Invitation to apply for stimulus funding for even gender distribution among Lund University’s professors

Background
The University Board has observed an uneven gender distribution in recent years among teaching staff, and professors in particular. In the University budget for 2015 and 2016, the University Board allocated extra stimulus funding of SEK 8 million, of which SEK 2 million are to be used in the spring of 2016, in order to promote even gender distribution among professors at Lund University. The funding is intended to encourage long-term and sustainable work to promote an even gender distribution among Lund University’s professors, as part of the work on gender mainstreaming at the University.

Invitation
The University is now inviting the faculties/equivalents at Lund University to apply for funding for clear and active measures aiming to promote even gender distribution among professors in their respective faculties/subjects.

Deadline for applications: **12 January 2017**.

Conditions
Initiatives to promote even gender distribution are to be of a long-term nature, as sustainable change is important. The measures shall be free from direct or indirect discrimination, such as affirmative action.

- Every faculty/equivalent can apply for funding of up to SEK 750 000. The dean will make a shortlist of the applications supported by the faculty up to the amount of SEK 750 000. It is an advantage if the dean justifies the shortlist in a signed cover sheet to the submitted applications.
- The funds are to be used for planned active measures. The measures may have been initiated in 2016, but are to start at the latest in 2017.

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1 “Active measures” mean taking such preventive and promoting action that can reasonably be required to combat discrimination and in other ways promote equal rights and opportunities regardless of gender in an organisation. The active measures are to contribute to lasting change. More information is available in the government report on changes to the Discrimination Act that are to take effect on 1 January 2017 ([SOU 2014:41](http://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equal-opportunities)).
• The funds may not be used for funding of regular activities in education or research.
• A problem description and risk and impact analysis are to be completed and used as documentation for the active measures.
• It is an advantage if the aim of the measures is also for the faculty/equivalent to clearly work for gender mainstreaming and a gender-integrated organisation, both at professorial level and in other parts of the organisation.

The application
If a faculty submits more than one application, all applications are to be submitted simultaneously.

The application is to contain the following information:
1. What the planned measures are,
2. how the measures will be organised (responsibility, authorisation, cooperation and similar),
3. budget for the measures including any overhead costs,
4. what funding the faculty will contribute,
5. how the faculty management has been informed about the measures,
6. timetable for the measures,
7. what the expected effect will be in the long and short term, and
8. how and when the faculty/equivalent will follow up and evaluate the results.

The application is to be signed by the dean/equivalent of the faculty/equivalent at Lund University.

Apply in PDF format and state reg. no STYR 2016/1198. Send to: jol@pers.lu.se

Follow up
Reporting and follow-up relating to the granted funding and implemented measures are to be carried out on two occasions, at the latest 31 October 2017, in view of the annual report, and in conjunction with the completion and evaluation of the measures. The reports are to be sent to: jol@pers.lu.se.

The reports will be followed up by the Management Group for Gender Equality and Equal Opportunities, which then reports to the vice-chancellor and the Vice-Chancellor’s Management Council.

Questions
If you have any questions concerning the invitation to apply, these can be answered by Lena Lindell, HR consultant at Human Resources and secretary of the Management Group for Gender Equality and Equal Opportunities, and Anna Maria Drake, vice-dean of the Faculty of Medicine and chair of the Management Group.

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2 Lund University has been tasked by the Government to implement gender mainstreaming in its activities 2016–2019. The mainstreaming is to focus on recruitment (staff) and widening participation (students). Please contact vice-dean Anna Maria Drake or human resources consultant Lena Lindell at jol@pers.lu.se. Read more about gender mainstreaming on the website of the Swedish Secretariat for Gender Research.
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Processing of applications and decision on allocation
The vice-chancellor makes a decision on the allocation of funds after the applications have been processed by a working group appointed by the Management Group for Gender Equality and Equal Opportunities.

Next opportunity to apply
Provided that the University Board decides to allocate funding for even gender distribution among Lund University’s professors for coming years, there will be a further opportunity to apply for funding in October 2017.