

## Guidelines for the Parental Leave Support

### 1. Scope

When both parents have more capacity to take responsibility for childcare and housework, mothers can recover better from childbirth and it facilitates the reconciliation of childcare and career. Supporting both parents to take over a more active role in family work and to spend more time with the newborn child can lay the foundation for shared care-work on a long-term basis. Furthermore, the support of parental leave will support a change in gender role stereotypes and contribute to equal opportunities in a long-term perspective.

### 2. Description of the Parental Leave Support Measure

The NCCR RNA & Disease reserved funds to cover the salary of PhD students or postdocs for up to six weeks of parental leave. Fathers of a newborn child, or partners in same-sex couples, who are legal guardians of a newborn child, are eligible to apply for the parental leave. The paternal leave can be taken during maximum six weeks with an up to 100% salary compensation; or over an extended period with a respectively reduced salary compensation (e.g., 50% compensation over twelve weeks). The parental leave shall preferably be taken as one continuous block. If the workplace already provides for extended leave (e.g., for employees of the ETH Domain), this will be taken into account so that the total leave amounts to a maximum of 8 weeks.

Together with the two weeks' paternity leave funded by the earning compensation scheme in Switzerland (and any extended leave granted by the employer), male researchers can take up to two months' fully paid paternity leave in total. This scheme will run until the reserved funds are depleted.

### 3. Eligibility and Requirements

PhD students or postdocs are entitled to apply to the parental leave support under the following conditions:

- 3.1. The recipient of parental leave compensation is the legal guardian/parent of the child. This can be the father of the child or the partner in same-sex couples with a child.
- 3.2. The applicant is a PhD student or postdoc employed in an NCCR RNA & Disease member or associate member laboratory with a work-time percentage of at least 80% at the time of application.
- 3.3. The parental leave must be taken within one year of the birth of the child.
- 3.4. The applicant's supervisor agrees with the application of the researcher and the concomitant break from research activities.

### 4. Eligible costs

- 4.1. The NCCR RNA & Disease covers up to 100% of the applicant's salary, which the applicant received on average during the last three months prior to application.

### 5. Required documents

- 5.1. CV of the applicant
- 5.2. Motivation letter: must contain a motivational statement why the applicant wishes to receive the parental leave support and a brief discussion on the plans during the leave with the expected benefits of the support measure. The length of parental leave provided by the employer and the desired length of the parental leave covered by the NCCR should be indicated.
- 5.3. Letter of agreement from the applicant's supervisor (as delineated in 3.4)
- 5.4. Proof of childbirth and father-/parenthood. The child-parent relationship is established via legal marriage with the mother or recognition of paternity. If the application is submitted before the birth of the child, a confirmation of pregnancy with the expected date of birth and (if the couple is not legally married) a written statement about the parenthood by the mother is required.
- 5.5. Payroll of the three months prior to the application.

### 6. Submission of applications and deadlines

- 6.1. The applications must be compiled by the applicant and submitted as a single pdf file to [office@nccr-rna-and-disease.ch](mailto:office@nccr-rna-and-disease.ch).
- 6.2. Applications may be submitted at any time.
- 6.3. The applications are granted on a first-come-first-served basis given the requirements under point 3 are fulfilled and the application is positively evaluated by the NCCR.
- 6.4. The NCCR RNA & Disease has reserved special funds for the implementation of the parental leave. This arrangement will apply until the reserved funds are depleted.