



# Family leave without consequences for the academic career at Hanken School of Economics

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LEARNING AND DISSEMINATION SEMINAR PROMOTING GENDER EQUALITY IN RESEARCH AND HIGHER  
EDUCATION INSTITUTIONS  
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- » Stand alone business school founded 1909
- » Number of students enrolled for bachelor's or master's degrees: 2349
- » Number of doctoral students: 130 ~45% women
- » Academic staff: 122 ~ 39 % women
- » Supports staff: 107 ~ 76 % women
- » Full professors: 28 % women

# Family leave in Finland

- » Parents can get
  - » **maternity leave** 30 days from before the child is born to ca 3 months after the birth (with full salary)
  - » **paternity leave**, at maximum 54 days (6 days with full salary, then with a allowance based on income)
  - » **parental leave**, 158 working days, about six months (97-99% used by the mother) (with an allowance based on income)
  - » **child care leave**, until the child is 3 years old (97% used by women) (with an allowance of 341,27 euro/month)
  - » **partial care allowance**, when the child is in first or second grade at school (entitles to a smaller partial allowance)

# *Extension of fixed-term contracts*

- » For doctoral students and assistant professors fixed-term contracts are extended with the duration of the maternity/paternity/parental leave, at maximum 10 months.
- » Scholarship holders that have been granted funding from the Hanken Support Foundation can pause their scholarship for the time of the family leave, including the child care leave.

# Why?

- » Included in the Personnel instructions since 2010
- » Is in line with the spirit of the legislation
- » Gives those who take family leaves, mainly women, less interruptions in the CV
- » Enables a more coherent career development
- » Hanken's goal is to have about 50% / 50% men & women as researchers/teachers and also as full professors
- » Creates a better work-life balance for all, men and women.