



Creating diversity and equal opportunities Equality at the Hochschule Niederrhein

A gender-inclusive location

Gender equality work safeguards the high level of quality at the Hochschule Niederrhein and promotes a culture of respect and tolerance. The equal opportunities officers advise, inform and support university members as well as the management board in all topics regarding gender equality. Furthermore the equal rights officers are involved in the nomination and recruiting procedures and therefore fulfil the statutory commitment to diversity and equality. The key target of equal rights work is to stop sexual discrimination, to ensure equal opportunities and to work towards eliminating existing disadvantages.

Girls and women in the MINT sector: Support from school to university

At an early stage, the university offers support to schoolchildren and prospective students with goal-based initiatives to find the most suitable degree programme, for example in the university's own school laboratories or open learning workshops. Special focus is placed on promoting and encouraging girls and young women who are interested in mathematical, scientific or technical degree programmes (MINT).

Special events for schoolchildren: Girls' Day and Boys' Day

The Action Day motivates girls and boys to develop their own interest in a degree programme without being influenced by clichés and role expectations. Girls spend a day in various workshops attending scientific and technical courses. Boys gain an insight into courses in which they are under-represented.

MINT DUAL - Women test run studies and career

The six-month programme enables young women with a general or vocational university entry qualification to try out technical degree programmes on a trial basis. Two days a week are scheduled for lectures and seminars at the Hochschule Niederrhein, and three days are based at a company. The combination of theory and practical experience in the day-to-day working life of an engineer and integration into a women's network gives a realistic insight into the job and degree programme requirements. A personal consultation after completion of the „Campus trial period“ helps to determine the candidates next career moves.

Programmes for enrolled women: MINT forum

From the beginning of their studies the network enables women to connect on an interdisciplinary level within the university and also provides valuable contacts to the regional industry. Experienced mentors from MINT degree programmes and women in business are active contact persons in the forum.

Programmes for female doctoral candidates: Information event „Career move professorship - both profession and vocation for women“

This event is organised for female doctoral candidates and women with a PhD in the fields of business, industry, administration and science who are considering a professorial chair at a university as their next career move. They receive practical information about the nomination procedure, the requirements they have to meet and how the career move towards a professorship can succeed.

Contact

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Hochschule Niederrhein. Your way.



Hochschule Niederrhein

Diverse and deeply rooted in the region as an institution

The Hochschule Niederrhein is a university for applied science with a wide range of qualified courses. There are currently an estimated 14,000 students in ten different faculties at the university. They can choose between more than 60 Bachelor's and 20 Master's degree programmes. These include a variety of full time, part-time, dual or trial degree programmes as well as some which can be attended in combination with a trainee programme. Its outstanding commitment to quality through diversity is certified by the Diversity Audit "Vielfalt gestalten" ("Shaping diversity") organised by the Stifterverband für die deutsche Wissenschaft e. V.



The Hochschule Niederrhein was founded in 1971. Some of its former institutions such as the Crefelder Höhere Webschule or the School for Dyeing and Finishing go back well into the 19th century. Other schools such as the Werkkunstschule, the Textilingenieurschule Mönchengladbach, the Höhere Wirtschaftsfachschule and the Ingenieurschule für Maschinenwesen came along later. In 1971, they were all merged to create the Fachhochschule Niederrhein. Over time, more faculties were added. Today the Hochschule Niederrhein is spread across three campuses in Krefeld and Mönchengladbach. It is a significant employer in the region with more than 800 employees.

A family-friendly and genderinclusive place

Since 2010 the Hochschule Niederrhein has been certified by the family-friendly higher education audit. Its priority is to provide opportunities in different areas of activity to create positive framework conditions and provide support for employees and students to help them achieve a healthy balance between work/studies and family commitments.

In this respect, existing and well-established initiatives which focus on improving this balance are promoted, and new, requirement-based solutions are developed and tested. The university also actively advocates equal opportunities and gender-inclusive studying and working conditions.



At the Hochschule Niederrhein it is possible to optimally combine studies and career with family life.

Parent-child offices at the Krefeld South Campus.



A family-friendly place

The Hochschule Niederrhein offers personal consultations and helpful information and initiatives to students and employees to assist them in combining family and care obligations with the demands of work and studying.

Talk to us about ...

- // Childcare
- // Dual Career
- // Family care
- // Compatibility of studies, career and family.

Parent-child offices

At two campuses there are parent-child offices for working parents which can be used in emergency situations, for example if childcare is cancelled at short notice. The office is equipped with a PC workstation, child-friendly furnishings and play facilities.

Holiday club

There is an exciting holiday programme on offer for the children of students and employees of the university who are of school age of up to the age of twelve during the official holidays of the state of North Rhine-Westphalia. This is coordinated with lecture and exam times. A wide range of creative activities and excursions are organised as well as exciting workshops that ensure a great deal of variety.



Further facilities

Children are welcome at the Hochschule Niederrhein. When redesigning our outdoor areas, for example, we make sure that they are also attractive for children. Play areas and toy boxes area also provided.

There are sufficient changing facilities as well as breastfeeding and rest rooms at all campuses. The new arrivals of university members are welcomed with a baby welcome package.

University members profit from reliable initiatives which help them work or study and also fulfil family obligations. The measures and framework conditions are regularly analysed and optimised.

We are a member of the Dual Career Network Rhineland www.dualcareer-rheinland.de