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i s o t i t a

## **GENDER EQUALITY ACTIVITIES PLAN (GEAP) UNIVERSITY OF WESTERN MACEDONIA**

**SENATE'S DECISION 167/13-07-2022**

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## EXECUTIVE SUMMARY

This report constitutes the Gender Equality Activities Plan (GEAP) of the University of Western Macedonia (UOWM). For the development of the GEAP of the UOWM, research on Gender Equality (GE) issues was conducted at the UOWM in three stages: An overview of the national and European institutional framework on Gender Equality (GE), a quantitative overview of the gender distribution of the UOWM community and study of GE issues in the UOWM. The GEAP was developed based on the research findings.

Following the identification of the main areas of intervention and the relevant factors that are considered in the GEAP of the UOWM, the GEAP was developed in a two-step process that included: a) actions based on information collected from the academic literature, preliminary research on GE issues undertaken by the UOWM's Gender Equality Committee (GEC) and the recommendations received during the meetings and individual interviews with members of the UOWM community and b) check of the applicability of the actions in the context of the UOWM's national legal and regulatory environment and the maturity of the organizational conditions and practices at the UOWM. The key objectives included in the GEAP of the UOWM are summarized as follows:

1. The GEAP of the UOWM constitutes a public document, signed by the top management and published on the website of the UOWM
2. An organizational unit - Gender Equality Observatory (GEO) at the UOWM to observe the implementation of GEAP is established
3. Actions for awareness raising of the importance of equality issues and strengthening positive attitudes towards diversity are scheduled and promoted
4. Actions for improving gender equality in recruitment and career progression are scheduled and promoted
5. Actions promoting a better work-life balance are encouraged and promoted
6. Initiatives targeting to increasing gender-balanced decision making are scheduled
7. The integration of the gender dimension in research and teaching is promoted
8. Gender-disaggregated data throughout the action lifecycle is taken over ( i.e. planning-implementation-monitoring-evaluation)
9. Introduction of inclusive language in internal and external communications is implemented
10. Increasing measures against gender-based violence, including sexual harassment are taken

## 1. INTRODUCTION

The Gender Equality Committee (GEC) of the UOWM was established by the decision of the Senate 111 / 24.04.2020. It acts as an advisory source to the Senate and the Administrations of the Schools and Departments for the promotion of equality at all levels of operation and in all the processes of academic life. The University of Western Macedonia protects and promotes gender equality and takes care of the fight against discrimination based on gender, color, nationality, ethnicity, genealogy, religion or other beliefs, disability or chronic illness, age, family or social status, identity or gender characteristics in the education, working and employment conditions and professional development of all members of the university community.

The primary objective of the plan is to ensure that the University of Western Macedonia is a safe place for everyone, functions in a manner which respects equality and diversity, is free of discrimination and ensures unhindered academic progress for all. Equality and diversity are values which promote the development of science. The many benefits of equality and diversity in the sciences and higher education include positive changes in the quality of research and teaching, the reinforcement of the scientific and research position of the institution in a competitive environment, improved dialogue and exchange of ideas due to greater inclusiveness, and a sense of community. Equality and diversity in the sciences and higher education also reflect on people's feelings of well-being at work and during their studies. Equality policies support the development of more transparent procedures, which help create a better working environment while attracting and retaining academic talent.

The social mission of the University of Western Macedonia is to guarantee access to knowledge and the acquisition of skills to all persons there entitled. By putting good practices into Activities and making improvements in communication within the University community, the best solutions for promoting equality can be popularized more efficiently; these provide the starting point of The Gender Equality Action Plan for the UOWM (GEAP for the UOWM). They allow for establishing a safe environment and equal treatment at the University and combat discrimination through an early-response system.

## 2. MOTIVATION

As part of the European Commission Gender Equality Strategy 2020-2025, the European Commission is committed to promoting gender equality in research and innovation. This is alongside the well-established regulatory framework within the EU on gender equality which applies widely across the labor market, including the research sector. Because of the peculiarities of the research sector, specific action is needed to overcome persisting gender gaps. Many structural barriers to gender equality in research and innovation persist. These barriers within the research have been typically addressed through:

- funding instruments such as Horizon 2020
- the European Research Area in collaboration with member countries and research organizations.

The European Commission is now making institutional gender equality plans a precondition for securing funding from Horizon Europe, the framework program for research and innovation. The precondition is part of the plans drawn up by the European Commission for promoting gender equality (Gender Equality Strategy 2020-2025; Gender Equality in the European Research Area). From 2022, every legal entity (government body, research, or higher education institution) must have a gender equality plan in order to be eligible for funding from Horizon Europe.

In this plan, the measures, activities and policies developed and implemented to support our goals are included. It also includes planned initiatives for 2022 to 2025. We acknowledge that gender is always linked to other social categories, such as ethnicity, functional impairment, age, sexual orientation, and social class. This makes an intersectional approach necessary when making plans for gender equality.

### 3. MONITORING

In the monitoring phase, the process and progress are regularly evaluated. The findings from the monitoring phase make it possible to fine-tune and improve any interventions that are made to achieve optimum results

In drawing up this GEAP for the UOWM, we are using the three interdisciplinary approaches to gender equality taken by policymakers, institutional administrators, scientists and engineers over the past three decades as presented by Schiebinger & Schraudner<sup>1</sup> in order to reinforce European research environments.

These approaches include:

- fixing the numbers of women in science, medicine, and engineering.
- fixing research institutions by removing barriers and transforming structures.
- fixing knowledge by incorporating gender analysis into basic and applied research.

