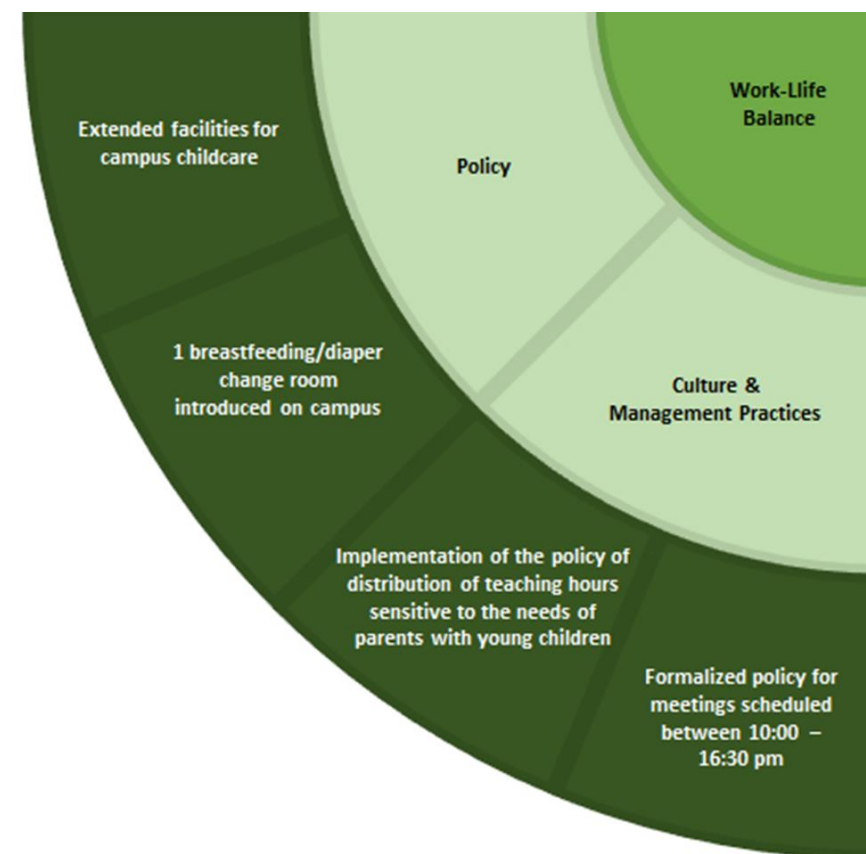


SAGE Quadrant 3: Work-Life Balance

Each institution has drawn up the Quadrant 3 of the SAGE Wheel showing the local measures which indicate **how each dimension was translated into action.**

