Title: **|Time Flexibility[1)]| |Implementation|  | |Field(s) of Action:|**@#F5A9A9: * Structural Integration of Gender Equality| |::: |@#A9F5D0: * Flexibility, Time and Work Life| |Objectives:|* To assess the status quo of an organization**
*** To get a starting point on (structural) changes| |Target Group(s): |Management and Leadership**
All employees in research| |Description: |As most of employees report that having flexibility in research grants, is an important aspect of an academic / research career, it is necessary to create a work environment, which allowed flexible work time models as well as extensions of a project.
Various approaches of data collection are provided by different research organizations. Following some good practice examples are briefly described:
****Austrian Science Fund (FWF)**
All applications from independent researchers allow for time flexibility. This researcher is defined as a principal investigator whose salary is to be paid from the funding provided for the project; this disposition is available in a series of programs.
Research Foundation Flanders (FWO)
PhDs and postdoctoral fellowships can be suspended during pregnancy, family or parental leave. The grant period for research positions is extended with family and parental leave, in which case a no-cost extension is automatically granted.
Danish Council for Independent Research (DFF)
DFF allows grant holders to apply for a no-cost extension to extend the project of a time equivalent to the statutory maternity leave taken by the grant holder and other members of the research team.
Science Foundation Ireland (SFI)
Research grants can be managed on a part-time basis by grant holders. For selected career development grants, such as the Science Foundation Ireland Industry Fellowship, flexible time commitment is built into the program call and is approved at the evaluation stage. For these and other research grants of larger scale, requests to change from full- to part-time are considered at grant management stage, and dealt with on an ad hoc basis.
National Institute for Nuclear Physics (INFN)
Working time for all researchers is flexible.
Netherlands Organisation for Scientific Research (NWO)
No-cost extensions are usually granted up to 16 weeks or longer if extra (not paid for by the government) parental leave is taken with a usual maximum of three months.
Spanish National Research Council (CSIC)
Pre-doctoral and postdoctoral contracts can be extended for a period equal to the duration of family leave.
Swedish Research Council (VR)
Grant pauses with extended time for parental leave are guaranteed by VR.
UK Research and Innovation (UKRI)
UKRI allows grant holders to apply for a no-cost extension to extend the project for up to 12 months following statutory maternity leave taken by a team member. The policy applies to funded team members including students, but not to grant holders or pooled staff. Training grants allow for studentships to be extended by 12 months.

More information:	Further information can be found at the homepages from the individual organizations.

1)

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

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