### 4. REGULATORY FRAMEWORK

This GEP legitimates and protects every strategy aiming to achieve gender equality at the UOWM. GEP is devised according to European and national laws. It is also in alignment with initiatives and actions on the national level, focusing on the equality of women and men, human rights, discrimination banning, harassment in the workplace, social responsibility of organizations etc. Starting with the fact that gender equality is among the fundamental human rights, the University of Western Macedonia (UOWM) has initiated the implementation of new policies and activities to promote gender equality.

In this context, UOWM, based on:

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 the institutional framework for the organization and operation of Universities), article 1, paragraph 2e 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.

### 5. COMMUNICATION

The Gender Equality Plan will be published internally and externally on the UOWM website. Furthermore, it will be shared with all staff and students in internal newsletters.

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<sup>1</sup> Schiebinger, L. & Schraudner, M., 2011, Interdisciplinary Approaches to Achieving Gendered Innovations in Science, Medicine, and Engineering

6. HUMAN RESOURCES

In this section, the current state of gender representation in UOWM’s human resources is presented per staff (Teaching & Research and Administrative Staff) and student category (undergraduate and Master or PhD students). In addition, career progression elements are presented to depict gender-related imbalances, if any.

The mapping of gender representation is based on the data collected annually by the Quality Assurance Unit of the UOWM (2020-2021).

6.1 Teaching & Research Staff

The current state of gender representation in the teaching and research staff of the UOWM is presented below (Fig. 1). Faculty members in the different scientific fields are mainly represented by men (71 %). In contrast, women’s representation reaches 29% when all members are considered collectively (Fig. 1). The same trend is recorded at all levels, where women's representation ranges from 21% in Professors position to 26% in Assistant Professors (Fig. 1). Women's representation among Faculty members is low, especially in the position of Professor, in all fields. The progression from one level position to the next, up to the position of Professor, is considered a career development index over the years. As shown in Fig. 1, career progression among women and men has been stable over the years, with men being over-represented in all levels compared to women.

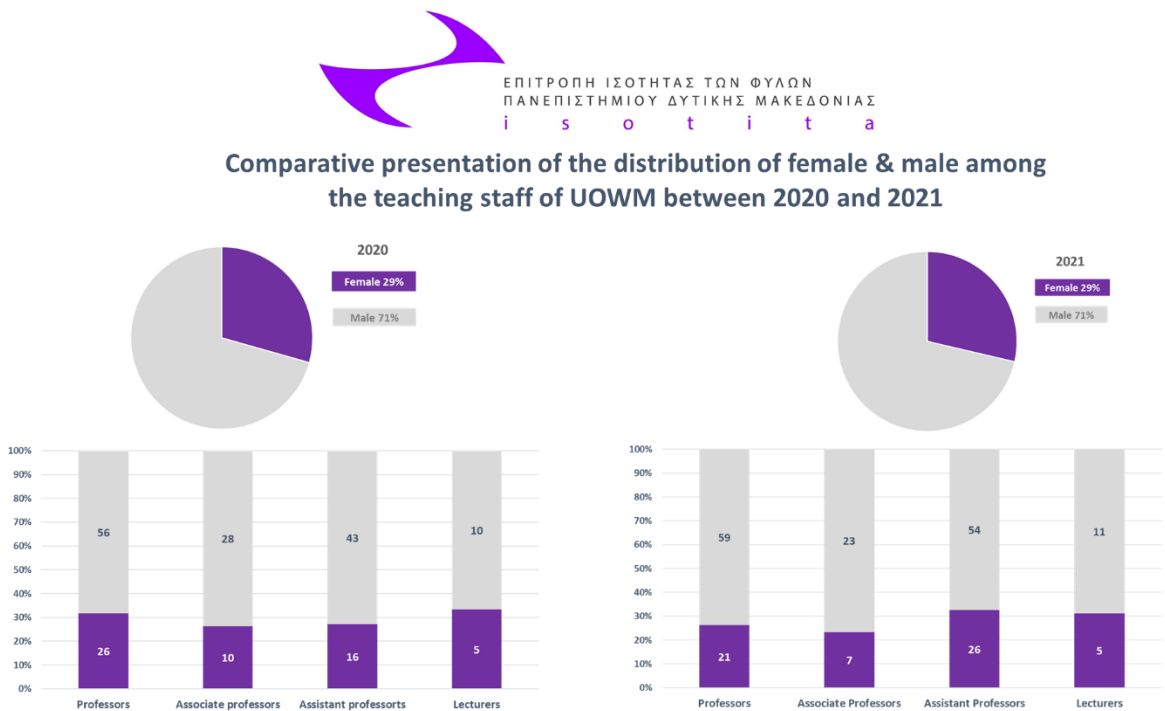
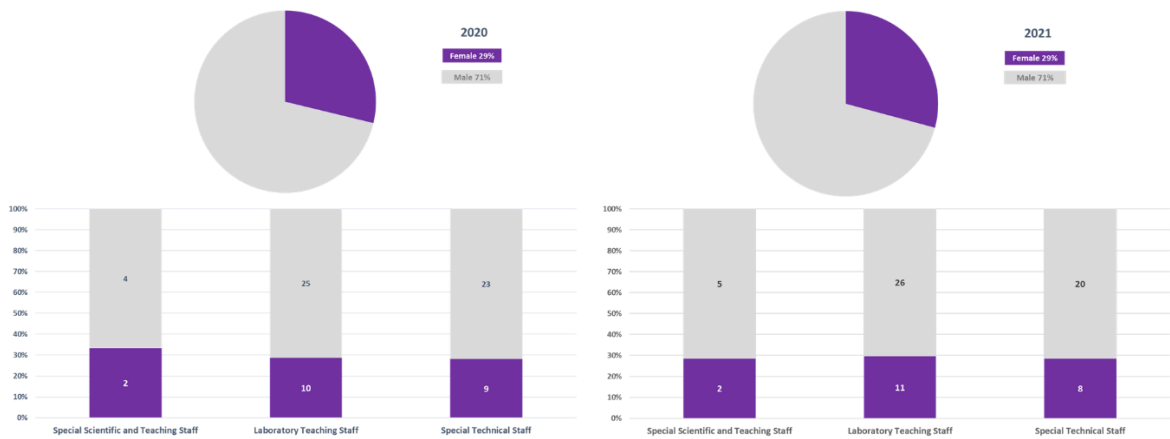


Figure 1. Gender representation in Teaching & Research staff.

