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## **GENDER EQUALITY PLAN (GEP)**

The Gender Equality Plan was approved by Decision 1.1 of the Board of Directors of the ICCS on the 4th of June 2021

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## **Introduction**

This action plan sets out organisational priorities for addressing gender equality, and identifies activities and monitoring plans. Equality of opportunity is core to ICCS mission and gender balance is a critical component for the Institute to ensure fair access and equity for our research, managerial and support staff. ICCS following international, community and internal standards, commits to the promotion of equality of opportunities between women and men in its principles and priorities.

## **Regulatory framework**

This GEP legitimates and protects every strategy aiming to achieve gender equality at ICCS. GEP is devised according to national and European laws and aligns with national initiatives and actions focusing on : equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, social responsibility of organisations etc. Specific articles, policies and directives can be found below :

### **European Union Law**

#### **TFEU**

- **Article 157 TFEU** states:

“1. Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied.

2. For the purpose of this Article, ‘pay’ means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the worker receives directly or indirectly, in respect of his employment, from his employer.

Equal pay without discrimination based on sex means:

- (a) that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement;
- (b) that pay for work at time rates shall be the same for the same job.

3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure, and after consulting the Economic and Social Committee, shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.

4. With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers.”

### Chapter of Fundamental Rights of the EU

- **Article 21(1)** states: “Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited”.
- **Article 23** states: “Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex”.

### Directives

- **Directive (EU) 2019/1158** of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU
- **Council Directive 2010/18/EU** of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (Text with EEA relevance)
- **Directive 2010/41/EU** of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC
- **Directive 2006/54/EC** of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)
- **Council Directive 2000/78/EC** of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- **Council Directive 2000/43/EC** of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- **Council Directive 96/34/EC** of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- **Council Directive 92/85/EEC** of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC)

- **Directive (97/81/EC)** of December 1997 concerning the Framework Agreement on part-time work and provides equal opportunities for women and men.
- **Council Directive 79/7/EEC** of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- **Council Directive 76/207/EEC** of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions
- **Council Directive 75/117/EEC** of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women Greek Law

## Greek Law

### Constitution

- **Article 4(2)** provides: ‘Greek men and women have equal rights and obligations’
- **Article 22(1)(b)** states: ‘All workers, irrespective of sex or other distinctions, have a right to equal pay for work of equal value’
- **Article 116(2)** states that: ‘Positive measures aiming at promoting equality between men and women do not constitute discrimination on grounds of sex. The State shall take measures to eliminate inequalities existing in practice, in particular those detrimental to women’

### Laws

- **Act 4957/2022** “New horizons in higher education institutions: Enhancing the quality, operability and connection of higher education institutions to the society and other provisions” in art.3 par. 5 provides that gender equality is one of the main missions of the higher education institutions (HEIs).
- Act **4808/2021**, ‘On the protection of the work - Establishment of the Independent Authority “Labour Inspectorate”- Ratification of International Labor Organization Convention 190 on the Elimination of Violence and Harassment in the world of work - Ratification of International Labor Organization Convention 187 on the Framework for the Promotion of Safety and Health at Work- Implementation of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on the balance between work and private life, other provisions of the Ministry of Labor and Social Affairs and other urgent arrangements’, OJ A 101/19.6.2021,
- **Act 4604/2019**, ‘On the promotion of substantive gender equality etc.’, OJ A 50/26.3.2019,
- **Act 4589/2019 - Article 33** provides the establishment of Gender Equality Committees (GECs) at all Greek universities. The GECs act as consultative bodies to the university senate, schools, and departments. They are composed of unpaid members who participate voluntarily in different activities, including the development of Gender Equality Action Plans (GAPs). The GAPs aim to promote gender equality and

combat sexism; enhance awareness and gender equality in research communities; promote gender studies and research at Greek universities and research institutions; mediate cases of gender-based violence, discrimination and harassment; and support victims who report gender discrimination and gender-based violation. Most Greek universities and some research centers have established GECs, taking up an active role in 2021 in initiatives against gender-based violence, discrimination, and harassment in research institutions.

