Who cares?

Working, researching and studying at TU Wien with care duties

Information brochure of TU Wien’s Representative for Family-Work Balance Issues
“I have frequently been questioned, especially by women, of how I could reconcile family life with a scientific career: Well, it has not been easy.”

Marie Sklodowska Curie, 1867-1934
Austrian universities have developed different strategies to increase the number of women in research and science and keep them in academia in the long run. One of them has been to facilitate the reconciliation of job and childcare duties for women.

About 13 years ago, almost all universities in Austria appointed so-called childcare coordinators and many institutions additionally founded childcare offices. These initial measures undertaken by the universities focused mainly on facilitating the reconciliation of job and childcare.

This has changed. Today, reconciliation measures seek to support all genders equally*. With the increasing number of people who (must) care for family members, the service portfolio has been expanded as well: In addition to the measures to reconcile job and children, the needs of staff members caring for family members have been assessed. Today many universities offer information and consultation to this group of employees through family** or reconciliation offices and reconciliation officers.

At TU Wien, the compatibility of work and study with care duties has been a stipulation of its Equal Opportunities Plan and its Statutes since 2017.

Apart from an array of support offers for employees with childcare duties, TU Wien has been offering support measures for care-giving relatives to help them reconcile research/job and family already since 2013. The Representative for Family-Work Balance Issues and the staff members in the TU Kids & Care office serve as the contact persons for these offers.

On the following pages you can find the contact information of this office and further TU cooperation partners and consultation offices you can turn to if the need arises.

* Care work is still mostly done by women, which is why measures to facilitate family-work balance are indispensable for reaching gender equality.

** “Family” refers to all groups in which people take responsibility for each other over a longer period.
Labour Law Division

Mag.iur Ute Koch
Vice Rectorate for Human Resources and Gender
Karlsplatz 13, 1040 Vienna
Tel.: +43 1 58801 406 202
ute.koch@tuwien.ac.at
www.tuwien.ac.at/personal_gender (German)

TU Wien contact person for labour and public-sector employment law questions, particularly legal aspects related to pregnancy, parenthood and caring for relatives.

HR Development and Corporate Health

Mag.iur. Heidemarie Pichler, MSc
Karlsplatz 13, 1040 Vienna
Tel.: +43 1 58801 410 860
heidemarie.pichler@tuwien.ac.at
www.tuwien.ac.at/en/services/hr_development_and_corporate_health/

Information and individual consultation on further-education offers and workshops in the fields of work-life balance, stress and time management and individual support offers.

Office for Gender Competence

Karlsplatz 13, 1040 Vienna
Tel.: +43 1 58801 43401
frauen@tuwien.ac.at
www.tuwien.ac.at/en/services/gender_studies/

The Office for Gender Competence offers information and consultation on

- Questions of women’s policy
- Existing support measures as well as ongoing and planned projects supporting women
- Hardly visible services provided by university staff active in the field of women and gender studies, creating opportunities for female researchers to present their work
- Career and advancement at TU Wien
- (Sexual) harassment

Committee on Equal Treatment

Favoritenstraße 16, ground floor, 1040 Vienna
akgleich-buero@zv.tuwien.ac.at
https://www.tuwien.ac.at/en/committee_on_equal_treatment/akg_home/

The Committee on Equal Treatment at TU Wien offers information and support to students and staff as well as governing bodies of TU Wien on questions related to equal opportunities for women and men and equal treatment regardless of gender, ethnicity, religion, world view, age or sexual orientation.

- Monitoring of staff-selection, on-boarding and appointment procedures
- Measures against discrimination at TU Wien
- Advice and support for victims of (sexual) harassment
- Information on equal treatment and gender mainstreaming

Works Council of the General University Staff

Manuela Marik (Chair)
Wiedner Hauptstraße 7, 1040 Vienna
Tel.: +43 1 58801 49313 or 41063
manuela.marik@tuwien.ac.at
http://betriebsrat.tuwien.ac.at/ap (German)

The works council was established to protect and advance employees’ economic, social, cultural and health-related interests as stipulated in the Austrian Labour Relations Act (Arbeitsverfassungsgesetz). In fulfilling these tasks, the works council must strive to ensure that all laws, regulations, contracts, decrees and collective agreements are respected and implemented.

The rules stipulated in the Labour Relations Act and their implementation are aimed at establishing a balance of interests for the benefit of both employees and the organisation. Please note that project staff count as general university staff and are thus represented by the Works Council of the General University Staff.
TU Wien commits to creating framework conditions that enable staff to reconcile care duties for children or relatives with their professional duties. Against this backdrop, it has developed support offers for employees caring for children as well as employees caring for relatives to support them in reconciling work and family life.

**Children**

TU Wien welcomes every new-born baby of a staff member with a little surprise.