Concerning the other teaching & technical staff (4 categories), a higher percentage representation (71%) was recorded for men over women (29%) (Fig. 2). This percentage was similarly higher than women’s percentage in all four categories. Women are under-represented in other teaching & technical staff.

Distribution of Female and Male in other teaching & technical staff within UOWM between 2020 and 2021

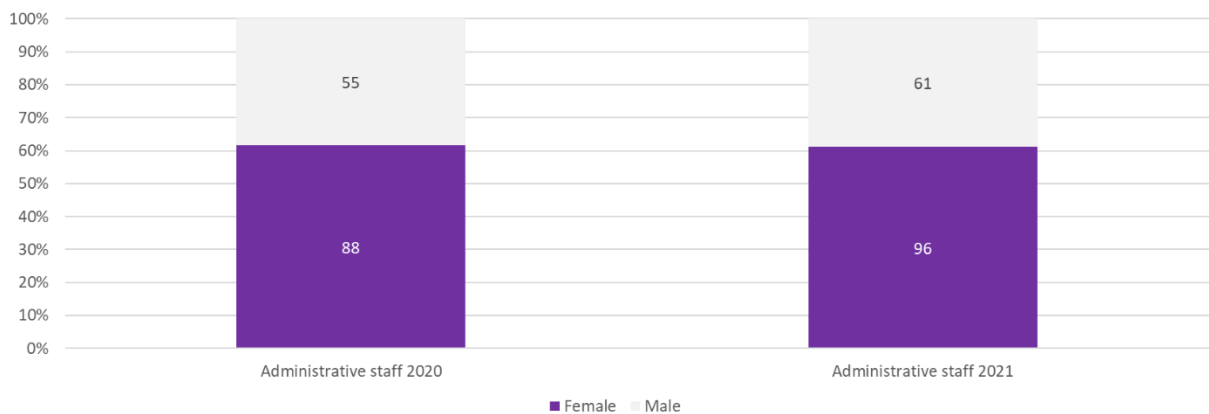


**Figure 2.** Gender representation in other teaching & technical staff.

## 6.2 Administrative Staff

In total, in 2021 96 % of the total staff is women (Fig. 3). Men are under-represented in the Administrative staff.

Comparative presentation of the distribution of female and male among the University's staff members between 2020-2021

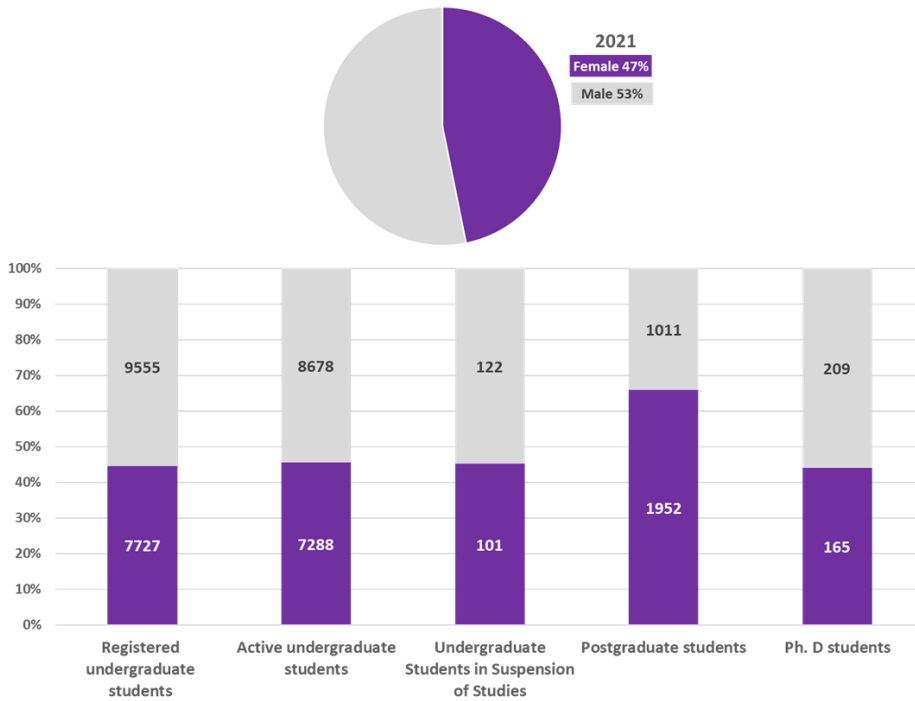


**Figure 3.** Gender representation in the administrative staff.

## 6.3 Students

All students are shown to be over-represented slightly by men, with 53% of enrolled students as compared to women (47%) (Fig. 4). In contrast, women's representation in postgraduate students is higher than men's (1,952 over 1,011, respectively, Fig. 4). Concerning the PhD students, a slightly higher (209 over 165) percentage was recorded for men over women (Fig. 4). Female students are underrepresented at the undergraduate and the postgraduate (PhD) levels. However, graduation percentages for Master's students are recorded to be in favor of women over men.