- **Act 4386/2016 – Article 25** ‘Regulations for research and other provisions’ provides that numbers of candidates for the National Committee of Research and Innovation, the Sectoral Research Councils, the Regional Councils of Research and Innovation, and the Scientific Committees of Research Institutes will be determined on the basis of scientific excellence. At least one-third representation of the minority sex will be guaranteed, provided that candidates have adequate qualifications.
- **Act 4443/2016**, ‘1) Transposition of Directive 2000/43/EC on the implementation of the principle of equal treatment between persons irrespective of racial or ethnic origin, of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation and of Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers (...), OJ A 232/9.12.2016 [replacing Act 3304/2005 which had initially transposed Directives 2000/43/EC and 2000/78/EC], OJ A 16/27.1.2005].
- **Act 4097/2012**, ‘Implementation of the Principle of Equal Treatment of Men and Women Engaged in an Activity in a Self-Employed Capacity – Harmonisation of the legislation with Directive 2010/41/EU of the European Parliament and the Council’, OJ A 235/3.12.2012 (Directive 86/613/EEC had not been transposed).

- **Act 4075/2012**, Articles 48-54, 'Incorporation into Greek Law of Directive 2010/18/EU of the Council of the EU Implementing the Revised Framework Agreement on Parental Leave Concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and Repealing Directive 96/34/EC', OJ A 89/11.4.2012.
- **Presidential Decree 80/2012**, 'Granting of Parental Leave and Leave of Absence to Workers under a Contract of Maritime Work on Vessels Bearing the Greek Flag, in accordance with Directive 2010/18/EU', OJ 138/14.6.2012.
- **Act 4009/2011** 'Structure, operation, quality assurance of studies and internationalization of higher education institutions' in art. 1 par. 3 provides that: "In order to fulfill their mission, the institutions are organized and operate with rules and practices that ensure the compliance and safeguarding of the principles in particular: (...) h) equal treatment between the sexes and respect for all diversity".
- **Act 3896/2010**, 'Implementation of the Principle of Equal Treatment of Men and Women in Matters of Employment and Occupation. Harmonisation of Existing Legislation with Directive 2006/54/EC of the European Parliament and the Council', OJ A 207/8.12.2010.
- **Act 3769/2009**, 'Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Goods and Services and Their Supply', transposing Directive 2004/113/EC, OJ A 105/1.7.2009, as amended by Article 162 of Act 4099/2012 implementing the CJEU Test-Achats judgment, OJ A 250/20.11.2012.
- **Act 3653/2008** 'Institutional framework of research and technology', requires the establishment of gender-balanced procedures and decision-making processes in the research sector. More specifically, article 57 regulates the participation rate of Scientists in the Staffing of National Bodies and Research and Technology Committees. This is particularly relevant in recruitment and selection of personnel in national bodies and research and technology committees, provided candidates have adequate qualifications.
- **Act 3488/2006**, 'Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Employment, Professional Training and Evolution and Terms and Conditions of Work', transposing Directive 2002/73/EC, OJ A 191/11.2006.
- **Act 2839/2000** 'Regulations related to the Ministry of Interior, Public Administration and Decentralization and other provisions' in article 6 requires one-third gender representation in all decision-making public body committees, including those of universities and research institutions. More specifically, one-third representation of the minority sex is needed for all decision-making public body committees, provided that potential members have the same level of qualifications.
- **Presidential Decree 105/2003**, 'Adaptation of Domestic Law to Directive 97/80/EC on the Burden of Proof in Cases of Sex Discrimination,' OJ A 96/23.4.2003; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.
- **Presidential Decree 87/2002**, 'Implementation of the Principle of Equal Treatment of Men and Women in Occupational Social Security Schemes in Compliance with Directives 96/97/EC and 86/378/EEC'; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.
- **Presidential Decree 176/1997**, 'Measures for the Improvement of the Safety and Health at Work of Pregnant Workers and Workers Who Have Recently Given Birth or are Breastfeeding in Compliance with Directive 92/85/EEC', OJ A 150/15.7.1997, as amended by Decree 41/2003, OJ A 44/21.2.2003.

