

## Care- and Childcare-tools at NCCR partner universities (part 2/2), as of 29 September 2017

|   | University of Lausanne   | University of Lucerne   | University of Neuchâtel  | University of Zurich  |
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| <b>Adoption allowance</b>                   | CHF 1500.- per child for 1 <sup>st</sup> child (onetime allowance).<br><br>CHF 3000.- per child for 2 <sup>nd</sup> > child (onetime allowance)  | CHF 1000.- per child (onetime allowance)  | CHF 1200.- per child (onetime allowance)   | No  |
| <b>Babysitter network</b>                   | No   | No  | Yes<br><br><a href="http://www2.unine.ch/egalite/lang/fr/baby_sitting">http://www2.unine.ch/egalite/lang/fr/baby_sitting</a>   | Yes<br><br><a href="http://www.kihz.ch">www.kihz.ch</a><br><br><a href="http://www.kihz.uzh.ch/de/kihz-mobil.html">http://www.kihz.uzh.ch/de/kihz-mobil.html</a>                        |
| <b>Birth allowance</b>                      | CHF 1500.- per child for 1 child (onetime allowance).<br><br>CHF 3000.- per child for >1 child (onetime allowance)   | CHF 1000.- per child (onetime allowance)  | CHF 1200.- per child (onetime allowance)   | No  |
| <b>Care for family members: information</b> | <a href="https://www.unil.ch/egalite/fr/home/menuinst/publications-et-liens/liens/conciliation.html">https://www.unil.ch/egalite/fr/home/menuinst/publications-et-liens/liens/conciliation.html</a><br><br><a href="https://www.profawo.ch/fr/">https://www.profawo.ch/fr/</a> | <a href="https://www.unilu.ch/international/internationale-forschende/welcome-centre/">https://www.unilu.ch/international/internationale-forschende/welcome-centre/</a><br><br>(Forschen und arbeiten mit Familie / Pflege (eldercare)) | No<br><br>Canton de Neuchâtel :<br><br><a href="http://www.ne.ch/autorites/DFS/SCSP/medico-social/pms/Pages/proches-aidants.aspx">http://www.ne.ch/autorites/DFS/SCSP/medico-social/pms/Pages/proches-aidants.aspx</a> | <a href="http://www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/krank-en-seniorinnen.html">http://www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/krank-en-seniorinnen.html</a> |
| <b>Child allowance</b>                      | CHF 250.- per child per month for 1 and 2 children / CHF 370.- per child per month for the 3 <sup>d</sup> and subsequent children  | CHF 200.- per child per month for children until 12 / CHF 210.- per child per month for children between 12 and 16 (until 20 for children with disabilities)  | CHF 220.- per child per month for 1 <sup>st</sup> and 2 <sup>nd</sup> child < 16 / CHF 250.- per child per month for 3 <sup>d</sup> > child < 16 (until 20 for children with disabilities)                             | CHF 200.- per child per month for children ≤ 12 / CHF 250.- per child per month for child ≤ 16 (until 20 for children with disabilities)  |

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| <b>Child support allowances</b>                              | Allocation pour enfant invalide (only for children between 16 and 20 with disabilities)<br><br>CHF 330.- monthly for 1 child and 2 children<br><br>CHF 450.- monthly for 3 <sup>d</sup> child and subsequent children | Besondere Sozialzulage (proportional to employment percentage)<br><br>CHF 250.- per month (for 100% workload)  | Allocations complémentaires<br><br>CHF 135.- per month per child for 1 <sup>st</sup> -4 <sup>th</sup> child<br><br>CHF 145.- per month per child for 5 <sup>th</sup> > child   | No  |
| <b>Childcare issues contact nr.</b>                          | 021 692 20 53/45 (Equal Opportunity)  | 041 229 51 40 (Equal Opportunity)<br><br>041 229 50 30<br><br>(HR)   | 032 718 10 94 (HR)<br><br>032 718 10 44 (Equal Opportunity)  | 044 634 4090 (kihzh foundation)<br><br><a href="http://www.kihzh.ch">www.kihzh.ch</a><br><br>044 634 22 19<br><br><a href="http://www.gleichstellung.uzh.ch">www.gleichstellung.uzh.ch</a><br><br>(Equal Opportunity regarding general life balance counseling)                         |
