

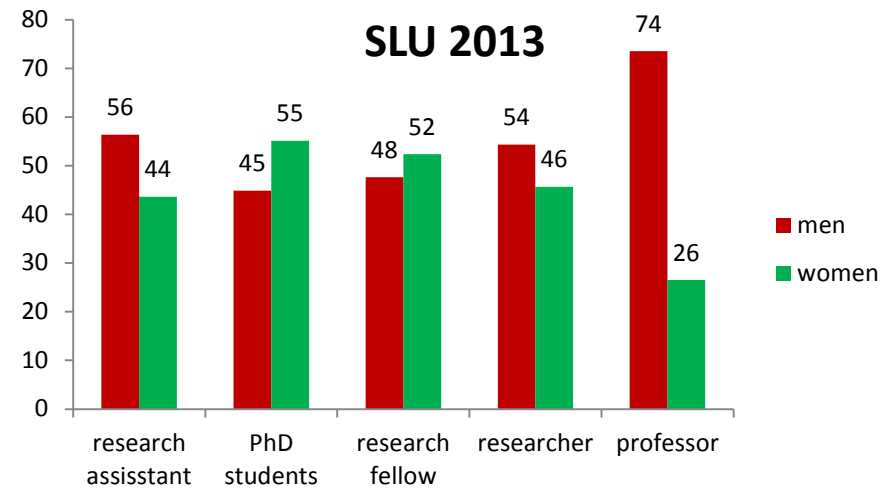
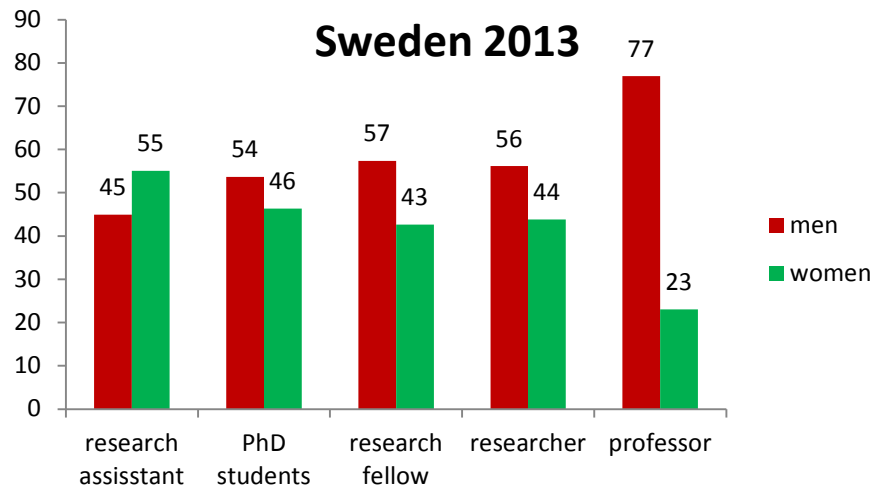
Equal recruitment at SLU

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NJ-fakultetens kommitté för lika villkor / NJ Faculty's Equal Opportunities Committee



Background



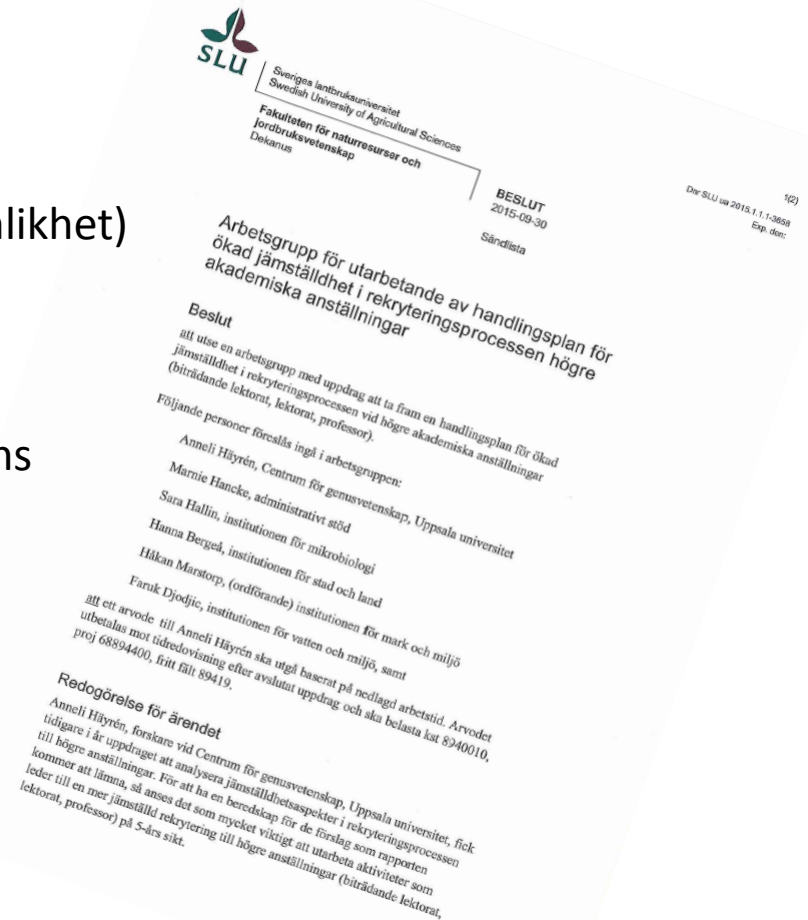
Background

- ✓ Several higher positions with almost exclusively male applicants
- ✓ The text in the announcements?
- ✓ Investigation of the recruitment process
- ✓ Statistics, the text in the announcements, group interviews
- ✓ Study all steps in the recruitment process
- ✓ Recruitment process and its context
- ✓ Development of the action plan



Frames

- ✓ Gender equality (jämslällldhet) vs equality (jämlikhet)
- ✓ Recruitment process
- ✓ Proposals for decisions with monitorable actions
- ✓ Time frame of 5 years
- ✓ Presented to & decided upon by faculty board





- ❖ Competence development plans
- ❖ Gender observers
- ❖ Exchange of experience
- ❖ Dean and Heads of the dept.
- ❖ Recruiting boards

- ❖ Text in the announcements
- ❖ Announcements spreading
- ❖ Instructions to the applicants
- ❖ Instructions to recruiting boards

- ❖ Instructions to experts
- ❖ Appointment board
(Läraryörslagsnämnder)



An example of EO-activity

The master suppression techniques

- Videof from YouTube
- Short clips (1-2 minutes) with subsequent discussion
- Small groups (research groups, sections)
- Language (available only in Swedish)?

Making invisible

Ridicule

Withhold information

Double bind

Heap blame/put to shame