- **Act 1756/1988**, Code on the Status of Judges, OJ A 35/2.2.1988.
- **Act 1483/1984**, ‘Protection and Facilitation of Workers with Family Responsibilities’, as amended by Article 25 of Act 2639/1998, OJ A 205/2.9.1998 implementing Directive 96/34/EC and by Article 46 of Act 4488/2017,7 and Article 54(1) of Act 4075/2012 transposing Directive 2010/18/EU.
- **Act 1414/1984**, ‘Implementation of the Principle of Equal Treatment of the Sexes in Employment Relationships’, transposing Directives 75/117/EEC and 76/207/EEC, OJ A 10/2.1984.
- **Presidential Decree 1362/1981**, ‘Replacement of Paragraph 1 of Article 33 of Act 1846/1951 “on Social Security” in compliance with Directive 79/7/EEC’, OJ A 339/30.12.1981.
- **National General Collective Agreements (NGCAs).**



### **Relevant national legislation**

- **Act 4531/2018** (OJ A 62/5.4.2018) ratifying the Istanbul Convention on preventing and combating violence against women and domestic violence of the Council of Europe (IC), signed by Greece on May 2011.
- **Act 4491/2017**, ‘Legal recognition of gender identity... etc’, OJ A 152/13.10.2017.
- **Act 927/1979**, OJ A 139/28.6.1979, implementing the CERD, as amended by Act 4285/2014, OJ A 191/10.9.2014 and Act 4491/2017, OJ A 152/13.10.2017.

### **Operational regime**

The Gender Action Plan is embedded within the work of the Institute and is monitored by the Gender Equality Board (GEB) with the support of a) the HR department b) the Directors of Research, c) the Legal department and d) the Accounting office. The approval of the plan has been made by the Board of Directors of the Institute.

### **Objectives**

The ICCS GEP has eight tangible objectives, towards:

1. Embedding a **gender aware culture** in the Institute by shifting traditional perceptions
2. Improving the **research quality** of the Institute by having heterogeneous research groups
3. Practicing **excellence** through female staff (researchers, managers and support) career development and training
4. Making **decision-making more inclusive** by inviting women in the process thus ensuring diversification of views
5. Strengthening **links with industry** by encouraging females to work in businesses and translate their research into tangible products
6. Becoming an attractive research institute for female digital experts and talents from Greece and abroad
7. Contributing to the national and European needs for female digital experts
8. Assisting in **reversing brain – drain** by attracting highly skilled females from abroad

To achieve those objectives ICCS will focus on six key areas, following the guidelines of the European Institute for Gender Equality (EIGE) aiming to “identify and implement innovative strategies to promote cultural change and equal opportunities in Universities and Research Centers” (EIGE, <http://eige.europa.eu>). These areas are:

**Key Area 1 : Governance and decision making;**

**Key Area 2 : Recruitment, Selection procedures, and Career Progression**

**Key Area 3 : Flexible and Agile Working;**

**Key Area 4 : Gender Strategy in Research**

**Key Area 5 : Gender in events, courses and activities**

**Key Area 6 : Gender in Organisation Culture**

The selected Key Areas, comprise sets of objectives, measures, targets and KPIs, where the gender dimension will be studied and monitored, the respective timeline, the personnel responsible for each action, as well as the relevance of the Key Areas to SDGs. Through these Key Areas ICCS will aim to contribute to reducing the Digital Gender Divide at an institutional and local levels.

## **The Digital Gender Divide**

Both men and women use digital technologies and need to be involved in building our digital future. 53% of European companies trying to recruit ICT specialists report difficulties in finding qualified people. This translates into a lack of around 1 million digital specialists. Considering that this field is male dominated we can see that by recruiting more women will help meet Europe's increasing demand for digital experts.

Women's active participation is crucial in order to shape a sustainable, fair and equitable digital economy and society. Unfortunately, women are underrepresented in digital economy and as EU statistics reveal, only 1 in 6 ICT specialists is a woman, while only 1 in 5 becomes an ICT entrepreneur.

ICCS is privileged to be an institute dedicated to ICT as it recruits researchers with a genuine interest in digital technologies. It is a mandate for us to train them, retain them and help them become experts in cutting edge research fields, in order to excel in research and be employable by industry, meeting the high standards set nationally and on a European level.

With the gender oriented measures and interventions it proposes, ICCS will aim to contribute to reducing the Digital Gender Divide observed. It will empower female researchers in ICT and provide them with the necessary resources to advance their careers.