| <b>Childcare for / during emergencies</b>                    | Yes (0800 326 459)<br><br><a href="https://www.profawo.ch/fr/">https://www.profawo.ch/fr/</a>   | No   | Yes (HR : 032 718 10 94 /032 886 88 65) (Partenariat avec la Croix-Rouge)<br><br><a href="https://www.unine.ch/egalite/home/domaines_d_action/conciliation-entre-vie-privee-et/prise-en-charge-des-enfants/garde-ponctuelle---partenariat-c.html">https://www.unine.ch/egalite/home/domaines_d_action/conciliation-entre-vie-privee-et/prise-en-charge-des-enfants/garde-ponctuelle---partenariat-c.html</a> | Yes (044 634 5346 kihzh mobil)<br><br><a href="http://www.kihzh.uzh.ch/en/kihzh-mobil.html">http://www.kihzh.uzh.ch/en/kihzh-mobil.html</a><br><br>044 633 0156 (kihzh flex)<br><br><a href="http://www.kihzh.uzh.ch/de/kihzh-flex.html">http://www.kihzh.uzh.ch/de/kihzh-flex.html</a> |
| <b>Childcare during holidays / Holiday programs for kids</b> | Yes (021 692 20 53)<br><br>(Activités de vacances)  | Yes (041 229 51 40)<br><br><a href="https://www.unilu.ch/universitaet/ak/ademische-dienste/chancengleichheit/uni-und-familie/">https://www.unilu.ch/universitaet/ak/ademische-dienste/chancengleichheit/uni-und-familie/</a> | Yes (032 718 10 44)<br><br><a href="http://www2.unine.ch/egalite/page-10896.html">http://www2.unine.ch/egalite/page-10896.html</a>   | Yes (044 634 43 76 kihzh foundation)<br><br><a href="http://www.kihzh.uzh.ch/en/kihzh-ferien.html">http://www.kihzh.uzh.ch/en/kihzh-ferien.html</a>   |

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|   | <a href="http://www.unil.ch/familles/home/menuintst/parents-and-children/accueil-de-lenfance/4-ans-et-plus/activites-de-vacances.html">http://www.unil.ch/familles/home/menuintst/parents-and-children/accueil-de-lenfance/4-ans-et-plus/activites-de-vacances.html</a>                                      | (Ferienprogramm für Kindergarten- und Schulkinder)   |   |   |
| Childcare during meetings and conferences | Yes, under certain circumstances (021 692 20 53/45)<br><br><a href="http://www.unil.ch/familles/home/menuintst/parents-and-children/soutien-financier/depannages-financiers-unil.html">http://www.unil.ch/familles/home/menuintst/parents-and-children/soutien-financier/depannages-financiers-unil.html</a> | Yes (041 229 51 40)<br><br><a href="https://www.unilu.ch/universitaet/akademische-dienste/chancengleichheit/uni-und-familie/">https://www.unilu.ch/universitaet/akademische-dienste/chancengleichheit/uni-und-familie/</a><br><br>(Unterstützung von ausserordentlichem Bedarf an Kinderbetreuung (individuell)) | Yes<br><br>Croix-Rouge:<br><br><a href="http://www.unine.ch/srh/home/informations-administratives/informations-aux-employes/service-de-garde-denfants-a-domi.html">http://www.unine.ch/srh/home/informations-administratives/informations-aux-employes/service-de-garde-denfants-a-domi.html</a><br><br>Babysitter network :<br><a href="http://www2.unine.ch/egalite/lang/fr/baby_sitting">http://www2.unine.ch/egalite/lang/fr/baby_sitting</a> | Yes (044 634 5346 kihz foundation)<br><br><a href="http://www.kihz.uzh.ch/en/kihzmobil/mobil-atwork.html">http://www.kihz.uzh.ch/en/kihzmobil/mobil-atwork.html</a>   |
