

UEG Policy on age extension for main carers of children

to allow for application to opportunities that are limited by age restrictions.

Aim & purpose

UEG is committed to practicing inclusion and developing equity between all genders. This policy aims at providing equal access to opportunities that are limited by age restrictions, taking into consideration the effect that parenthood, especially motherhood, has on the career development and progress of our applicants.

UEG allows applicants of all genders to request an age extension **of 2 years for one child and max. 4 years for two or more children, if they can confirm that they have been the main carer of their child/children.**

How we define responsibilities taken by main carers:

- Taking protective leave from work due to pregnancy and childbirth
- Taking parental leave from work of 2 months or more
- Breastfeeding a/o nursing (daily/regularly)
- Spending the larger share of time and attention on the child in everyday life (e.g. providing personal hygiene, preparing and feeding meals, playing, strolling, reading, putting to bed, ...)
- Carrying the larger share of the daily mental load of managing childcare and household responsibilities
- Reducing working hours to spend more time on childcare
- Avoiding working overtime and putting childcare responsibilities first (e.g. taking appointments at the pediatrician, taking care in case of sickness and injury, picking up from daycare, ...)
- Reducing scientific productivity to spend more time on childcare
- Refraining from pursuing opportunities that benefit career development (e.g. not attending scientific and networking meetings, declining volunteer positions and tasks in scientific societies)

If the majority of these responsibilities are applicable to you, please fill out and sign the following confirmation:

Confirmation of childcare responsibilities as main carer

I, [first name, last name], born [YYYY],

confirm that I have been taking main care of my child/children

Child 1, born [YYYY]

Child 2, born [YYYY]

...

and herewith request an individual age extension.

Handwritten signature, date

Please save the whole document as PDF and submit it via email to the responsible contact person in UEG Office.