An overview of all current childcare offers for school holidays, including summer and semester breaks, and further events and support measures for children and families at TU Wien can be found on the website of the TU Kids & Care office. You can also contact the staff at the TU Kids & Care office (see page 5) in person, by phone or e-mail: tukids@tuwien.ac.at.

**Childcare offers by TU Wien**

KIWI TU Kindergarten

Wiedner Hauptstraße 9, 1040 Vienna
Contact: Claudia Unger
Tel.: +43 1 8906369
Mobil: +43 664 8517471
tu-wien@kinderinwien.ac.at
www.kinderinwien.at (German)

Pre-registration directly in the kindergarten, by e-mail: kigavoranmeldung@tuwien.ac.at or online at www.kinderinwien.at (German).

Spots for the year to come are assigned by December of the previous year at the latest. Spots are assigned by the Advisory Board for TU Wien’s kindergartens.

**For children aged 1 to 6**

- Opening hours: Mon through Fri from 7 a.m. to 7 p.m.
- Responsible body: Kinder in Wien
- Registration directly in the kindergarten
Current members of the Advisory Board for TU Wien’s kindergartens:

- Carmen Martinez | parent representative
- Dr. Kerstin Schneider-Hornstein | Works Council of the Scientific University Staff
- Natascha Stengg | Office for Gender Competence
- Ewa Vesely | Representative for Family-Work Balance Issues | Works Council of the General University Staff

In 2007, TU Wien founded a kindergarten for children of students and employees of TU Wien. The kindergarten is operated by the association "Kinder in Wien – KIWI". In this kindergarten, educators seek to nurture children’s development in a holistic way.

Special features:
- Mixed-age groups, bilingual surrounding, large rooms for groups, private garden
- Montessori and other reform-pedagogical approaches as pillars of the educational philosophy
- Free eyesight and hearing tests for children from age 4, "technology in the kindergarten” project, “forest project”, excursions.

KWII TU – Day Care
flexible, stundenweise Kinderbetreuung für Kinder im Alter von 1 bis 3 Jahren
Resselgasse 3, 1040 Wien
Anmeldung erfolgt online unter folgendem Link: www.kinderinwiendaycare.at

Die Betreuung erfolgt durch KIWI - Pädagog_innen und - Betreuer_innen
- Öffnungszeiten: Mo-Fr 9h bis 13h und 14h bis 17h
- Mind.Betreuungsdauer: 2 Std/ Tag
- Max.Betreuungsdauer: 15 Std/ Woche
- Kosten: 3 Euro/ Betreuungsstunde
- Buchungen für das ganze Semester sind bis zu zwei Wochen vor dem Semesterbeginn (nach der Verfügbarkeit der freien Plätze) möglich.

Wie werden die Betreuungsstunden in der Day Care Gruppe bezahlt?
Student_innen können bei der HTU „Day Care Betreuungsbons“ für die gewünschte Anzahl der Stunden erwerben, die direkt in der Day Care eingelöst werden.
Mitarbeiter_innen der TU Wien erhalten vom Büro „TUKids&Care“ 1x Monat eine Rechnung für die im letzten Monat konsumierten Betreuungszeiten

Achtung: Eine vorherige Onlinereservierung ist unbedingt erforderlich!
- Weitere Informationen: Claudia Unger | Leitung KIWI TU – Day Care Gruppe
- Fragen zur Verrechnung: Sonja Bigl | TUKids&Care | PE

TUKS – toddlers’ group of the student union HTU
Childcare facility affiliated with TU Wien
Gußhausstraße 25, 1040 Vienna
Kontakt: Barbara Desch
Tel.: +43 1 58801 49531
www.tuks.at (German)

- TUKS seeks to offer a space to toddlers in which they can get to know the world in a group of peers
- For children aged 18 months to 3 years
- Opening hours: Mon through Fri from 8 a.m. to 4 p.m.
- Responsible body: Verein Wiener Kindergruppen (umbrella association of children’s groups in Vienna)

Special features:
- Fresh meals every day (almost exclusively organic products), daily trips into nature, excursions (e.g. ZOOM Children’s Museum), playground on the EI premises. Registration directly with TUKS.

Family-friendly infrastructure
Sometimes it is good to know that you can bring your child to TU Wien. Please get in touch with your supervisor or course instructor in such a case. TU Wien supports you by offering family-friendly infrastructure.

