E-MAIL CONTRIBUTIONS**Ericsson gets it right**

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A most interesting discussion. I'm from Sweden, although I'm currently doing a postdoc in Canada. I have two children, one born in the middle of my graduate studies and one just after. I totally agree that offering a good child-care facility at the university is very important. If you don't feel that your kids are fine you can't work.

I also think that it is important that people realize that you learn a lot from being home for a while with kids. The Swedish company Ericsson has realized this, and is now encouraging male employees to stay home a while with their children because they have seen that those who do are much better leaders. It is also important to have a stable home to be able to do great work.

If I look back at my time as a graduate student before and after my first child I see a great difference. Before, my whole life was about work and I spent a lot of time at the lab. After, I was there less but actually produced more data because I was more effective. I went home and thought about my results before jumping into the next thing. As someone said, it is also important to think about the whole family when it comes to moving. It is sometimes hard for women to have their husbands coming with them. That's why all postdoc grants must come with some money for the husband or wife. And it must be more than just coffee money!

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