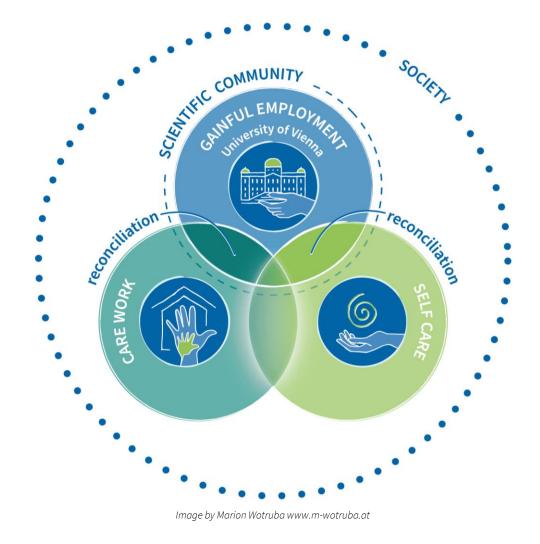


Work-(Self-)Care Reconciliation for (future) parents

Information and services | University of Vienna





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

- Intranet/wiki
 - Information portal Pregnancy/Parenthood and Academia (keyword reconciliation)
 - <u>Maternity protection</u>, <u>parental leave</u>, <u>early parental leave</u>, <u>parental part-time work</u>, <u>absences</u> (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:

<u>Angelika Hoffer-Pober (German)</u>

<u>Lisa Peterlechner</u> (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 <u>staff development seminars</u>** 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 (<u>main building</u>, <u>UBB</u>, <u>UZA II</u>)?
- 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 begining 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 <u>Eine Frage der Organisation? Daten und Analysen zur Vereinbarkeit von</u>
 <u>Beruf/Studium mit der Sorge um andere und sich selbst (executive summary in English)</u>
 - 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)
- <u>University of Vienna's Gender Equality Report</u>
 - Includes data on maternity leave, parental leave and part-time parental leave



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