

## **(re)Moving ties**

### **Research of the websites of Institutions**

**(a brief research note prepared by Jekaterina Leidmane)**

#### **Introduction**

The research included the following Institutions:

1. Institute of Ethnology of the Czech Academy of Sciences, Czech Republic
2. Masaryk University in Brno, Czech Republic
3. Pontificia Universidad Javeriana, Colombia
4. Universidad Nacional de Colombia, Colombia
5. Universidade Federal da Bahia, Brazil
6. University of Bayreuth, Bayreuth
7. University of Melbourne, Australia
8. University of Vienna, Austria
9. University of Zurich, Switzerland
10. University of Latvia, Latvia
11. Riga Technical University, Latvia
12. Riga Stradins University, Latvia
13. Rigas Ekonomikas Augstskola, Latvia
14. Riga Business School, Latvia
15. Transporta un Sakaru Institūts, Latvia
16. Mediterranean University, Montenegro
17. University of Donja Gorica, Montenegro
18. University of Montenegro, Montenegro
19. University of Akureyri, Iceland

20. Reykjavik University, Iceland
21. University of Island, Iceland
22. Keio University, Japan
23. Waseda University, Japan
24. University of Tokyo, Japan
25. Tohoku University, Japan
26. Kyoto University, Japan
27. Nagaoka University of Technology, Japan
28. Tohoku Gakuin University, Japan
29. Ministry of Foreign Affairs, Latvia
30. Ministry of Defence, Latvia
31. Ministry of Finance, Latvia
32. London School of Economics, UK
33. University of Hull, UK
34. Max Planck Institute, Europe & US
35. Carlton University, Canada
36. Rutgers University, US
37. UNDP, subsidiary of UN
38. IOM, subsidiary of UN
39. UNHCR, subsidiary of UN
40. OESCE, subsidiary of UN

The list of the institutions was provided by (re)Moving Ties project researchers, including but not limited to the workplaces of their informants. Additional institutions were added to ensure the confidentiality of their informants.

The research of websites was limited by studying the websites of the Institutions. No additional research was conducted either on the internet or through interaction with the Institutions.

The main goal of the research was to establish the offer to the mobile staff working in the Institutions on mid-term assignments in order to ensure the maintenance and development of their social ties, for example, special conditions allowing uninterrupted or minimally interrupted connections with their families or support in developing ties in the host country. A disclaimer should be made that none of the studied Institutions provide information on conditions offered specifically to the holders of the mid-term assignments. Some information can be determined through studying job ads for mid-term assignments, however, most of the benefits stated in the websites would apply to all employees, international employees or specific groups of the employees (academic vs. other staff, senior staff vs. junior etc.)

The result of the research is a folder containing information provided on the website of each institution related to the goal of the research. As a rule, each Institution's folder contains their claims as to developing internationalization in terms of staff, benefit policies and examples of job announcements. The folders were not created for the following Institutions, because the relevant information was not found on their websites:

1. Institute of Ethnology of the Czech Academy of Sciences, Czech Republic
2. Pontificia Universidad Javeriana, Colombia
3. Universidad Nacional de Colombia, Colombia
4. Universidade Federal da Bahia, Brazil
5. Rīgas Ekonomikas Augstskola, Latvia
6. Riga Business School, Latvia
7. Transporta un Sakaru Institūts, Latvia
8. University of Donja Gorica, Montenegro
9. Tohoku Gakuin University, Japan
10. Ministry of Foreign Affairs, Latvia
11. Ministry of Defence, Latvia
12. Ministry of Finance, Latvia
13. UNDP, subsidiary of UN.
14. University of Akureyri, Iceland

**Internationalization claim vs. Benefits supporting social ties**

List of the Institutions claiming their ambition to develop internationalization in terms of staff or having so called International Services sections for their international staff:

1. University of Bayreuth
2. University of Vienna
3. University of Zurich
4. Mediterranean University
5. University of Montenegro
6. Masaryk University
7. Latvijas Universitāte
8. Rīgas Tehniskā Universitāte
9. Riga Stradins University
10. Keio University
11. Waseda University
12. University of Tokyo
13. Kyoto University
14. Nagaoka University of Technology
15. Tohoku Gakuin University
16. Carlton University
17. Reykjavik University

It is important to note that some of the Institutions which are not included in the above list do work internationally and have employees on mid-term international assignments, like for instance UNDP, London School of Economics, Max Plank Institutes or Ministry of Foreign Affairs of Latvia. They might as well be included here, as they have international presence and probably there is no need for stating the obvious in their webpages.

