

**CALL - Swafs-09-2018-2019**

> support to research organisations to implement gender equality plans  
Type of Action: Coordination and support action  
Project duration: at least 48 month  
Grant: 2,5 – 3,0 million Euro  
Partners: 8-10 RPOs  
**Deadline: 02.04.2019**

**STATE-OF-PLAY**

Science is key for society and economy, but science remains male. This perception needs to be changed by structural transformation of Research Performing Organisations (RPOs) and empowerment of women in academia at all levels.

Gender equality is a key priority for the European Union and its projected European Research Area (ERA). By means of the funding tool **Swafs-09-2018-2019** the EU is inviting RPOs take action on implementing gender equality plans (GEPs) tackle existing gender inequalities.

The Equal Opportunity Office from Leipzig University is developing a project proposal (working title: Gender & Equality @ Science, GEQUS, based on its own experiences by implementing gender mainstreaming strategies on its local level.

The GEQUS project is aimed to create a participatory discourse for the implementation of

GEPs and increase diversity in research on European level. GEQUS focusses on the implementation of actions with regard to human-resources-management, funding, decision-making and research programmes in RPOs. Supported by high management and impact drivers of each RPO the project is broaden to research funding organisations (RFOs) to assure the sustainability and dissemination of the project's outcome. We will focus on scientific fields of education, mathematics and informatik/IT.

**OBJECTIVES of GEQUS Project**

- removing barriers to the recruitment, retention und career progression of female researchers,
- addressing gender imbalances in decision making processes,
- strengthening the gender dimension in research programs,
- improving working conditions and enhances work-life-balance,
- transnational transferability of knowledge.

**OUTCOME**

After a first GEAR-tool cycle the RPOs initiate revisited GEPs to continue the efforts undertaken so far. So the consortium develops individual GEPs and the prototype of a transnational GEP as a handbook.

**REASONS FOR PARTICIPATING**

- network of GEP-working RPOs for exchange of experiences, knowledge and competences
- continuous assessment about gender bias
- competitive advantage by challenging bias in recruitment and career of female scientists
- unique national selling point in GEP-using in fields of science
- up-to-date gender equality plan and recommendations for gender equality tools
- access to funding, resp. establishing gender fair funding structures

**WANT TO JOIN US?**

Leipzig University aims to create an innovative consortium to develop GEPs in RPOs. For further information and to deposit your interest in participation please contact us.

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Equal Opportunity Office**

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