



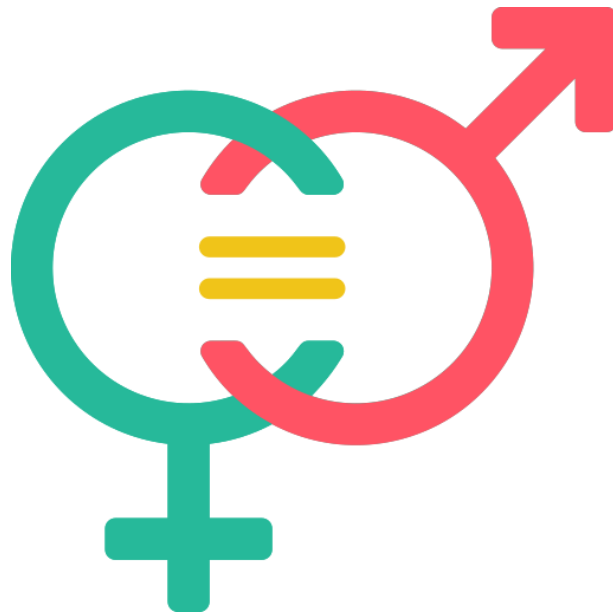
**HELLENIC SURVEY OF GEOLOGY
AND MINERAL EXPLORATION**
(H.S.G.M.E.)

MINISTRY OF ENVIRONMENT AND ENERGY

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GENDER EQUALITY PLAN



Athens, June 2023



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I. PREAMBLE

According to the National Action Plan for Gender Equality 2021-2025, Greece is ranked in the last position in European Union in terms of the Gender Equality Index for 2020 based on data for the year 2018, remaining at the same position as of 2010, despite the slight improvement of the index compared to 2010 and 2017. The best performance of our country is recorded in the fields of health and finance, while the lowest performance and therefore the greatest margin for improvement are recorded in the fields of power and representation, personal care time and activities and employment.

The establishment of the legislative framework, however, is not adequate for the achievement of the desired results. A coordinated effort is required to be made on behalf of all stakeholders, as provided in Article 10 of Law 4604/2019, for the integration of the gender equality dimension in public policies, in order to develop projects and actions aiming to achieving substantial equality and extending the improvement of our country's performance in the annual Index Gender Equality of the European Institute for Gender Equality (EIGE).

Hellenic Survey of Geology and Mineral Exploration (H.S.G.M.E.) offers equal opportunities to its staff and treats both sexes equally. This Gender Equality Plan aims to record the existing procedures of HSGME, to identify any practices that may consist of an obstacle to gender equality, to draw conclusions after a relevant staff survey questionnaire, to formulate proposals as well as milestones for monitoring their implementation.

The Gender Equality Plan was approved by Decision No. 19/10/09-06-2023 of the Board of Directors of the Hellenic Survey of Geology & Mineral Exploration (H.S.G.M.E.) (ADA: 9Z9Σ46ΜΗΠ8-N5Ψ) and posted on the website.

Director-General of
H.S.G.M.E.

Dionysios Gkoutis
Geotechnical Geologist M.Sc.

II. LEGAL FRAMEWORK

A. European Union Law Framework

At European Union level, there is a strong interest in gender equality, which is enshrined in both EU primary law (Treaty on the Functioning of the European Union and Charter) and secondary legislation.

In particular:

Treaty on the Functioning of the European Union (TFEU)

Article 157 TFEU provides:

«Article 157

(ex Article 141 TEC)

1. Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied.
2. For the purpose of this Article, 'pay' means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the worker receives directly or indirectly, in respect of his employment, from his employer.
Equal pay without discrimination based on sex means:
 - a) that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement;
 - b) that pay for work at time rates shall be the same for the same job.
3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure, and after consulting the Economic and Social Committee, shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.
4. With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers.»