#### Distribution of Female-Male students of UOWM at 2021

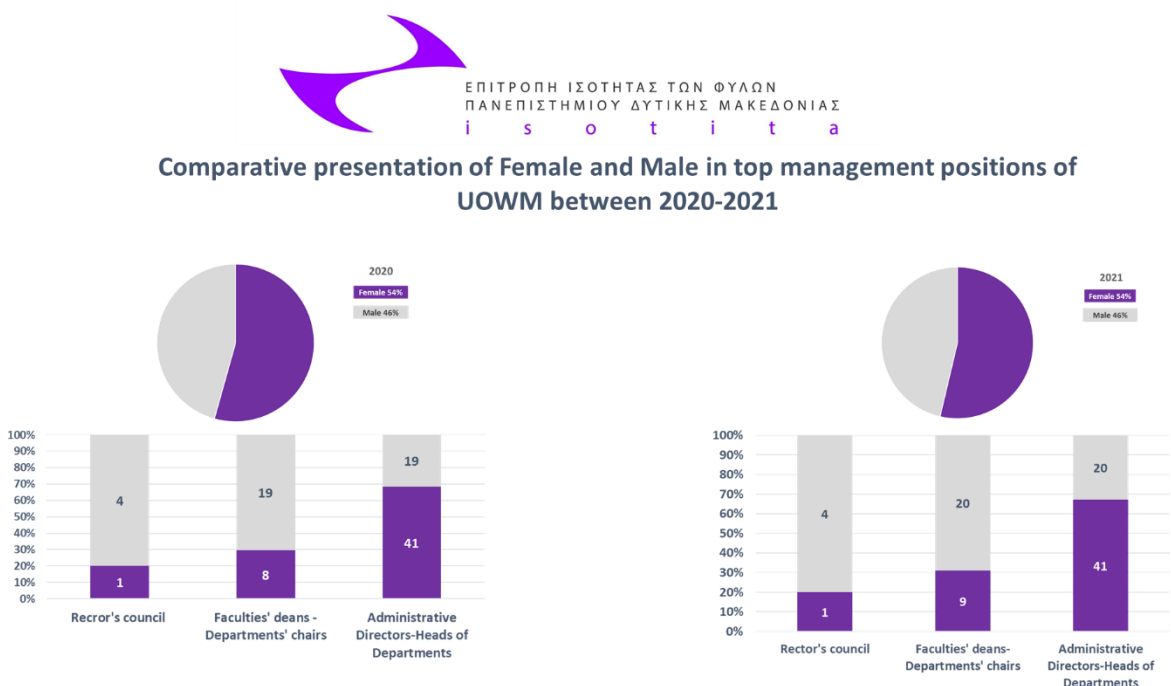


**Figure 4.** Gender representation in undergraduate and postgraduate students.

#### 6.4 Gender representation in leadership and top management positions

The current map of the gender representation in UOWM's decision-making positions and top management is illustrated in Fig.5. Men's participation generally accounts for 46% versus 54% of women in decision-making positions. However, in top management positions, the percentage of men is relatively high, reaching 80% in the Rector's Council.

The rest of the top management positions are male-dominated, as 69% of the Dean's and Departmental Heads are occupied by men. In contrast, the representation of women is relatively high (67%) in the Directorate of Administrative Support.



**Figure 5.** Gender composition in top management positions per category.



7. GENDER EQUALITY ACTIVITIES PLAN FOR UOWM (GEAP for UOWM)

The GEAP for UOWM responds to needs in the following areas:

- improved dissemination of knowledge about equality, diversity, and anti-discrimination;
- promotion of existing examples and solutions related to strengthening equality and diversity discussing and formulating
- support for combining work and family life

Objectives identified in the GEAP for UOWM are twofold, concerning both institutional and awareness-building activities. Their implementation is to bring about changes at the institutional level, modify the existing practices at the University, introduce new procedures, and support the establishment of study and work conditions (including administrative, teaching, and scientific work) that will allow for better implementation of the principle of equal treatment based on sex.

The objectives of GEAP for UOWM were defined during workshops with male and female representatives of faculties, which included male and female Deans and Vice-Deans, and representatives from University-wide administrative and organizational units. Gender Equality Plans implemented at other European universities were an essential benchmark for the discussion and formulation of the Gender Equality Plan for the UOWM.

The result of the work is the Gender Equality Plan for the UOWM, with nine objectives. Each of the objectives of the Plan have been analyzed by specifying target employees, activities, indicators for measuring activities, and the organizational units responsible for implementation.

GENDER EQUALITY ACTIVITIES PLAN FOR UOWM  
OBJECTIVES, ACTIVITIES AND INDICATORS

OBJECTIVE 1.

The GEAP of UOWM constitutes a public document, signed by the top management and published on the website of UOWM

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ACTIVITIES

The first objective involves the development of a **public document** signed by the top management and published on the website of the UOWM, proving top management’s commitment to implement the GEAP; that is, the GEAP becomes a **formal published document**.

- Will be Published on the institution’s website
- Disseminated across various stakeholder groups and meetings within UOWM and as well published in the UOWM newsletter.

OBJECTIVE 2.

The establishment of organizational unit - Gender Equality Observatory (GEO) at UOWM to observe the implementation of GEAP

ACTIVITIES

The establishment of this structure is necessary as it contributes resources for the implementation of the GEAP, along with other resources from UOWM, and monitors the implementation of the GEAP.

**Fixing the numbers:** Numbers and percentages of, e.g., women in scientific staff, in higher positions, in support staff, student distribution by gender, and distribution of diplomas by gender.

These data, together with the gender targets, is discussed regularly in the Gender Equality Committee and various bodies throughout the university.

