



## ΑΝΑΡΤΗΤΕΑ ΣΤΟ ΔΙΑΔΙΚΤΥΟ

## ΕΛΛΗΝΙΚΟ ΜΕΣΟΓΕΙΑΚΟ ΠΑΝΕΠΙΣΤΗΜΙΟ

**Συνεδρίαση της Σύγκλητος αρ. πράξης 79/11.03.2022  
Απόσπασμα πρακτικού**

Στο Ηράκλειο σήμερα 11 Μαρτίου 2022 ημέρα Παρασκευή και ώρα 10.30 συνήλθε σε έκτακτη συνεδρίαση η Σύγκλητος του Ελληνικού Μεσογειακού Πανεπιστημίου με τηλεδιάσκεψη, σύμφωνα με την με αρ. πρωτ. 1375/Φ20/10-03-2022 πρόσκληση του Πρύτανη Νικολάου Κατσαράκη.

**Παρόντες**

Νικόλαος Κατσαράκης	Πρύτανης
Εμμανουήλ Δρακάκης	Αντιπρύτανης
Θρασύβουλος Μανιός	Αντιπρύτανης
Νεκτάριος Παπαδογιάννης	Αντιπρύτανης
Χρήστος Φλώρος	Αντιπρύτανης
Στυλιανός Παπαδάκης	Κοσμήτορας Σχολής Επιστημών Διοίκησης και Οικονομίας
Παναγιώτης Νεκτάριος	Κοσμήτορας Σχολής Γεωπονικών Επιστημών
Βασίλειος Ζαφειρόπουλος	Κοσμήτορας Σχολής Επιστημών Υγείας
Εμμανουήλ Καραπιδάκης	Κοσμήτορας Σχολής Μηχανικών
Ευθύμιος Μπακαρέζος	Κοσμήτορας Σχολής Μουσικής και Οπτοακουστικών Τεχνολογιών
Ιωάννης Χατζηαντωνίου	Πρόεδρος Τμήματος Λογιστικής και Χρηματοοικονομικής
Ειρήνη Δήμου	Πρόεδρος Τμήματος Διοίκησης Επιχειρήσεων και Τουρισμού
Κων/νος Παναγιωτάκης	Πρόεδρος Τμήματος Διοικητικής Επιστήμης και Τεχνολογίας
Εμμανουήλ Ροδιτάκης	Πρόεδρος Τμήματος Γεωπονίας
Γεώργιος Μαρκάκης	Πρόεδρος Τμήματος Επιστημών Διατροφής και Διαιτολογίας
Αργυρούλα Καλαϊτζάκη	Πρόεδρος Τμήματος Κοινωνικής Εργασίας
Χρήστος Κλεισιάρης	Πρόεδρος Τμήματος Νοσηλευτικής
Φώτιος Μαυροματάκης	Πρόεδρος Τμήματος Ηλεκτρολόγων Μηχανικών και Μηχανικών Υπολογιστών
Γεώργιος Καβουλάκης	Πρόεδρος Τμήματος Μηχανολόγων Μηχανικών
Ιωάννης Χατζάκης	Πρόεδρος Τμήματος Ηλεκτρονικών Μηχανικών
Βασίλειος Δημητρίου	Πρόεδρος Τμήματος Μουσικής Τεχνολογίας και Ακουστικής
Ευάγγελος Μαρκάκης	Εκπρόσωπος μελών Ε.ΔΙ.Π.
Στυλιανή Κυρμιζάκη	Εκπρόσωπος μελών Ε.Τ.Ε.Π.
Ειρήνη-Ερωφίλη Τζανάκη	Εκπρόσωπος Διοικητικών Υπαλλήλων

**Απόντες**

Εκπρόσωποι των προπτυχιακών και μεταπτυχιακών φοιτητών δεν συμμετέχουν καθότι δεν έχει υποβληθεί η νόμιμη εκπροσώπησή τους από τους Συλλόγους τους.

Γραμματέας της Συγκλήτου ήταν η Μαρία Μούντη, Προϊσταμένη του Τμήματος Συλλογικών και Ατομικών Οργάνων και Επιτροπών.

### Θέμα 3<sup>ο</sup>

#### Σχέδιο Δράσης για την Ισότητα των Φύλων (Gender Equality Plan)

Ο Πρύτανης Νικόλαος Κατσαράκης έθεσε υπόψη των μελών της Συγκλήτου την με ημερομηνία 09-03-2022 εισήγηση του αρμόδιου Αντιπρύτανη Χρήστου Φλώρου, με θέμα *Σχέδιο Δράσης για την Ισότητα των Φύλων (Gender Equality Plan)*.

