Gender and Mobility: Insights into the field of Physics

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7. Useful information & actions taken in the field of physics

In order to support scientists within this report, there is useful information that provides financial and organisational support. Below, you will find information about various sides, useful if you want to go abroad. Of course, this information is not exhaustive, but specified to physics.

Title	Notes	Link
Euraxess	• information and support services regarding scientists' mobility, career development, and scientific collaboration • search tool for job adverts; indications: current position / request • further information and links to various topics	https://euraxess.ec.europa.eu
Funding search	• research tool for funding / fellowships • indicators: kind of support, funding, field of science	https://euraxess.ec.europa.eu/funding/search
Charter and Code	• charter: comprises general principles and requirements, responsibilities, rights of scientists as well as of research and funding institutions • code of conduct: secures equal treatment of all scientists in Europe and transparent recruitment	https://euraxess.ec.europa.eu/jobs/charter

Title	Notes	Link
Scientific Visa	• facilitates the procedure for the purpose of scientific research • referred to non-European countries in order to stay for more than 3 months or for entry of less than 3 months	https://euraxess.ec.europa.eu/information/content/europe/scientific-visa-what-it-and-who-can-benefit-it
Marie Skłodowska-Curie schemes	• generous research funding for scientists (all stages of their career) • various funding schemes and requirements • further information about possibilities to go abroad	https://ec.europa.eu/research/mariecurieactions
Research office	• fellowships and mobility funding • for PhDs, Postdocs and for short-term opportunities	https://research-office.epfl.ch/fellowship-mobility-funding
Marie Sklodowska-Curie Actions Individual Fellowship	• guide for applicants • overview about individual fellowships	http://ec.europa.eu/research/participants/data/ref/h2020/other/guides_for_applicants/h2020-guide-appl-msca-if_en.pdf
Cern - Fellowship programme	• addressed to graduates from universities or higher technical institutes • fellowships for different career levels	http://jobs.web.cern.ch/join-us/fellowship-programme
Job resources	• useful links for diverse job resources in the field of physics	http://mpowir.org/resources/job-resources/
Met-jobs Meteorological and related jobs	• regular (free) mailings of job adverts in diverse fields of physics • advertise job openings	https://www.lists.rdg.ac.uk/mailman/listinfo/met-jobs

As stated above, there have to be measures and programmes, which are specifically customized for physicists who want to go abroad. On the one hand, there have to be opportunities for outgoing scientists. On the other hand, there have to be services for hosts. What they have in common: they have to be tailored to the specific needs of the scientist.

Below, there are current information from GENERA partners and associates, which provide proven measures and programmes in various research organizations. Additionally, there is information about national and organizational obligations. In some countries and organizations there are agreements or similar to foster mobility in the research area.

Switzerland

Legal obligations in Switzerland: no

Not applicable, e.g. CERN is an intergovernmental organisation and by definition they recruit scientists from its 22 member states.

CERN European Organization for Nuclear Research

Organizational obligations CERN: no

Not applicable - except for some EU projects for doctoral students.

From a mobility perspective, CERN provides support to geographical relocation as well as parenthood, which can become complicated for families expatriated far from their social and family environment.

Support to parenthood

- **Maternity leave**: 100% remunerated, up to 23 weeks, with a minimum of 16 weeks.
- **Paternity leave**: 100% remunerated, gender neutral, up to 3 weeks, minimum 2 weeks.
- **Parental leave**: 4 months, unremunerated but with family benefits maintained and health insurance fully funded by CERN.
- **Adoption leave**: 100% remunerated, 15 weeks.
- **Other family-related leave: **7 days of remunerated leave in the event of illness of close relative [this leave is increased by five calendar days for single fathers or mothers in the case of serious illness of a dependent child]; 3 days of leave for family reasons such as marriage, loss of spouse, child or own parents; 1 day of leave for loss of brother, sister, parent-in law or step-parent.** *Part-time work**: Guaranteed access to part-time work [80%-100%] for 6 months in 12 months following birth or adoption of a child. Otherwise part-time is possible if required and compatible with the service needs [50%-100%].** *Dynamic leave scheme**: in addition to a 6-week annual leave, the possibility to buy 22 max additional leave days to be used during the year or accumulated and used for specific reasons, such as caring for a close relative suffering from a serious illness, or for professional development.** *Child Care Facilities**: CERN offers on-site facilities for children between ages of 4 months and 6 years. Furthermore, following the agreement between CERN and 2 local childcare centers, places are reserved in local structures.

