Balance research and childcare
Funding and opportunities

Webinar
Tuesday, 18 May 2021
12:00 – 13:15
research@epfl.ch

Helene Füger - Equal Opportunities Delegate
Simona Isler - Head of Equal Opportunities Research Funding Division
Micol Nantiat - National Contact Point for Legal & Financial aspects
We help you with grants and fellowships!

Research Office

The unit mainly supports EPFL research community in administrative tasks linked to research projects. It also coordinates large projects and ensure ethical clearance for research projects. It reports directly to the Associate Vice Presidency for Research, which is attached to the Vice Presidency for Academic Affairs.
Balance Research and Childcare – Outlook from EPFL

Helene Fueger
Equal Opportunities Delegate

19.05.2021
Family Situation of Scientific Staff at Swiss Universities

Academic Career, Partnership and Family (BASS, 2011)
Scientists & Partners Employment Patterns

Scientists living with children under 15 years

Scientists without children under 15 years

- Professors
- Sc.Coll. with PhD
- PhD students

- Hommes - Femmes

- < 80%; partner w-out job
- Both < 80%
- < 80%; partner ≥ 80%
- ≥ 80%; partner w-out job
- ≥ 80%; partner < 80%
- Both ≥ 80%

- Scientists living with children under 15 years
- Scientists without children under 15 years

- Professors
- Sc.Coll. with PhD
- PhD students

- Hommes - Femmes

- < 80%; partner w-out job
- Both < 80%
- < 80%; partner ≥ 80%
- ≥ 80%; partner w-out job
- ≥ 80%; partner < 80%
- Both ≥ 80%
Topics addressed

- Employment & work conditions
- Pregnancy, birth and maternity/parental leave
- Childcare Solutions & Support for Parents
Gender Equality Act (1996)

Act aims to furthering true equality between women and men in the workplace. (Art. 1)

Prohibition of discrimination. (Art. 3)

• Employees must not be discriminated against on the basis of their sex, whether directly or indirectly, including on the basis of their marital status, their family situation or, in the case of female employees, of pregnancy.

• Prohibition applies in particular to hiring, allocation of duties, setting of working conditions, pay, basic and continuing education and training, promotion and dismissal.

• Appropriate measures aimed at achieving true equality are not regarded as discriminatory.
PhD students

- Enrolment in a doctoral school.
- Default 100% contract until completion of PhD (standard duration 4 years, max. 6 years).
  - Stop the clock for maternity leave (4 months contract extension).
  - Does not preclude extension of deadlines for other reasons.
- Flexibility should be possible in a 100% work arrangement
  - [Teleworking Agreement](#)
- Part time arrangements on a case by case basis
  - SNSF
Employment conditions

@EPFL

Postdocs

- 100% contracts are the norm - but part time positions exist (max. 6 years)
  - Stop the clock for maternity leave (contract extension of 4 months)
- Flexibility should be possible in a 100% work arrangement
  - Teleworking Agreement
Employment conditions @EPFL

Assistant Professors with Tenure Track

- 100% contracts are the norm (2x4 years; candidature for tenure at the end of 6th year).
- Stop the clock: 1 year contract extension & teaching relieve.
Meetings between 08:30 and 17:00.

- In ‘Home office’: Meetings between 08:30-12:00 & 13:00-17:00
Pregnancy, birth and maternity/parental leave

- Announcing a Pregnancy
  - Occupational physician (Point Santé @ EPFL).
  - Head of lab/ RH

- Protection during Pregnancy
  - Protection of the health of mother and baby
  - Protection against dismissal
Pregnancy, birth and maternity/parental leave

- Maternity leave
  - 4 months
  - 2\textsuperscript{nd} half can be split if both parents work in the ETH Domain, or taken as reduced work-load

- Adoption
  - 2 Months
  - Can be split if both parents work in the ETH Domain

- Paternity leave / leave for non-birth parent
  - 2 weeks >> soon 1 Month? (in Consultation).
Pregnancy, birth and maternity/parental leave