The below Institutions elaborate on benefits supporting family and/or private life of the international staff:

1. University of Bayreuth
2. University of Melbourne
3. University of Vienna
4. University of Zurich
5. University of Montenegro
6. Masaryk University
7. Sciences Po
8. University of Hull
9. Max Planck Institute
10. Carlton University
11. Rutgers University
12. Kyoto University
13. University of Iceland
14. OIM
15. OSCE

## 16. London School of Economics

Again, it is important to note that by no means I can state that such benefits or services are not available in other organizations. I am sure the special conditions are provided at UNDP and Latvian Ministry of International Affairs, for example. They are not on the list because provided conditions were not mentioned on their websites,

### **Internationalization claims**

Most of the Institutions, which include internationalization in terms of staff into their strategies, claim the ambition to increase their international outreach. Some provide specific statistics on international academic staff working at the Institution, i.e., University of Tokyo. Some state that they want to attract more international talent, i.e. University of Latvia.

Several Institutions define their internationalisation strategy as ambition to become global. Thus, University of Vienna gives the definition of a Global University: “A GU has a clear mission with a proposed international impact, namely: social, political, and economical. A GU has a lasting effect on global policy and global task formulation.”

Japanese Universities do not shy away from proclaiming their ambitions as *global*, contributing to the *world* rather than just developing the internationalization:

Some of the internationalization goals of the Tohoku University:

“20. Creating an international hub for humanities research and global communication of cultural resources

21. Attracting brilliant young researchers from all over the world”

University of Tokyo: “The goals of the University of Tokyo, based on academic freedom, lie in the pursuit of truth, creation of knowledge, and maintaining as well as developing the highest level of education and research in the world. Being deeply aware of the influence research can exert on society, the University shall strive to secure broad links with society in response to social dynamism, and to contribute to the development of humanity, as well. In addition to promoting education and thereby repaying to society the expertise it has accumulated since its founding, the University of Tokyo shall develop international education and research and accomplish bilateral exchanges with the world.”

Nagoaka University of Technology: “As a leading global center for education and research that leads the field of technology, we will proactively utilize our strong network with overseas universities and industries we have built and develop an education and research

model and an industry-academia-government collaboration model at industry-academia-government fusion global campuses established in strategic next-generation overseas regions. We will also promote the international mobility of students and faculty members.”

Kyoto University: “As an international institution, Kyoto University will promote foreign academic exchange and thereby strive to contribute to the well-being of the world.”

### **Benefits supporting social ties**

I analyse the benefits supporting social ties in terms of *how* those are communicated and in terms of *what* type and number of benefits are offered by the Institutions on their websites.

#### *The “how”*

On some websites there is a special section for International Staff where all the information is combined. In those cases, the needed information is easily found. In the table below I mark those Institutions. On the websites of the rest of the institutions, it was not as easy to navigate and find what I was looking for.

Some Institutions apart from providing information on their family related benefits, claim that they are Family Friendly, making an advertising of their efforts put into care about the social ties of their staff. In the table below I mark those Institutions.

Another aspect of communicating the benefits is the simplicity and clarity of the language. I could draw on examples of the University of Iceland vs. University of Vienna. On the website of the University of Iceland the information on family related benefits for the international staff is communicated in simple terms, i.e. a section named “bringing pets” or “health care for children”. On the website of the University of Vienna there is “Work (self) care reconciliation policy” published, which provides good information which is comprised drawing a diagram on what the “reconciliation” means.

#### *The what*

The following types of information or benefits is offered on the websites:

Childcare – the offer differs from Institution to Institution. Thus, University of Melbourne offers the childcare facilities at the campus, Masaryk University offers a list of partner childcare institutions in Brno etc.

Dual Career Support – mainly offers advisory to the spouses forced to move together with the employee or connecting to useful networks.

