

## 5.2 Transparency in recruitment, hiring and job upgrading processes

To achieve such transparency, the creation of a list or objective classification defining the competencies and job positions should be considered. It would consist of clearly-defined job descriptions, making sure their independence from working-hours reduction or any other work-family life balance measure. Such classification would avoid the consideration of discriminatory factors, such as gender or origin, in recruitment, hiring, or promotion processes. Moreover, the classification should also include the procedure for opting for such hirings or promotions.

Open transparent and merit-based recruitment EC guidelines under the gender equality lenses.

Some first GEARING-Roles results