Η Σύγκλητος του Ελληνικού Μεσογειακού Πανεπιστημίου μετά από διαλογική συζήτηση και αφού έλαβε υπόψη:

1. Τις διατάξεις του ν. 4009/2011 (ΦΕΚ 195 /τ. Α΄/06.09.2011) «Δομή, λειτουργία, διασφάλιση της ποιότητας των σπουδών και διεθνοποίηση των Ανώτατων Εκπαιδευτικών Ιδρυμάτων», όπως τροποποιήθηκε και ισχύει.
2. Τις διατάξεις των άρθρων 12, 13, 15 του ν. 4485/2017 (ΦΕΚ 114/τ. Α΄/4.8.2017) «Οργάνωση και λειτουργία της ανώτατης εκπαίδευσης, ρυθμίσεις για την έρευνα και άλλες διατάξεις», όπως ισχύει.
3. Τις διατάξεις του ν. 4610/2019 (ΦΕΚ 70/τ. Α΄/7.5.2019) «Συνέργειες Πανεπιστημίων και Τ.Ε.Ι., πρόσβαση στην τριτοβάθμια εκπαίδευση, πειραματικά σχολεία, Γενικά Αρχεία του Κράτους και λοιπές διατάξεις», όπως ισχύει.
4. Τις διατάξεις των άρθρων 75 έως 83 του ν. 4727/2020 (ΦΕΚ 184 τ. Α΄/23-9-2020) «Ψηφιακή Διακυβέρνηση (Ενσωμάτωση στην Ελληνική Νομοθεσία της Οδηγίας (ΕΕ) 2016/2102 και της Οδηγίας (ΕΕ) 2019/1024) - Ηλεκτρονικές Επικοινωνίες (Ενσωμάτωση στο Ελληνικό Δίκαιο της Οδηγίας (ΕΕ) 2018/1972) και άλλες διατάξεις», όπως τροποποιήθηκε και ισχύει.
5. Την απόφαση της Συγκλήτου στη συνεδρίαση με αρ. πράξης 78/Θ.25/24-02-2022 (ΑΔΑ: ΨΑΨΔ46ΜΗ2Ι-ΠΛΨ) με θέμα «Συγκρότηση Επιτροπής ισότητας των φύλων».
6. Την με αριθ. πρωτ. 319/Φ20/16-05-2019 (ΑΔΑ: ΨΙΦ846ΜΗ2Ι-Θ6Β) απόφαση του Πρύτανη του Ελληνικού Μεσογειακού Πανεπιστημίου με θέμα: «Συγκρότηση της Συγκλήτου του Ελληνικού Μεσογειακού Πανεπιστημίου», όπως έχει τροποποιηθεί με την με αρ. πρωτ. 1066/Φ20/23-02-2022 (ΑΔΑ: 6ΨΕΠ46ΜΗ2Ι-Ξ2Θ) 9η τροποποίηση και ισχύει.
7. Την με αρ. 206997/Ζ1/27-11-2017 Πράξη του Υπουργού Παιδείας, Έρευνας και Θρησκευμάτων (ΦΕΚ 633/τ. Υ.Ο.Δ.Δ./30-11-2017) με την οποία διαπιστώθηκε η εκλογή Πρύτανη και τεσσάρων (4) Αντιπρυτάνεων του ΤΕΙ Κρήτης.
8. Τις διατάξεις της παραγρ. 6 α και β του άρθρου 18 (Ζητήματα τριτοβάθμιας εκπαίδευσης) του ν. 4559/2018 (ΦΕΚ 142/τ΄Α/3-8-2018) «Πανεπιστήμιο Ιωαννίνων, Ιόνιο Πανεπιστήμιο και άλλες διατάξεις», σύμφωνα με τον οποίο παρατείνεται η θητεία του Πρύτανη και των τεσσάρων (4) Αντιπρυτάνεων του Ελληνικού Μεσογειακού Πανεπιστημίου έως 31-08-2022.

#### Αποφάσισε

**Να εγκρίνει** το Σχέδιο Δράσης για την Ισότητα των Φύλων (Gender Equality Plan), ως εξής:

# Gender Equality Plan

Hellenic Mediterranean University



Gender Equality Committee  
Hellenic Mediterranean University  
February 2022

## 1. Introduction

Gender equality is among the basic values shared by the EU. The current Gender Equality Plan (from now on referred as GEP) presents the strategy towards achieving gender equality at the Hellenic Mediterranean University (HMU) and has been designed by the Gender Equality Committee with the co-operation and support of the University's Administration.

The central aim of HMU GEP is to:

- end gender-based violence.
- to challenge gender stereotypes.
- to promote equal opportunities.
- to promote equal gender representation.