Flexible Hours/ Home Office – there are many variations on how an employee can become eligible for those benefits, how many hours can be worked from home etc.

Family related leave – also has huge variations from stating the State provided additional leaves to days for “elder care” at Rutgers University or “dependent care leave” at the University of Vienna to take care of sick relatives.

Living in – basic information on the city where the Institution is located for the newcomers: living in Vienna, living in Podgorica or Zurich

Immigration & practicalities – information on visas, applications or offered support in applying for necessary statuses and documents. Here some Institutions also include wider range of information, i.e. University of Zurich places information about getting the bank accounts.

Relocation and Housing – the offer varies from information about the real estate agencies to provision of rental allowances in case of OIM.

Work life balance – mainly offers a read on the topic, as well as some benefits, i.e. psychological counselling at Masaryk University

Scholarship for childcare and housekeeping – this benefit is offered only on the website of Max Planck Institutes, and it is specifically offered to female staff with kids. It is a financial aid to be spent specifically on childcare and housekeeping services to ensure more balance between work and life.

Child Schooling – information about or allowances for schooling of the elder children

Dependant Allowance – provided by OSCE as a financial aid to compensate for cost of bringing your family with you

Parents & Career Network – advertised by London School of Economics: a network of working parents to share advise and collaborate on rearing



Bringing Pets – information on bringing pets to Iceland provided by the University of Iceland

Health and wellness – great variation on support in sports, mental health, information on wellness and related state or Institution support, Health Insurance etc.

**NB!** Please, do not consider this table as 100% precise, I am sure some of the benefits stated on the websites might be amiss here, because of the big amount of information analysed. This table should not be used to give exact numbers or have specific statements without consulting the Institutions' folders. However, I think the table can be used to draw broad conclusions about the usage of one or another benefits, as well as about the generosity of the offer of each Institution.

<b>Institution</b>	<b>Special Section</b>	<b>Family Friendly Statement</b>	<b>Child care</b>	<b>Dual Career Support</b>	<b>Flexible Hours/ Home Office</b>	<b>Family related leave</b>	<b>Living in ...</b>	<b>Immigration &amp; practicalities</b>	<b>Relocation and Housing</b>	<b>Work life balance</b>	<b>Financial aid for childcare and housekeeping</b>	<b>Child Schooling</b>	<b>Dependant Allowance</b>	<b>Parents &amp; Career Network</b>	<b>Bringing Pets</b>	<b>Health and wellness</b>
<b>University of Bayreuth</b>		X	X	X	X	X										
<b>University of Melbourne</b>			X		X											
<b>University of</b>	X		X		X	X	X	X		X						X



Kyoto University							X	X								
University of Iceland			X					X				X			X	X
IOM					X	X			X				X			X
OSCE									X				X			
London School of Economics		X	X		X	X								X		X

### Some thoughts and ideas for further analysis

- It seems that Western Institutions located in political and economic centres (UK, Vienna, international organisations) are more advanced in offering or promoting their family-friendly benefits than those on the periphery (Latvia, Colombia, Montenegro). It can be explained to a degree with the experience in employment of international staff, or the level of the standardization of the offer.
- It would be interesting to see how the lists of Institutions promoting or not promoting their family related benefits correlate with the rankings of the Institutions, i.e. University rankings.
- I studied the job announcements of the Institutions, and I see that family related benefits are rarely listed in the “we offer” sections and institutions are not consequent with their offer in the job ads. Mobile staff interested in family related benefits would have to study the website or consult with the Institution to know what support they could get.
- I would like to make a separate note on Japanese Universities, which claim high ambitions as to influencing the world and global well-being, while information on supporting their staff in maintaining and developing social ties is close to zero.

- An analysis can be made about the offer in Eastern Europe vs. established Western Institutions.
- Although it was not a topic of my study, I see that most of the Institutions have a Diversity Equity and Inclusion (DEI) statement in their policies and job announcements. It makes me think that the DEI trend is much more prominent in the world right now than support of the social ties, even though longevity studies show how deep connections have tremendous impact on health and longevity, i.e. studies of blue zones. Should the promotion “deep connections” be the next big thing?