Gender policy can only be effective if these three paths are followed simultaneously: increasing diversity among students and staff will not be successful without a restructuring of institutes and without considering diversity in knowledge production and the curriculum.

Tasks:

- Gathering data on gender equality at the UOWM;
- Collecting the results of studies on equality and diversity carried out in the community at the UOWM;
- Publication of statistics in the national and European contexts;
- Regular verification of the status of equality and the status of knowledge of equality solutions at the UOWM;
- Responses, support, and implementation of the anti-discrimination and anti-mobbing procedures;
- Development and implementation of equality policies at the UOWM; teaching and research activities

INDICATORS

Increased awareness, measured in the results of regular surveys pertaining to the development of knowledge, and the modification of attitudes and beliefs

Carrying out consultations and surveys;

Publishing the results by 2024 as part of the activities related to the next Gender Equality Action Plan for UOWM.

OBJECTIVE 3.

**Actions for awareness-raising, of the importance of equality issues and strengthening positive attitudes towards diversity.**

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ACTIVITIES

A. Awareness raising

**3.1 The introduction of the Code of Ethics of the UOWM.**

Distributing knowledge about existing equality guides at the UOWM.

**3.2 Introduction of the Anti-Discrimination Procedure** allowing for formal complaint proceedings: secure reporting and combating sexual harassment and discrimination, both by the person who experienced discrimination and by the management of the unit. Systematization of equality and anti-discrimination activities at the UOWM by separating functions of the Anti-Discrimination Committee and Equality Committee. The procedure contains information on the process after the complaint is made: the person handling the complaint, the timeframe, the method of providing the information on the process to the person who reported the complaint, etc. Distribution of information about the catalogue of matters analyzed and the consequences to perpetrators of discrimination and sexual harassment at the UOWM is an element of the procedure.

**3.3 Arranging a “Week for awareness” campaign aimed at highlighting diversity** in the University community and encouraging the prevention of discrimination in various areas. For this reason, the themes of “Weeks” go beyond gender equality and include other dimensions. The themes of “Weeks” could be about:

- combating homophobia and transphobia (Rainbow Week)
- developing knowledge and skills related to responding to manifestations of racism at the UOWM;

## **B. Training**

**3.4 Training for men and women employees** (academic and administrative), as well as men and women students and doctoral candidates:

- developing knowledge about discrimination phenomena (including discriminatory language), violence (including that based on prejudice or gender), harassment, and sexual harassment;
- developing skills related to identifying and responding to these phenomena.

The status of knowledge is verified before and after the training. Information about the certificate for completing the training can be entered into the periodic evaluation form.

Introduction of anti-discrimination trainings for management staff of organizational units and persons representing student self-government bodies.

## **C. Education**

**3.5 The introduction of courses (undergraduate and / or interdepartmental free choice) in gender studies**

**3.6 One 3-hour seminar, every year, on female leadership for early career academic women and female doctoral students.**

## **INDICATORS**

All new male and female employees are to be trained as of 2023. At least 50 men and women employees are to be trained in 2022. Men and women first-year students of the first and second cycle programmes trained – training available to interested persons at each unit in 2022;

Three workshop meetings of this type for 10 people are arranged during the academic year. At least two events with 40 participants (in total) per week. Posters + video, events.

An increased number of visits to the website with information on procedures.

## **OBJECTIVE 4.**

### **Actions for improving gender equality in recruitment and career progression**

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## **ACTIVITIES**

**4.1 Recruitment announcements including transparent criteria**, clear guidelines for the evaluation of achievements, disclosure of applications, possible consultation with men and women external experts

**4.2 Gender-balanced contest committees** and others or committees comprising representatives of both genders– development of guidelines.

Cooperation between recruitment/contest committees and the Equality Observatory at UOWM. Gathering and publishing statistical data on the number of candidates and persons selected by gender, taking the specifics of the area into account.

**4.3 Development of a standardized questionnaire for the evaluation of women and men candidates**, taking discrimination prevention and diversity activities into account, or the preparation of qualification interview scenarios.

**4.4 Launching a research and development program for young women** research and teaching employees –mentoring: limiting the phenomenon of ‘losing’ women during the process of their academic career development.

**4.5 Networking groups for women doctoral candidates:** including women doctoral candidates in the network of contacts with male and women researchers, and organisation of lectures with invited women lecturers on careers of women in science, in Greece and all over the world (e.g., managers of international grants at UOWM):

**4.6 Promotion of the idea of young talent development** in research and teaching at UOWM.

**INDICATORS**

Data is published on an annual basis.

Equalisation of the percentage of applications for grants submitted by women and men, increasing the participation of women researchers in grants at an early stage of their careers.

**OBJECTIVE 5.**

**Actions promoting a better work-life balance**

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Work-life balance issues deal with the considerable conflict between a demanding career and family responsibilities. The unbalanced allocation of time between work and life is one of the factors contributing to this conflict, especially in cases of parents with childcare issues when schools are closed.

**ACTIVITIES**

**5.1 Formulating recommendations with respect to the hours of meetings** of Scientific Councils, Teaching Councils and Faculty Councils to support a work and family life balance. Establishment of an official policy according to which during the course timetabling special consideration is given to academic and teaching staff with care responsibilities for children or other family members.

**5.2-Introducing home office opportunities and flexible working hours for men and women administrative employees.** Introducing an individual work schedule, task-based working time, and other flexible forms facilitate combining work and family life.

**5.3 Institution of summer camp for children of administrative staff, doctoral students, postdoctoral students, and academic staff**

**INDICATORS**

Recommendations with respect to the hours of meetings of Scientific Councils, Teaching Councils and Faculty Councils sent to all faculties, teaching departments, and Scientific Councils.