The aim of HMU GEP is to develop a gender-sensitive university by increasing the university community awareness on gender issues, to promote gender equality and gender sensitivity, by establishing new forms of leadership which are fundamental to reforming our institutions. Improving knowledge and attitudes on gender equality among the members of the teaching, the research and the administrative staff as well as the student community, is a key priority of the GEP in order to increase the capacity of the university to address instances of gender inequality. Embedding a gender aware culture in HMU by shifting traditional perceptions, improving the research quality and promoting excellence, career development and more inclusive decision-making procedures, are among the objectives of the HMU GEP. Furthermore, HMU GEP focuses on gender-based violence and discrimination. Emphasis is placed on designing a comprehensive protocol to monitor, report and take action about cases of verbal, emotional, physical and sexual abuse and harassment as well as other forms of gender-based discrimination within the University Community.

The HMU GEP is based on a strategy comprising Key Areas, objectives, measures, targets and Key Performance Indicators (KPIs). A detailed description and a respective timeline for the realization of the strategy is presented in the following pages.

## 2. Regulatory framework

This GEP legitimates and protects every strategy aiming to achieve gender equality at HMU 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**

*Treaty on the Functioning of the European Union (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: that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement; 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)
- **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 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 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 1756/1988**, Code on the Status of Judges, OJ A 35/2.2.1988.
- **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 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.
- **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 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’, OJA339/30.12.1981.

#### *National General Collective Agreements (NGCAs)*

- **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.

### 3. The Strategy for Gender Equality at HMU

#### 3.1 Current situation

Amongst the 22517 undergraduate students currently registered at HMU 899 students enrolled in the MSc programmes and 135 students at PhD level. Among the undergraduate and postgraduate students, the ratio of male-female is approximately 2:1 with 41% female students in the undergraduate programme and 39% in the postgraduate programmes. At the doctoral level the ratio is even more balanced, with 47% of doctoral students being female. As regards the 23455 undergraduate and the 787 postgraduate students, who have graduated from HMU, females represent 52% and 41% respectively. The following table presents the students' distribution by gender.

		Male	Female
Active students (n=23551)	Undergraduate	13232 (59%)	9285 (41%)
	Postgraduate	549 (61%)	350 (39%)
	PhD candidates	72 (53%)	63 (47%)
Graduates (n=24242)	Undergraduate programmes	11245 (48%)	12210 (52%)
	Postgraduate programmes	462 (59%)	325 (41%)
Faculty (n=166)	Undergraduate programmes	130 (78,31%)	36(21,69%)

#### 3.2 Gender Equality in HMU



Prompted by the fact that gender equality is a fundamental human right, while progress concerning gender equality in Greece is very slow, Hellenic Mediterranean University (HMU) has initiated the implementation of new policies and activities to promote gender equality.

In this context, HMU, with respect to:

1. Constitutional declarations (article 4, paragraph 2 “Greek men and women have the same rights and obligations”, article 116, paragraph 2 “Taking actions to ensure gender equality is not a discriminatory act against genders. The State takes action against discriminatory actions that are mainly targeted towards women”)
2. Law 3549 (Reformation of institutional framework for the organization and operation of Universities), article 1, paragraph 2e that defines the core mission of Greek Universities to “contribute to the establishment of gender equality between men and women”
3. Law 4604, Part 1 (Promotion of instrumental gender equality and prevention and elimination of gender violence), Declares its responsibility to ensure gender equality, to eliminate gender discrimination and unequal treatment based on bias, prejudice and stereotypes about gender, gender identity and/or sexual orientation, to address discriminatory and/or abusive behavior, sexual harassment and/or sexist behavior.

### 3.3. Gender Equality Policies

By establishing the Gender Equality Committee (GEC) (law 4589/2019, vol B, article 33), HMU aims at developing a unified policy for the promotion of equality at all levels and procedures of academic life in the Institution.

#### Objectives

The HMU 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. Promoting a **more inclusive decision-making** by engaging more women in the process.
5. Becoming an attractive research institute for female researchers from Greece and abroad.
6. Contributing to the national and European needs for female researchers.

#### Key priority areas

To achieve those objectives HMU 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:

**KeyArea1:** Governance and decision making

**KeyArea2:** Recruitment, Selection procedures, and Career Progression

**KeyArea3:** Flexible and Agile Working

**KeyArea4:** Gender Strategy in Research

**KeyArea5:** Gender in events, courses and activities

**KeyArea6:** Gender in Organisation Culture

The selected Key Areas, comprise sets of objectives, measures, targets and Key Performance Indicators (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 Sustainable Development Goals (SDGs).

