

Work-life balance and support for the families – policies, measures and best practices

University: University of Copenhagen.

Work-life balance policy, measures/tools	Description
Organisational support (e.g. family friendly hours of formal meetings, flexible working arrangements, friendly time-schedules, reduction of teaching and administrative duties, support to research projects/administrative duties)	There is not an overall guideline for policies at university in regard to organisational support to families, work/life balance. Overall in Denmark there is a focus on a family friendly work/life balance. In scientific and research work environment there is a tendency to long working hours.
Infrastructure (e.g. nursery, kindergarten, co-working space work'n'kid, day-care points, accommodation for family members in dormitory)	The university does not offer day care for children. Day care and elementary schools are mainly public in Denmark.
Financial support (e.g. allowances for family members, subsidies/co-financing of recreation/holidays for family members, subsidies/co-financing of child care, care for elderly or disabled family members, scientific internships and visits - covering/co-financing the stay for family members)	There is not an overall financial support scheme offered from university. All employees at university of Copenhagen have 6 weeks of holiday a year.
Taking into account caring responsibilities in the assessment of scientific achievements	
Grants and competitions for researchers who are young parents	
Research on the situation/needs of those who have caring obligations	
Indicators and data collection (e.g. statistics on childcare social allowances for parents and their children – by sex, numbers of staff by sex applying for/taking different kinds of childcare leave, for how long and how many returned after taking the leave, number of absence days taken by women and men and according to absence motive, career progression after a break related to childcare)	We don't make statistics on parental leave. In 2020 we looked at the length of parental leave for the scientific staff at 12 institutes who participated in a project compared by sex, position, age and nationality (Danish/non-Danish). We have information in our salary and human capital management systems on paid parental leave. We are working on a statistic about staff turnover where we compare the turnover of employees who have been on parental leave within the last year with employees who haven't been on parental leave within the last year.
Psychological, legal support	All employees at the University of Copenhagen have the option to receive psychological counselling for work-related and private issues. Work-related issues can be work-induced stress, collaboration issues and conflicts,

	<p>offensive behaviour such as bullying and harassment at the workplace, violence and threats on the job, restructuring and redundancies as well as problems of substance abuse. Private issues can be divorce and other partnership or family-related matters, such as children’s long-term illness, critical and serious illness in the family, death in the immediate family (for example unexpected or sudden death), depression and anxiety.</p>
<p>Training and workshops related to work-life balance</p>	<p>ISM EVENTS FOCUSING ON WELL-BEING, RESILIENCE, RE-SHAPING AND/OR RE-ASSESSING GOALS AND BELIEFS, AS WELL AS MENTAL SOUNDNESS!</p> <p>At our International Staff Mobility section we we offer workshops focusing on well-being, resilience as well as mental soundness and from that perspective secure a better work/life balance. An example of an offered workshop in the upcoming fall workshop program: MENTAL HEALTH AND WELL BEEING WORKSHOP Your Life by Design: Approaches to Managing Stress.</p> <p>During this workshop we will deep dive into managing stress. We will assess work-related stress and raise awareness about taking proactive action to prevent or cope with stress. Together we will also recognize signs of stress as well as implement techniques and methods, developed by renowned psychologists and researchers, which can allow the participants to experience daily life with new energy and inspiration. Finally, we will discover how gratitude works based on research and neuroscience and what is the best way to practice it.</p>
<p>Events for family (e.g. summer camps, picnics, meetings)</p>	<p>The university offers social events for internationals with children. Specific events for children could be: We organise “Kids Bake Off” where everybody can play and/or bake together, an afternoon where a licensed physiotherapist will introduce certain baby exercises. In addition we also organise an annual childrens pre-Christmas party.</p> <p>Cultural events – getting to know Danish culture includes: Living in Denmark, naturally means meeting and often being part of the Danish culture and its traditions. Through organising these cultural</p>

	<p>events, we would like to share typical but also less known Danish habits. We introduce Danish traditions, such as "julefrokost", the yearly Danish Christmas dinner party, or "fastelavn", which marks the transition from winter to spring.</p> <p>We also include visits that reveal more about Danish history or provide an insight on current Danish culture. These visits are conducted inside and outside Copenhagen: e.g. the Danish parliament, Christiania, canal tour, historic castle tour in northern Zealand, viking museum in Roskilde etc.</p> <p>We aim to take you behind the scenes and to help you enjoy the Danish cultural experience through guided tours specifically made for you.</p>
<p>Information and promotion on work-life balance policy and measures (e.g. publications, campaigns, compilation of information on parenthood and work-life balance, compilation of good practices)</p>	
<p>Establishing office, appointing person(s) in charge of work-life balance and support for the families</p>	
<p>Other</p>	