



AND PARENTHOOD



Flexible Ways to Carry out the Project (to provide for maternity/parental leave and family)

- Postpone the project start date
- Pause an on-going project
- Reduce the workload and/or change the type of employment (using employment-like agreements)
- Replace the Principal Investigator on temporary basis

On average,

9 scientists per year request a pause in their projects due to maternity and parental leave.

Flexible Deadlines & Time Limits

- Possible postponement of the evaluation of the Final Report (up to 36 months after the end of the Project solution)
- Automatic extension of the maximum time span between the completion of a Ph.D. and the submission of Project Proposals due to maternity or parental leave, long-term illness or long-term care of a family member or relative



Funds & Financing

- Inclusion of the living expenses of a family member within the long-term POSTDOC INDIVIDUAL FELLOWSHIPS
- Inclusion of childcare (and care of other dependents) expenditures in the project costs
- Reimbursement of the sick-child social benefit even when children are placed in quarantine



Project Evaluation

- Career breaks to care for family are taken into account during the evaluation of the Project Proposal and the results of the Project
- The Czech Science Foundation ensures that institutions receiving grant funds promote equal opportunities for all employees - for example, through gender equality plans

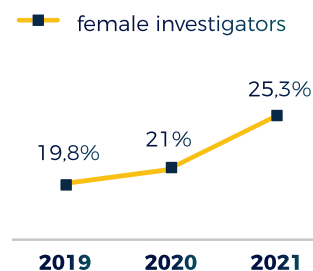


The Ever Increasing Number of Female Investigators of Czech Science Foundation Projects

560
project
proposals
submitted
by women
2019



771
project
proposals
submitted
by women
2021



Need advice?

 Maternity and Parenthood Guide in Tender Documents (in Czech only) (<https://bit.ly/3CsQcVE>)

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