Support to geographical relocation

- **Installation / reinstallation Indemnity**: a lump sum to cover the costs associated with relocation to and from CERN. The amount is based on family situation but irrespective of whether the spouse relocates with the new employee, hence possibly covering cost associated with commuting.
- **Travel expenses to and from CERN at taking up appointment / ending contract - Associated removal expenses: **the amounts are also based on family situation but irrespective of whether the family relocates with the new employee, hence possibly covering cost associated with commuting.** *Home leave**: to help maintain ties with home stations, funding of annual trip back to the home country, also covered for family members.** *Induction process**: to integrate employees in their work environment (process run by HR and the direct work environment), and their family into their life-environment (Family welcome function run by various services).** *Dual Careers**:

- No restrictions are in place at CERN with regard to dual hiring of spouses.
- Membership to International Dual Career Network, to facilitate spouses' job search.
- Possibility for spouses to obtain a Swiss work permit (under specific conditions), to attend language courses at CERN, as well as to join the CERN clubs, which offer an array of sports, leisure and cultural activities.

Support to social life

- **Social Affairs Service**: CERN provides members of personnel as well as members of their families with this drop-in service, which offers advice and support in a wide variety of circumstances (professional and private) and guarantees confidentiality. The Service handles requests concerning many different topics, including the education system in Switzerland and France, the support to children with disabilities, employment possibilities for spouses of members of personnel and many more.
- **Clubs: **a diversity of on-site leisure, culture and sport clubs also open to the local communities

(outside CERN) to create social networks.

Further information on the above is available, respectively, at:

- Family-related leave and Child-care facilities: http://cds.cern.ch/record/2194543/files/CERN-Brochure-2016-963-Eng.pdf
- Support structures for spouses and partners: http://diversity.web.cern.ch/spousesupport
- Social Affairs Service: https://hr-dep.web.cern.ch/social/social-affairs-service

UNIGE University of Geneva

Organizational obligations UNIGE: no

In response to very few women employed at UniGE taking maternity leave the UniGE Gender Equality

Plan proposes the following actions:

- Modifications to the regulations possibly including 100% reimbursement for maternity leave and/or funds for researchers unable to work in the lab due to pregnancy.
- Make available information also at human resources for possible available assistance and family management solutions including a brochure 'Parents, suivez le guide!'
- Provide social structures to facilitate parents to organize between them care of children within a network.

UniGe Gender Equality Plan contains the following policies in place to welcome researchers changing career path or returning from a break as well as those in dual careers:

- Follow the welcome and assistance available at the Welcome centre (https://www.unige.ch/collaborateurs2/nouveaux/services/welcomecenter/) specific to those in dual career or to help finding a new changing career path for partners of new employee.
- Continue the Saturday meetings of parents and children organised by the welcome centre.
- Follow the workshops, which aid people in dual careers to integrate in the networks and available activities.
- Organise a colloquia with the theme of mobility and methods to make the necessary travel

during their career less constraining and more equal in terms of gender, social origins and financial resources.
- The Welcome Centre should advise spouses on how to take actions to find jobs in the new town, employees with kids about how to find childcare in Geneva which is a real issue and so on as you can see in http://www.welc.ch/.

SNSF Swiss National Science Foundation

Organizational obligations SNSF: no

The SNSF views mobility as an essential element of an academic career. There are mobility requirements for most career instruments except PRIMA, the career funding scheme for excellent women researchers. SNSF mobility grants specifically foster mobility.

SNSF mobility grants: **Doc.Mobility, EarlyPostdoc.Mobility, Postdoc.Mobility**

- Mobility fellowships are designed for doctoral students (Doc.Mobility) and postdocs (EarlyPostdoc.Mobility, Postdoc.Mobility) who wish to enhance their scientific profile by working at a research institution abroad. The fellowships include a grant towards living costs, a flat-rate for travel expenses and, if justified, a contribution towards research and conference costs as well as matriculation fees. A higher amount may be paid if the grantee is accompanied by members of his or her family (partner, children). These fellowships are awarded for 6 to 24 months, the actual span depending on the scheme. In addition, Postdoc.Mobility grantees can apply for a return grant to finance their initial period of research after returning to Switzerland. The return grant includes a salary and social security contributions and is awarded for 3 to 12 months.