EU Charter of Fundamental Rights provides:

«Article 21

1. 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

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. »

European Directives have also been issued:

- 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
- 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
- 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 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
- 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

Furthermore, the European Institute for Gender Equality (EIGE) was established in 2010 with the aim of strengthening and promoting gender equality in the EU. The European Institute for Gender Equality aims to ensure equality between women and men in EU, so that everyone has the same opportunities regardless of gender.

It also conducts regular research aimed at better understanding and information on gender equality issues in all areas of life, collecting and analyzing data on gender inequalities. Finally, it supports the efforts of policy makers to achieve the goal of gender equality and to improve the life of both women and men.

More information concerning the action and projects of the European Institute for Gender Equality (EIGE) is available at:

<https://eige.europa.eu/el/in-brief>

B. National Law Framework

The principle of gender equality is provided in par. 4 of article 2 of the Constitution of Greece of 1975, while, in the second paragraph of par. 1 of article 22 of the 1975 Constitution, the right to equal pay for work of equal value regardless of gender or other discrimination is established. In addition, par. 1 of article 21 of the 1975 Constitution protects, among others, the Maternity.

Then, in the 2001 constitutional revision, Article 116 of the 1975 Constitution was amended to include the provision that «the adoption of positive measures to promote equality between men and women is not a discrimination on grounds of sex».

In particular:

Constitution of Greece

«Article 4: (Equality)

1. All Greeks are equal before the law.
2. Greek men and women have equal rights and equal obligations »

«Article 21

1. The family, being the cornerstone of the preservation and the advancement of the Nation, as well as marriage, motherhood and childhood, shall be under the protection of the State.»

«Article 22 (Employment Protection)

1. Work constitutes a right and shall enjoy the protection of the State, which shall care for the creation of conditions of employment for all citizens and shall pursue the moral and material advancement of the rural and urban working population.
2. All workers, irrespective of sex or other distinctions, shall be entitled to equal pay for work of equal value. »

«Article 116: (Positive Measures for promotion of equality between men and women)

1. Existing provisions contrary to article 4 paragraph 2 shall remain in force pending their abolition by statute not later than December 31, 1982.

2. Adoption of positive measures for promoting equality between men and women does not constitute discrimination on grounds of sex. The State shall take measures for the elimination of inequalities actually existing, in particular to the detriment of women.»

Legislation

- L. 4808/2021 (GG A' 101/19-06-2021) For the Protection of Labor - Establishment of an Independent Authority "Labor Inspection" - Ratification of Convention 190 of the International Labor Organization for the Elimination of Violence and Harassment in the Workplace - Ratification of Convention 187 of the International Labor Organization for the Protection of Labor and Social Work Occupational Health - Implementation of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on the work-life balance, other provisions of the Ministry of Labor and Social Affairs and other urgent arrangements.
- L. 4609/2021 (GG A' 50/26.3.2019) Promoting effective gender equality, preventing and combating gender-based violence [...]
- L. 4531/2018 (GG A' 62/5.4.2018) Ratification of Istanbul Convention on preventing and combating violence against women and domestic violence of the Council of Europe (IC), signed by Greece on May 2011 and adoption of Greek legislation [...]
- L.4491/2017 (GG A' 152/13.10.2017) Legal recognition of gender identity - National Mechanism for Elaboration, Monitoring and Evaluation of Action Plans for the Rights of the Child and other provisions.
- L.4443/ 2016 (GG A' 232/9.12.2016) 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 [...]
- L. 4097/ 2012 (GG A' 235/03/12/2012) Implementation of the Principle of Equal Treatment of Men and Women Engaged in an Activity in a Self-Employed Capacity-Harmonization of the legislation with Directive 2010/41/EU of the European Parliament and the Council.
- L.4075/2012 (GG A' 89/11.4.2012) Issues of the IKA - ETAM Insurance Regulation, Insurance Agencies, adaptation of the legislation to Directive 2010/18/EU and other provisions.
- P.D. 80/2012 (GG A' / 138 14.6.2012) Granting of parental leave and leave of absence to workers with a maritime labor contract on Greek-flagged commercial ships, in accordance with Council Directive 2010/18/EU of 8th March 2010 on the implementation of the revised framework agreement on parental leave concluded by the European cross-sectoral organizations of the social partners BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing of Directive 96/34/EC.

