

Workshop C Nr of participants:	Most important result of the discussion
	<p data-bbox="188 322 1099 356">Write here the one most important results of the discussion in Workshop C.</p> <p data-bbox="188 432 663 465">A personal budget of 50 K€ for women.</p>

Workshop C Nr of participants:	Addressed? Y/N	Recommendations/comments
<p><i>Question 3.a</i></p> <p>What ingredients should be part of schemes designed to compensate for delay due to parental/carer's leave in the assessment of <u>tenure-trackers</u>?</p>	<p>Y</p>	<p>50 k€ personal budget to be spent within 18 months from leave for continuity in research (implemented at RU)</p> <p>Compensation: do not reduce teaching; consider extra PD and/or PhD (every 3 year?)</p>

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<p><i>Question 3.b</i></p> <p>What measures do you recommend to create a child & family friendly organisational culture?</p>	<p>Y</p>	<p>Dual body career: Create program Make it an official “problem” Influences the attraction/competiveness of a university Organise flexibility teaching with exchange between universities</p>

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<p><i>Question 4.a</i></p> <p>How do you evaluate the transparency of the recruitment and selection procedures in your organisation or at your institute?</p>	<p>Y</p>	<p>Recommendations for GENERA:</p> <ul style="list-style-type: none"> - to create protocols for the appointing committee to be followed, which are public and possibly uniform Include statement on gender and diversity - make clearer which are the criteria to become professor - rules for promotion UD -> UHD are clear (UFO) but people are not invited to apply → mentoring can help

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<p><i>Question 5.c</i></p> <p>What measures do you propose to create a culture of inclusiveness for women in your organisation or at your institute?</p>	<p>Y</p>	<p>At least one woman in shortlist for a position (like at Imperial)</p> <p>Gender training for all granting committees and all (new) staff of universities and all granting</p> <p>Extend the age limit for applications to personal grants for women</p> <p>Create a gender committee</p>

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<i>Other issues</i>		