- Other parental leave
  - ≤ 5 days/year child’s illness (if presence required)
  - ≤ 5 day school matters/ medical examination (if presence required)

- New (Decision by the Federal Government 12.05.21)
  - Leave of absence for up to 14 weeks for parents of a seriously ill child, within a framework period of 18 months.
  - Maternity allowance extended to 154 days, if the new-born child must remain in hospital for at least two weeks immediately after birth.
Breastfeeding

- During the first year of the child’s life, time taken for breastfeeding or expressing milk counts as paid working hours:
  - for a working day of \( \leq 4 \text{ h} \) = 30 min.
  - for a working day of \( > 4 \text{ h} \) = 60 min.
  - for a working day of \( > 7 \text{ h} \) = 90 min.

- Equipped infirmaries for breastfeeding.

- New infrastructure built at EPFL in CE/CM building (summer 2021).
Child care on campus

- EPFL- UNIL Campus
  - 3 Day care nurseries (0-48 months)
  - 230 places
  - Autumn 2021: new day care centre in Vortex Building (+ 39 places)

- Support for solutions on other campuses.

- Transitory financial support.
Emergency Child Care

- For parents employed by EPFL.
- In case of child sickness or unforeseen incapacity of childcareer.
- Emergency child care organised via Red Cross.
- Costs covered for up to 40 hours per family and year.

> Consult EPFL website first.
Financial support for young parents scientists (PhD & postdoc)

- Travel costs (train, flight, and hotel) of a person who accompanies parent & baby <18 months at a scientific conference or research stay.
- \( \leq \text{CHF 1'500} \) (for entire 0-18 months period).
- > Apply ahead of expenditure!
Robert Gnehm Grants for Postdoc Parents

- **Aim**
  - Support postdocs in first year of parenthood.
  - Allow them to devote more time to their child while alleviating temporary decrease in scientific productivity.
  - Free them from routine work that can be delegated to others.

- **Scope**
  - max. 20 kchf for one year.
  - min. 25% matching funds by the employing unit.

- **Conditions**
  - Application ahead or during 1st year of parenthood.
  - Postdoc not funded by SNSF.
Information, Counseling & Networking for Parents

- HR
- Equal Opportunities Office
  - [https://www.epfl.ch/about/equality/family_worklife/](https://www.epfl.ch/about/equality/family_worklife/)

- EPFL PhD Parents Network
  - Open to any EPFL PhD student who is either currently a parent or a parent-to-be during their studies.

- Café contact parents
  - for parents of kids aged 0-5 and/or 6-11
  - Monthly lunch event with an educational expert (now via zoom 1:00-2:30pm)

- Café teens’ parents
  - Monthly lunch event with a youth psychologist (now via zoom 1:00-2:30pm)
Merci!
Research, care work and the SNSF
Overview

1. Some facts and figures on care work in Switzerland
2. The SNSF’s position on care work and research
3. The SNSF’s measures regarding care work and research
4. Questions and discussion
1 Volume of paid and unpaid work

In 2016, in Switzerland:

9.2 billion hours of unpaid work

7.9 billion hours of paid work
1 Total volume of work, Switzerland 2016

**Wirtschaftssektor 4:** Personenbezogene und haushaltsnahe Dienstleistungen (Sorge- und Versorgungswirtschaft, Care-Arbeit)
A: unbezahlte Arbeit,
B: Erwerbsarbeit im Gesundheits-/Sozialwesen; Erziehungs- und Unterrichtswesen
C: Div. personenbezogene Dienstleistungen wie Gastgewerbe, Detailhandel

**Wirtschaftssektor 3:** Übrige Dienstleistungen DL (z.B. Großhandel, Banken und Versicherungen, Immobilien, Forschung, öfftl. Verwaltung)

**Wirtschaftssektor 2**
Industrie, Baugewerbe und Energie

**Wirtschaftssektor 1**
Land- und Forstwirtschaft
1 Sources and further information

- Mascha Madörin
- www.economiefeministe.org
- https://feministische-fakultaet.org/
- www.wide-network.ch
2 The SNSF’s position on care work and research