- L. 3896/2010 (GG A' 207/08.12.2010) 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 and other relevant provisions
- L. 3769/2009 (GG A' 105/01.07.2009) Implementation of the Principle of Equal Treatment of Men and Women regarding access to goods and services and their supply and other provisions
- P.D. 176/1997 (GG A' 150/15.7.1997) 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
- L. 1483/ 1984 (GG A' 153/08.10.1984) Protection and Facilitation of workers with family responsibilities - Amendments and improvements to labor laws
- P.D. 1362/ 1981 (GG A` 339/30.12.1981) Replacement of paragraph 1 of Article 33 of L. 1846/1951 on social security in compliance with directive 79/7/EEC
- L. 927/ 1979 (GG A 139/28.6.1979) on the prosecution of acts or actions aimed at racial discrimination
- National General Collective Agreements (NGCAs)

In addition:

The General Secretariat for Demographic and Family Policy and Gender Equality (GSDFPFE) is the competent government body for the planning, implementation and monitoring of the implementation of equality policies between women and men in all fields.

The Research Center for Equality Issues (RCEI) was founded in 1994, it is a Legal Entity under Private Law of the wider Public Sector (General Government Agency). It reports to the Ministry of Labor and Social Affairs, is supervised by General Secretariat for Family Policy and Gender Equality (GSDFPFE) and is governed by a five-member Board of Directors.

III. HSGME PROCEDURES AND DATA ANALYSIS

For the elaboration of the Gender Equality Plan, the methodology proposed by the European Institute for Gender Equality (EIGE) was carried out, namely:

Understanding → Planning → Implementing → Monitoring

In order to understand the existing practices, procedures as well as the relevant regime that governs HSGME, the following actions were taken:

- The institutional framework governing HSGME as well as the Legal Entities of Public Law in general was studied
- The Management collected data on staff for the years 2019-2022
- A survey questionnaire was distributed to the staff of HSGME (to all employees of the organization)

A. Institutional framework of operation

HSGME was established by law 4602/2019. It is a Legal Entity under Public Law and is supervised by the Minister of Environment and Energy. According to art. 28 of Law 4602/2019 the Board of Directors (BoD) is formed by decision of the Minister of Environment and Energy and consists of seven (7) members as follows: a) the Chairman of the BoD, b) the General Director of the Survey, c) four (4) members, of which at least one is a graduate Geologist and a qualified Mining Engineer-Metallurgical Engineer or Mineral Resources Engineer, d) one (1) member, Employees Representative, nominated by the most representative union, according to its statute. The term of the members of the Board shall be four years.

Article 31 of the above law describes the structure of HSGME. Two hundred and twenty (220) permanent positions under public law and five (5) positions with a paid mandate have been established in EAGME under Law 4062/2019. The specific distribution of positions per level of education is provided in article 43 of law 4602/2019.

In addition to these positions, Article 30 of the aforesaid law provides for the positions of General Director, Deputy General Director of Projects and Deputy General Director of Finance and Administration and three (3) positions of special advisors who provide services to the General Director.

The Regulation of Internal Operation distribute to the service units of the central department and to the regional units of the Survey, the permanent positions of the staff and their sectors and specialties are defined. By decision of the Board of the Survey staff positions may be redistributed among the Authority's service units.

Finally, in order to cover urgent, seasonal or temporary needs, staff may be hired with a fixed-term employment relationship or a project contract, in accordance with articles 21 of law 2190/1994 (GG A ' 28) and 6 of law 2527/1997 (GG A ' 206).

