

# Work-(Self-)Care Reconciliation for (future) parents

Information and services | University of Vienna



Image by Marion Wotruba [www.m-wotruba.at](http://www.m-wotruba.at)

# Information, links und services for (future) parents at the University of Vienna

- Intranet/wiki
  - Information portal [Pregnancy/Parenthood and Academia](#) (keyword reconciliation)
  - [Maternity protection](#), [parental leave](#), [early parental leave](#), [parental part-time work](#), [absences](#) (keyword personnel topics)
  - [Handbook Managing Parental Leave](#) (*currently being revised*, keyword reconciliation)
  - [Recommendations for executive staff and decision-makers](#) in order to facilitate the reconciliation of work and family (*currently being revised*, keyword reconciliation)
- Internet
  - [Collection of information on reconciliation](#) (Human Resources and Gender Equality unit)
  - [Work-\(Self-\)Care Reconciliation](#) (Culture and Equality unit)

## Child care at the University of Vienna

- Permanent day care
  - 5 groups of children at 3 locations: Lammgasse, Heiligenstädter Straße, Campus
  - Different starting ages (between 0.5 and 2 years)
  - Primarily for
    - Employees in qualification phases
    - Incoming scientists
- Holiday child care
  - Science Holidays (7-12 year olds), max. 2 weeks per child
  - Vienna Children's University (7-12 year olds), 2 weeks in summer
  - Bridge Day Care (“Fenstertag”) and 1 week in summer (via Works Councils)

# Child care at the University of Vienna

## Flekuki – flexible short term care

- For employees with children (between 0-12 years)
- 3 times per calendar year free of charge
- Occasionally if childcare is needed at short notice
- Provided by Flying Nannies from the Children's Office
- Monday-Sunday between 7 a.m. and 11 p.m. possible (excluding public holidays, bridge and school-free days)
- Care location flexible (e.g. place of residence within Vienna, premises of the University of Vienna, possibly also in the Children's Office)
- Prerequisite: meeting between nanny, parents and child(ren) of at least one hour in advance

# Measures for academic parents at the University of Vienna

## Counseling and coaching for (future) parents

- Planning pregnancies/parental leave and the return to work: when is the right time?
- What does an interruption (maternity protection/parental leave) mean for my dissertation or my academic career?
- What do I need to consider in case of a pregnancy (deadlines, proceedings, etc.)?
- What options do I have if I can't continue my work due to a pregnancy (e.g. in a lab)?
- What should I consider regarding my return?
- What childcare options are there?

### Coaches:

[Angelika Hoffer-Pober](#) (German)

[Lisa Peterlechner](#) (English)

# Measures for academic parents at the University of Vienna

## Mobility & Care Fund

- For female academic staff (pre- and postdoc)
- Allowance for childcare costs (incl. travel costs) that are additionally incurred due to a mobility stay
- Prerequisite: active conference/event participation; trip at least partially financed (e.g. travel allowance)
- €100/day for the duration of the event/trip (maximum 7 days);  
max. €1,500/year per employee

## Measures for academic parents at the University of Vienna

- Seminar How to combine parenthood with a career.  
Pregnancy, parental leave and parenthood from legal and strategic perspectives
  - 6 May 2025
  - Trainer: Ute Riedler
  - Application as of summer semester via Talent Acquisition and Development unit (Personalentwicklung)
  - Subjects:
    - Austrian laws and regulations concerning pregnancy and parental leave
    - Regulations and opportunities at University of Vienna
    - Strategic career planning during pregnancy, parental leave and for your return to job phase

## Did you know that...

- you can get free childcare during [staff development seminars](#) and can **also** take part in staff development measures **during parental leave**?
- all employees who take to a **marginal employment contract during their parental leave** have the opportunity to **work 100% from [home](#)**? (prerequisite: a job that is suitable for working from home)
- there are **family rooms** at some locations ([main building](#), [UBB](#), [UZA II](#))?
- you can continue to **participate in committees and commissions with voting rights** during parental leave?
- you also have the opportunity to have an **annual appraisal** with your superior **during parental leave**?



## Did you know that...

- the contract of **third-party project employees** will **NOT be extended** for the period of maternity leave and parental leave? (But it will – usually - be extended for employees on **globally funded positions**)?
- you need to have an **ongoing contract until the day of birth of the child**, if you want to get „einkommensabhängiges Kindergeld“ ?
- your **contract** has to be **extended until the beginning of maternity leave**, if it ends **while being pregnant?** (There are exceptions for third-party funded project employees)
- you can **interrupt FWF-Projects and ÖAW-scholarships** up to 1 year (cost-neutral)?

## Further reading

- Publication [Eine Frage der Organisation? Daten und Analysen zur Vereinbarkeit von Beruf/Studium mit der Sorge um andere und sich selbst \(executive summary in English\)](#)
  - Basic information on the topic of reconciliation
  - Figures for the University of Vienna (full-time/part-time, parental leave, dependant care leave, etc. by gender)
- [University of Vienna's Gender Equality Report](#)
  - Includes data on maternity leave, parental leave and part-time parental leave

## Contact persons for reconciliation Culture and Equality unit

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