| Childcare in the evenings and on weekends | Yes (021 692 20 53)<br><br><a href="https://www.profawo.ch/fr/">https://www.profawo.ch/fr/</a>   | Yes (041 229 51 40)<br><br><a href="https://www.unilu.ch/universitaet/akademische-dienste/chancengleichheit/uni-und-familie/">https://www.unilu.ch/universitaet/akademische-dienste/chancengleichheit/uni-und-familie/</a><br><br>(Unterstützung von ausserordentlichem Bedarf an Kinderbetreuung (individuell)) | Yes<br><br>Croix-Rouge:<br><br><a href="http://www.unine.ch/srh/home/informations-administratives/informations-aux-employes/service-de-garde-denfants-a-domi.html">http://www.unine.ch/srh/home/informations-administratives/informations-aux-employes/service-de-garde-denfants-a-domi.html</a><br><br>Babysitter network :<br><a href="http://www2.unine.ch/egalite/lang/fr/baby_sitting">http://www2.unine.ch/egalite/lang/fr/baby_sitting</a> | Yes (044 634 5346 kihz foundation)<br><br><a href="http://www.kihz.uzh.ch/en/kihzmobil/mobil-atwork.html">http://www.kihz.uzh.ch/en/kihzmobil/mobil-atwork.html</a><br><br><b>But with no guarantee that a babysitter will be available</b> |
| Children's University                     | Yes<br><br><a href="http://wp.unil.ch/mediationscientifique/activites/eprouvette/">http://wp.unil.ch/mediationscientifique/activites/eprouvette/</a>   | Yes<br><br><a href="https://www.unilu.ch/universitaet/uni-fuer-alle/kinderuni/">https://www.unilu.ch/universitaet/uni-fuer-alle/kinderuni/</a>   | Yes<br><br>Scientific and cultural workshops<br>« Graine de belette » in collaboration with UniNE<br><br><a href="http://grainedebelette.com/">http://grainedebelette.com/</a>  | Yes<br><br><a href="http://www.kinderuniversitaet.uzh.ch/en.html">http://www.kinderuniversitaet.uzh.ch/en.html</a>  |

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| <p><b>Day nursery / Day care center</b></p> | <p>Yes (021 693 73 00 / 021 693 73 14 / 021 692 45 96)</p> <p><a href="http://www.unil.ch/familles/home/men/inst/parents-and-children/accueil-de-lenfance.html">http://www.unil.ch/familles/home/men/inst/parents-and-children/accueil-de-lenfance.html</a></p> <p><a href="http://www.unil.ch/familles/home/men/inst/parents-and-children/accueil-de-lenfance/de-0-a-4-ans/les-garderies-du-campus.html">http://www.unil.ch/familles/home/men/inst/parents-and-children/accueil-de-lenfance/de-0-a-4-ans/les-garderies-du-campus.html</a></p> | <p>Yes (041 228 72 40)</p> <p><a href="http://www.kita-campus.ch/">http://www.kita-campus.ch/</a></p>   | <p>Yes (032 718 30 50)</p> <p><a href="http://www2.unine.ch/creche">http://www2.unine.ch/creche</a></p>   | <p>Yes (044 634 4090 kihz foundation)</p> <p><a href="http://www.kihz.uzh.ch/en/kitas.html">http://www.kihz.uzh.ch/en/kitas.html</a></p>  |
| <p><b>Diaper / Baby changing tables</b></p> | <p>Yes</p> <p>(tables à langer)</p> <p><a href="http://www.unil.ch/familles/home/men/inst/parents-and-children/infrastructures.html">http://www.unil.ch/familles/home/men/inst/parents-and-children/infrastructures.html</a></p> <p>Anthropole / toilets 1048</p> <p>Unithèque / toilets 1330</p> <p>Unithèque / toilets 1331</p> <p>Géopolis / toilets 1081</p> <p>Géopolis / toilets 1085</p>  | <p>Yes</p> <p><a href="https://www.unilu.ch/universitaet/ak/ademische-dienste/chancengleichheit/uni-und-familie/">https://www.unilu.ch/universitaet/ak/ademische-dienste/chancengleichheit/uni-und-familie/</a></p> <p>In the toilets of the 1<sup>st</sup> floor and in the basement</p> | <p>Yes</p> <p><a href="http://www.unine.ch/egalite/allaitement">http://www.unine.ch/egalite/allaitement</a></p> <p>1er Mars 26 / B31.2 ground floor</p> <p>Emile-Argand 11 / D012 ground floor</p> <p>Louis-Agassiz 1 / RN 007A, ground floor north</p> <p>Breguet 1 / Room 107, 1<sup>st</sup> floor</p> | <p>Yes</p> <p><a href="http://www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/kinderbetreuung.html">http://www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/kinderbetreuung.html</a></p> <p>Mobile diaper changing tables (044 634 22 19)</p> <p><a href="http://www.gleichstellung.uzh.ch/dam/jcr:df7eaab3-cfac-43e2-a422-f5165641fd3/160719_Wickeltische.pdf">http://www.gleichstellung.uzh.ch/dam/jcr:df7eaab3-cfac-43e2-a422-f5165641fd3/160719_Wickeltische.pdf</a></p> |