Supplementary measures:

- **Mobility grants in projects**: aimed at doctoral students who wish to improve their scientific profile by going abroad while being employed in an ongoing SNSF research project. A mobility grant can cover travel and living costs as well as fees for conferences and workshops of up to CHF 20,000. It is awarded for six to twelve months. A higher amount may be paid if the doctoral student is accompanied abroad by members of his or her family (partner, children).
- **Flexibility Grant**: aimed at postdocs and doctoral students who have to look after children at an important stage in their career and are therefore in need of more flexibility. The Flexibility Grant offers researchers two options to balance their professional and private lives: on the one hand, it can provide funding to help cover the external child care costs charged to the researcher. On the other hand, it can be used to help finance the salary of a support person, allowing the grantee to reduce his/her work quota. The two measures can also be combined.
- **Gender equality grant**: aimed at young women researchers funded by the SNSF. It offers them additional individualised and flexible support for their career development. An eligible person receives CHF 1000 per 12 months' approved project running time. The grant may be used to finance career support measures, such as mentoring, coaching, conferences and workshops (incl. travel costs), but does not cover family support measures.

For further information on gender equality in research funding at the SNSF see:
http://www.snf.ch/en/funding/directaccess/gender-equality/Pages/default.aspx

Germany

Legal obligations in Germany: no, not in this regard. There are lot of laws relating with internationality and migration.

The German Residence Act (Aufenthaltsgesetz) provides for three ways in which scientists from third countries can obtain a legal residence title in Germany while carrying out their research. If you wish to work at a German research organisation only, you may be able to be issued with a residence title for research purposes. This also applies if you will be researching in other EU Member States as well as at the German organisation, but will be spending most of your overall EU residence period in Germany.

Should most of your residence period be spent in another EU Member State, you will need to apply for a residence title there under Directive 2016/801/EU. This residence title will permit you to research at a German research organisation for a specific period (You will find details further below at “Short-term mobility”, as well as at “Residence permits for mobile researchers”).

Further information for scientists:
http://www.bamf.de/EN/Migration/Arbeiten/BuergerDrittstaat/Forscher/forscher-node.html

Summing up, there are no general obligations for international mobility in Germany. But some international master programs and Graduate schools ask their students to go abroad for some time.

Speaking about Germany in general, there are many public organizations and programs which support the international mobility of scientists.

- DAAD is one of the biggest organization in Germany offering funding to scientists https://www.daad.de/ausland/studieren/stipendium/de/22346-postdoctoral-researchers-international-mobility-experience/
- DFG offers also information and counselling service. http://www.dfg.de/en/research_funding/principles_dfg_funding/diversity/international_mobility/index.html
- The Humbold-Foundations offers grants such as https://www.humboldt-foundation.de/pls/web/wt_show.text_page?p_text_id=1274105
- etc.

KIT Karlsruhe Institute of Technology

Organizational obligations KIT: no

To provide support for outgoing scientists as well as service for hosts here are detailed information on following websites:

- https://ra.intl.kit.edu/img/Fyler_ReserachersMobility_.pdf
- http://www.intl.kit.edu/english/index.php
- http://www.intl.kit.edu/ischolar/6556.php

DESY Deutsches Elekronen-Synchrotron

**Organizational obligations DESY: **no

At DESY, there is a DUAL CAREER SERVICE, where (only!) leading scientists and their partners get support when moving to DESY.

