

Equal Opportunities at Heidelberg University

Individual Promotion

through advancement programmes...

...promoting women to leading positions:

- **Olympia Morata-Programme**
- **Margarete von Wrangell-Programme**
→ providing paid positions in research

...for career management:

- **Research-skills and soft-skills education**
→ promoting professional, vocational and management development for female scientists



Structural Change

through change management and work-life-balance...

...for enhancing transparency and governance:

- **Monitoring and Controlling**
→ assuring fair appointment and job procedures
- **Institutional policies and procedures**
→ Senate guidelines
→ Gender action plan
→ Gender Budgeting

...in research environment:

- **Family in Focus and Diversity Management**
→ providing childcare options and guaranteeing excellent conditions for the variety of university members