| <p><b>Education allowance</b></p>           | <p>CHF 330.- per child per month for 1 and 2 children over 16 and under 25 / CHF 450.- per child per month for the 3<sup>d</sup> and subsequent children over 16 and under 25</p>  | <p>CHF 250.- per child over 16 per month</p>  | <p>CHF 300.- per child per month for 1 and 2 children over 16 / CHF 330.- per child per month for the 3<sup>d</sup> and subsequent children over 16</p>   | <p>CHF 250.- per child &gt; 16 and ≤ 25 per month</p>   |

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| <p>Other financial help for parents (e.g. monthly university or faculty contributions to childcare, 120% university support, ...)</p>  | <p>Yes (021 692 20 53)</p> <p>Dépannages financiers UNIL – SOS parents</p> <p><a href="http://www.unil.ch/familles/home/menunist/parents-and-children/soutien-financier/depannages-financiers-unil.html">http://www.unil.ch/familles/home/menunist/parents-and-children/soutien-financier/depannages-financiers-unil.html</a></p> | <p>Yes (041 229 51 40)</p> <p><a href="https://www.unilu.ch/universitaet/akademische-dienste/chancengleichheit/uni-und-familie/#c30371">https://www.unilu.ch/universitaet/akademische-dienste/chancengleichheit/uni-und-familie/#c30371</a></p> <p>(Finanzierung ...)</p> | <p>No</p>   | <p>044 634 4848</p> <p>Gender Equality Commission</p> <p><a href="http://www.gleichstellung.uzh.ch/en/kommission/finanzbeitraege.html">http://www.gleichstellung.uzh.ch/en/kommission/finanzbeitraege.html</a></p>   |
| <p>First aid room(s) / emergency room(s)</p>   | <p>Yes.</p> <p>Accueil Santé (Anthropole 1056)</p> <p><a href="http://www.unil.ch/accueilsante/home.html">http://www.unil.ch/accueilsante/home.html</a></p>   | <p>Yes</p> <p>E.219</p>   | <p>Yes</p> <p><a href="https://www.unine.ch/secure/home/organisation-durgence/urgence-medicale-allaitement.html">https://www.unine.ch/secure/home/organisation-durgence/urgence-medicale-allaitement.html</a></p> <p>1er Mars 26 / B31.2 ground floor</p> <p>Emile-Argand 11 / D012 ground floor</p> <p>Louis-Agassiz 1 / RN 007A, ground floor north</p> <p>Breguet 1 / Room 107, 1<sup>st</sup> floor</p> | <p>044 63 54178 First aid service (Betriebssanität)</p> <p><a href="http://www.su.uzh.ch/de/aktivitaets/sanitaet.html">http://www.su.uzh.ch/de/aktivitaets/sanitaet.html</a></p> <p>→ the rooms (with a fridge) can be used as nursing rooms</p>   |
| <p>Information on external childcare services (external day care institutions, babysitting, childminding services for sick children, childcare by the hour, family aid, kindergarten, day parents)</p> | <p>Yes</p> <p>(Equal Opportunities Office)</p> <p><a href="http://www.unil.ch/familles/home/menunist/parents-and-children/accueil-de-lenfance.html">http://www.unil.ch/familles/home/menunist/parents-and-children/accueil-de-lenfance.html</a></p>   | <p>Yes</p> <p>(Welcome Centre)</p> <p><a href="https://www.unilu.ch/international/internationale-forschende/welcome-centre/#c9813">https://www.unilu.ch/international/internationale-forschende/welcome-centre/#c9813</a></p>   | <p>Yes</p> <p>(Equal Opportunities Office)</p> <p><a href="http://www.unine.ch/egalite/home/domaines-daction/conciliation-entre-vie-privee-et.html">http://www.unine.ch/egalite/home/domaines-daction/conciliation-entre-vie-privee-et.html</a></p>   | <p>Kihz foundation</p> <p><a href="http://www.kihz.uzh.ch/en/about-us/alternative.html">http://www.kihz.uzh.ch/en/about-us/alternative.html</a></p> <p><a href="http://www.kihz.uzh.ch/de/kihzmobil/mobil-athome.html">http://www.kihz.uzh.ch/de/kihzmobil/mobil-athome.html</a></p> <p>(Stadt Zürich, Schul- und Sportdepartement)</p> <p><a href="https://www.stadt-zuerich.ch/content/ssd/de/index/volksschule/kindergarten.html">https://www.stadt-zuerich.ch/content/ssd/de/index/volksschule/kindergarten.html</a></p> |

