



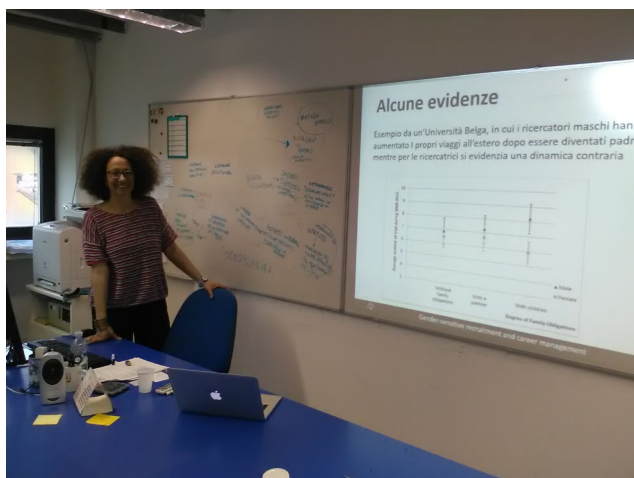
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## Workshop on gender biases in recruitment and career management of academic staff at the University Mediterranea of Reggio Calabria

This third workshop planned within the European **GEECCO** project took place on May 29th at the University Mediterranea of Reggio Calabria (UNIRC) in Reggio Calabria and was taught by the expert Dr. Maria Sangiuliano on behalf of Yellow Window.

To give an initial overview, Dr. Maria Sangiuliano presented the problems and causes that exist in terms of gender equality in recruitment, retention and promotion of research careers of female researchers. After this general introduction, the discussion focused on the current National and local procedures and, particularly, on the informal networks and processes that could lead to biases in recruitment and career advancements. Although the National procedures are unbiased in principle for both academic and administration staff, however bias could arise at the first stage of the academic career, e.g. PhD students and research fellowship positions. The workshop made it possible to exchange opinions and experiences among the participants.



Dr. Maria Sangiuliano at UNIRC during the workshop

The European **GEECCO** project ('Gender Equality in Engineering through Communication and Commitment') aims to increase the presence of women in the world of science and technology, engineering and mathematics. The participation of UNIRC to the GEECCO project is coordinated by professor Maria Nadia Postorino from the Department of Civil, Energy, Environment and Materials Engineering and Vice Rector for Equal Opportunities. The GEECCO project is making it possible to define the first GEP and start several actions towards gender equity in STEM areas at the University Mediterranea.



Some participants at the workshop

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