

European Workshop on Gender Mainstreaming

How to Manage Professional and Private Life - Experiences from CMA Institutions

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European Workshop on Gender
Mainstreaming, Marseille
March 29-30th, 2007

WP:2 snyder@agh.edu.pl 1

Introduction to the Questionnaire

- Prepared by CNRS-Marseille
- Distributed to all 19 CMA institutions
- Informational questions about the respondees
- Questions about private life (mostly children)
- Respondees invited to give comments/suggestions



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Mainstreaming, Marseille
March 29-30th, 2007

WP:2 snyder@agh.edu.pl 2

Q: Information about the answers

1. **58 answers received: 20 male and 38 female**
2. **All age groups represented (mainly 28-35: 26 answers, and 36-45: 13 answers)**
3. **Positions represented:**

PhD students: 14
Post-doc: 8
Researchers: 13
Lecturers: 4
Professors: 6
Other: 12



Q: Information about the answers - continued

4. Working hours:

Working hours	Male (20)	Female (38)	Total (58)
< 35	0	4 (11%)	4
35-40	3 (15%)	15 (39%)	18
41-45	6 (30%)	10 (26%)	16
> 45	11 (55%)	9 (24%)	20



Working hours in selected European countries

- Italy – 40
- Poland – 40
- Sweden – 40
- Belgium 38-40
- Germany – 39 (45 min. lunch not included)
- Slovenia – 37,5 (+30 min. lunch)
- France – 35



Q: Information about private life

5. Do you live with a companion?

75% of men and 79% of women live with a companion

5.	Men (20)	Women (38)
Yes	15	30
No	5	8

6. If you *have* a companion, does she/he work?

6.	Men (15)	Women (30)
Yes	12	27
No	3	4



Q: Information about children

7. How many children do you have?

Children	0	1	2	3	4	+5
Men (20)	9 (45%)	4 (20%)	3 (15%)	4 (20%)	0	1 (5%)
Women (38)	19 (50%)	6 (16%)	4 (11%)	8 (21%)	1 (3%)	0
Total (58)	28 (48%)	10 (17%)	7 (12%)	12 (21%)	1 (1,7%)	1 (1,7%)



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WP:2 snyder@agh.edu.pl 7

Q: Information about children-continued

8. How old are your children?

Age	Men	Women	Total
0-6	6	13	19
7-11	3	5	8
12-18	4	2	6
>18	4	7	11



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March 29-30th, 2007

WP:2 snyder@agh.edu.pl 8

Q: Managing work and children

- More men (40%) than women (34%) admitted they have adapted their schedule due to having children
- More women (29%) than men (15%) reduced their working time due to having children
- No men took a break to stay home a year or more
- Men: the most popular provider of child care is their companion (8 out of 11)
- Women: the most popular child care provider is a child care centre (8 out of 19), relatives and a baby-sitter at their home (5 out of 19 each)



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Mainstreaming, Marseille
March 29-30th, 2007

WP:2 snyder@agh.edu.pl 9

Q: Child care facilities

12. Does your institution have child care facilities?

	Men	Women	Total
Yes	5	12	17
No	6	22	28

13. What kind of facilities does your institution have?

- Day care (10)
- Parent's right to take time off without pay (7)
- Financial aid (1)
- Child care facilities are not popular (only 2 women used them)
- Therefore in most cases they do not meet parent's needs



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Mainstreaming, Marseille
March 29-30th, 2007

WP:2 snyder@agh.edu.pl 10

Q: Child care facilities – suggestions for improvement

1. **Create (free) day care near work**
2. **Existing day care: longer hours, more spaces, open during school holidays**
3. **Create day care for kindergarten and school age children (until the age of 12)**
4. **Provide contact with day care center for accomodating children**



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Mainstreaming, Marseille
March 29-30th, 2007

WP:2 snyder@agh.edu.pl 11

Q: Managing professional and private life

15. According to you, how difficult is it to manage professional and private life?

EASY: 15% of men and 11% of women

MEDIUM: 55% of men and 34% of women

DIFFICULT: 20% of men and 50% of women



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Mainstreaming, Marseille
March 29-30th, 2007

WP:2 snyder@agh.edu.pl 12

Q: Comments and suggestions

1. **Creating more flex hours and possibility for women to work from home**
2. **Institutions should recognize how much more difficult it is for women than men to balance private life and career**
3. **„Flexibility” should apply to parents as a couple (key factor = companion who accepts sharing private responsibilities)**
4. **Universities require both time for teaching and for research; some supervisors allow more flexibility on research time**
5. **Burden eases as children age**
6. **Children or not, women have to work harder for recognition in some countries**
7. **Two factors most influence managing professional and private life: the ability to afford help at home; and the help one can expect from one’s companion**



European Workshop on Gender
Mainstreaming, Marseille
March 29-30th, 2007

WP:2 snyder@agh.edu.pl 13