

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

University: Sorbonne Université

<b>Work-life balance policy, measures/tools</b>	<b>Description</b>
<p><b>Organisational support</b> (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)</p>	<p>Sorbonne University has flexible work schedules, allowing the staff to request a distribution of his/her schedule over 5 days or 4,5 days for the same amount of hours. Teleworking is also a possibility for all employees at their request and hierarchy approval, for up to 10 days/months (for full time employee). Sorbonne University has 55 days per year of paid vacation, which facilitates the family organisation for school holidays. The Charter for Equality of the university includes the obligation for meetings, courses and examens scheduling at times compatible with family life, also taking into account school holidays. The Charter for good practices in emailing also addresses the need to restrict email communication to office hours.</p>
<p><b>Infrastructure</b> (e.g. nursery, kindergarten, co-working space work'n'kid, day-care points, accommodation for family members in dormitory)</p>	<p>A day-care facility for children 0 to 3 years is available for 20 children on the Pierre et Marie Curie Campus to SU employees and students (one or 4 days/weeks). Other daycare options are available to the employee through the Research Minsitry on behalf of the university.</p>
<p><b>Financial support</b> (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)</p>	<p>Employee with family duties benefit from additional monthly salary, based on the number of children and income (ex : 8% salary for 3 children). Other financial support provided by the social department of the university include : support for external daycare (employees with low incomes), support for children higher education, support for after-school care (7,5€/day), for extra-curricular activities of the children (80€/child/year), holiday camps (17€/day) or family vacation (125€/child) All university employees benefit from State subsidies for holiday vacations, based on age and income, with participation from their employer. At the end of the year, a special allowance (50€/child) is granted for holiday gifts. Specific allowances are granted to employees with disabled children, without income or status requirements.</p>

<p>Taking into account caring responsibilities in the <b>assessment of scientific achievements</b></p>	<p>The Charter for equality of SU includes the consideration of maternity/paternity in career assessment. Communication plans have been developed to inform the research community on these issues. SU also joined the COARA group to accompany the evolution of research assessment practices and include them into its processes.</p>
<p><b>Grants and competitions</b> for researchers who are young parents</p>	<p>n.a.</p>
<p><b>Research</b> on the situation/needs of those who have caring obligations</p>	<p>The GEMASS research unit (<a href="https://www.gemass.fr/qui-sommes-nous/">https://www.gemass.fr/qui-sommes-nous/</a>) leads sociology studies on inequality, including education, family care etc.</p>
<p><b>Indicators and data collection</b> (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)</p>	<p>This is not currently operational, but part of the SU gender equality plan to database income and allowance according to gender, career progression etc. To be incoming in 2023.</p>
<p><b>Psychological, legal support</b></p>	<p>Since 2021, SU has a service dedicated to the signalling of any violence, harassment, discrimination or work-related psychological issues.</p> <p>The university has set up an external support unit for sexual and gender-based violence (Institute of Reproductive Health), which provide free and anonymous psychological and legal support. It is open to all SU staff and students.</p>
<p><b>Training and workshops</b> related to work-life balance</p>	<p>The training catalog open to all employee includes sessions on time management, Organisation within the Work-from-home scheme, manage time an efficiency during meeting.</p>
<p><b>Events for family</b> (e.g. summer camps, picnics, meetings)</p>	<p>The employee association provides subsidised tickets to events, including family events (cinema, concerts, exhibits) as well as organises social events on the campuses. Employee children are invited to an annual spectacle for the end of the year celebrations (replaced by a subscription to a children magazine during covid). There are no summer camps directly organised by the university for the employee children, but the university grants financial support to the participation of children to other camps (see section above).</p>

<p><b>Information and promotion</b> 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>To be done in 2023 with a specific campaign on work-life balance and support/benefits for families to be launched.</p>
<p><b>Establishing office, appointing person(s)</b> in charge of work-life balance and support for the families</p>	<p>The social department (under the responsibility of HR director) is in charge of the improvement of work conditions for employees and the communication and implementation of all social benefits for employees, in particular families. As part of the Equality plan, the “Mission Egalité” has been set up in 2020 to implement and monitor the actions in favour of Women-men equality at the University. It includes 2 personnels.</p>
<p>Other</p>	