

Work-Life Balance and Gender Specific Career Patterns in Higher Education and Research: synopsis

Working Time	Workplace Culture	Personal structure	Child-care	Study Conditions	Financing
There is a statutory right on part time employment for parents in SE and DE	Habitus of the teachers and researchers: understanding of academia as a “mission”, male working patterns	Unlimited employment below professorship does exist in SE and the UK (e.g. senior lecturers) but, in general, not in DE	Welfare-State Regime: UK: liberal SE: social-democratic DE: conservative	Part-time studies and e-learning are possible	Child-allowance is paid in DE and in SE, the amount per child is increasing; tax credits in the UK
Teleworking in academia is possible in all three countries	Informal contacts are very important for a successful academic career in all three countries	There are age limits for employment and career in SE and in DE, prolongation for parents is possible	A statutory title to a place in day care exists in SE and in DE (only for children older than 3 years)	Examination dates with child-care may be enabled by examination during normal working-hours	There are some extra scholarships and child-care allowances for parents
Leave for child-care and maintenance of titles: Right to return in same or an equivalent job, problems when employed fixed-term	Traditional „ mother “ images and role models and prejudices of superiors still exist	Permanent positions, e.g. as lecturer, enable horizontal courses of career in the UK and in SE	Availability of places is high at community child-care facilities in SE and in eastern DE	Prolongation of deadlines for examinations when a child is ill or when care duties have to be carried out may be possible	Loans do also exist
Fully compensated maternity leave in SE and DE. Benefited parental leave , two months reserved to other partner. One year maternity leave in the UK, lower or no benefits.	The quantity of publications performed is of higher importance for academic merits than teaching and administration	Career plans: number of higher positions is too low in relation to doctorates; average age of promotion is the age of family-building; Tenure-tracks are not common in DE	The opening hours of child-care facilities are normal working hours in SE, shorter at many (western) German institutions	General Studies may easier adopt to personal needs, but tight and restricted fields of study have increased (in DE)	Family health insurances in DE enable free insurance for children, if parents are member of a statutory agency; direct access of citizens to health system in SE and in the UK
Working (over)times in the evening and on the week-end are common in higher education and research	International Mobility Requirements are increasing. Appointment in DE is not possible at the university of “Habilitation”	Options to interrupt one’s career, career change, chances to return after career breaks are bad, some efforts exist	In the UK and in DE there is some company day-care , but it fails to compensate the lack of sufficient public day-care		Times pursuant to pension law: In DE parents for caring obtain entitlement to higher statutory pensions
Statutory right on leave at the occasion of a child’s illness in SE and DE, local agreements in the UK	Some WLB-related research topics exist in all three countries	Extra funds and staff pools may help to enable deputyship for projects	Sometimes children on the campus are welcome		
	„ Being in touch with life “ as quality characteristic of scientific work may favour work-life-balance as well as gender equality	Some statutory protections for mothers against dismissal are into place. Flexibility of engagement (commitment) and focus in different phases of life: It is hard to bring family duties and professional requirements together		National particularities UK: pre 1992-institutions vs. post 1992-institutions DE : Differences between the federal states	Unions and women in higher education Number of female members is lower than number of male, but higher than share of female staff