

Partnership between the City of Lausanne and the University of Lausanne:

A study on paternity leave 2012 - 2014

Historical background of the study

First contact

UNIL → Lausanne City office

City of Lausanne

Personnel services

Department: Equality, well-being & work-life balance at work

Paternity leave entitlement for employees of the Municipality:
21 days since 2010

UNIL – University of Lausanne

Faculty of Social & Political Sciences

Mrs Valarino thesis: « The emergence of parental and paternity leaves in Switzerland: a challenge to gendered representations and practices of parenthood »

Case study: paternal leave in Lausanne

Request from the UNIL (university of Lausanne)

Achieve a case study, quantitative and qualitative, on paternity leave using the **datas** of the employees working in the Municipality of Lausanne

Contribution from the City of Lausanne

- Obtain **municipal approval**
- Extract and prepare **files** with data (quantitative study)
- **Communicate** to fathers and hierarchy to organize interviews (qualitative study)

Contribution from the UNIL of Lausanne

Production of a **specific report** on the patterns linked to paternity leave

Challenges

- No insight on the others' work challenges and methods
- Create **common language**
- Understand needs

Communication to Lausanne's staff: **no academic language!**

Success factors

- **Clear expectations**
- To be **open minded** and to **solve misunderstandings**

Advantages for the City of Lausanne

- A complete and precise **study** on the use of paternity leave
- An analysis of different patterns linked to the use of paternity leave
- **Recommandations** in favour of improving our communication on paternity leave

A win – win partnership !