



# GENDER EQUALITY PLAN 2023-2035

THE HERITAGE MANAGEMENT ORGANIZATION

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## Introduction

Gender equality is a fundamental value of the European Union.

Following the Guidance on Gender Equality Plans issued by the European Commission, gender equality:

- Help to improve the quality and impact of research and innovation by helping to ensure it is reflective of and relevant to the whole of society;
- Create better working environments that enable good quality research and learning and help maximise the potential and talents of all staff;
- Help to attract and retain talent by ensuring that all staff can be confident that their abilities will be valued and recognised fairly and appropriately.

A Gender Equality Plan (GEP) is adopted by organizations or institutions in order to assess their procedures and practices, identify gender bias and implement measures to correct any bias, set targets and monitor progress in gender equality via indicators.

The GEP should be in accordance with Greek and European laws and aligns with national initiatives and actions towards equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, social responsibility of organisations etc. Articles, policies and directives can be found in detail in the following sections.

## 1. National Legislation

The Greek Constitution guarantees equality between sexes (Art. 2, §4) and the right to equal pay for work of equal value regardless of gender or other differences (Art. 22, §1). At the same time, the Greek Constitution recognizes substantive equality between the sexes. In the constitutional revision process in 2001, it is foreseen that “positive measures for promoting equality between men and women do not constitute discrimination on grounds of sex” and

that “the state shall take measures to eliminate inequalities to the detriment of women that exist in practice” (Art. 116(2)).

Law 2839/2000- GG A 196 ‘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.

Law 4009/2011 – GG A 195 ‘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”. Moreover law 4957/2022 – GG A 141 “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).

Moreover law 3653/2008 – GG A 49 ‘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

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personnel in national bodies and research and technology committees, provided candidates have adequate qualifications.

At the same time, article 25 of law 4386/2016 – GG A 83 ‘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.

In addition with law 3896/2010 – GG A 207, Greece implements the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation and harmonizes the existing legislation with Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006.

Also, law 4604/2019 – GG A 50, on promoting substantive equality between sexes and combating gender-based violence, provides measures to be implemented across the public sector. More specifically article 10 provides that every Ministry shall present an annual report on actions, measures and programs adopted in order to promote equality among sexes and combat gender-based violence and shall publish on their website once a year a report on the progress of elimination gender-based discrimination. This report shall contain measures taken and their results.

Moreover according to article 11, Ministries and public bodies shall include in their annual budgets gender based actions and according to article 13, they shall collect and keep statistics on gender that shall be sent to the General Secretariat for Demography and Family Policy and Gender Equality. In addition, article 17 encourages universities and research centers to integrate gender equality in their teaching and research activities. For private and commercial companies, including those in the research sector, article 21 of the law provides the creation of a Gender Equality Badge (GEB) to reward initiatives promoting equal opportunities and the adoption of Gender Equality Plans (GEPs).

Moreover article 33 of law 4589/2019 – GG A 13 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.

In addition, the provisions of Law 4808/2021<sup>[5]</sup> – GG A 101 provide for the prevention and treatment of violence and harassment at work and the fight against workplace bullying. Based on the existing institutional framework, the aim is to consolidate a culture of equality and protection from violence and harassment and to cultivate a healthy work environment.

## 2. European Legislation

Equality between people and non-discrimination are the founding cornerstones of the EU and are being embedded in the Treaties of the European Union, the Charter of Fundamental Rights of the European Union and secondary legislation. In the development of the GEP, our Organization considers the:

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1. "Recast" Directive (2006/54/EC) on equal opportunities and equal treatment of women and men in employment and occupation which requires the implementation of the prohibition of direct and indirect sex discrimination, harassment and sexual harassment in pay and access to employment,
2. Directive 2010/41/EU on the prohibition of direct and indirect (sex) discrimination to self-employment,
3. discrimination prohibition Directive on Pregnancy (92/85/EEC),
4. Parental Leave Directive (2010/18/EU),
5. Part- time Work Directive (97/81/EC),
6. Racial Equality Directive (2000/43/EC) that prohibits discrimination on the ground of racial or ethnic origin in employment as well as
7. Employment Equality Directive (2000/78/EC), covering the grounds of religion or belief, disability, age, and sexual orientation.

### 3. METHODOLOGY

For the implementation of this plan, The Initiative for Heritage Conservation (doing business as the Heritage Management Organization – abbreviated as HERITAGE) shall set up a Gender Equality Committee (GEC) formed by persons, with expertise in human resources management, and/or human rights and accessibility issues, and/or prior active involvement in gender matters. The Committee shall be responsible for the implementation of the organization's GEP, propose the necessary changes to organization procedures and working practices to ensure the promotion of the equal treatment of men and women within HERITAGE and across its range of activities, and to design and coordinate a procedure to assess to what extent HERITAGE is a place of employment that offers equal opportunities irrespective of biological sex and sexual orientation.

The Committee shall review the relevant legislation and policies applicable in Greece, regarding gender equality and non-discrimination, as well as those that are specific to the fields of research and innovation (R & I). It shall also proceed with a very first assessment of the current situation in the organization as analysed hereunder.

Moreover, the Gender Equality Committee shall:

1. Investigate the need to prepare action plans to promote and ensure substantial equality in HERITAGE's procedures at all levels including the research and administrative ones. Should it find there is a need to prepare an action plan the committee will decide upon its authors and review and approve the final plan. It will also and prepare any reports to be submitted to the Board of Directors,
2. recommend to the competent internal bodies measures to promote equality and combat sexism,
3. provide information and training within the organization on issues related to gender and equality where it establishes there is a need for similar training and information,
4. provide contact points in cases of complaints of discriminatory treatment or harassing behavior,
5. provide assistance to victims of discrimination when they report discriminatory treatment.

### 4. ACTIONS:

1. Identify the categories of personnel and other individuals this policy may apply to (project managers, educators, trainees, researchers, administrative staff, permanent employees, posted employees, on contract employees).
2. Prepare statistics on total gender distribution.
3. Prepare statistics on gender distribution by category of personnel/type of educational activity.

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4. Prepare statistics on gender distribution in positions of responsibility.
5. Prepare statistics on gender distribution in positions with decisive authority.

## CONCLUSIONS:

Based on the plan outlined about, HERITAGE will establish a GEP Committee by M6 2024.

The committee will go ahead with the actions outlined in this document and establish reporting procedures by M9 2024.

The first GEP report will be produced for year 2024 and be included in the organization's Objectives and Key Results for said year.