

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