2025/10/05 19:47	1/2 family_leave
Title:	Family leave ¹⁾
Implementation	
Field(s) of Action:	* Structural Integration of Gender Equality
	* Flexibility, Time and Work Life
	* Gender-inclusive/Gender-sensitive Organizational Culture
Objectives:	* Support during family leave
Target Group(s):	All employees with family responsibilities
Description:	"Family leave includes statutory maternity, paternity and adoption leave where statutory pay (generally up to full salary) is received by one or both new parents, who legally retain their employment post during their absence." Various possibilities to support mothers, fathers and parents are provided by different research organizations. Following some good practice examples are briefly described. In the UK and Ireland, the state does not pay the full salary of employees on statutory maternity leave. However, most RPOs and universities have a policy to provide 100% of their salary to their employees on maternity leave, including researchers whose salary is funded through research grants, which can leave the RPOs and universities financially exposed in these circumstances. In order to remove any perceived barrier towards the hiring of women researchers, UKRIR Research and Innovation and the Science Foundation Ireland provide additional funding to RPOs and universities to supplement the statutory maternity pay to 100% of the employee's salary when team members funded through research grants take a period of maternity or adoptive leave. Swiss National Science Foundation (SNSF) In the case of adoption, where the customary local rules provide for less than two months' adoption leave, the Swiss National Science Foundation will finance a full two-month leave and the continued payment of salary. Additionally, if it is necessary to employ a replacement to ensure the successful continuation of the research work during maternity or adoption leave, SNSF may approve such an arrangement and take responsibility for the corresponding additional costs. Swiss National Science Foundation (SNSF) Mobility grant holders (early and advanced postdocs) at the Swiss National Science Foundation who become fathers may be granted paid paternity leave of up to four months in the course of a fellowship, if applied and justified, beyond the provisions of the Swiss welfare system. Research Foundation Flanders (FWO) Mobility grant holders
More	Only a few links as example: * http://www.dfg.de/en/research_funding/principles_dfg_funding/equal_opportunities/index.html * http://www.sfi.ie/funding/sfi-policies-and-guidance/gender/ *
information:	f

l) 2)

Science Europe (2017): Practical Guide to Improving Gender Equality in Research Organizations; online available at: https://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf

https://www.ukri.org/files/termsconditions/rcukukriterms/maternity-adoptive-maternity-support-and-parental-leave-pdf1/ Further information can be found at the homepages of the individual organizations. Last update: 2019/07/31 15:21

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https://www.genera-network.eu/ - Gender Equality Network in Physics in the European Research Area

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