



# Balance research and childcare

Funding and opportunities



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Financial aspects

## Webinar

**Tuesday, 18 May 2021**

12:00 – 13:15

[research@epfl.ch](mailto:research@epfl.ch)



**Welcome!**

## Library

## Research Office

[Find funding and prepare your proposal](#)[Manage your project](#)[Research Ethics](#)[Awards and prizes](#)[Contact](#)[Technology Transfer Office](#)[Equipment and Centers Management Office](#)[Research Commission](#)

## 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.



**We help you  
with grants and  
fellowships!**

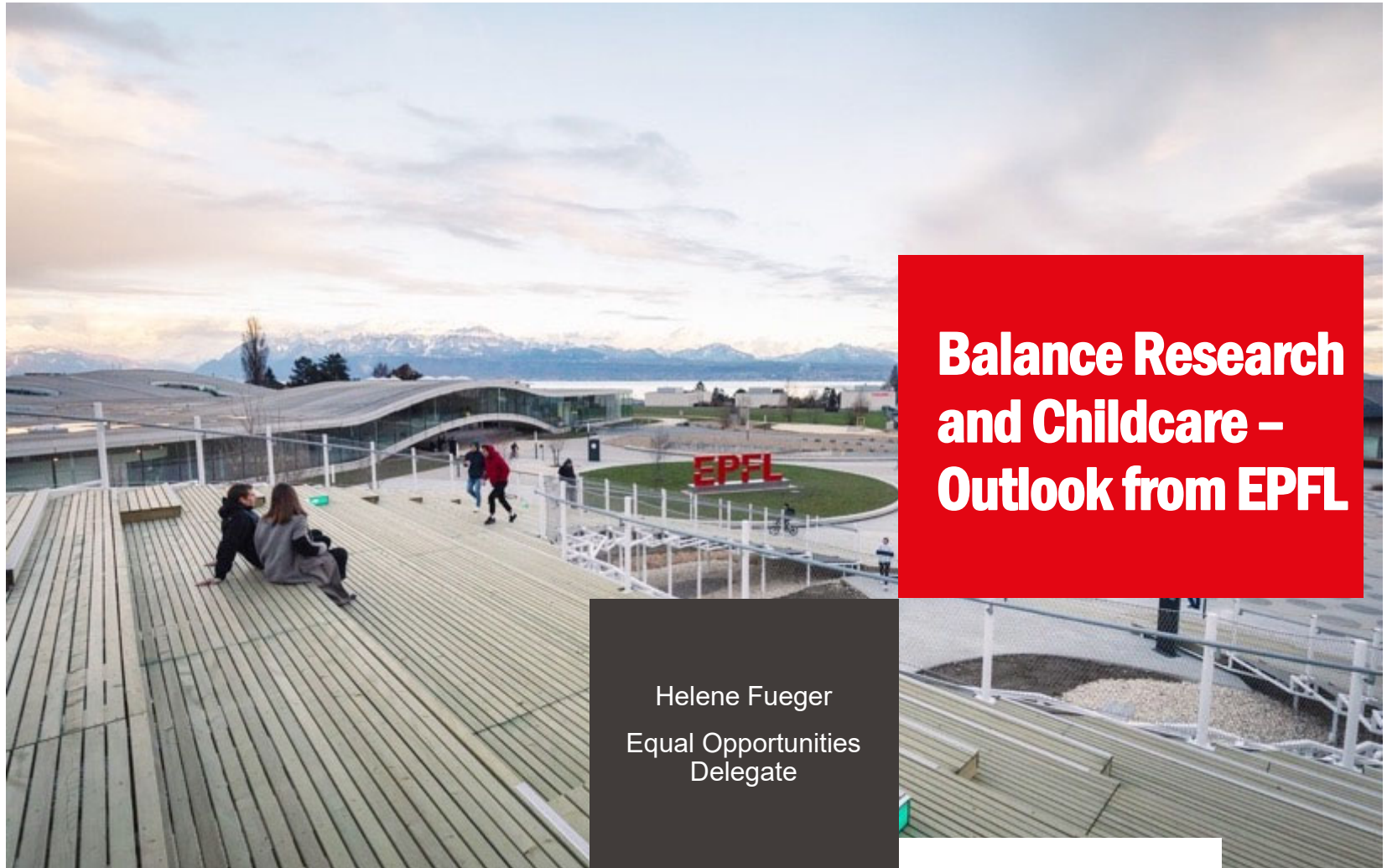
**?? Your Question  
!! Your Comment**





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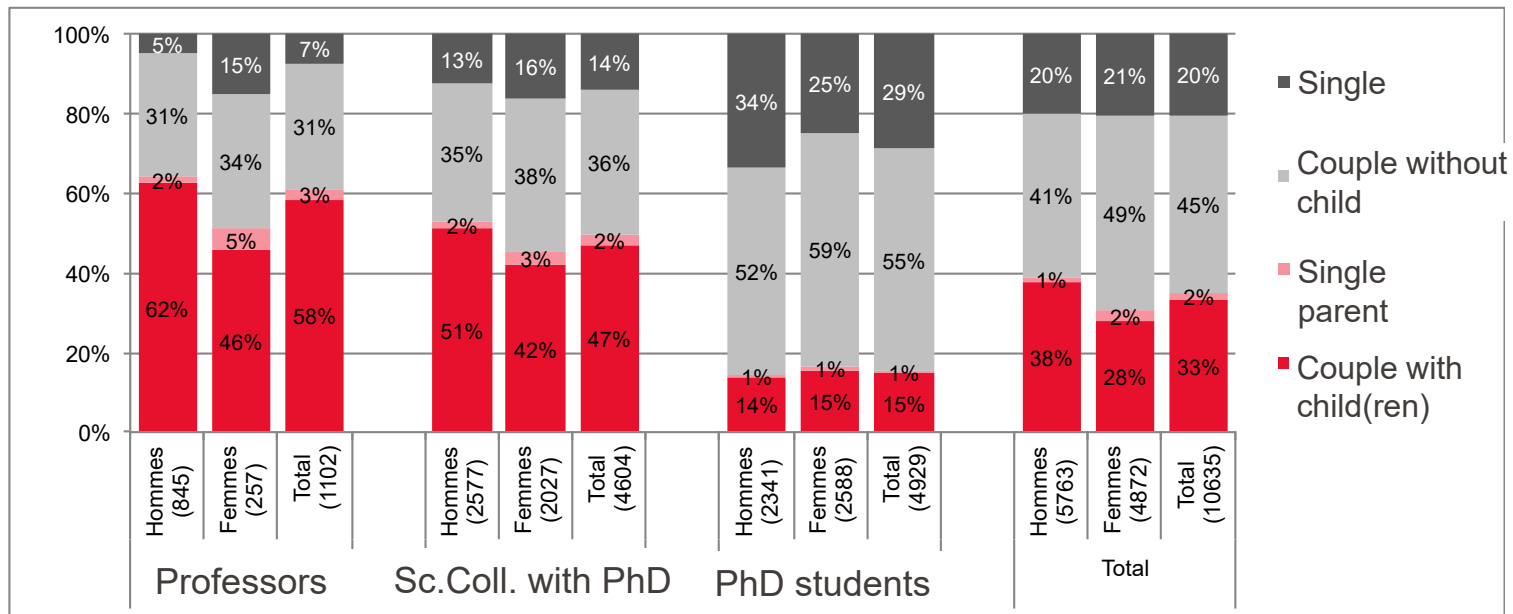


