Title: **|Individually drafted contract agreements**** | |Implementation|  | |Field(s) of Action:|**@#F5A9A9: * Structural integration of Gender equality| |::: |@#A9F5D0: * Flexibility, Time and Work Life|** |Objective:|**Create contracts that follow individual time and work load possibilities|** |Target Group(s): |**All target groups (except pupils and students) All employees|** |Description: |**The Fraunhofer-Institute offers its employees individual work contracts. Each contract is created to suit the employee's work-time capacity and personal needs. This measure allows employees (male and female) to balance their work life with private needs. Flexibility and working hours that accommodate personal needs attracts especially women, as it allows them to connect career and family plans.|** |More information:**	Fraunhofer-Gesellschaft (Germany) http://www.gender-diversity-toolbox.de/

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