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FOUNDATION FOR RESEARCH AND TECHNOLOGY - HELLAS



Recruitment & Career Development Sub- Committee

GENDER EQUALITY SUB-COMMITTEE #4

14 SEPTEMBER 2021

Υποεπιτροπή για τις Προσλήψεις και τις Προαγωγές

Μέλη-Members

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Our role

❖ *Identify the barriers in recruitment and career development*

- ❖ Structural, institutional, and behavioral factors that act as barriers
- ❖ Unequal treatment of women in research careers not related to skill or qualification differences

❖ *Propose remedies to eliminate the barriers*

- ❖ Providing equal opportunities
- ❖ Improving career opportunities for women
- ❖ Especially, during critical career stages



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R&CD subcommittee aims towards

- ❖ Fair environment for recruitment of women and men across ranks and positions
 - ❖ Gender should not be a factor
- ❖ Transparent criteria in recruitment processes to ensure that each applicant's merits are equitably assessed
- ❖ Ensuring equal opportunities for career advancement at all levels
- ❖ Systematic monitoring changes of the women/men ratio in various groups of positions (research, administrative, technical, etc.)



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Approach

- ❖ Collaborate with HR (& other subcommittees) to collect and statistically analyze the acquired data & information
- ❖ In conjunction with other subcommittees (eg, work-life balance) propose a series of actions to the Board of Directors to alleviate gender-related inequalities
 - ❖ Policies on maternity & paternity leave of absence
 - ❖ Opportunities or motives for individuals at critical career/life moments and potential returners



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