## **Balance Research and Childcare – Outlook from EPFL**

Helene Fueger  
Equal Opportunities  
Delegate

19.05.2021

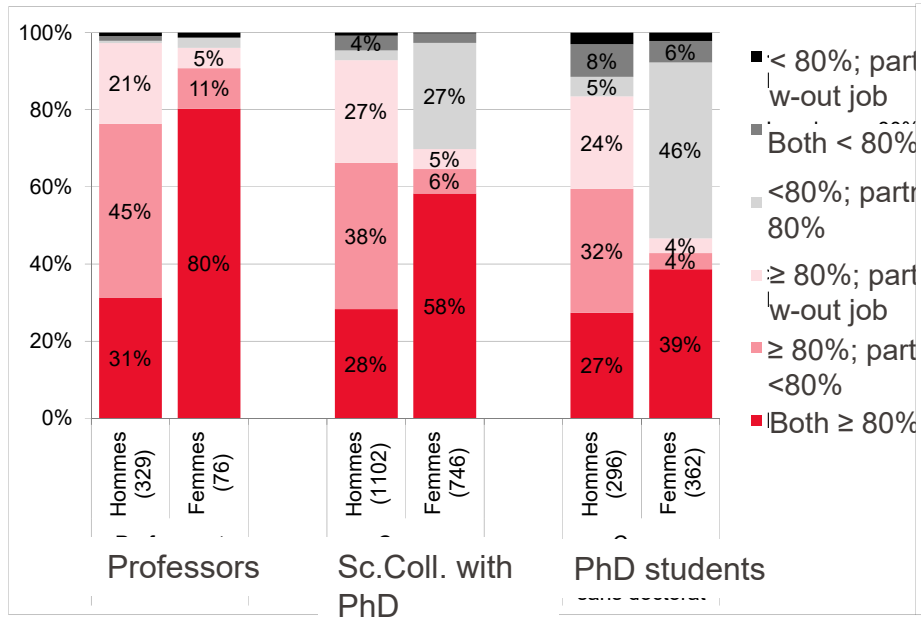
# Family Situation of Scientific Staff at Swiss Universities



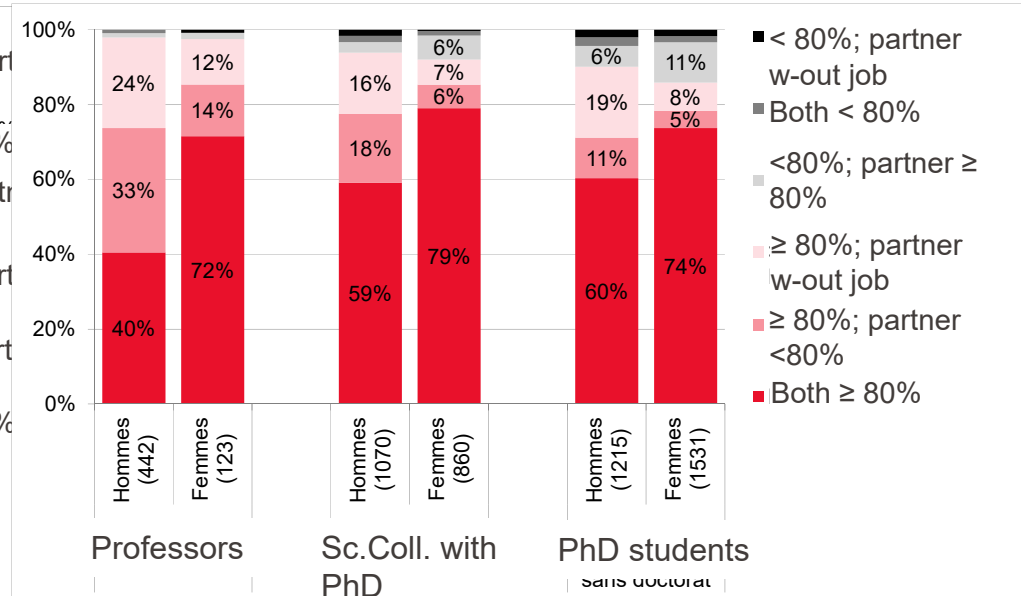
Academic Career, Partnership and Family (BASS, 2011)

