

General approach

Facilitating conciliation of study and work at EPFL with a family commitment is part of EPFL's objectives¹¹. EPFL's commitments in the matter is furthermore integrated in its policy for equal opportunities. The availability of childcare places is a major concern for both researchers and staff. A policy favorable to families also allows to transmit an important message to students. To be able to hire the best scientists both on Lausanne campus and on the external sites, the availability of sufficient childcare places is essential.

EPFL's commitment in favor of sufficient childcare places must however be thought in accordance with a principle of equity and efficiency.

Principle of equity

- Staff working on the external sites should be able to benefit from similar support conditions to that offered in Lausanne, taking into account the specific conditions in each canton (lack of nursery places; variable costs).
- The offer for childcare facilities must be transparent and allow HR managers to provide clear information about the type of services offered.

Principle of efficiency

- EPFL makes the best efforts to negotiate with the competent authorities so that the seats reserved in priority for children of EPFL members receive public subsidies.
- If the seats reserved for children of EPFL members do not receive public subsidies, EPFL encourages employees benefiting from these places to register, wherever possible, in waiting lists for subsidized nursery places in their commune.
- The agreements signed for the reservation of childcare places include clauses that limit the possible risk of subsidizing empty seats.

Follow-up

- The equal opportunities office does the annual monitoring of the occupation of subsidized places in external sites.
- In agreement with the VPRI, the equal opportunities office offer his support to the operational directors and HR leaders on external sites to implement an adequate offer for childcare places.

¹ See on this subject: the EPF Act, Art 11 para 1: "[EPF] shall take measures to facilitate children's care".