

Network Motherhood and Science, Dec. 2024:

Balancing academic work and care work at WU



Sonja Lydtin, Gender & Diversity Policy, WU Wien



Facts and Figures

WU at a Glance

Students* (fall term 2023/24)

Total: 21,833

Bachelor: 14,580

Master: 4,529

Doctoral/PhD: 790

Beginners* (fall term 2023/24)

Bachelor: 3,755

Master: 1,789

Doctoral/PhD: 93

Triple Accreditation



Faculty and Staff**

Administrative Staff

Women: 594

Men: 283 **Total: 877**

Academic Staff

Women: 736

Men: 977 **Total: 1,713**



**zertifiziert
familienfreundliche
Hochschule**

www.familieundberuf.at



* Source: Academic Controlling, VR Academic Programs and Student Affairs (WU), January 2024

** Headcount, valid as of: Dec. 31, 2022, incl. third-party funded staff; Source: WU intellectual capital report 2022



- Since 2013: Measures within the **University and Family Audit / Audit hochschuleundfamilie**



- **WU Policy relaxed on-site requirements for academic staff**
(since Nov. 2021)



- **WU Policy on a Family-Friendly Workplace Culture**
Contains recommendations and communication guidelines for managers, e.g:
 - “Not insisting on constant availability and acting as a good example in this regard”
 - “Avoiding (unconscious) discrimination against part-time employees, e.g. when assigning projects, conferences; avoid discriminatory language (“only part-time”)



Intranet page with information on reconciling work and caring responsibilities, including WU policies and University & Family Audit ([Link/ Intranet](#))



Information, links and services for WU employees:

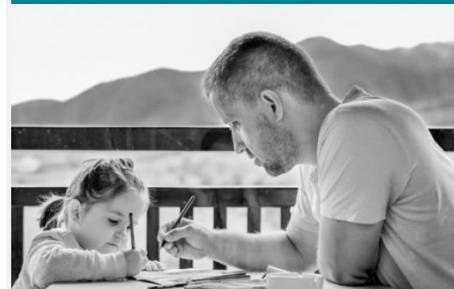
- **Intranet page with information** on reconciling work and caring responsibilities, including WU policies and University & Family Audit ([Link/ Intranet](#))
- **Roadmap for leave management** ([Link /Internet](#))

Willkommen im Karenzmanagement

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Die WU möchte als Arbeitgeberin Angebote schaffen, um Familie und Beruf besser vereinbaren zu können. In den einzelnen Bereichen finden Sie Wissenswertes zu rechtlichen und finanziellen Rahmenbedingungen, Checklisten (To Do 's), Formulare sowie umfangreiche Linksammlungen.

Eltern



Pflege



Child care on WU campus



- **KIWI Kindergarten on Campus – not a company kindergarten!**

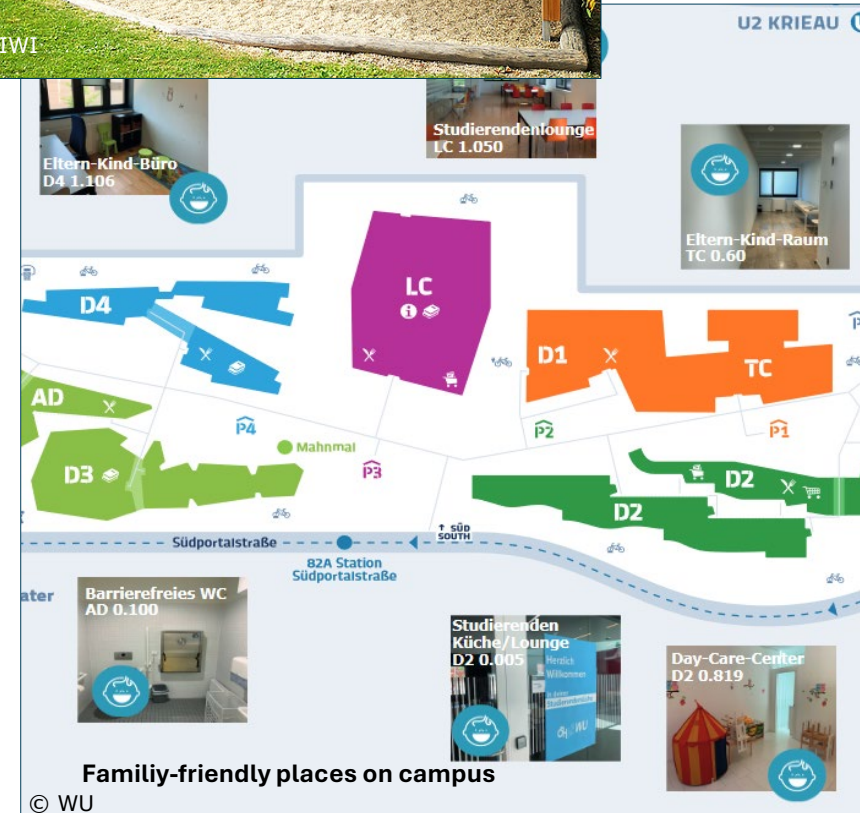
- 7 am - 6 pm, open all year round (2 weeks closed)
- 4 family groups, 20 children each from 1 - 6, approx. 6 places per group are reserved for children under 3 years.