ICCS will:

Provide women with career advancement pipelines, continued professional development and leadership training

- Offer welcoming work environments, including providing pay equity; flexibility; parental policies; and inclusion
- Develop schemes for mentorship for female researchers.
- Make women more active in decision making by including them into boards and processes thus changing power dynamics.
- Assist researchers affected by career breaks and leaves in regaining research momentum as quickly as possible on return.

- Protect them through anti-discrimination and anti-harassment policies.

## **Methodology**


Despite the fact that the plan has been formally established in 2021 work towards monitoring gender aspects within the organisation started a few years ago. Therefore in the tables below where the Key areas are presented, we have included actions that have been maturing since 2019.

Following the methodological steps of *Understanding* → *Planning* → *Implementing* → *Monitoring [EIGE]* for each Key Area, we have begun to undertake initial work to understand and analyse the current situation with the aim to address imbalances.

**NOTE** : ICCS recognises that its community may include people who do not identify with the binary construct of being either male or female, and who may be gender diverse, including those who affirm their gender as being different to the sex assigned at birth; who were born intersex or whose sex is indeterminate; or who identify as transgender or no gender.

## Key areas of study

Key area 1 : Governance and Decision Making						
Objectives	Measures	2020	2021	2022	2023	2024
I. Gender balance in all key decision-making bodies II. Creation of structures to support gender equality III. Oversight of organizational processes in relation to gender	1. Seek equality expertise for managerial positions	✓	✓	✓	✓	✓
	2. Establishment of Gender Equality Board		✓	✓	✓	✓
	3. Monitor the application of the Gender plan		✓	✓	✓	✓
	4. Equality, diversity and inclusion principles embedded into to governance and Strategic Planning		✓	✓	✓	✓
Who: 1. HR and Gender Equality Board (GEB) 2. Board of Directors (BoD) 3. GEB 4. BoD	KPIS and Targets: 1. To the maximum extent possible 2. Completed in 2021 3. In progress 4. In progress	SDG				

Key area 2 : Recruitment, Selection procedures and Career Progression						
Objectives	Measures	2020	2021	2022	2023	2024
I. Career advancement interventions for female professional, managerial and support staff II. To gender proof recruitment selection III. Monitor pay gaps IV. Attract female applicants insenior posts V. Amend Institute policies with aview to gender	1. Analysis of applications vs admissions data to assess genderbalance ratio		✓	✓	✓	✓
	2. Sharing career good practices and training female role models			✓	✓	✓
	3. Offering attractive packages for highly skilled females	✓	✓	✓	✓	✓
	4. Monitoring retention rate (RR) of female staff, substitution practicesand career progression		✓	✓	✓	✓
	5. Existence of a person in charge of implementing the equality policies		✓	✓	✓	✓
	6. Annual review of pay gaps. Raising awareness to staff and directors		✓	✓	✓	✓
Who: 1. GEP and HR 2. GEB and Researchers 3. BoD 4. GEB and HR 5. GEB 6. GEB and Accounting	KPIS and Targets: 1. Variable ratios for professional, management and support staff 2. 1 event per year 3. Increase offerings (quality/quantity) 4. Average RR/Substituting a F by a F/Career progression M vs W (and years to get there) 5. Over a certain amount to haveequal number of applicants 6. 1 article/announcement per year	SDG				

Key area 3 : Flexible and Agile Working						
Objectives	Measures	2020	2021	2022	2023	2024
I. Structures for supporting staff members with caring responsibilities II. Promote integration of work with family and personal life (+on site) III. Creation of guidelines for work life balance	1. Flexible working models (parttime/remote working etc)	✓	✓	✓	✓	✓
	2. Encouragement of men to takeparental leaves	✓	✓	✓	✓	✓
	3. ICT based systems for improving staff member connectivity when onleave	✓	✓	✓	✓	✓
Who: 1. BoD and GEB 2. GEB and HR 3. GEB	KPIS and Targets: 1. In place since 2020 2. In comply with all applicable EU and national laws and Directives 3. In place since 2020	SDG				

