

<b>Title:</b>	<b>No-cost Extensions</b> <sup>1)</sup>
<b>Implementation</b>	
<b>Field(s) of Action:</b>	* Flexibility, Time and Work Life * Gender Dimension in Research and Education
<b>Objectives:</b>	* To extend the research grant
<b>Target Group(s):</b>	All grant holders at the organization
<b>Description:</b> \\	<p><i>"A no-cost extension is permission to extend the duration of the project without extra funding."</i><sup>2)</sup></p> <p>Various possibilities of an extension of research grants caused by family leaves are provided by different research organizations. Following some good practice examples are briefly described:</p> <p><b>German Research Foundation (DFG)</b> At the German Research Foundation, fellowships are extended by three months for new mothers, based on the three-month national statutory maternity leave. Men and women fellows with children can extend their fellowships for up to 12 months. Alternatively, unused months from this extension can be converted into funding for child-care costs.</p> <p><b>Research Foundation Flanders (FWO)</b> At FWO, PhDs and postdoctoral fellowships can be suspended during pregnancy/maternity or parental leave, in which case a no-cost extension is automatically granted. Additionally, beneficiaries of a pre- or postdoctoral fellowship at FWO, who may be required to perform a certain amount of additional tasks by their host institution - such as teaching, clinical tasks or administrative duties - are relieved from these obligations during periods of maternity/paternity leave.</p> <p><b>Swiss National Science Foundation (SNSF)</b> The Swiss National Science Foundation may, at the grantees' request, extend the duration of the grant so that it covers the period of continued salary payments in the event of maternity, adoption or other periods of absence. The grant may be extended by one year at the most.</p>
<b>More information:</b>	Further information can be found at the homepages of the individual organizations.

<sup>1)</sup> <sup>2)</sup>

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://eige.europa.eu/sites/default/files/se_gender_practical-guide.pdf)

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