- Changing tables
There are several changing tables throughout the TU Wien premises:
- Karlplatz 13 / staircase 3 / ground floor / accessible toilet
- Gußhausstraße 27-29/ staircase 1 / ground floor / accessible toilet
- Wiedner Hauptstraße 8-10 / yellow area / first floor / women’s toilet
- Favoritenstraße 9-11 / ground floor / accessible toilet / behind the Zemanek seminar room
- Argentinierstraße 8 / fifth floor / accessible toilet / accessible entrance

- High chairs in the Freihaus cafeteria
There are high chairs in TU Wien’s cafeteria. Please contact staff if you need one.
People who have a job and also care for a relative carry a double burden. The extreme pressure can have grave consequences and, in some cases, even make caregivers unable to work. While the personal situation is often already very taxing, work colleagues frequently have little sympathy for the changed behaviour of the care-giving person. The work colleague who used to be so reliable and motivated is suddenly unfocused, late for work or absent without notice – and often the underlying reasons are not clear to the surroundings. Many employees are reluctant to discuss their care-giving duties with colleagues or their supervisor because, compared to childcare duties, caring for relatives has a less positive image.

Information events for staff members caring for relatives

The TU Kids & Care office has developed information offers on the topic of caring for relatives and has organised information and networking events for care-giving staff members and employees interested in this topic since 2016.

Networking and information platform for staff members caring for relatives

“More than I can”: this project of the Vice Rector for Human Resources and Gender and the Representative for Family-Work Balance Issues realised between 2013 and 2015 has received several awards. In 2016, the project was structurally integrated into HR Development and taken over by the then newly founded TU Kids & Care office. Event dates can be found on the office’s website, the starting page of TU Wien’s website or may be inquired after by e-mail: tucare@tuwien.ac.at.

Works agreement regarding extended care leave for employees caring for a close relative

This works agreement grants employees extended care leave to fulfil necessary care-giving duties and/or care for a close relative who does not live in the same household with them.

Dual Career Advice

The Dual Career Advice offer at TU Wien was developed with the following objectives:

- Supporting excellent researchers in their move to Vienna and in doing so contributing to their decision to work at TU Wien
- Supporting partners and spouses of dual-career couples
- Help dual-career couples reconcile family and work life

For information on the support offers available, see the website at [www.tuwien.ac.at/dualcareer](http://www.tuwien.ac.at/dualcareer). The Dual Career Service Vienna - Lower Austria - Upper Austria internet platform offers comprehensive information on the topic of living and working in the region. This information site can help you make up your mind about moving to Austria: [www.dualcareer.ac.at](http://www.dualcareer.ac.at).
EPILOGUE

It is far from easy, and maybe even impossible, to master all professional challenges while still having enough time for our close relatives who need care. Yet every day we meet people, also at TU Wien, who take on this challenge. On the following pages, some of these TU Wien employees share their views.

Ewa Vesely | Representative for Family-Work Balance Issues

“We are very happy about the childcare offer for the summer months. We even feel a little guilty because with three children, we probably take advantage of this TU offer more than your average employee. But we would not have been able to afford the courses without this programme, so we are very grateful for it. Thanks to this programme, our children had a fun-filled summer with a lot of input.”

“What’s most important is that I know my children are taken care of while I work. Having a kindergarten close to my workplace is particularly important to me.”

“...I am in such a situation myself [comment: caring for relative]. TU Wien has always been very supportive. I find it particularly important to be able to adapt my work hours, if necessary also on short notice, to be able to fulfil my care-giving duties. This also means that there are no unscheduled obligatory meetings, especially in the beginning or end of a work day. It is extremely stressful to know that somebody at home needs you and is waiting for you, but you cannot get away.”

“What is needed? Understanding, flexibility and consideration in light of the particular situation of care-giving relatives. This consideration should particularly show in time-related, organisational and emotional aspects.”

“In research, it is very difficult to take a longer break. This is why I decided against taking a childcare leave and returned to work immediately after the legally mandatory weeks of maternity leave. It was very difficult to find the ideal solution for my son, but in the end it all worked out fine. Being able to work from home in the first months was really helpful as I readjusted to my research job. Despite all the support, this time was extremely tiring for me. But I was very motivated and enthusiastic because I love my work.”

“Of course, the greatest challenge was reconciling family and work life. A child needs time and attention – just like research.”

“In the first eleven months, my wife was on maternity leave, then she started working part-time. To support her return to her job, I also spent five months at home. Strictly speaking, I was not on parental leave but used a parental part-time work scheme. In this time, I still tried to give lectures and take care of at least the most important meetings and duties.

But apart from that, I found that you really only realise that taking care of a little child is a full-time job once you take on this responsibility yourself. It was an exciting and important experience for me, and I can only recommend it to all fathers.”

“It is simply a fact that you are less flexible regarding your time if you have a little child. As a young mother, I cannot simply pick up my daughter from kindergarten three hours later because we have just stumbled upon something really exciting in the lab. In the past, this might have contributed to the fact that women had a hard time being both a mother and a successful researcher. But perspectives have changed in recent years. The public debate about childcare facilities, parental leave for fathers and parental part-time work schemes is very important to overcome existing clichés and advance a balance of work and family life. I am absolutely positive that this will also have a bearing on female researchers.”