Satisfaction index of employees regarding their working environment

**OBJECTIVE 6.**

**Increasing gender-balanced decision making**

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**ACTIVITIES**

**6.1 Formulating recommendations with respect to balanced gender representation** at events arranged at UOWM, expert and reviewer committees, faculty / University committees and management, and popularising them at the level of all units.

Balanced gender representation with men and women acting as chairpersons of:

- projects and scientific and popularisation events held at UW;
- expert and reviewer committees and teams;
- faculty and University committees, and management.

**6.2 Formulating and implementing guidelines on percentages for representation of women and men in expert, reviewer and examination teams and committees.**

**INDICATORS**

Increasing the proportion by 2025 - monitoring indicators annually -(targeting for 40% representation of women).

## OBJECTIVE 7.

### Integration of the gender dimension in research and teaching

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The Gender Equality Committee-UOWM, after contacting the Quality Assurance Unit to record the gender courses in the UOWM, it was found that only three Departments have established the following courses in which gender perspective is directly or indirectly presented in the syllabus

Department of Preschool Education

- Issues of social inequality in gender: Sexual education - appeal forms of violence-abuse
- Educational policy and gender

Department of International & European Economic Studies

- Advertising with emphasis on gender equality

Department of Communication & Digital Media

- Gender Representations in the Media

#### ACTIVITIES

**7.1 One 3-hour workshop for researchers on how to integrate the gender dimension in research.**

**7.2 One 3-hour workshop for teaching staff on how to integrate the gender dimension in teaching.**

#### INDICATORS

Increased awareness of the UOWM gender equality targets by the academic community, research staff, and students.

Increased number (%) of research projects integrating the gender dimension in research by 2025.

Increased scientific publications (%) integrating the gender dimension in their subject.

Increased number of Undergraduate and PhD theses integrating the gender dimension in their subjects.

The number of revised formal documents used for recruitment calls in research projects administered by the UOWM to encourage women's participation.

Balanced presence of women and men in research groups.

Increased awareness of gender issues among academic members and students.

Increased number (%) of teaching courses on gender Introduction of new lectures on gender issues in existing curricula.

## OBJECTIVE 8.

### Gender-disaggregated data throughout the action lifecycle, i.e. planning-implementation-monitoring-evaluation.

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A system for systematically collecting and using the data should be established. This system should be able to evaluate, using specific indicators, the results of the GE actions at the UOWM. A data collection protocol should be established to address issues such as the frequency, time plan and granularity of the different categories of data that will be collected.

## ACTIVITIES

**8.1 Selection of indicators and associated data for measuring and monitoring the PAGE's performance.**

**8.2 Establishment of a new protocol that specifies the data collection process requirements and characteristics.**

**8.3 Implementation of the GE data collection system.**

**8.4 Data collection and monitoring.**

## INDICATORS

Number and types of tools used for the collection of gender-disaggregated data.

Number of responders to data collection calls.

Annual reports.

Monitoring awareness of gender equality situation (number of attendees in relevant, informative events organized by GEC, number of visits of the annual reports posted on the institutional website).

## OBJECTIVE 9.

### Introduction of inclusive language in internal and external communications

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An in-depth analysis is planned to be performed in all public and internal administrative documents aiming to initially assess the current situation at the institutional, academic and departmental levels. The goal will be to map the current state and gradually train the administrative staff and sensitize personnel to the use of gender-neutral language according to the 'Guide of using non-sexual language in administrative documents' (General Secretariat for Gender Equality 2018) in Greek documents and the UNESCO's Guidelines for gender-inclusive language in English (<https://www.un.org/en/gender-inclusive-language/>).

Several training workshops will be performed so that UOWM staff is familiarized and sensitized to using gender-inclusive language in both written and verbal communication in the academic environment.

## ACTIVITIES

**9.1 Introduction of gender-appropriate language in written documents, following training of the administrative staff on why and how to do it, taking into consideration the resulting linguistic complexity in many instances.**

**9.2 Introduction of mandatory references to gender equality in all recruitment advertisements and calls**

## INDICATORS

Number of documents assessed to be using gender-sensitive language.

Number of participants in the workshops.

Feedback from the questionnaire.

Corrected documents/websites.

## OBJECTIVE 10.

### Measures against gender-based violence, including sexual harassment

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The term Sexual harassment refers to any unprovoked and unwanted verbal, non-verbal or physical behavior of a sexual connotation that aims at or results in the insult of human dignity by creating an environment of bullying, hostile, humiliating and violent behavior (article 2, par. 18 Law 3896/2010).

Beyond referring to issues of gender equality within the strategic planning official report of the UOWM, the GEC is committed to investigating and declaring the current situation as well as making suggestions for action to the Senate so that they will be part of the renewed strategic report and be in alignment to other European Universities treating those issues.

Also, to incorporate and apply Law 3896/2010, which refers to the principle of equal opportunities between sexes and equal treatment in the workplace, Law 4351/2018 refers to the report of the Council of Europe about the prevention and treatment of violence against women and domestic violence (Istanbul Convention), Convention 190 (2019) for the elimination of violence and harassment at the workplace, and finally at the article 337 Penal Law (Law 619/2019) for the reinforcement of penalties on those who violate the above rights.

