

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

University: UMIL

Work-life balance policy, measures/tools	Description
<p>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)</p>	<p>The University has adopted smart working as a new tool for organizational innovation and for balancing life and work times.</p> <p>The smart working method for technical and administrative staff, with fixed-term and open-ended contracts, allows for greater space-time flexibility in carrying out their work performance and can be used for a maximum of 7 days a month.</p>
<p>Infrastructure (e.g. nursery, kindergarten, co-working space work'n'kid, day-care points, accommodation for family members in dormitory)</p>	<p>No internal infrastructure, all support is refund-based.</p>
<p>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)</p>	<p>With a "People Care" Policy Plan - approved by deliberation of the Board of Directors on 6 July 2015 (updated on 29 July 2021) - the University contributes to the improvement of the living conditions of the staff with six specific welfare actions aimed at employees have been identified to support and encourage individual, family and social well-being:</p> <ul style="list-style-type: none"> • contribution for the attendance of kindergartens; • contribution for the attendance of summer centers/campuses; • contribution for the study of staff's children from kindergarten to university; • contribution for the assistance to staff's family members without self-sufficiency; • health care plan for University staff; • exemptions for the university study of employees; <p>The amount of contributions is defined on the basis of economic and income criteria (ISEE Certification; taxable pension and other income resulting from the Single Certification issued by the University).</p> <p>Applications for grants for the various welfare actions can be submitted by directly accessing to the dedicated online procedures, opened at different times of the year and available on the People Care platform within the deadlines indicated in the related communication sent by the Office.</p>

	<p>Every year, the University of Milan also allocates a specific sum to be disbursed in the form of subsidies for teaching, research, technical and administrative staff.</p> <p>The disbursement of the subsidy takes place after evaluation by a special Commission and concerns cases linked to exceptional situations which constitute a burden of considerable gravity for the family.</p>
Taking into account caring responsibilities in the assessment of scientific achievements	Currently unavailable.
Grants and competitions for researchers who are young parents	Pilot action in GEP 2021 (4.1), beginning in 2023.
Research on the situation/needs of those who have caring obligations	Yes, multiple research groups based in UMIL have studied the topic.
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)	All data related to People Care initiatives are collected and used to further strengthen the impact of the policy. Internal data analysis on career progression, maternity leaves, absences and income.
Psychological, legal support	<p>The University has adopted the psychological consultancy service for the quality of organizational life, the technical and administrative staff and the university research fellows who experience difficult situations in the workplace; the staff can count on a protected listening space in which they can analyse, understand and search solutions to their discomfort, starting from personal skills and resources.</p> <p>The reference for the listening, support and psychological counseling courses is a psychologist and psychotherapist who guarantees the respect of the protection of privacy and the deontological principles of the psychology profession.</p> <p>The University has adopted also the figure of the Confidential Counsellor who provides advice and assistance to any one claiming to have been a victim of discrimination, mobbing, sexual, moral and psychological harassment.</p> <p>The Confidential Counsellor is a professional figure external to the University, who acts in full autonomy and performs duties of prevention, lending an attentive ear, information and training aimed at promoting a suitable organisational climate for ensuring the equal dignity and freedom of professors, technical and administrative staff and students within the University.</p>

	He/she deals scrupulously, earnestly and with the utmost confidentiality with the individual cases submitted to her attention.
Training and workshops related to work-life balance	Currently unavailable.
Events for family (e.g. summer camps, picnics, meetings)	Organized by workers' associations, not by University management.
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)	Every year, in order to promote the services related to organizational well-being, the University edits communications via email, dedicated information pages on the University portal and documents such as the Gender Balance and the Report on the Welfare Provided Services, useful for the monitoring and the analysis of the results in this area of interest.
Establishing office, appointing person(s) in charge of work-life balance and support for the families	<ul style="list-style-type: none"> • Ufficio Welfare, Relazioni Sindacali e Pari Opportunità; • Ufficio Gestione, Mobilità e Ascolto Organizzativo; • CUG – Comitato Unico di Garanzia;
Other	