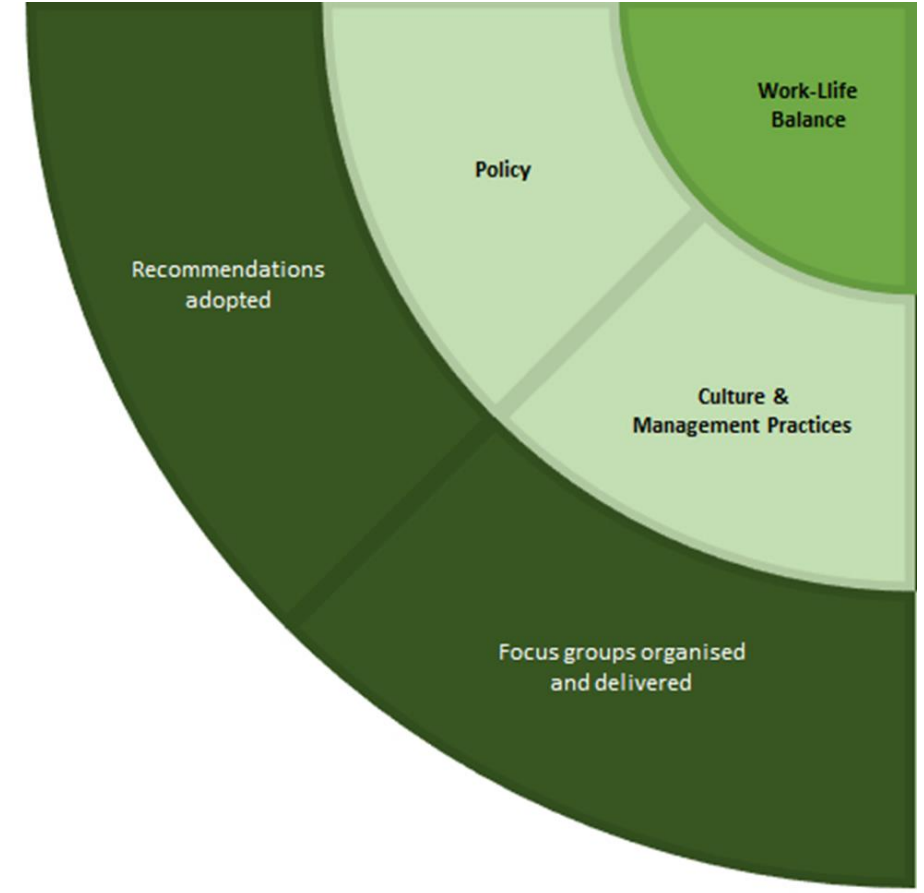
ISCTE-IUL's example

SAGE Quadrant	Dimension	Action planned	Measure of success
Work-Life Balance	Transforming Culture and Management Practices	Develop policy to schedule meetings between 10:00 – 16:30 pm	Formalized policy for meetings scheduled between 10:00 – 16:30 pm
		Redistribute teaching hours sensitive to the needs of parents with young children	Implementation of the policy of distribution of teaching hours sensitive to the needs of parents with young children
	Improving Work-Life Balance Policy	Creation of breastfeeding/diaper change room	1 breastfeeding/diaper change room introduced on campus
		Form a protocol with the university to have access to kindergarten facilities	Extended facilities for campus childcare



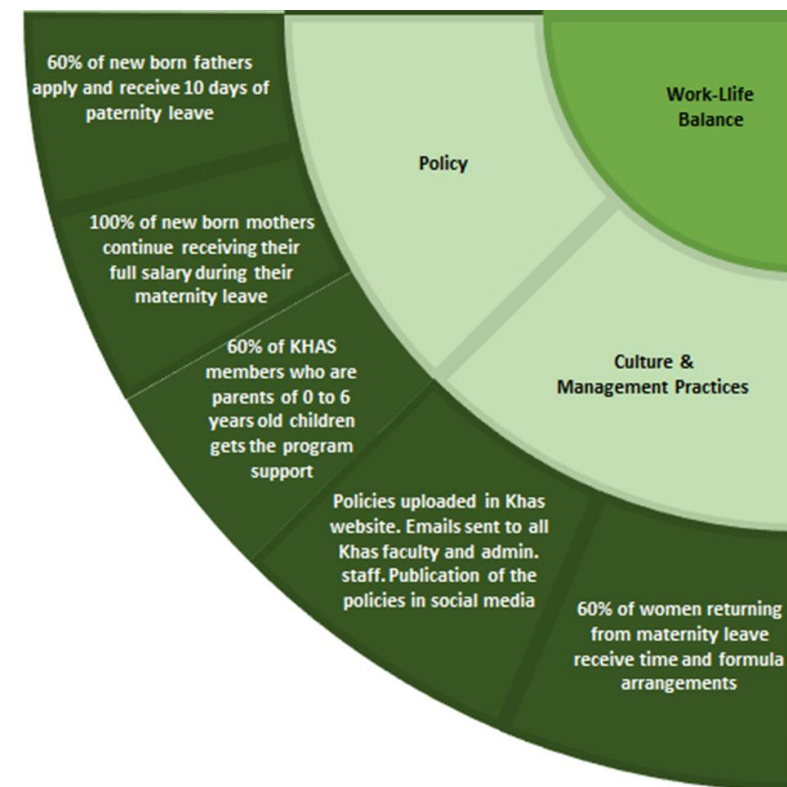
UNIBS's example

SAGE Quadrant	Dimension	Action planned	Measure of success
Work-Life Balance	Transforming Culture and Management Practices	Setting up focus groups with selected staff members	Focus groups organised and delivered
	Improving Work-Life Balance Policy	Recommendations for meetings to be held between 10.00 - 16.00, or for two weeks' notice to be given for meetings	Recommendations adopted