## **ACTIVITIES**

Indicative good practice guidelines and actions that the UOWM could take on board to support victims and prevent and eliminate sexual harassment and any discriminatory behavior in its environment are:

Campaigns for information and sensitization of all academic communities systematically (e.g., recognition of forms of harassment, discrimination, trans/homophobia, rights, responsibilities, etc.). A series of videos and talks referring to issues of gender equality with an emphasis on sexual harassment and discriminatory behaviors presented in all schools and departments at UOWM and all other categories of recipients (administration, teaching staff, students, cleaning staff, etc.) Production of advanced knowledge around gender-based violence and discrimination based on sex, together with the development of functional research tools for preventing and eliminating these phenomena. The establishment of a specialized structure within the university for gathering data and monitoring the situation of the appearance of the phenomena (2022-2024) with the recruitment of specialized staff including a psychologist, a social worker, and a legal employee who will work in close cooperation with the members of GEC- UOWM as well as other relevant services of the university and the specialized services in the local community.

- 10.1 The creation of a protocol about sexual harassment and discriminatory behaviors (what these are, forms and types, consequences, etc.), as well as a protocol for dealing with cases that impeach their experiences and want to see justice to this crime made against them.
- 10.2 The creation of a more comprehensive network of support services forms the local community and the national level too for better support and counselling of the victims, such as Centers for women counselling, etc.
- 10.3 The creation of a code of ethics against sexual harassment and discriminatory behaviors in the UOWM.

## **INDICATORS**

Protocol for monitoring and registration of incidences of harassment/discrimination/ violence based on gender.

Code of Conduct will include gender issues emphasizing harassment/violence/discrimination.

Participation in informational events and seminars



## GENDER EQUALITY ACTION PLAN FOR UOWM

| Objectives   | Actions/Activities  | Responsible Persons  | Indicators  |
|--|---|--|---|
| <b>1. Public document proving commitment of top management: the GEP is a formal document signed by the top management and published on the institution's website</b> |   | Top management, Quality Assurance Unit, Gender Equality Committee  |   |
| <b>2. Establishing an organisational unit/structure – Gender Equality Observatory (GEO) – to oversee the implementation of the GEP</b>                               | <ul style="list-style-type: none"> <li>- Gathering data on gender equality at Uowm;</li> <li>- collecting the results of studies on equality and diversity carried out in the community at Uowm;</li> <li>- publication of statistics in the national and European contexts.</li> <li>- Workshop meetings for men and women lecturers on anti-discrimination in teaching.</li> </ul>  | Gender Equality Committee, Quality Control Unit, International Cooperation Office, Europe Direct Office, Middle management, Top management | <ul style="list-style-type: none"> <li>- Three workshop meetings for 10 people arranged/ academic year.</li> <li>Best practices collected.</li> <li>Popularization initiatives were organized.</li> <li>Number of participants/Scale of the target group.</li> <li>Number of effective practices created</li> </ul>   |
| <b>3. Raising awareness of the importance of equality issues and strengthening positive attitudes towards diversity.</b>   | <ul style="list-style-type: none"> <li>- Training for men and women employees (academic and administrative), as well as men and women students and doctoral candidates:</li> <li>- developing knowledge about discrimination phenomena (including discriminatory language), violence (including that based on prejudice or gender), harassment, and sexual harassment;</li> <li>- developing skills related to identifying and responding to these phenomena.</li> <li>- Distributing knowledge about existing equality guides at the UOWM.</li> <li>- Introduction of the Anti-Discrimination Procedure allowing for formal complaint proceedings: secure reporting and combating sexual harassment and discrimination, both by the person who experienced discrimination, and by</li> </ul> | Top management, Quality Assurance Unit, Gender Equality Committee  | <ul style="list-style-type: none"> <li>-All new male and female employees will be trained as of 2023.</li> <li>At least 50 men and women employees are to be trained in 2022.</li> <li>Men and women first-year students of the first and second cycle programmes trained – training available to interested persons at each unit in 2022;</li> <li>At least two events with 40 participants (in total) per week. Posters + video, events.</li> </ul> |



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|   | <p>the management of the unit.</p> <ul style="list-style-type: none"> <li>- The introduction of the Code of Ethics of the University</li> <li>- Arranging a “Week for awareness” campaign aimed at highlighting diversity in the University community and encouraging the prevention of discrimination in various areas.</li> </ul>   |  |   |
| <b>4. Improving Gender equality in Recruitment and career progression</b> | <ul style="list-style-type: none"> <li>- Recruitment announcements including transparent criteria, clear guidelines for the evaluation of achievements, disclosure of applications, possible consultation with men and women external experts</li> <li>- Gender-balanced contest committees and others or committees comprising representatives of both genders—development of guidelines.</li> <li>- Cooperation between recruitment/contest committees and the Equality Observatory at UOWM. Gathering and publishing statistical data on the number of candidates and persons selected by gender, taking the specifics of the area into account.</li> <li>- Development of a standardised questionnaire for the evaluation of women and men candidates, taking discrimination prevention and diversity activities into account, or the preparation of qualification interview scenarios.</li> <li>- Development of a standardised periodic evaluation form.</li> <li>- Drawing up announcements targeted at men and women candidates for work, and doctoral schools and studies, emphasising equality activities at Uowm.</li> </ul> | Top management, Quality Assurance Unit, Gender Equality Committee, GDPR office, Administration, Communication office, Students’ committees, Gender experts | <p>Opportunities and domains of intervention.</p> <p>Proposal of specific measures.</p> <p>Increase the number of women in Full Professorship positions.</p> <p>Increase in female/male postgraduate student representation in STEM/Humanities schools.</p> <p>Career Development office.</p> <p>Workshops and courses.</p> |
| <b>5. Promoting a better work-life balance</b>                            | <ul style="list-style-type: none"> <li>- Formulating recommendations with respect to the hours of meetings of</li> </ul>  | Human resources management, GEC  | <p>Recommendations for the hours of meetings of Scientific Councils, Teaching Councils and Faculty Councils are sent to all faculties, teaching departments, and Scientific Councils.</p>   |

