HORIZON-CL2-2022-TRANSFORMATIONS-01-06: Overcoming discrimination for an inclusive labour market
EXPERTISE OFFER — WP LEAD, TASK LEAD, PARTNER

Researcher team — Katalin TARDOS PhD, Veronika PAKSI PhD candidate

Katalin Tardos is a Senior, Veronika Paksi is a Junior Research Fellow at the Centre for Social Sciences, Institute for Sociology. They are both members of the international working group of Gender and Precarity of the *European Universities – Critical Futures. The Roles of Universities in European Integration* project. Paksi is a board member of the Association of Hungarian Women in Science. The team's research topics include gender (in)equality; social inclusion and exclusion in the labour market; different forms of employment (intersectional) discrimination; workplace equality and diversity management practices; work-life balance, childbearing and family friendly workplace practices; women in science, career models, precarity in academia. More information: Katalin Tardos and Veronika Paksi.

Expertise offer for the call

- Analyse the impact of workplace policies and practices to improve diversity & inclusion and design innovative solutions to overcome barriers to reduce discrimination and the employment gap of vulnerable groups.

- Hungarian case study on the analysis of barriers for increasing inclusiveness in the labour market, for factors such as disability and health, age, gender, racial or ethnic origin, sexual orientation, civil and family status including caring responsibilities (e.g. mothering) etc., with regard to both quantity and quality of employment.

- Expertise in developing Diversity & Inclusion Equality Plans.

Relevant research experience, projects & publications

- Research project — Career Models and Career Advancement in Research and Development. Different Patterns and Inequalities in Labour Market Opportunities, Personal Network Building and Work-Life Balance (funded by the National Research, Development and Innovation Office)

- Tardos, K–Paksi, V (2022) Can Equality Plans Contribute to the Sustainable Development Goal linked to Gender Equality in Higher Education and Research Performing Organisations? *Education of Economists and Managers* (in press)

- Neményi, M–Ságvári, B–Tardos, K (2019) *Personal and Social Perception of Discrimination and the Legal Awareness of the Right to Equal Treatment: Survey Findings 2019*. Budapest: Equal Treatment Authority

- Tardos, K (2013). Multiple Discrimination and its Impact on Job Quality Across Europe. *socio.hu,* 5:22-42

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The Centre for Social Sciences (CSS) Budapest is the flagship research institute of social sciences in Hungary. It conducts disciplinary and interdisciplinary research in the areas of

- sociology
- political science
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