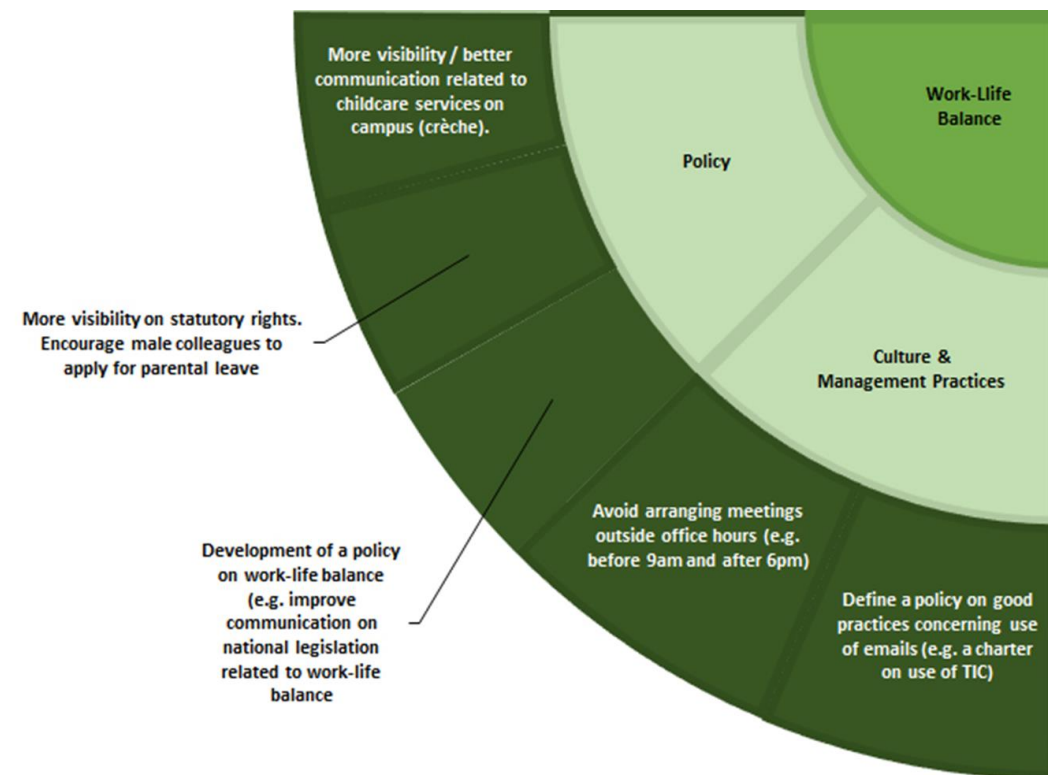
KHAS's example

SAGE Quadrant	Dimension	Action planned	Measure of success
Work-Life Balance	Transforming Culture and Management Practices	Adequate annual performance evaluation formula for staff returning from maternity leave.	60% of women returning from maternity leave receive time and formula arrangements.
		Raise awareness of new and existing family friendly policies and encourage uptake	Policies uploaded in Khas website. Emails sent to all Khas faculty and admin. staff. Publication of the policies in social media.
	Improving Work-Life Balance Policy	Offer a program of financial support for the purchase of child care services.	60% of KHAS members who are parents of 0 to 6 years old children gets the program support
		Offer a program where the person continues to receive their existing salary for the 16 weeks of state mandated leave.	100% of new born mothers continue receiving their full salary during their maternity leave.
		Offer 10 days of paid paternity leave.	60% of new born fathers apply and receive 10 days of paternity leave.



SCiPo's example

SAGE Quadrant	Dimension	Action planned	Measure of success
Work-Life Balance	Transforming Culture and Management Practices	Promote an emails policy	define a policy on good practices concerning use of emails (e.g. a charter on use of TIC)
		Core hours	Avoid arranging meetings outside office hours (e.g. before 9am and after 6pm).
	Improving Work-Life Balance Policy	policy on work-life balance	Development of a policy on work-life balance (e.g. improve communication on national legislation related to work-life balance)
		Maternity / Paternity leave, careers	More visibility on statutory rights. Encourage male colleagues to apply for parental leave.
		Childcare	More visibility / better communication related to childcare services on campus (crèche).



IUS's example

- Needs to be implemented
- In process
- Implemented (partially implemented)

SAGE Quadrant	Dimension	Action planned	Measure of success
Work-Life Balance	Transforming Culture and Management Practices	Develop policy to schedule meetings between 10:00 am – 4:00 pm unless prior notice of at least one week is given	Policy drafted and adopted. Increase in satisfaction reported by academics.
		Develop & Pilot a Workload Model which is fair and transparent in one faculty. Apply Model with lessons learned to all faculties.	Model drafted and adopted
	Improving Work-Life Balance Policy	Convert rooms on campus for use by mothers (feeding/expressing milk)	Rooms introduced on campus. At least one for mothers (feeding and expressing milk) and one for all genders for changing and feeding. Child care policy reconsidered.

