Title: **|Family leave[1)]| |Implementation|  | |Field(s) of Action:|**@#F5A9A9: * Structural Integration of Gender Equality | |::: |@#A9F5D0: * Flexibility, Time and Work Life | |::: |@#A9E2F3: * 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."***[2)]
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, UKRI 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)
PhD and postdoctoral fellows can benefit from the statutory 15 weeks of maternity leave or of paternity leave; additionally, unpaid parental leave is possible, either full-time or part-time. During periods of maternity leave and full-time parental leave, additional tasks, which host institutions may require from FWO-funded PhD or postdoctoral fellows, are suspended and the grant recipient's salary is covered by default.
German Research Foundation (DFG)
Researchers can apply for extra funding, for example for an assistant in the project to carry out routine work, while on maternity leave or when working part-time.
Science Foundation Ireland (SFI)
No-cost grant extensions and reporting extensions during and after family-related leave can be granted. The SFI Maternity/Adoptive Allowance provides funding that can be used to hire additional staff to support the administration of the project, to hire a replacement team member or to extend the project so that the team member can complete their work after returning from family leave.
National Institute for Nuclear Physics (INFN)
Grant extensions during maternity or parental leave are guaranteed and it is financially supported by the national social system (80%) and INFN (20%).
Spanish National Research Council (CSIC)
CSIC is a public RPO, therefore maternity (16 weeks) and paternity (two weeks) leaves and measures are regulated and follow the government legislation. There is a 'breastfeeding leave' of one hour reduction per working day until the child is 12 months old. CSIC also has a kindergarten close to the headquarters for the children of CSIC employees.
Swedish Research Council (VR)
The salary of the researcher on parental leave is provided by the national social system (about 80%). Often the hosting university complements the national social system up to 100%.
UKRI Research and Innovation **
A specific briefing on UKRI Family and shared parental leave and pay. This comprehensive briefing provides information relating to Maternity, Paternity and Adoption Leave and Pay from the Terms and Conditions of Grants and Training Grants; and the UKRI Training Grant Guide and Research Council Funding Guides. It is intended primarily for Research Council funded students and researchers to assist their discussions with their supervisors and line managers; it will also be useful for staff in research offices, HR and equality and diversity specialists.| |More information:|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/
*
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.

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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

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

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