Difficulty: the SNSF is the last link in a long chain
=> small impact

However, we do what we can:

- Stress political aspects beyond the SNSF’s remit in high-level discussions with research institutions/stakeholders.
- Improving evaluation procedures: implementing the DORA declaration
- Family friendly measures
- Funding for women (PRIMA) incl. Leadership Programme
- Supporting women’s networks
- Data Analysis
3 The SNSF’s measures regarding care work and research

- **Evaluation procedure** (DORA declaration): Mobility, academic age and eligibility windows in career funding, Science CV

- **Funding for women**: PRIMA incl. Leadership Programme (change agents), Gender Equality Grant

- **Supporting women’s networks**: Réseau Romand, Gender Campus, AcademiaNet

- **Career Tracker Cohort Study**
3 The SNSF’s measures regarding care work and research

- **COVID19 gender effect?:** Data-analysis and prolongations
- **Care for Panels:** child care costs and facilities for panel members and experts
- **Maternity/Paternity Leave:** [www.snf.ch/parenthood](http://www.snf.ch/parenthood) : local university rule applies.
- **Work Time Reduction:** depending on employment status and funding scheme
3 Flexibility Grant

To find the right balance between academic career and family commitments

- For doctoral and postdoctoral researchers with child care duties who need more flexibility
- Enables temporary part-time employment and hiring of a support person, and/or grantees can use grant to cover child care costs

⇒ Can be applied for while the project is ongoing with relative ease
3 Figures 2020 Flexibility Grant

• In 2020, 109 applications were submitted and 104 approved. (+12 within NCCR).

• Total costs of all approved grants (without NCCR): 2.2 million CHF.

• The grant option most in demand was “childcare costs” (89). (Support person 4; combination 16).

• Doctoral students received the highest number of Flexibility Grants (45), followed by postdocs (32) and grantees in career funding (27).

• In 2020 67 women and 37 men were awarded a Flexibility Grant.
Do you have any questions or feedback?

equality@snf.ch
simona.isler@snf.ch
Gender Equality in Research & Innovation

European challenges and opportunities

The information provided by Euresearch is not of a legal or advisory nature and no responsibility is accepted for the results of any actions made on its basis.

© Euresearch 2021. All rights reserved.
Who is Euresearch

Swiss guide to European research and innovation

© Euresearch 2021. All rights reserved.
European challenges and measures for gender equality

Gender equality measures in Horizon Europe

Funding opportunities for young parents in Horizon Europe
Horizon Europe – 9th Framework Programme for R&I

- **Excellent Science**
  Pillar 1

- **Global Challenges + European Industrial Competitiveness**
  Pillar 2

- **Innovative Europe**
  Pillar 3

- **Widening Participation and Strengthening the European Research Area**
Gender Equality and R&I

Gender Inequalities in Research & Innovation
Gender Equality and R&I

Gender Inequalities in Research & Innovation

- Women in the EU spend **22 hours** per week on care and household work, while men spend only **9 hours**.
- **80%** of care in the EU is provided by informal carers, **75%** of whom are women. Many of them have a migrant background.
- **44%** of Europeans think that the most important role of a woman is to take care of her home and family.
- **43%** think the most important role of a man is to earn money.
- Out of high-performing students in maths or science in OECD countries, **1 in 4 boys** expect a career as an engineer or scientist, compared to **1 in 6 girls**. **1 in 3 girls** expect to work as health professionals, compared to **1 in 8 boys**.
- The share of men working in the digital sector is **3.1 times** greater than the share of women.
- Only **22%** of AI programmers are women.
- **15.7%** gender pay gap in the EU.
- **30.1%** gender pension gap in the EU.

