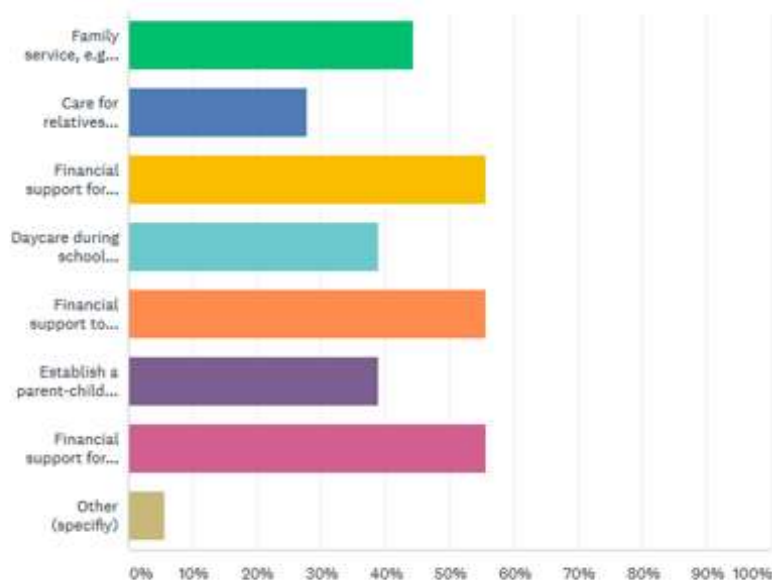


**March 2021 – Results of the survey for equal opportunities were presented to the RU consortium, and measures were implemented.**

Among 18 female respondents from the RU, 83% suggested to install support for participation in courses on soft-skills, management and methodological education. Attending mentoring programs and financial support for individual coaching were enumerated by 50% and 39%, respectively. Specific measures suggested included support for home office equipment, support for routine tasks and teaching by student assistants, and support for flexible care services such as babysitting (**Figure**).

What kind of measures will you suggest for the RU to balance family life and career development?

Beantwortet: 18 Übersprungen: 0



ANTWORTOPTIONEN	BEANTWORTUNGEN
Family service, e.g. care for relatives in urgent matters	44,44 % 8
Care for relatives during RU meetings, incl. children	27,78 % 5
Financial support for flexible babysitting or care service (outside regular operating hours)	55,56 % 10
Daycare during school vacations	38,89 % 7
Financial support to equip home office	55,56 % 10
Establish a parent-child workroom	38,89 % 7
Financial support for routine tasks or teaching, e.g. student assistant	55,56 % 10
Other (specify)	Beantwortungen 5,56 % 1
Befragte gesamt: 18	

Over the course of 2021, corresponding measures to promote equal opportunities were implemented. These included i) equipment for home office, such as laptops and ergonomic

office chairs, ii) English language courses for francophone collaborators, and iii) travel support for visiting mentors at partner institutions.