DESY offers its leading scientists a Dual Career service. The accompanying partner can make use of this Service during appointment or after moving to DESY. DESY cares for its employees and would like to make sure that the partner's career does not suffer because of the move. The Dual Career Team supports the partner in looking for suitable career opportunities in the Hamburg metropolitan area. The Dual Career Office of DESY is part of a Dual Career Network in the Hamburg area, which provides further opportunities for entering the job market. Further information: http://www.desy.de/about_desy/career/employer_desy/dual_career/index_eng.html

DESY has a **welcome service **including an International Office. The DESY Welcome Service is the central contact point for all German and foreign visitors, be it a guest scientist, a participant for a conference or a summer student. Assistance comprises information on foreign law, reservation of guestrooms, house hunting, language courses and cultural events. Their aim is to simplify the lives of DESY scientists and their families and to enable them to do first steps in Germany independently. Further information: https://welcome-services.desy.de/index_eng.html , https://welcome-services.desy.de/international_office/index_eng.html

MPG Max-Planck-Society

Organizational obligations MPG: no

The Max Planck Society has developed various service activities to support mobility:

- The Max Planck Society has a Dual Career Service that works closely with companies in regional networks, and offers services to support life partners of scientists in their search for an appropriate job at a new location.
- Max Planck Society has special Welcome Services: many institutes offer local guest care services. For example http://www.mpi-dortmund.mpg.de/students-postdocs/welcome-service
- At 66 Max Planck Institutes, there are International Offices. The International Office (IO) provides information and support for new and prospective foreign scientists coming to the Max Planck Institute. Important issues are for example: Visa and guidance for application, Preparation before departure, How to find a flat & housing questions, First steps after arrival, Financial questions, Medical and liability insurance, Healthcare, Schools and day care in the vicinity, Driving license, Vehicle registration, Visa extension procedure and contacts with German Foreign Office, German and English language courses at various levels etc. For example https://www.biochem.mpg.de/en/facilities/io

In addition to these service activities, there are also internationalization measures and strategies to promote the internationalization of science and mobility.

- **Partner groups **are an instrument for the joint promotion of young scientists with countries interested in strengthening their research through international cooperation. These include India, China, Central and Eastern Europe and South American countries.** *Max Planck Centers**: Scientific cooperation between the Max Planck Institutes and outstanding foreign partners in future-oriented research areas.** *Max Planck Institutes in other countries**: Italy, Netherlands, Luxembourg, USA.

Italy

Legal obligations in Italy: no

INFN National Institute for Nuclear Physics

Organizational obligations INFN: no

International mobility programs LNGS might provide support to non-Italian students and researchers through specific mobility programs.

- The INFN Funding Program 'Spese Soggiorno Ospiti Ricercatori'
- Summer Student at LNGS according to US Dept. of Energy and INFN Summer Exchange Program ('DoE/INFN Summer Exchange Program');
- MAE (Ministry of Foreign Affairs), pursuant to Law 401/90

Further information: https://www.lngs.infn.it/en/international-mobility-programs

INFN has one year (Fellowship Programme offering positions for research activity in Experimental and Theoretical Physics.

Further information for experimental physics: http://www.ac.infn.it/personale/exp_fellowships/ and for theoretical physics: http://www.ac.infn.it/personale/theo_fellowships/

Family support:

- kind of family support for childcare
- money support for employees with children in kindergarten or school before 5 years old
- children facility inside Gran Sasso Laboratory opened during the summer season. During 2018, also Legnaro Laboratory will have an internal children facility for the summer season.

CNR National Research Council

Organizational obligations CNR: no

The **Short Term Mobility (STM) Program **enables Italian scholars to carry out research activities in cooperation with foreign Universities and Research Institutions of clear international standing.

It also enables highly qualified foreign scientists, belonging to foreign Universities and Research Institutions of clear international standing, to be invited to carry out research in cooperation with CNR Institutes so that Italian research can benefit from international activity and research taking place in our country.

CNR does therefore finance short - term stays of 21 days of Italian researchers and 10 days of foreign researchers engaged in international research projects of mutual interest.

The Programme has been implemented with success since 1995, in the framework of the initiatives for the development of international scientific cooperation. In particular, it has allowed the setting up and continuation of many cooperation activities which have brought about high - quality and

important joint research results and the creation and implementation of highly specialized techniques in many different fields.

Further information: https://www.cnr.it/en/short-term-mobility

France

Legal obligations in France: no

CNRS The National Center for Scientific Research

Organizational obligations CNRS: no

The CNRS Gender Equality Plan includes the following measures:

Mobility:

- Address dual career couples issues
- Question the requirement for geographical mobility

Accompany parenthood:

- by informing staff members on the existing measures to support parenthood at CNRS
- by favouring paternal leave and the implication of fathers in the family.

