

Consortium

Recommendations

Working arrangements in an institution should be flexible to facilitate family friendliness. This flexibility can be in the form of flexible working time and place, part-time employments, adaption of meeting times to family-friendly hours, flexible holiday planning etc.

Management should support both men and women in using their right to paid parental leave.

All employees should be aware and have the possibility to use their right to unpaid or paid leave for taking care of dependent relatives.

Extending work contracts for the amount of time that scientists are on parental leave should be made possible.

Funding to replace people temporarily on parental leave (stand-in) should be made available.

Childcare support should be accessible in the form of organized childcare service availability during meetings, expeditions or conferences as well as daily childcare in a nearby day-care centre during working hours.

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**Recommendations
for family-friendly strategies
and institutional practices in
higher education and research
organisations**



Introduction

Combining scientific career and caring for family is especially challenging in marine science where scientists participate also in seagoing expeditions besides regular mobility (conferences, meetings, post-doctoral studies, etc.). Employees of workplaces with family-friendly policies, culture, and supervisors have overall increased organizational commitment and job satisfaction.



Objective and Methods

The full report on family-friendly strategies and institutional practices can be downloaded here: <http://oceanrep.geomar.de/43128/> This leaflet provides some exemplary practices and gives recommendations to facilitate a better work-life balance among employees in higher education and research organizations. It is based on the institutional practices of the eight marine science institutions www.baltic-gender.eu/consortium that are partners of the Horizon 2020 project Baltic Gender www.baltic-gender.eu.

Best Practices

Flexible working arrangements

Flexibility in working time and place can help individuals to reconcile their work schedule with family responsibilities. Flexible work hours are employed by all partners of Baltic Gender. Scientists generally have flexible working hours and freedom to work at home, whereas other staff may have some restrictions due to the nature of their work. For example, administrative staff has often “regular” working hours. The nature of some experiments and analysis may require presence of technical staff in laboratory at fixed working times.

Return to work

Availability of institutional funding supports people with a limited contract to return to work after a family break taken due to periods of child- or elderly-care.

Childcare assistance

Organised daily and/or emergency childcare service in the research institution, holding childcare places in co-operating facilities on and near the campus, or providing play rooms in the institution are among the actions that assist scientists with childcare responsibilities.

Office for family services

It is advisable to have an office for family-services that provides counselling for students and employees with family duties. The counselling could cover topics such as the possibilities of support, state funding, childcare, etc. The office for family-services may also carry out activities that aim at raising awareness to the topics of parenthood, family-friendly studying, elderly care. In addition, it should implement measures such as drafting a service agreement on home-office, establishing family-friendly meeting times, making sure that trainings for employees take part-time or family duties into account.