# Scientists & Partners Employment Patterns

Scientists living with children under 15 years



Scientists without children under 15 years



# Topics addressed

- Employment & work conditions
- Pregnancy, birth and maternity/parental leave
- Childcare Solutions & Support for Parents



# Employment & Work Conditions

- **Gender Equality Act (1996)**
- Act aims to furthering true equality between women and men in the workplace. (Art. 1)
- Prohibition of discrimination. (Art. 3)
  - <sup>1</sup> 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.
  - <sup>2</sup> Prohibition applies in particular to hiring, allocation of duties, setting of working conditions, pay, basic and continuing education and training, promotion and dismissal.
  - <sup>3</sup> Appropriate measures aimed at achieving true equality are not regarded as discriminatory.

▪

# Employment conditions @EPFL

## 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 6<sup>th</sup> year).
- Stop the clock : 1 year contract extension & teaching relieve.

# Meeting Time

- 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<sup>nd</sup> 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
  - $\leq 5$  days/year child's illness (if presence required)
  - $\leq 5$  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.

- 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  $\leq 4$  h = 30 min.
  - for a working day of  $> 4$  h = 60 min.
  - for a working day of  $> 7$  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 child career.
- 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.
  - ≤ 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 1<sup>st</sup> 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)

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# Research, care work and the SNSF



SCHWEIZERISCHER NATIONALFONDS  
ZUR FÖRDERUNG DER WISSENSCHAFTLICHEN FORSCHUNG



# 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

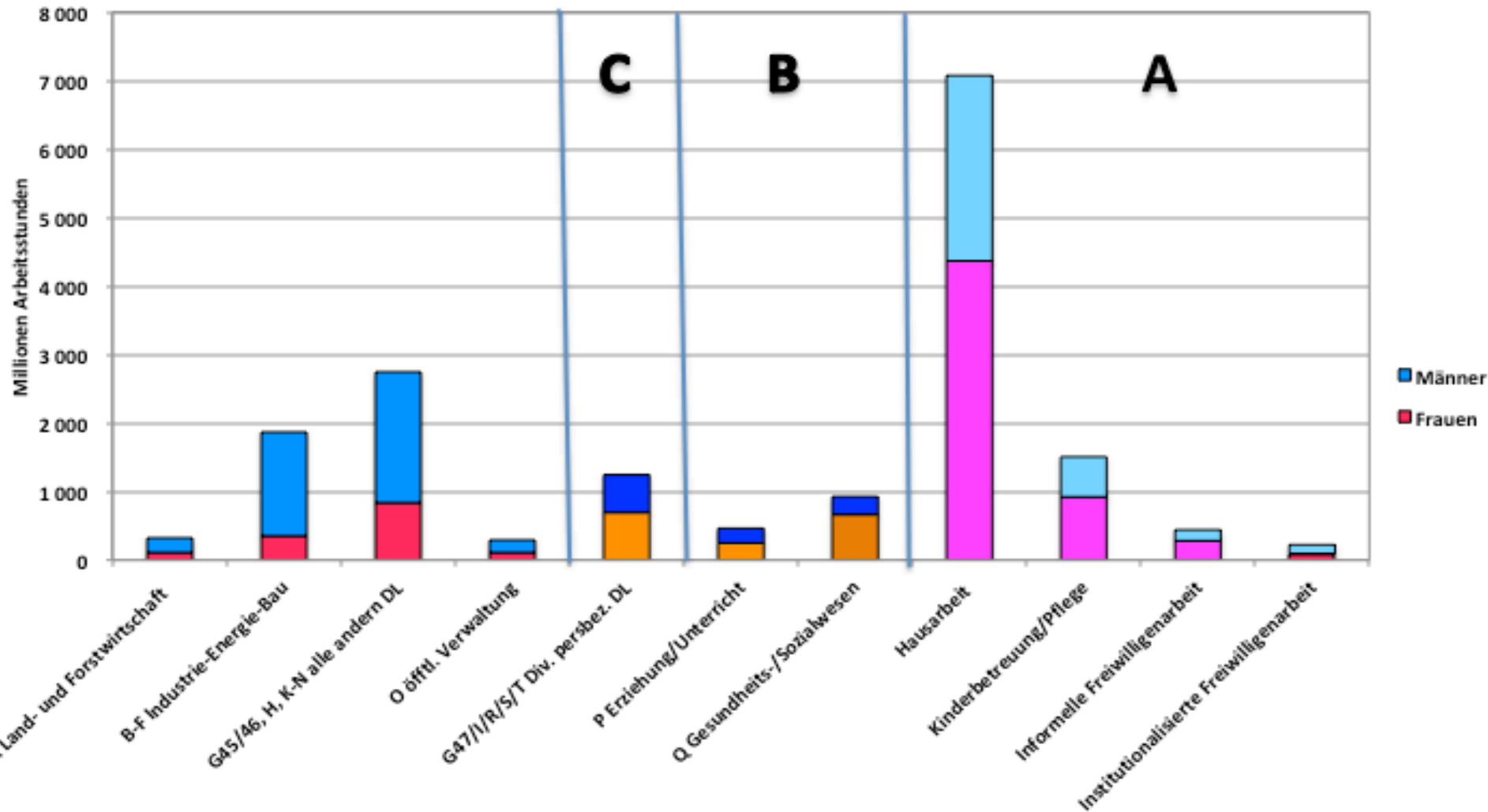
In 2016, in Switzerland:

