

# Gender Equality Committee

---

Subcommittee #6 Improve Work-Life Balance

Υποεπιτροπή #6 Βελτίωση Συνθηκών για  
Ισορροπία μεταξύ Επαγγελματικής &  
Οικογενειακής Ζωής

14 September 2021



Source <https://careeradvancementblog.com/work-life-balance/>

## Subcommittee #6 Improve Work-Life Balance

### Υποεπιτροπή #6 Βελτίωση Συνθηκών για Ισορροπία μεταξύ Επαγγελματικής & Οικογενειακής Ζωής

#### Members-Μέλη

Ονοματεπώνυμο	Ινστιτούτο	E-mail	Τηλέφωνο
Ιωάννης Αντωνιάδης	ΙΑ	jantoniadis@ia.forth.gr	2810-394266
Κωνσταντίνα Γεωργιάδη	ΙΜΣ	georgiadi@ims.forth.gr	2831-106014
Αναστάσιος Παυλόπουλος	ΙΜΒΒ	a.pavlopoulos@imbb.forth.gr	2810-391178
Μαγδαληνή Χατζάκη	ΙΠ	magda@ics.forth.gr	2810-391458

# Our purpose

---

Boost recruitment, retention and advancement of FORTH staff in science careers, while maintaining a healthy work/life balance



# Facts

- ❖ Science careers are very rewarding but also extremely demanding and competitive (secure tenured position, writing grants, publish articles, mentoring students, attend conferences etc.).
- ❖ New mothers are more likely than new fathers to leave full-time science, technology, engineering and mathematics (STEM) jobs after their first child: 43% vs. 23%.
- ❖ The transition from doctoral/post-doctoral level to independent positions mostly happens when young scientists are starting or building families.
- ❖ Early-career researchers make crucial, life-altering decisions based on institutions' policies and attitudes around parenthood.

# Actions

- ❖ Deal with the diversity in employment status (full-time, part-time, contractors, fellows).
- ❖ Inform about parental leave policies, try to harmonize leave policies, promote gender-neutral leave policies.
- ❖ Establish supporting childcare facilities.
- ❖ Build a work-friendly and family-friendly FORTH:
  - Extend infrastructure for work-related and recreational activities on campus (e.g. FORTH round walk, programmed/free sports, PhD/postdoc lounge).
  - FORTH Festivities (e.g. PI talks followed by social events).
  - YOUR IDEAS!



# Thank You!

FORTH Gender Equality Committee  
Work-Life Balance Subcommittee



Source <https://www.nature.com/collections/fgbafieaad>