

Guidelines for gender equality grants

1 What is a gender equality grant?

The SNSF aims to foster equal opportunities between men and women in research funding. In this context, the gender equality grant can be used to finance flexible and individualised measures aimed at facilitating the career development of early-career women researchers working in SNSF funding schemes.

2 Formal requirements

Who can benefit from a gender equality grant?

Early-career women scientists (doctoral candidates and postdocs), as well as female employees of universities of applied sciences without a doctorate, are entitled to a gender equality grant. The following persons are eligible:

- a) Grant holders under SNSF career funding schemes (with the exception of Eccellenza and Transitional Measures Horizon Europe),
- b) SNSF-funded female collaborators who are employed at a Swiss institution.

A work-time percentage of 60%, funded by the SNSF, is generally a prerequisite. The SNSF may approve exceptions, e.g. if the work-time percentage is 100%, but only half of it is funded by the SNSF. Doctoral students may be awarded a Gender Equality Grant irrespective of their work-time percentage.

Which funding schemes are eligible?

The gender equality grant for staff members belongs to the category of eligible costs for the following funding schemes (non-exhaustive list):

- a) Projects in all disciplines (SSH, MINT, LS, interdisciplinary)
- b) Spark
- c) SPIRIT
- d) NRPs
- e) FLARE
- f) International cooperation programmes
- g) Eccellenza
- h) PRIMA
- i) Ambizione
- j) Practice-to-Science
- k) BRIDGE Discovery and BRIDGE Proof of Concept
- l) Transitional Measures Horizon Europe: SNSF Advanced Grants, SNSF Consolidator Grants, SNSF Starting Grants

The gender equality grant for grant holders belongs to the category of eligible costs for the following SNSF funding schemes:

- a) Ambizione
- b) PRIMA
- c) Doc.CH
- d) Postdoc.Mobility
- e) BRIDGE Discovery and BRIDGE Proof of Concept
- f) SNSF Swiss Postdoctoral Fellowship
- g) Practice to Science

How high is the gender equality grant?

The gender equality grant for one entitled person amounts to CHF 1,000 per 12 months' project duration. Incomplete years are not eligible.

Examples:

- a) For a fellowship of 18 months' duration, the fellowship holder may be granted a maximum of CHF 1,000.
- b) In the case of a project running time of 32 months, a staff member may be granted CHF 2,000.

How can the gender equality grant be used?

In order to promote equal opportunities, the gender equality grant can be used to cover the costs of measures in favour of the career development and networking of early-career women researchers. The gender equality grant is not meant to be used to cover family support measures (e.g. childcare costs).

The following list gives an overview of what is funded. However, it should not be regarded as exhaustive so as not to exclude useful new measures:

Mentoring: participation costs, travel expenses if the mentor is based abroad, attendance of events within the scope of the programme.

Coaching: (individual and in groups) for CV check, research proposals, appointment to a chair, career planning, enhancement of scientific profile, etc.

Courses and workshops: training concerning appointment to a chair, problem-solving and conflict management, presentation skills, acquiring third-party funds, publishing, communication training, etc. (including travel expenses).

Networking events: travel expenses for events in Switzerland and abroad (also for conferences), travel expenses for specific networking events, organisation of one's own networking events.

3 Procedure

The gender equality grant belongs to the category of eligible costs. It is debited to the project funds, but does not have to be applied for, neither in the project application nor via a supplementary grant during the running time of the project (except for fellowships).

Deficit guarantee

The costs for the gender equality grant are covered by a deficit guarantee. If project funds are still available, they may be used to finance the gender equality grant. If the necessary amount is not covered via existing project funds, a compensatory payment may be initiated in the final financial report, provided that reference is made to the corresponding receipts.

Fellowship holders

Applications for gender equality grants may be submitted as of the start of the fellowship until two months prior to its expiry at the latest. Only researchers whose mobility fellowship lasts for at least 12 months (approved duration) are eligible. The application must contain detailed information on the planned measure and must be submitted to the Administrative Offices via e-mail (pm@snf.ch). The gender equality grant is credited to the fellowship holder's account via a supplementary grant. Fellowship holders who have received a gender equality grant are requested to submit a financial report via mySNF when the fellowship ends. For this reason, all the relevant receipts must be kept.

4 Documents on the gender equality grant

The documentation on gender equality grants consists of:

- the "Guidelines for gender equality grants", which provide comprehensive information for eligible persons, grant administration offices and applicants.
- General implementation regulations for the Funding Regulations (For BRIDGE: Regulations on BRIDGE Proof of Concept grants/ Regulations on BRIDGE Discovery grants)

The documents can be found on the SNSF website (www.snf.ch) and on the electronic platform mySNF (www.mysnf.ch). The Guidelines for gender equality grants are not legally binding. They are based on the Funding Regulations of the SNSF and the General implementation regulations for the Funding Regulations.