

# Gender Equality in Academia and Research

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## Women represented in all rounds of applications (DK)

Different specific initiatives have recently been implemented at the University of Copenhagen (UCHP) (Denmark) related to processes of announcement of vacant positions, recruitment and assessment of applications. For instance, UCHP is now requesting at least one applicant of either sex before a vacant post can be filled and, similarly, there has to be at least one person of each sex in all appointment and review committees. UCHP has also begun to reassess the way position vacancies are announced, and they have introduced the use of search committees, which are to look carefully for promising candidates (inter)nationally, prior to the filling of research positions.

### FURTHER INFORMATION

- [UCHP debating: at least one applicant of each sex for researcher positions](#) (in Danish)
- [A new target: Applications from Women for all research positions](#) (in Danish)
- [Full description on EIGE's compendium of good practices](#)
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