**New salary system**

Our transfer agent and a GenderTime member were asked by the IFZ management board to join working on organisational change measures. One outcome of these discussions is a new salary and career model that inhibits individual salary negotiations in the course of recruitment and promotion processes. By applying this new model based on objective and transparent criteria a gender gap in salaries can now be avoided.

Furthermore, the new salary scheme deals with parental leave like with educational leaves or research stays abroad: they count like normal working times, so salary advancements are not hindered by parental leaves.

**Use legal requirements** (like the necessity for work evaluation) and use it for gender equality!

**Use windows of opportunities** (like salary scheme change) to make gender changes!

**Start with easier actions** (like peer mentoring groups) and build trust!

**Improve already existing measures** (like a gender report) and expand!

**Team up with committed transfer agents** who have influence!