Through these Key Areas, HMU will aim to contribute to reducing the Gender Divide at an institutional and local levels. For the realization of the above-mentioned policies, GEC suggests the following actions:

**A. Prevention and elimination of discriminations at the academic and administrative levels**

- Highlight the career achievements of women in HMU, aiming to eliminate the exclusion of women from positions of high responsibility, as well as administrative positions.
- Promote equal representation of genders at academic and administrative committees and at Institutional bodies.
- Reviewing and restructuring of administrative papers, regulations, statutes, study curricula, rulebooks and other official Institutional papers to reflect the values of gender equality in terms of their content and use of language, abolishing sexist language, in the context of law N. 4604/2019 (Official Government Gazette/A'/29-1-2019).
- Communication of the policy of HMU concerning gender equality in the members of the academic community.
- Allocation of funds for the incorporation of policy and the implementation of gender equality.

**B. Research and education**

- Design and implementation of informational seminars, lectures, and awareness events for academics about gender equality issues and the elimination of discrimination on the basis of gender, gender identity and/or sexual orientation.
- Promotion of studies on gender issues.
- Proposals of addition of new lectures and/or topics in existing modules about gender issues in the curriculum of bachelor's students or promote the interdepartmental collaboration and establish new master's courses that will

focus on gender studies.

### C. Elimination of gender-specific abusive behavior

- Introduction of rules about the decisive and effective resolution of discriminatory behavior and harassment (Institutional rules of procedure).
- Establishment of mediation services in the case of complaints about discriminator behavior or harassment that will foresee the resolution of the case (e. g. establishment of an Office for Gender Equality Issues, or the use of an Institutional hotline in collaboration with institutional committees, such as the Advisory and Accessibility Committee, the Student Advocacy) and help the victims of discriminatory and abusive behavior on the basis of gender, gender identity and/or sexual orientation.

### D. Social responsibility and networking

- Organization of events (independently or in collaboration with local authorities, Gender Equality committees, Municipal/Regional Gender Equality Committees, Social Policy departments and Gender Equality committees of regional authorities, Women Consulting Centers) with the aim to promote good practices about the elimination of discrimination on the basis of gender and the promotion of gender equality.
- Interaction with local Bodies, Institutions and networks that promote Gender Equality.

The objectives to be met under the selected Key Areas and the respective timeframe is presented in the following table;

KeyArea1: Governance and decision making				
Objectives	Measures	2022	2023	2024
Gender balance in all key decision-making bodies	Monitor the application of the Gender plan	X	X	X
Oversight of organizational processes in relation to gender	Equality, diversity and inclusion principles embedded into to governance and Strategic Planning	X	X	X
Increase capacity building and service coordination	Performing periodic consultations with stakeholders and the academic community on gender equality activities		X	X
KeyArea2: Recruitment, Selection procedures, and Career Progression				
Objectives	Measures	2022	2023	2024
Career advancement interventions for female professional,	Analysis of applications vs admissions data to access gender balance ratio		X	X

managerial and support staff				
Attract female applicants in senior posts	Sharing career good practices and training female role models		X	X
Amend Institute policies with a view to gender	Monitoring of implementation of gender equality policies	X	X	X
KeyArea3: Flexible and Agile Working				
Objectives	Measures	2022	2023	2024
Promote integration of work with family and personal life (+ on site)	Creation of guidelines for work life balance		X	X
KeyArea4: Gender Strategy in Research				
Objectives	Measures	2022	2023	2024
Gender monitoring in research processes	Monitoring applications' gender balance received in research positions	X	X	X
Promoting women in open posts for research / research projects	Women hired in research positions		X	X
Better access to resources	Applying for funding in national/European calls targeting female researchers		X	X
Increase gender mainstreaming in research and teaching	Provision of guidance and training on gender mainstreaming in the content of research		X	X
KeyArea5: Gender in events, courses and activities				
Objectives	Measures	2022	2023	2024
Balanced participation of men/women in events/courses/ etc	Monitoring participation M/F in the Institute's events/courses, etc		X	X
KeyArea6: Gender in Organisation Culture				
Objectives	Measures	2022	2023	2024
Increase awareness and assist decision making	Information days and workshops aiming to the sensitization of administration bodies and reduce resistances, targeted training, seminars and mentoring programs	X	X	X

	Develop and maintain a website for gender equality matters.	X	X	X
	Establish monitoring methodologies based on measurable gender-related indexes to evaluate the progress and the development of evidence-based strategic policies to eliminate gender and other diversity-related inequalities.		X	X
	Gather and analyze disaggregated gender data via questionnaires and interviews towards different staff and students.		X	X
Improve reporting of victimization and experience of discrimination	Establish a formal mechanism to map and handle incidents of gender-based violence and sexual harassment.	X	X	X
	Design and establish protocols for monitoring, registration, and intervention in instances of sexual harassment and gender-based violence.		X	X

Ακριβές απόσπασμα  
Η Γραμματέας

Μούντη Μαρία