Source: Commission’s Communication on A new ERA for Research and Innovation, 2020

© Euresearch 2021. All rights reserved.
Thriving in a gender-equal economy

Equal Opportunities
- economical independency
- equal salaries
- access to finance
- fair pensions

Work-Life Balance
- both parents responsible and entitled to family care
- minimum standards for family leave & flexible working

Closing Gender Care Gap
- Investing in care services to support women’s participation in paid work and their professional development
Gender Equality and R&I

Gender Inequalities in Research & Innovation

Gender equality and mainstreaming in R&I is a key priority

promotion & legal obligation under the EU FP

Cross cutting priority in Horizon Europe
Gender Equality as Cross Cutting Priority in Horizon Europe

Ranking Criteria for ex aequo proposals

Gender balance among personnel who is primarily responsible for carrying out the research and/or innovation activities

Award Criteria: Integration of gender dimension

appropriate consideration of the gender dimension in R&I content

Eligibility Criterion

Gender Equality Plan for public bodies, research organisations or higher education institutions established in a Member State or Associated Country
Mandatory GEP process requirements

Public document
- Formal document
- Signed by top management
- Published on the institution’s website
- Disseminated through institution

Dedicated resources
- Funding for gender equality positions or teams
- Reserved time for others to work on gender equality

Data collection and monitoring
- Data on sex or gender of staff across roles and leadership
- Annual reports and evaluation of progress and outcomes

Training and capacity building
- Whole organisation engagement
- Tackle gender biases of people and decisions
- Joint action on specific topics
## Essential factors for gender equality in R&I

<table>
<thead>
<tr>
<th>Work-life balance and organisational culture</th>
<th>Gender balance in leadership and decision-making</th>
<th>Gender equality in recruitment and career progression</th>
<th>Measures against gender-based violence, including sexual harassment</th>
<th>Integrating the gender dimension into research and teaching content</th>
</tr>
</thead>
</table>
Parental leave is considered in Horizon Europe

Excellent Science
- European Research Council
- Marie Skłodowska-Curie Actions
- Research Infrastructures

Global Challenges + European Industrial Competitiveness
- Health
- Culture, Creativity and Inclusive Society
- Civil Security for Society
- Digital, Industry and Space
- Climate, Energy and Mobility
- Food, Bioeconomy, Natural Resources, Agriculture and Environment
- Non-nuclear direct actions of the Joint Research Centre

Innovative Europe
- European Innovation Council
- European Innovation Ecosystems
- European Institute of Innovation and Technology

Widening Participation and Strengthening the European Research Area
- Widening participation and spreading excellence
- Reforming and enhancing the European Research and Innovation system
ERC Starting Grant

• Researchers starting own independent research team
• PhD + 2-7 years’ experience
• Reasons for extension: parental leave*

ERC Consolidator Grant

• Researchers consolidating own independent research team
• PhD + 7-12 years’ experience
• Reasons for extension: parental leave*

ERC Advanced Grant

• Established research leaders with recognised research achievements
• Excellent scientific track record in the last 10 years
• Reasons for extension: parental leave*

Date of first PhD = date of the actual award
The eligibility periods can be extended for:

- **Maternity**: 18 months for each child born before or after the PhD award. If documented longer maternity leave, the eligibility period is extended.

- **Paternity**: extension by the documented time of paternity leave taken until the call deadline for each child born before or after the PhD award.
## MSCA Programme

<table>
<thead>
<tr>
<th>Allowance</th>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Mobility Allowance</strong></td>
<td>Private costs for accommodation, visiting family, moving and travel costs</td>
<td>EUR600 per month</td>
</tr>
<tr>
<td><strong>Family Allowance</strong></td>
<td>Mobility-related costs of researchers with family obligations</td>
<td>EUR660 per month</td>
</tr>
<tr>
<td><strong>Long-Term Leave Allowance</strong></td>
<td>Personnel costs incurred by the beneficiaries in case of researchers’ leave longer than 30 days</td>
<td></td>
</tr>
</tbody>
</table>
National Contact Points for
- Legal and Financial aspects
- EIC Accelerator

micol.nantiat@euresearch.ch
www.euresearch.ch

The information provided by Euresearch is not of a legal or advisory nature and no responsibility is accepted for the results of any actions made on its basis.

© Euresearch 2021. All rights reserved.