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| Information on activities for families   | Yes<br><br>(Canton de Vaud)<br><br><a href="http://www.vaudfamille.ch">www.vaudfamille.ch</a>  | No   | Yes<br><br>(Equal Opportunities Office)<br><br><a href="http://www2.unine.ch/egalite/page-10900.html">http://www2.unine.ch/egalite/page-10900.html</a>  | International Scholar Centre UZH<br><br><a href="http://www.isc.uzh.ch/en/living-in-zurich.html">http://www.isc.uzh.ch/en/living-in-zurich.html</a><br><br>(Zürich Tourismus)<br><br><a href="https://www.zuerich.com/de/besuchen/zuerich-fuer-familien">https://www.zuerich.com/de/besuchen/zuerich-fuer-familien</a>  |
| Information on schools and after-school facilities   | Yes<br><br>(Canton de Vaud)<br><br><a href="http://www.vd.ch/themes/formation/scolarite-obligatoire/">http://www.vd.ch/themes/formation/scolarite-obligatoire/</a>   | Yes<br><br>(Equal Opportunities Office)<br><br><a href="https://www.unilu.ch/international/internationale-forschende/welcome-centre/#c9813">https://www.unilu.ch/international/internationale-forschende/welcome-centre/#c9813</a>   | Yes<br><br>(Welcome Desk)<br><br><a href="http://www2.unine.ch/welcomedesk/page-11396.html">http://www2.unine.ch/welcomedesk/page-11396.html</a>  | International Scholar Centre UZH<br><br><a href="http://www.isc.uzh.ch/en/living-in-zurich.html">http://www.isc.uzh.ch/en/living-in-zurich.html</a><br><br>(Stadt Zürich, Schul- und Sportdepartement)<br><br><a href="https://www.stadt-zuerich.ch/ssd/de/index/volksschule/schulstandorte.html">https://www.stadt-zuerich.ch/ssd/de/index/volksschule/schulstandorte.html</a> |
| Kid's Gym / Kid's and Parent's Gym   | Yes<br><br>Psychomotricité<br><br><a href="http://www2.unil.ch/css/page.php?label=life&amp;t=3&amp;i=65">http://www2.unil.ch/css/page.php?label=life&amp;t=3&amp;i=65</a>  | No   | No  | Junior Club ASVZ<br><br><a href="http://portal.asvz.ethz.ch/sportangebot/diverses/Seiten/JuniorsClub.aspx">http://portal.asvz.ethz.ch/sportangebot/diverses/Seiten/JuniorsClub.aspx</a>   |
| Legal information (pregnancy, maternity leave, breastfeeding, protection against dismissal, allowances, application procedures and forms etc.) | Yes<br><br><a href="http://www.unil.ch/familles/home/menue/parents-and-children/information-and-advice/guide--flyer-parents.html">http://www.unil.ch/familles/home/menue/parents-and-children/information-and-advice/guide--flyer-parents.html</a> | Yes<br><br><a href="https://www.unilu.ch/universitaet/personal/personaldienst/az/mutterschaft-vaterschaft/">https://www.unilu.ch/universitaet/personal/personaldienst/az/mutterschaft-vaterschaft/</a><br><br>and<br><a href="https://www.unilu.ch/universitaet/akademische-">https://www.unilu.ch/universitaet/akademische-</a> | Yes<br><br><a href="http://www.unine.ch/egalite/brochure_parentalite">http://www.unine.ch/egalite/brochure_parentalite</a><br><br><a href="http://www2.unine.ch/egalite/bon_a_savoir_1">http://www2.unine.ch/egalite/bon_a_savoir_1</a> | Yes (044 634 2219)<br><br><a href="http://www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/elternschaft.html">http://www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/elternschaft.html</a>   |

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|  |   | <a href="#">dienste/chancengleichheit/uni-und-familie/#c21487&amp;c30371</a>   |  |   |
| <b>Maternity leave (paid)</b>                | 16 week (+ 4 weeks as breastfeeding leave)  | 16 weeks   | 16 weeks   | 16 weeks  |
| <b>Mobile toy box for kids</b>               | No  | Yes (041 229 51 40)  | No   | Yes<br><a href="http://www.kihz.uzh.ch/en/kihz-mobil/mobil-themenkisten.html">http://www.kihz.uzh.ch/en/kihz-mobil/mobil-themenkisten.html</a>  |
