingly been brought into focus of family support. „Active fatherhood“ requires acceptance by superiors and fellow employees as well as within the partnership and the family. Today, „active“ or „new“ fathers are fathers who are highly committed to the education and care of their children and spend a lot of time with them.

Students and employed fathers at the MHH are to be supported with regard to „active fatherhood“. Research suggests that many fathers would like to become more involved in the care and education of their children (cf. Fathers' Report 2018). 60% of fathers with children under the age of six want more time for their family.

The **Fathers Survey at the MHH of May 2021** shows that MHH fathers also want to spend more time with their families, an active partnership and an equal division of tasks.

A social change in mindset requires the creation of verifiable standards for the implementation of a family-friendly corporate culture including the development of role models and incentives for employees and students.



PROJECT MEASURES PILOT PHASE (SELECTION):

Financial Support for „active fathers“

- **Fathers' LOM for fathers employed at the MHH**, who have become fathers in the period from 01-01-2021 to 31-12-2021 and have taken at least 6 months of parental leave within one year. The financial resources must be used for measures to promote equality and support families. The application form can be found on our homepage under financial support of „active fathers“. Application deadline: 31st of March 2022
- **Support allowance for student fathers**, who have become fathers in the period from 01-01-2021 to 31-12-2021 and actively look after their children in their household. The financial resources are for equality and family support measures and can be used, for example, for coaching for parent couples or for the payment of a babysitter for childcare. The application form for support money for student fathers can be found on our homepage under Financial Support „active fathers“. Application deadline: 31st of March 2022

Best Practice Guide

Creation of an MHH guideline „Parental leave from a father's perspective“ for employed and student fathers with practical examples for orientation.

Networking with other universities

Regular networking meetings with other universities for Exchange of experience.



Networking of MHH fathers

Regular networking meetings of student and employed fathers for joint exchange and the creation of „positive social acceptance“ within the MHH for „active fatherhood“ and „culture of compatibility“. Regular networking meetings are intended to educate and encourage so that fathers can easily take parental leave of more than two months in the future and also work more flexibly. Current dates of the networking meetings can be found on the homepage under the following link:

<https://www.mhh.de/gleichstellung/vaeterfoerderung-an-der-mhh>

Father-specific events

- Offers for compatibility, e.g. „Role models“, „Fathers & compatibility“, „Compatibility of family & career“, „Communication in family & career“, „Gender-specific division of tasks“, „Life planning“
- Offer for expectant fathers „Soon Papa“
- „Orientation in the care jungle“ – Childcare services at the MHH and in Hanover
- „Part-time leadership“ for managers
- „Parental money, ElternGeld Plus, parental leave“