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# Guidelines for gender equality grants

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SCHWEIZERISCHER NATIONALFONDS  
ZUR FÖRDERUNG DER WISSENSCHAFTLICHEN FORSCHUNG

## 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 young women researchers working in SNSF funding schemes.

## 2. Formal requirements

### Who can benefit from a gender equality grant?

Young women scientists (doctoral students and postdocs) as well as researchers without a doctorate at universities of applied sciences are entitled to a gender equality grant. The following persons are eligible:

- a) Beneficiaries of SNSF career funding schemes (with the exception of Eccellenza),
- b) Female collaborators in SNSF-funded projects and career funding schemes 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.

### Which funding schemes are eligible?

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

- a) Projects in all disciplines (Div. I-III)
- b) Interdisciplinary projects
- c) Sinergia (for each sub-project)
- d) Spark
- e) NRPs
- f) FLARE
- g) International cooperation programmes
- h) Eccellenza (only for staff members)
- i) PRIMA
- j) Ambizione (incl. PROSPER, SCORE, Energy)
- k) Practice-to-Science

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

- a) Ambizione (incl. PROSPER, SCORE, Energy)
- b) PRIMA
- c) Doc.CH
- d) Doc.Mobility
- e) Early Postdoc.Mobility
- f) Postdoc.Mobility
- g) Spark

### **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 young 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.

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 ([fellowships@snf.ch](mailto:fellowships@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.

#### **Contacting the Administrative Offices**

If you have any questions or need further information, please get in touch with the responsible division of the Administrative Offices by phone or e-mail; alternatively, you can contact:

Gender Equality in Research Funding

Tel: 031/308 22 22

E-mail: [equality@snf.ch](mailto:equality@snf.ch)

#### **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](#)

The documents can be found on the SNSF website ([www.snf.ch](http://www.snf.ch)) and on the electronic platform mySNF ([www.mysnf.ch](http://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.