**9.2 billion hours of unpaid work**

**7.9 billion hours of paid work**

# 1 Total volume of work, Switzerland 2016

Volumen der bezahlten und unbezahlten Arbeit in Mio. Std.: Schweiz 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](http://www.economiefeministe.org)
- <https://feministische-fakultaet.org/>
- [www.wide-network.ch](http://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](mailto:equality@snf.ch)  
[simona.isler@snf.ch](mailto:simona.isler@snf.ch)

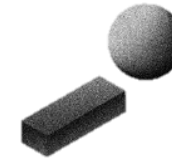
# *Gender Equality in Research & Innovation*

*European challenges  
and opportunities*

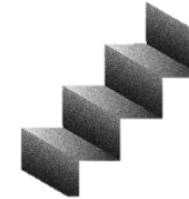
# Who is Euresearch



**INFORM**



**ADVISE**



**CONNECT**







European challenges and  
measures for gender equality

Gender equality measures in  
Horizon Europe

Funding opportunities for young  
parents in Horizon Europe

# Horizon Europe – 9<sup>th</sup> Framework Programme for R&I

Excellent Science

Pillar 1

Global Challenges + European  
Industrial Competitiveness

Pillar 2

Innovative Europe

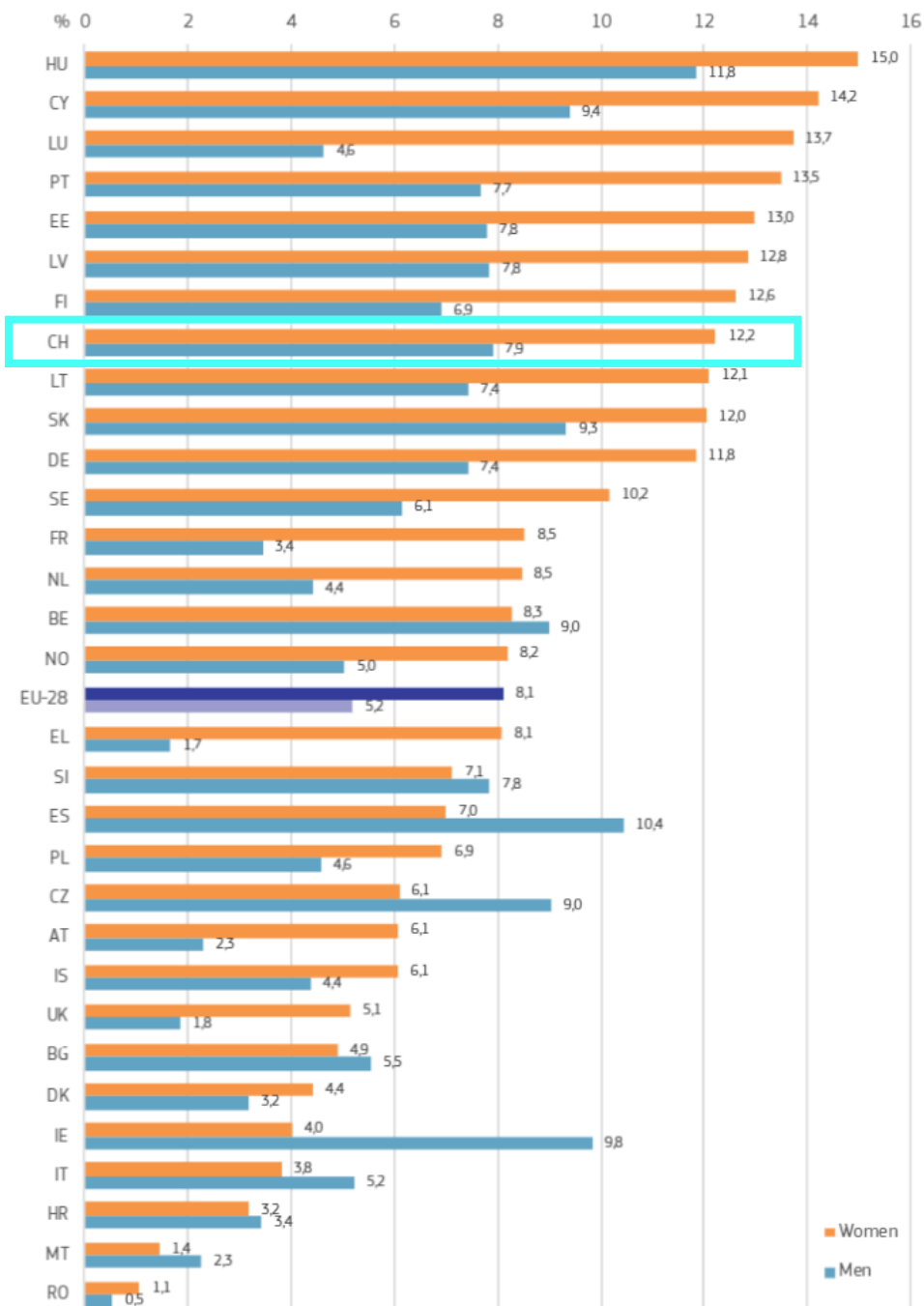
Pillar 3

Widening Participation and  
Strengthening the European  
Research Area

# Gender Equality and R&I

## Gender Inequalities in Research & Innovation

Figure 5.2 Proportion of researchers in the higher education sector working under 'precarious' working contracts, by sex, 2016



Source: **She figures 2018**, EU Publication

# 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

# 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



# Recommended GEP content areas

## Essential factors for gender equality in R&I

Work-life balance  
and  
organisational  
culture

Gender balance  
in leadership  
and decision-  
making

Gender equality  
in recruitment  
and career  
progression

Measures against  
gender-based  
violence,  
including sexual  
harassment

Integrating the  
gender dimension  
into research  
and teaching  
content

# 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



## Mobility Allowance

Private costs for accommodation, visiting family, moving and travel costs

**EUR600 per month**

## Family Allowance

Mobility-related costs of researchers with family obligations

**EUR660 per month**

## Long-Term Leave Allowance

Personnel costs incurred by the beneficiaries in case of researchers' leave longer than 30 days

# *National Contact Points for*

- Legal and Financial aspects*
- EIC Accelerator*

*micol.nantiat@euresearch.ch*  
[www.euresearch.ch](http://www.euresearch.ch)



**euresearch**  
Swiss guide to European  
research and innovation

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