

# Gender Equality in Academia and Research

## Mini-grants for academic teachers, “Ensuring equal opportunities for male and female researchers who combine work and childcare during the COVID-19 pandemic” – Jagiellonian University in Kraków (JU) (PL)

**TYPE OF ORGANISATION:** University

**HORIZON EUROPE GEP ACTION FIELD:** Work-life balance and organisational culture

**COUNTRY:** Poland

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The measure, funded by the EI.JU, is based on the assessment of JU employees’ needs and addresses the gap in research and publication opportunities experienced by JU employees who have combined research and teaching work with parental care for children under the age of 15 during the COVID-19 pandemic. The call for mini grants shall be open to male and female academic teachers employed at the Jagiellonian University who (1) are parents and carers of a child/children under the age of 15 and (2) are planning to complete a publication. The mini grants are to be used to cover the costs of delegating tasks in which the researchers can be replaced by other people, thus allowing them to focus on achieving the results that are specifically taken into account in the course of academic evaluation. The main objective of the measure is to mitigate a gap in research and publication opportunities and so the funding can be spent on: (1) additional salaries (e.g. for the principal investigator’s assistant, personnel carrying out research tasks commissioned by the principal investigator) or (2) external services (e.g. translations, proofreading, data analysis).