Child- and dependent-care support:

- Develop child care and dependent-care options
- Cover work-travel related costs

Favour aids to child- and dependent-care:

- by organising a system of reimbursements of expenses for child and dependent care in case of professional travel, under certain conditions
- by improving the offers for places in nurseries

Housing support:

- Housing support e.g. for single parents. Further information http://www.cnrs.fr/mpdf/IMG/pdf/planegalite.pdf

CEA The French Alternative Energies and Atomic Energy Commission

Organizational obligations CEA: no, but internal agreement called “convention de travail du CEA”

Measures to support permanent scientists (lasting 1 or 2 years max) making mobility:

Expenses covered at the beginning of mobility:

- Moving expenses and baggage's transport costs (or furniture storage).
- The travel cost (go and back) in economic class is covered for the employee, his/her spouse and the children.
- The health cover (French insurances) is maintained during all the mission. A complementary insurance (civil responsibility and health risk) can be refunded on a case-by-case basis depending on the host country and the hosting organization.

Expenses covered during the mobility:

- A living allowance is provided, which amount is based on the French State officials reimbursement rate and varies according to the host country. This amount is reduced :
    - From the 31st day of mission, the living allowance will decrease of 20%,
    - If the employee is housed or fed by the hosting organization, the living allowance will decrease of 40%,
    - If the employee is housed and fed free of charges by the hosting organization, the living allowance will decrease of 80%.
- School fees can be covered up to the amount of distance learning school registration.
- Once a year for vacation, a round trip towards the main residence in France is covered for the scientist, his/her spouse and the children.

Financial support:

- living allowance which amount varies according to the country of destination and to the costs being supported by the host laboratory
- refund of moving costs
- health care: costs of an additional insurance

Family support:

- costs of tuition fees for children (distance learning)
- travelling expenses for the scientist and his family (once a year, roundtrip to France)

Poland

Legal obligations: Yes

REGULATION OF THE MINISTER OF LEARNING AND HIGHER EDUCATION of October 12, 2006 on the conditions of directing persons abroad for scientific, didactic and training purposes as well as special rights of those persons.

REGULATION OF THE MINISTER OF LABOR AND SOCIAL POLICY of 29 January 2013 on claims owed to an employee employed in a state or local government unit of the budget sphere on a business trip.

JU Jagiellonian University

Organizational obligations JU: Yes

- Regulation No. 10 of the Rector of the Jagiellonian University of March 15, 2007 regarding: Rules and procedure for directing employees, PhD students and students abroad for scientific, didactic or training purposes

- Regulation No. 13 of the Rector of the Jagiellonian University of March 26, 2009
- regarding: changes in regulation No. 10 of the Rector of the Jagiellonian University in 2007 regarding the Principles and Procedure for Directing Employees, PhD Students and Students Abroad for Scientific, Teaching or Training purposes

The JU International Students Mobility Office

The ISO's main responsibilities include:

- Service delivery for international students and PhD students coming to the JU
- Service delivery for students and PhD students who pursue their studies at the JU as holders of scholarships awarded by the Polish party
- Managing accommodation for international students in the dormitories.
- Administering loans and benefits dedicated to international students under the U.S. Department of Education's Direct Loan Program, the U.S. Department of Veterans Affairs - Educational Benefit Programs and Canada-Ontario Integrated Students Loans.
- Giving opinions on agreements on joint doctoral assessment processes and providing information thereon.

Further information: http://www.dmws.uj.edu.pl/en_GB/start

The JU International Visitors' Office

The IVO's main responsibilities include:

- Advice on formalities, including visa/residence permit, registration, health insurance, work - related issues, accompanying/supporting individuals in their direct dealings with the authorities
- Information on finding accommodation
- Counselling and family matters
- Support for JU departments and faculties hosting international guests
- Information on living in Krakow and Poland
- Events for international guests and their families

Further information: http://www.international.iro.uj.edu.pl/en_GB/about/about-welcome-centre

Additionally, the JU supports mobility by offering rooms at its guesthouse to incoming scientists at affordable prices.

