

Bavarian Gender Equality Funding Programme
Scholarships for the Promotion of Equal Opportunities for Women
in Research and Teaching

Information about habilitation funding

1. Funding objective

Since the 2008 budget year, the Free State of Bavaria has been providing all Bavarian universities with funding for the promotion of equal opportunities for women in research and teaching. The aim of the programme is to increase the number of women in research and teaching, especially in leadership positions or professorships. This scholarship is for female early career researchers pursuing a habilitation according to Article 98 of the Bavarian Higher Education Innovation Act (BayHIG), as amended. This call for proposals is subject to budget approval.

2. Scholarship

Stipend (amount): €2,800 per month (full-time scholarship) or €1,400 per month (part-time scholarship); conversion of a full-time scholarship into a part-time scholarship must be applied for and can only be granted in exceptional cases.

Childcare allowance: €300 per month for one child, plus a further €100 per month for each additional child under the age of 18

Application deadline: 7 April 2025

Funding period: Up to 12 months; in justified cases, up to two extensions may be possible.

Prerequisites: Applicants should generally have completed their doctorate with at least the grade "good" ("gut", magna cum laude); the duration of doctoral study should not usually exceed four years (adjusted accordingly for any time spent raising children).

Application documents

- Please download the application form from the [website of the University Women's Representative](#)
- Chronological curriculum vitae
- Copies of your degree certificates and transcripts as well as your secondary-school-leaving certificate and report card(s)
- An evaluation from the university professor for the subject area who is acting as one of your subject mentors; this report must meet the [formal report requirements \[the file linked to is in German\]](#)
- Decision of your subject mentors on eligibility for funding
- A further independent evaluation report by a professor who is not a member of the University of Passau; this report must meet the [formal report requirements \[the file linked to is in German\]](#)
- A description of the envisaged research project conforming to academic conventions (topic, concept and objective, research methods used, preliminary work, detailed work plan for the proposed funding term) and an overview of how the scholarship fits into your overall career plans (12 pages maximum)
- List of your previous publications and lectures
- If applicable, copies of your children's birth certificates

Please note:

- All documents must be submitted in German or English language.
- Referees must send their reports directly to Executive Support Unit for Diversity and Gender Equality by post or e-mail (gleichstellung@uni-passau.de).

3. Guidelines

3.1 Selection process

The funding decision rests with the awards committee for the scholarships for the Promotion of Equal Opportunities for Women in Research and Teaching, which is chaired by the University Women's Representative. Funding/grant recipients are selected in a two-step process including a vote from the relevant faculty.

3.2 Employment; paid teaching activity

Secondary employment is generally excluded. The scholarships are intended to cover living expenses and enable the scholarship holder to devote herself fully to her academic career.

Exceptions to this principle must be authorised by the University Women's Representative; if necessary, the stipend will be reduced. Exception: Female scholarship holders in the postdoctoral and habilitation phase can carry out a limited paid teaching activity up to a maximum of four teaching contact hours per week, up to a sum of 3,000 euros *per annum*. Income from part-time teaching work is tax-free if the requirements of § 3 No. 26 EStG are met. The combination of a salaried position (maximum 50 percent) and a part-time scholarship (50 percent) is possible.

You must not be in receipt any other scholarships or parental benefit (*Elterngeld*) during the time you receive funding from the Bavarian Gender Equality Funding Programme (although non-financial support is exempt). Double funding is excluded.

3.3 Social security and tax

Scholarships from the Bavarian Gender Equality Funding Programme do not constitute an employment or service relationship. The scholarship payment is not linked to any consideration in the form of work or services rendered. Thus, the scholarship payments do not constitute a salary and are consequently not subject to social security. Accordingly, the scholarship does not include any social security contributions, including statutory health insurance. Scholarship holders who are required to take out voluntary health insurance for the duration of their scholarship can apply for a health insurance allowance of up to 200 euros per month.

The scholarship payments are tax-free if the requirements of § 3 No. 44 EStG are met.

3.4 Research visits abroad

Within the scope of the scholarship, temporary research visits abroad are possible. The scholarship can continue to be paid during field research abroad, provided your supervisor confirms that your foreign travel is in aid of the academic qualification for which the scholarship is received.

3.5 Applicants with foreign nationality/citizenship

Applicants who hold a foreign citizenship must show that their current main place of residence is Germany and that they are aiming to start an academic career (especially a professorship) in Germany. International applicants who receive financial support from their home country are not eligible for funding under this programme.

3.6 Final report

You must submit a final report no later than two months after the end of funding, even if you are not reminded to do so.

3.7 Maternity protection and parental leave

As scholarship funding does not constitute an employment or service relationship, the maternity protection and parental leave provisions under employment law do not apply. Upon application, the following support for pregnancy during the scholarship period will be considered on a case-by-case basis, depending on the budget situation:

1. Continued payment of the scholarship during the maternity protection period that would otherwise apply in an employment relationship ("analogous maternity leave"), provided this falls within the regular scholarship period.
2. Extension of the scholarship term by the analogous maternity leave period(s) that fall within the regular scholarship term.

Applications for continued payment and extension must be submitted in writing to the Executive Support Unit for Diversity and Gender Equality no later than three months before the start of the analogous maternity leave.

It is only possible to apply for a scholarship during parental leave if the parental leave ends by the start of the scholarship at the latest.

If an interruption similar to parental leave is desired during the scholarship, a pause of the scholarship for a maximum of six months will be considered upon application. No scholarship instalments are paid while the scholarship is paused. A resumption is possible subject to the availability of budget funds after the interruption. If there are insufficient funds to resume the scholarship, there is no entitlement to compensation.

3.8 Interruption of the scholarship; illness

The scholarship is said to be interrupted if the funding objective cannot be pursued for a certain period of time. A scholarship can be interrupted for a maximum period of six months. Corresponding applications must be submitted to the Executive Support Unit for Diversity and Gender Equality at least four weeks before the start of the planned interruption, if possible.

Illnesses lasting up to six weeks have no effect on scholarship payments. In the event of illness lasting more than six weeks, the Executive Support Unit for Diversity and Gender Equality must be notified immediately. A medical certificate is required.

If necessary, the scholarship must be interrupted for the duration of the illness if it is not possible to continue working towards the funding objective. The resumption of the remaining term or an extension of the scholarship for the period of this interruption due to illness cannot be guaranteed and is subject to budgetary constraints. Decisions on this are made on a case-by-case basis.

Contact for further information:

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