- **Childcare services during summer holidays**

- For children of WU employees, between age of 6 and 12, 20 children max., 7 weeks, 8 am – 5 pm

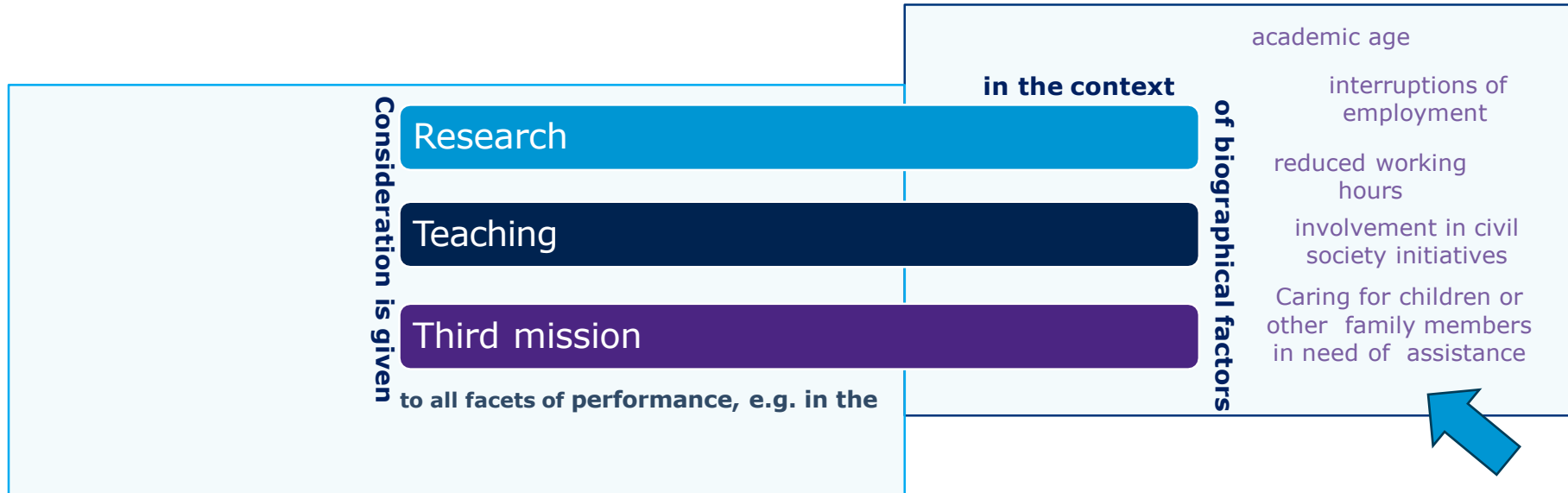
- **Family-friendly places on campus:**

- Parent-Child-Office, Day-Care-Center, 12 baby changing stations, etc.



- **Bonus to cover caretaking costs during business travel**
 - If travel activities supported by WU result in additional costs for researchers because of their caretaking responsibilities (or care needs), they have the option of applying online for a bonus to cover caretaking costs
 - A bonus of approx. **€ 1,500** per employee and calendar year is available for additional caretaking costs
- **Counselling services** for support in (psychologically) stressful situations ([Link](#) / Intranet)
- **Dual Career Services:** Support for partners of newly appointed professors looking for a job in Vienna ([Link / Internet](#))

uLiKe: Performance Assessment in Context



Job announcement for professorships:

“(...) WU assesses performance in the **context of each applicant’s biography and relative to the opportunities** available to them. This approach recognizes that academic achievements cannot be assessed separately from each individual researchers’ biographical factors.(...) This means that WU takes **biographical factors** such as **part-time employment** or **career interruptions due to caregiving or childcare obligations** or **other functions performed at or outside of a university** into account.” (...)

Raising Awareness and Building Competence



- **Audit hochschuleundfamilie** since 2013
- Exhibition and 2 workshops, Oct. 2024:
„Yes, we care!“ Care work in Academia
– Art meets research
[Link to the project](#)
- **Workshops for Managers** (academic and administrative) e.g.:
 - „Lebensphasenorientierte Führung für eine bessere Vereinbarung von Familie, Beruf und Privatleben.“ (2024)
- **Theme week** in May 2022

Contact persons:

WU's childcare representatives are:

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