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|   | <p>Scientific Councils, Teaching Councils and Faculty Councils to support a work and family life balance.</p> <ul style="list-style-type: none"> <li>- Introducing home office opportunities and flexible working hours for men and women administrative employees.</li> <li>- Introduction of an individual work schedule, task-based working time, and other flexible forms facilitate combining work and family life.</li> <li>- The diagnosis of the needs of persons coming back to research and teaching work after parental leave, with respect to support from the University.</li> <li>- Institution of summer camp for children of administrative staff, doctoral students, postdoctoral students, and academic staff</li> </ul> |   | <p>Satisfaction index of employees regarding their working environment.</p>  |
| <p><b>6. Increasing gender-balanced decision making</b></p>                   | <ul style="list-style-type: none"> <li>- Provision for fair gender representation in Electoral Bodies for the election, promotion and tenure of faculty members.</li> <li>- Provision for fair gender representation in administrative bodies.</li> </ul> <p>Formulating and implementing guidelines on percentages for gender representation in faculty/University committees and decision-making bodies.</p> <p>Creation of effective management practices based on collection and popularization of gender equality best practices of European Universities and Research Performing Organizations.</p> <p>Raising awareness and building capacity of inclusiveness through targeted training, seminars and mentoring programs.</p>      | <p>Gender Equality Committee, Quality Control Unit, Middle management, Top management</p>   | <p>Increasing the proportion by 2025 - monitoring indicators annually -(targeting for 40% representation of women). Best practices collected. Popularization initiatives organized. Number of participants/Scale of the target group. Number of effective practices created. Number of training sessions performed annually/Number of participants/Scale of the target group. Number of seminars performed annually/Number of participants/ Scale of the target group. Number of mentoring programs performed annually/Number of participants/Scale of the target group.</p> |
| <p><b>7. Integration of the gender dimension in research and teaching</b></p> | <ul style="list-style-type: none"> <li>- One 3-hour workshop for researchers on how to integrate the gender dimension in research.</li> <li>- One 3-hour workshop for teaching staff on how to integrate the gender dimension in teaching.</li> </ul>  | <p>Quality Assurance Unit, Gender Equality Committee, Special Account of Research Funds, Communication office, Training and Lifelong Learning Center,</p> | <p>Increased awareness of the UOWM gender equality targets by the academic community, research staff, students. Increased number (%) of research projects integrating gender dimension in research by 2025. Increased number of scientific publications (%) integrating gender dimension in their subject.</p>   |

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|  | <ul style="list-style-type: none"> <li>- Organization of an experts' network for the exchange of experiences, knowledge gain, skills development and know-how for gender equality.</li> <li>- Provision of guidance and training on gender mainstreaming in the context of research.</li> </ul>  | Teaching and Learning Support Office, Middle- and High-level Management  | <p>Increased number of Undergraduate and PhD theses integrating the gender dimension in their subjects.</p> <p>Number of revised formal documents used for recruitment calls in research projects administered by UOWM to encourage women's participation.</p> <p>Balanced presence of women and men in research groups.</p> <p>Increased awareness of gender issues among academic members and students.</p> <p>Increased number (%) of teaching courses on gender Introduction of new lectures on gender issues in existing curricula.</p> |
| <b>8. Gender-disaggregated data throughout the action lifecycle, i.e. planning-implementation-monitoring-evaluation.</b> | <ul style="list-style-type: none"> <li>- Selection of indicators and associated data for measuring and monitoring the PAGE's performance.</li> <li>- Establishment of a new protocol that specifies the data collection process requirements and characteristics.</li> <li>- Implementation of the GE data collection system.</li> <li>- Data collection and monitoring.</li> </ul>  | Gender Equality Committee, Quality Control Unit, Special Account of Research Funds, IT Department, Middle-level management, Top-level management | <p>Number and types of tools used for the collection of gender-disaggregated data.</p> <p>Number of responders to data collection calls.</p> <p>Annual reports.</p> <p>Monitoring awareness of gender equality situation (number of attendees in relevant informative events organized by GEC, number of visits of the annual reports posted on the institutional website).</p>  |
| <b>9. Introduction of inclusive language in internal and external communications</b>                                     | <ul style="list-style-type: none"> <li>- Introduction of gender-appropriate language in written documents, following training of the administrative staff on why and how to do it, taking into consideration the resulting linguistic complexity in many instances.</li> <li>- Introduction of mandatory references to gender equality in all recruitment advertisements and calls</li> </ul>  | GEC, Language experts, Gender experts  | <p>Number of documents assessed to be using gender-sensitive language.</p> <p>Number of participants in the workshops.</p> <p>Feedback from a questionnaire.</p> <p>Corrected documents/websites</p>   |
| <b>10. Measures against gender-based violence including sexual harassment</b>  | <ul style="list-style-type: none"> <li>• Define and identify sexual harassment, discriminatory behaviors and gender-based discrimination.</li> <li>• Establishment of a unit comprised of experts to monitor and register incidences of sexual harassment and discriminatory behavior.</li> <li>• Raise awareness and organize informational events.</li> <li>• Establishment of Code of Conduct against sexual harassment and discriminatory</li> </ul> | GEC, Experts on gender harassment (psychologists, social workers etc.), Special Account Research Committee, Middle & Top management              | <p>Protocol for monitoring and registration of incidences of harassment/discrimination/ violence on the basis of gender.</p> <p>Code of Conduct that will include gender issues with an emphasis on harassment/violence/discrimination.</p> <p>Participation in informational events and seminars.</p>   |

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|  | behavior in the<br>UOWM. |  |  |
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## RESOURCES

### ANNEX

#### 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.

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.

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.

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, color, 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 favor 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 careers 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’

### **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. Harmonization 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', 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.

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