

## **University of Technology, Sydney**

The University of Technology Sydney recognises that flexible working arrangements are important in enabling both men and women to manage work-life balance. The Human Resources Unit and Equity & Diversity Unit have partnered to develop an integrated and sustainable Work-Life Balance program at UTS.

In the area of work and family, UTS offers flexible employment options, leave and support including:

- options to take part-time work for up to two years,
- job sharing,
- flexible and alternative hours arrangements,
- generous paid leave for parental and personal reasons,
- leave without pay for up to two years to supplement paid leave,
- additional 30 days paid leave after parental leave (20 weeks) to enable either a phased return to work or equivalent support for professional development.

Staff are able to utilise work-life balance options at different stages of life, including having a baby or adopting a child, becoming a parent (for the partner), becoming a grandparent, caring for a family member, returning to study, pursuing personal or community interests, transition to retirement.

The University is developing guidelines and website information to facilitate working from home.

In addition, UTS actively supports the development of a healthy and sustainable workforce through a wellness program to keep staff well in body, spirit, family and finances.

Issues on work-life balance are also incorporated within the gender equity program, Women@UTS. The 2008 program featured 'Parenting your adult children', 'Women and part-time work', and work-life balance workshops for early career researchers.

## **Professor Shirley Alexander**

**As Deputy Vice-Chancellor and Vice-President (Teaching, Learning and Equity) Professor Shirley Alexander is responsible for leading the achievement of the University's key priorities in teaching and learning, student focus, and equity and diversity:**

*Being named as Employer of Choice for Women for the eighth year in a row shows that UTS has a sustained commitment to being a women-friendly organisation.*

*UTS's gender, equity and diversity practices foster a friendly, collaborative and equitable work culture.*

*As educators, we are also role models to the next generations. We need to demonstrate through our employment practices and our teaching that women play a vital part within our organizations and in the creation of new knowledge. Our long-term partnership with EOWA helps keep us at the leading edge of good practice.*

For more information, contact:

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