



Principles for the handling of department resource B. Degrees in doctoral education

The funds allocated by the faculty as part of “Department Resource B. Degrees in doctoral education” are with deduction for Study support to be used within the department for equal opportunities measures. The goal is twofold: to support equal opportunities within all job positions and educational programmes at the department, to facilitate the return to work of staff from parental leave and to actively work for a good work environment and good working conditions for everyone.

The funds will be used for initiatives judged to contribute positively to equal opportunities at the department. Available funds for projects are announced four times a year. The Head of Department decides how funds will be used after assessment by the Equal Opportunities Group and in consultation with the Equal Opportunities Representative. Decisions are reported at the next board meeting. Beyond these announcements of available funds, the Equal Opportunities Representative, in consultation with the Equal Opportunities Group, can propose how funds should be used for equal opportunities projects coordinated by the Equal Opportunities Group. Finally, certain staff groups can apply for funds to facilitate the return to work after parental leave. The guidelines for this can be found in the appendix to this decision.

The Head of Department makes decisions on fund allocation to these types of projects and these decisions are reported at the next board meeting.

These principles have been drawn up by the Head of Department in consultation with the Equal Opportunities Representative and based on discussions in the Equal Opportunities Group.



Guidelines for application for equal opportunities funding in connection with parental leave

This funding aims to support staff coming back from parental leave, to give them the opportunity to maintain/continue their research during/after their period of leave.

Amount that can be applied for: applications up to approximately 150 000 SEK including indirect costs are recommended.

Qualified to apply:

- Professors
- Associate Professors
- Assistant professors
- Adjunct lecturers
- Researchers
- Postdocs

at the Department of Information Technology (employed by Uppsala University) – regardless of gender – if they plan to be on parental leave for a period corresponding to a total of at least 6 months full time during one year (12 consecutive months).

Application: is made by the person who will go/has been on parental leave, but the content of the application and the expected positive effects of a granted application should be discussed with the Head of Division before submission. Only one application is allowed for the same parent and child. Application can be made at the earliest 6 months before the start of the parental leave and at the latest 3 months after the end of a period of parental leave.

The application should not exceed 2 pages and shall include:

- information about the applicant's current employment at UU, including data about when the employment started and is expected to end
- information about the planned period of parental leave (including already used time)
- information about how the funding will be used and what effect the use of the funding will have with respect to the applicant's situation after the parental leave
- description of how the application has been discussed with the Head of Division

Examples of what the funding could be used for:

- Purchase of research equipment and consumables¹
- Costs associated with conference attendance, travel, accommodation, research visits etc²
- Staff or own salary

¹ The funding must be used during the time of the applicant's employment at UU and shall not be used to prolong the employment of the applicant.

² If there are no other options to get funding from the applicant's Division for this



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Note that this funding should not be used to pay for open-access publication fees. Given Uppsala University's policy for open access, it is expected that these costs should be covered by the Division/Department whenever external funding is not available. Note also that procurement rules need to be followed and the applicant should get the okay from their Head of Division first.

The application should be sent as e-mail to equalopportunities-request@lists.uu.se

Decision: The decision that will be sent to the applicant is taken by the Head of Department after recommendation by the Equal Opportunities Group, normally within two weeks of receiving a complete application.

Payment: Payment is made to the applicant's division after the money has been used.

Responsibility of the division: It is the responsibility of the division that the funding is used in accordance with existing laws and the rules of UU. Please consult HR to avoid consequences due to the Employment Protection Act (known as inLASning) as a result of the hiring of assistants etc.