The International Cooperation Section of the International Relations Office

Among others the section is responsible for coordinating and registering **ERASMUS+ **agreements (KA1

Mobility for learners and staff) and administrative-financial assistance to staff mobility, in particular:

- collaboration with the Erasmus+ coordinators,
- recruitment for JU staff mobility,
- providing information and assistance to participating staff,
- reports on staff mobility,
- organizing/co-organizing Erasmus Staff Training Weeks at the UJ

Further information: http://www.dwm.uj.edu.pl/en_GB/o-dziale/zadania

HOMING (programme of the Foundation for Polish Science; one of the Polish RFOs)

The programme aims at financing for projects designed as postdoctoral fellowships, carried out by young doctors (postdocs) coming to Poland from abroad.

Eligible applicants:

- young doctors (regardless of nationality) who have had a doctoral degree for not longer than 5 years, where the start of this period is defined by the year of obtaining the degree and the end - by the year preceding the deadline for submitting applications in the competition. The 5-year period may be extended to a maximum of 9 years from obtaining the degree on the terms set down in the competition documentation.
- having stayed outside Poland uninterruptedly for at least 9 months for the purpose of conducting scientific research;
- intending to come to Poland no later than on the project's starting date, or having come to Poland no earlier than in the year preceding the deadline for submitting applications in the competition.

Projects lasting up to 24 months will be financed under the programme. For the duration of the project, the project manager (principal investigator; PI) shall be employed at the unit, with a commitment of at least 60% of a full-time employment for the purposes of project realisation. The Foundation does not determine in any way the maximum amount of the project budget that can be claimed with the competition application, however, for the purpose of estimation, the average budget of the HOMING project is approximately PLN 800,000 for the project lasting 24 months.

Further information: https://www.fnp.org.pl/en/oferta/homing/

Netherlands

Legal obligations in the Netherlands: no

NWO The Netherlands Organisation for Scientific Research

Organizational obligations NWO: no

**Rubicon **aims to encourage talented scientists at Dutch universities and research institutes run by

KNAW and NWO to dedicate themselves to a career in postdoctoral research.

With a Rubicon grant scientists can conduct research for a period up to 24 months at a foreign research institute. The size of the grant depends on the destination chosen and the length of stay. NWO is able to fund around 60 young scientists through Rubicon every year (for a total sum of 7 million euros, spread over three rounds). For many scientists, experience abroad is an important step in their career.

Further information: https://www.nwo.nl/en/funding/our-funding-instruments/nwo/rubicon/index.html

NWO uses various instruments to encourage the influx and promotion of female talent in Dutch science: Funding instruments specifically aimed at women: Aspasia, Athena, Westerdijk Talent Scheme and NWO Physics/f grants.

Programmes:

- Aspasia: https://www.nwo.nl/en/funding/our-funding-instruments/nwo/aspasia/aspasia.html
- Athena: https://www.nwo.nl/en/funding/our-funding-instruments/cw/athena/athena-award.html
- NWO Physics/f grants: https://www.nwo-i.nl/en/nwo-domain-science/research-grants/other-grants/fomf-grants/
- WISE: https://www.nwo.nl/en/research-and-results/programmes/women+in+science+excel

Within NWO, agreements have been made for the procedures of awarding funding in order for women - and men who want to combine work and care - not be put at a disadvantage due to inflexible requirements or unintentional stereotypes.

Work-Life balance:

NWO-I has several favourable employment conditions that must contribute to a positive work -life balance. For example, NWO-I has good facilities such as paid and unpaid parental leave and the possibility of part-time work is offered. A temporary employment agreement of a PhD researcher can be extended under certain conditions, for example due to pregnancy, parental leave or part-time working. Further NWO-I has a regulation for care and calamity leave. A specific regulation provides the possibility of childcare during business trips. Also the general conditions for teleworking, the possibility to purchase and sell holiday leave, and if needs be flexible work times are a stimulus for both women and men to combine their private and working lives as well as possible.

