

# Module

## Gender Equality Measures in Research Networks

A module can only be applied for within the appropriate modularised programme. To determine which modules are available to you, please consult the DFG's programme guidelines relevant to your proposal.

### I. Objective

Promoting equal opportunities for men and women is of special importance to the DFG and rooted in its statutes.

To help accomplish this goal, this module can be used to request funds for targeted measures to promote gender equality in science and academia and to help researchers combine career and family.

### II. Description

The measures funded through this module should help to

- increase the number of female researchers at the project management level;
- increase the career qualifications (in addition to academic qualifications) of early-career female researchers working in the network;
- make jobs in science and academia more family friendly.

The grant is earmarked and may be supplemented with other network funds if necessary. The amount that can be awarded under this module varies according to the type of research network. For details, please see the respective programme guidelines.

Networks can use this funding under the following conditions:

- The funds may only be applied to measures benefiting researchers in the network.
- Because women are underrepresented at the management level in science and academia, career advancement measures designed to promote gender equality can only be funded if they benefit women, especially those in the early stages of their careers.
- Basic childcare must be ensured by the host institution. The DFG expects – especially from universities – that ongoing support be provided to parents in the form of need-based childcare services.

The DFG can only help fund childcare outside of the regular operating hours of local day-care centres and to the extent that project-related reasons prevent parents from looking after their children. In addition, DFG funding may be used to pay for childcare in areas with a significant shortage of childcare slots (typically for children under the age of two or three). Such measures must be financed through the university or a contractor of the university (i.e. direct payment to parents are not permissible).

The regulation against preferential treatment under German budget law must be observed. Accordingly, persons receiving DFG funding may not receive a higher compensation than persons paid under locally applicable collective-bargaining law, including any fringe benefits.

- Activities for which funding has already been awarded elsewhere, such as the participation of researchers in conferences or invitations to visiting researchers, cannot be funded with gender-equality grants. It is expected that any funding awarded for such measures be used according to equal opportunity principles.
- Gender-equality funding awarded to several research networks may be pooled for joint measures.

### **III. Special Provisions for Collaborative Research Centres and Research Training Groups**

Please note that Collaborative Research Centres and Research Training Groups are expected to present a strategy to promote gender equality even if this module is not submitted.

### **IV. Proposal Instructions**

Describe what gender equality measures are planned and state how much funding will be requested. The strategy should be tailored to the needs of the research network and — especially for Collaborative Research Centres and Research Training Groups — relate to existing measures at the host university as described in the general section of the proposal.

Examples for the proper use of funds and additional information on proposal submission, the review process, and other programme-specific funding opportunities for measures to promote gender equality can be found in the respective usage guidelines, programme guidelines, and at

[www.dfg.de/en/research\\_funding/principles\\_dfg\\_funding/equal\\_opportunities/index.html](http://www.dfg.de/en/research_funding/principles_dfg_funding/equal_opportunities/index.html)