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

Background
In the University budgets for 2015, 2016 and 2017 the University Board allocated extra stimulus funding, a total of SEK 12 million of which SEK 2 million were allocated in 2016 and SEK 1.8 million in 2017, in order to promote even gender distribution among professors at Lund University. The funding is intended to stimulate long-term and sustainable activities to achieve an even gender distribution among Lund University’s professors, as an element of the University’s activities with regard to gender mainstreaming.

Invitation
The University is now inviting the faculties/equivalents at Lund University to apply for funding for clearly active measures1 aiming to promote even gender distribution among professors in their respective faculties/subjects.

Application deadline: 26 January 2018.

Conditions
Initiatives to promote even gender distribution should be of a long-term nature, as sustainable changes are important. The measures shall be free from discrimination2.

- Every faculty/equivalent can apply for funding of up to SEK 750 000. The dean is to rank the applications endorsed by the faculty in order of priority

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1 “Active measures” refers to the prevention and promotion measures that can reasonably be required to combat discrimination in an organisation and in other ways support equal rights and opportunities regardless of gender. The active measures are to contribute to lasting change. Read more about anti-discrimination work on the HR website and the website of the Discrimination Ombudsman.

2 A simplified description of discrimination according to the Discrimination Act is that someone is treated offensively or less favourably than someone else. This disadvantageous or offensive treatment is to be associated with one of the seven grounds of discrimination. Discrimination can be direct or indirect. Lack of accessibility, harassment, sexual harassment and instructions to discriminate are also forms of discrimination. Read more on the website of the Discrimination Ombudsman.
up to a total amount of SEK 750 000. It is recommended that the dean justifies the ranking in a signed cover sheet to the applications submitted.

- The funds are to be used for future active measures. The measures are to commence in 2018.
- The funds are not to be used to fund regular teaching or research activities.
- A completed description of the problem, preferably supported by a risk and impact assessment\(^3\), is to inform 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\(^4\) and a gender-integrated organisation, both at professorial level and in other parts of the organisation.
- Applications for funding to continue an already funded project must include a report on the part of the project that has already received funding.

**Application procedure**

If a faculty submits several applications, all applications are to be sent simultaneously. The application is to be signed by the dean/equivalent of the faculty/equivalent at Lund University.

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 OH funds,
4. what resources the faculty will contribute (time, premises and similar),
5. timetable for the measures,
6. what the expected effect will be in the long and short term, and
7. how and when the faculty/equivalent will follow up and evaluate the results.

**Application deadline: 26 January 2018.**

Apply in PDF format and state reg. no STYR 2015/1306. Send to: jol@pers.lu.se

**Follow-up**

Reporting and follow-up relating to the granted funding and implemented measures is to be carried out on two occasions, at the latest 31 December 2018 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

\(^3\) In this context, a completed risk and impact assessment means that the funding is not to be used for the investigation and analysis of a problem. The intention is that the funding is to be used for active measures to minimise or remove the problem. The scope of the risk and impact assessment depends on the nature and complexity of the problem.

\(^4\) Lund University has a government remit to implement gender mainstreaming of its activities in 2016–2019. The focus of the mainstreaming process is placed on recruitment (staff) and broadened recruitment/widening participation (students). Please contact vice-dean Anna Maria Drake or human resources consultant Lena Lindell via jol@pers.lu.se. Read more about gender mainstreaming in Vägledning för jämställdhetsintegrering av högskolor och universitet, National Secretariat for Gender Research.
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, Human Resources (expert of the Management Group for Gender Equality and Equal Opportunities), Jenny Pobiega, Student Affairs (expert of the Management Group for Gender Equality and Equal Opportunities) and Anna Maria Drake, Vice-Dean of the Faculty of Medicine (chair of the Management Group for Gender Equality and Equal Opportunities). Questions are to be sent to jol@pers.lu.se

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 call for applications
Provided that the University Board will allocate stimulus funding for even gender distribution among professors for the upcoming year, a new call for applications will be issued in October 2018.