

Convention to improve the reconciliation between family-life and research activities at the University of Luxembourg

The joint proposal of the rectorate and the equal opportunities delegate to improve the reconciliation between family-life and research activities at the University of Luxembourg has been accepted unanimously by the University Council on April 21, 2005 and by the Governance Council on July 11, 2005. Modalities are valid since the academic year 2005/2006.

1. Objectives:

- Enable full-time employees who are parents of young children (up to 4 years of age) working as researchers and teachers at the University of Luxembourg to optimise and reconcile child education and scientific activity in a manner complementary to the existing legal maternity leave and parental leave.
- Reduce the teaching task from 40 % to 20 % given that research activities are more sensitive to interruptions. Researchers who bring up their children may thus have the possibility to continue and even to upgrade research activities.

2. Modalities and procedure:

- After the legal maternity leave (2 – 3 months), a full-time working parent may reduce his/her teaching activity to 20%.
- This rule is applicable for full-time teachers and researchers until the children commence pre-school.
- All scientists concerned have the possibility of making a request based on this convention.
- This request has to be addressed to the rector of the University.
- After consulting the responsible dean of the relevant faculty, the rectorate considers the request.
- Furthermore, the applicant has to provide evidence of his/her research activity, which should be no less than three years or more than 15 years.
- Applications may be requested for a period of 12 months at time.
- After the initial period a new application has to be submitted. At this time, the need and evidence for further development of the research project has to be proven.

Any person who wishes to apply under the terms of this convention is kindly invited to address an application to the rector (deadline will be published in due time).

The application must include a detailed description of the scientific and research work during the last five years as well as a scheme, even preliminary, of the teaching charge foreseen for the coming academic year.