| <b>National Future Day</b>                   | Yes<br>Journée Oser tous les Métiers<br><a href="https://www.unil.ch/egalite/home/men-uinst/evenements/oser-tous-les-metiers-jom-1.html">https://www.unil.ch/egalite/home/men-uinst/evenements/oser-tous-les-metiers-jom-1.html</a>                                       | Yes<br><a href="https://www.unilu.ch/universitaet/ak-ademische-dienste/chancengleichheit/veranstaltungen/">https://www.unilu.ch/universitaet/ak-ademische-dienste/chancengleichheit/veranstaltungen/</a> | Yes<br>Journée Futur en tous genres<br><a href="https://www.unine.ch/egalite/home/domaines_d_action/carriere-academique/sensibilisation-des-jeunes-gener.html">https://www.unine.ch/egalite/home/domaines_d_action/carriere-academique/sensibilisation-des-jeunes-gener.html</a> | Yes<br><a href="http://www.mnf.uzh.ch/de/news/Zukunftstag.html">http://www.mnf.uzh.ch/de/news/Zukunftstag.html</a>  |
| <b>Nursing / wiggle rooms</b>                | Yes<br>Accueil Santé (Anthropole 1056)<br><a href="http://www.unil.ch/familles/home/men-uinst/parents-and-children/infrastructures/locaux-dallaitement.html">http://www.unil.ch/familles/home/men-uinst/parents-and-children/infrastructures/locaux-dallaitement.html</a> | Yes<br>Relaxation areas (Ruheräume) in the 3 <sup>rd</sup> and 4 <sup>th</sup> floor   | Yes<br><a href="http://www.unine.ch/egalite/allaitement">http://www.unine.ch/egalite/allaitement</a><br>1er Mars 26 / B31.2 ground floor<br>Emile-Argand 11 / D012 ground floor<br>Louis-Agassiz 1 / RN 007A, ground floor north<br>Breguet 1 / Room 107, 1 <sup>st</sup> floor  | Yes (044 634 2219)<br><a href="http://www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/kinderbetreuung.html">http://www.gleichstellung.uzh.ch/de/angebote/vereinbarkeit/kinderbetreuung.html</a> |
| <b>Other scientific activities with kids</b> | Mystères de l'UNIL<br><a href="http://wp.unil.ch/mysteres/">http://wp.unil.ch/mysteres/</a><br><br>Médiation scientifique   | No   | Scientific and cultural workshops « Graine de belette » in collaboration with UniNE<br><a href="http://grainedebelette.com/">http://grainedebelette.com/</a>   | Yes<br><a href="http://www.kihz.uzh.ch/en/about-us/alternative/veranstaltungen.html">http://www.kihz.uzh.ch/en/about-us/alternative/veranstaltungen.html</a>  |

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|   | <a href="http://wp.unil.ch/mediationscientifique/">http://wp.unil.ch/mediationscientifique/</a>  |   |                |   |
| <b>Paid absence in case of illness of a family member</b> | Up to 5 days   | 1 day pro occurrence  | Up to 3 days   | Up to 5 days  |
| <b>Parent's Groups / Networks</b>                         | Yes<br><br>Midis parentalité / Café-contact parents<br><br><a href="http://www.unil.ch/familles/home/men uinst/parents-and-children/information-and-advice/lieux-dechange.html">http://www.unil.ch/familles/home/men uinst/parents-and-children/information-and-advice/lieux-dechange.html</a> | No  | No             | No  |
| <b>Parental leave for adoptions (paid)</b>                | 16 weeks (to share between the two parents if both work at the university)   | 8 weeks (can be shared between the two parents if both are employed by the canton)              | 4 months       | Yes. Always to be clarified with HR   |
| <b>Paternity leave</b>                                    | 5 days   | 5 days  | 5 days         | 5 days  |
| <b>Unpaid parental leave</b>                              | Up to 1 year   | Mothers: 6 months (with possibility of extention)<br><br>Fathers: 4 weeks during the first year | Up to 3 months | Always to be clarified with superior<br><br>Mothers: several months<br><br>Fathers: Up to 1 month |