

Equal Opportunities Service

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Università
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FAMILY WELFARE

Policies to ensure work-life balance, which concern men and women alike, have a direct impact on individual career choices and couples strategies. The USI tackle this question by acting simultaneously on different but complementary fronts:

- Services for families
- Information and personal advice
- Organization of work
- The culture of the University

Services for families

Crèches. Members of USI academic community wishing to place their children on crèches of Lugano and Mendrisio City may rely on the reserved places for their child in the crèches authorized by Ticino Department of health and social services.

Extra-school care and facilities for children. The Service provides information about the activities organized by the Cantonal authorities (also during school vacations).

Financial aid. Members of USI, with limited income, may apply for financial assistance to cover the costs of crèches, child-care and facilities (infant schools with extended hours, canteens, after-school, activities during school vacations) offered by the Cantonal authorities, in accordance with the appropriate provisions in the University's Guidelines.

Practical items for families. USI campus offers rooms for breast-feeding and for the preparation of baby foods and other several practical items dedicated to the needs of a family (changing tables, high chairs, etc.).

Information and personal advice

Publications about the support schemes and measures, such as *"The family is getting bigger"*, that contains useful information and practical advice for all mothers-to-be, or parents, or students or employees of USI. And **counseling** and individual assistance concerning the organization of studies, and work-life balance.

Organization of work

Family leave. Maternity and adoption entitle an employee to 16 weeks' paid leave on a full salary. For those who became father, the leave is 10 days and must be used up within a month from the birth of the child. The University's Guidelines also provide other possibilities of leave.

Redefining the model of work organization based on family needs. Parenthood is indeed some of the reasons warranting a redefinition of the work and/or study organization, for example, part-time, telework, sabbatical leave. These models are not necessarily applicable to all positions advertised at USI, should be informed in time!

The culture of the University

Events and awareness initiatives regarding relevant issues for families.