Key area 4 : Gender Strategy in Research						
Objectives	Measures	2020	2021	2022	2023	2024
I. Gender monitoring in research processes II. Women hired in research positions III. Women career development IV. Connection with industry /women practice V. Better access to resources	1. Monitoring applications' genderbalance received in research positions		✓	✓	✓	✓
	2. Applying for funding in national/European calls targetingfemale researchers		✓	✓	✓	✓
	3. Promoting women in open postsfor research / research projects	✓	✓	✓	✓	✓
	5. Facilitating access to funding, computer time, enabling researchgroup set up	✓	✓	✓	✓	✓
	6. Supporting women returning frommaternity leave	✓	✓	✓	✓	✓
Who: 1. GEB 2. GEB 3. GEB 4. Directors of research units 5. HR and GEB	KPIS and Targets: 1. In progress 2. In progress 3. To the maximum extend possible 4. Offering extra resources (- espon new mothers) 5. Sessions with the HR	SDG				

Key area 5 : Gender in events, courses and activities						
Objectives	Measures	2020	2021	2022	2023	2024
I. Participation of balanced number of men/women in events/ hackathons/courses/business days etc II. Visibility of women in the activities of the Institute III. Exposure of women in media and social media.	1. Monitoring participation M/F in the Institute's events/campaigns/info days	✓	✓	✓	✓	✓
	2. Appoint women in leading positions of research and communication activities	✓	✓	✓	✓	✓
	3. Assign women mentors to students carrying out research/courses	✓	✓	✓	✓	✓
	4. Make visible women and their contribution to the results and success of the organization in the website/ center screens/ local press.		✓	✓	✓	✓
	5. Participation of women in events targeting female access to R & I	✓	✓	✓	✓	✓
<b>Who:</b> 1. GEB + Marketing and Communication Associate (MCA) 2. GEB and MCA 3. GEB and directors of Research Units 4. GEB and MCA 5. GEB and directors of Research Units	<b>KPIS and Targets:</b> 1. To the maximum extend possible 2. To the maximum extend possible 3. To the maximum extend possible 4. Biannual newsletter flagging the contribution of outstanding research of woman in the Institute 5. To the maximum extend possible	SDG				



Key area 6 : Gender in Organisation Culture						
Objectives	Measures	2020	2021	2022	2023	2024
I. Diffusing /publishing current plan II. Create event on sensitive topics III. Encourage women report incidents IV. Designated area for women and child care	1. Publication of current plan and future versions on website		✓	✓	✓	✓
	2. Organisation of events on diversity and gender for raising awareness			✓	✓	✓
	3. Offering a support service for the prevention, detection and report of discrimination and behaviors of harassment or violence based on gender		✓	✓	✓	✓
Who: 1. GEB and MCA 2. GEB and MCA 3. HR and GEB	KPIS and Targets: 1. 1 update per year 2. 1 per year 3. Board of 3 members (Gender Equality Board) and yearly evaluation of services by the Institute	SDG				

## Definitions

**Binary construct** (relating to gender) is a social construct that identifies an individual as either male/man or female/woman, and does not take account of other sex or gender identities or presentations.

**Gender** is part of a person's social and personal identity. It is typically used with reference to social and cultural differences rather than biological, referring to the characteristics that a culture delineates as masculine/male or feminine/female (see definition for 'gender diverse').

**Gender diverse** is a term used to recognise people who do not fall within the gender binary construct of male and female.

**Intersex** refers to people who have genetic, hormonal or physical characteristics that are not exclusively 'male' or 'female'. A person who is intersex may identify as male, female, intersex or as being of indeterminate sex.

**Pay equity** means individuals receiving equal pay for work of equal or comparable value and there is no gender bias at any point in the remuneration process (for example at commencement, base salary, out-of-cycle pay reviews, discretionary loadings and bonuses, and movement within the total remuneration range).

**Sex** means the characteristics associated with biological sex, generally assigned at birth usually described as being male or female. A person's sex and gender identity or presentation may not necessarily be the same.

**Transgender** is a general term for a person whose gender identity is different from their sex assigned at birth. A transgender person may take steps to live permanently in their nominated sex, with or without medical treatment.

**Unconscious bias** is a form of discrimination also known as implicit bias or implicit social cognition. It arises from the attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

## References

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