Spain

Legal obligations in Spain: no

IAC Instituto de Astrofísica de Canarias

Organizational obligations IAC: yes

There is an agreement adopted by the Governing Council of the IAC in 2001 regarding mobility of scientists who may want to access a full time position:

“Applicants who prepared their thesis at the IAC have to present accreditations of Complementary Training at other research centres, as stated under point 2 of the official announcement (this period should be either 1 continuous year or 18 accumulated months)”

PhD students and scientists in Spain can apply for different public calls and programmes of mobilit y for financial support. The IAC offers specific facilities for postdoc positions in terms of relocation allowance for the selected candidate: the cost of the flight ticket (booked and issued by the IAC), temporary accommodation for up to two weeks (organised by the IAC) and per diem rate up to two weeks. The maximum IAC will reimburse is 2,000 Euros.

Israel

Legal obligations in Israel: no

Weizmann Institute of Science

Organizational obligations Weizmann Institute of Science: no

Post-doctoral training abroad for 2-5 years is a necessary requirement of most research universities in Israel in order to receive a permanent staff position.

In order to increase the number of women who go abroad for post-doctoral training, the Institute offers a series of grants and programs for young female students and scientists, from all STEM fields.

Encouraging postdoctoral training overseas

- **Post-doctoral research award for women in science (for post-doc training abroad) **
  Weizmann Institute established and operates a national program for post-doctoral research awards to promote women in science. The program began in 2007 and 10 prizes are awarded each year, each up to 20,000 US$ per year for two years, to female Israeli doctoral students from all universities in the country, for outstanding research in Life Sciences, Physics, Chemistry, Mathematics and Computer Science, who are going to pursue post-doctoral training abroad. This award adds to their salary from the host lab or to a dedicated post-doctoral fellowship. So far, 106 awards have been given and a significant percentage of recipients completed their training and were accepted as Faculty members in Israel.
  A committee including senior faculty members (men and women) from different institutions in the country, representing the above fields, selects recipients according to scientific excellence. The President's Advisor for Advancing Women in Science is the program director and chair of the committee. The Advisor keep in touch with the winners, following their success in order to encourage active recruitment of outstanding young female scientists on campus.

- **Post-doctoral research award for women in science (for combined post-doc training in Israel and abroad)**
  The Weizmann Institute launched a new program that allows women to combine post-doctoral training at the Weizmann Institute together with another laboratory abroad. The purpose of this scholarship is to enable outstanding doctoral candidate, who are unable to go abroad for an extended period of up to 5 years, to do research in a laboratory abroad for short periods and thus acquire the exposure and experience of working abroad that are so crucial to the development of a mature scientist. The hope is that this experience will help them to apply in the future for an academic post in Israel. The scholarship amounts 10,000 US$ per year for two years. This is of course, in addition to the stipend given to any post-doctoral fellow at the Weizmann Institute. One fellowship was given in 2015 and one in 2016. The project is managed by Feinberg Graduate School together with the President Advisor for Advancing Women in Science.

- **Meetings of graduate students with returning scientists**
  To encourage outstanding graduates to go abroad and reduce the challenges of traveling to the “unknown” with a family, meetings are held with young female scientists who have recently returned from their post-doctorate abroad and joined the Weizmann Faculty. Some of the meetings include the spouse of the scientists and of the students.

- **Information on post-doc opportunities and financial support for traveling**
  We came to realize that the lack of information regarding post-doctoral training is a deterrent and inhibiting factor and therefore on the institution website we have included information regarding scholarships available to doctoral and post-doctoral fellows and frequently-asked Q&A about this type of travel abroad with a family.

Moreover, partial financial support is given for students traveling to choose a post-doctoral training position abroad.

- **Young mother scientists support for traveling**
  The Institute encourages travel of young scientists and doctoral students to conferences and collaboration abroad. Support is given for young children accompanying mothers or purchasing an airline ticket more expensive because of the limited stay abroad, thus allowing young mothers to travel and take part in the international scientific world.

Romania

Legal obligations in Romania: no

IFIN-HH Horia Hulubei National Institute for R&D in Physics and Nuclear Engineering

**Organizational obligations IFIN-HH: **no

According to mobility support, IFIN-HH has no specific measures/best practice for mobility and this is for the simple reason that in IFIN-HH exists a certain balance (in terms of number of female scientists) and a highly professional quality at both individual and work-team level. Therefore, good mobility is a direct consequence, IFIN-HH being fully compliant with the political, scientific and managerial requirements prevailing in the EU space on this aspect.

IFIN-HH web-site for cooperation and partnerships: http://www.nipne.ro/international/cooperations/

next

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