More information about the institution is available at the link below:

<https://www.eagme.gr/>

B. HSGME Data

INFORMATION RELATING TO HSGME's PERSONNEL

1) TOTAL HSGME's PERSONNEL DURING THE YEARS 2019 - 2022

PERMANENT CIVIL SERVANTS		EMPLOYMENT CONTRACT PERSONNEL (INDEFINITE DURATION)		EMPLOYMENT CONTRACT PERSONNEL (FIXED TERM)		YEAR
MEN	WOMEN	MEN	WOMEN	MEN	WOMEN	
0	0	127	55	11	19	2019
0	0	123	52	13	18	2020
0	0	116	51	13	17	2021
0	0	108	47	11	16	2022

EMPLOYMENT WITH WORKS CONTRACT PERSONNEL		EMPLOYMENT WITH SERVICE AGREEMENT PERSONNEL		YEAR
MEN	WOMEN	MEN	WOMEN	
1	4	14	14	2019
8	11	14	14	2020
13	12	19	18	2021
15	14	17	18	2022

2) EDUCATION LEVELS of HSGME's PERSONNEL DURING THE YEARS 2019 - 2022 / Primary, Secondary, Technological, University Education (PE, SE, TE, UE)

- Permanent Personnel

MEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
	0	0	0	0	2019
	0	0	0	0	2020
	0	0	0	0	2021
	0	0	0	0	2022

WOMEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
	0	0	0	0	2019
	0	0	0	0	2020
	0	0	0	0	2021
	0	0	0	0	2022

- Contract Personnel (Indefinite Duration)

MEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
	20	33	6	68	2019
	19	32	6	66	2020
	18	30	5	63	2021
	17	28	5	58	2022

WOMEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
	1	13	4	37	2019
	1	12	3	36	2020
	1	12	3	35	2021
	1	11	3	32	2022

- Contract Personnel (Fixed Term)

MEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
	0	1	4	6	2019
	1	3	4	5	2020
	1	3	4	5	2021
	1	2	4	4	2022

WOMEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
	0	0	1	18	2019
	0	0	1	17	2020
	0	2	1	14	2021
		2	1	13	2022

- Project Contract Personnel

MEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
				14	2019
				14	2020
			1	18	2021
			1	16	2022

WOMEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
				14	2019
				14	2020
			1	17	2021
			1	17	2022

- Service Agreement Personnel

MEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
				1	2019
			5	3	2020
			3	10	2021
			4	11	2022

WOMEN

LEVEL NUMBER	PE	SE	TE	UE	YEAR
		3		1	2019
		4	2	5	2020
			3	9	2021
			2	12	2022

3) EDUCATION LEVEL of HSGME's PERSONNEL DURING THE YEARS 2019 - 2022

- Post-Doctoral Degree Holders

MEN	0	2019
WOMEN	0	
MEN	0	2020
WOMEN	0	
MEN	0	2021
WOMEN	0	
MEN	0	2022
WOMEN	0	

- PhD Holders

MEN	31	2019
WOMEN	9	
MEN	31	2020
WOMEN	9	
MEN	30	2021
WOMEN	8	
MEN	30	2022
WOMEN	8	

- Master's degree Holders

MEN	13	2019
WOMEN	18	
MEN	12	2020
WOMEN	17	
MEN	12	2021
WOMEN	15	
MEN	12	2022
WOMEN	15	

4) RESEARCH PROGRAMS of HSGME DURING THE YEARS 2019 - 2022

Men	Women	Year
131	49	2019
128	44	2020
123	41	2021
111	39	2022

C. Survey Questionnaire Conclusions

All HSGME employees were given a questionnaire with 23 questions, to which they were asked to answer in a way that ensured their anonymity. (Annex A)

83 employees of the organization responded to the questionnaire.

The following conclusions were drawn per Key area, as these Key areas are defined according to EIGE, from the analysis of HSGME data and from the questionnaire results:

In particular:

Key area 1: Governance/ Positions of responsibility and decision making

Regarding this key area, the following distinction was made:

A) Institution Governance

In accordance with the provisions of Law 4602/2019, specifically Article 28, the Board of Directors of the institution consists of seven (7) members and are appointed by a decision of the Minister of Environment and Energy which is published in the Government Gazette.

At the same time, due to the nature of HSGME as Legal Entity under public law, the provision of art. 6 of Law 2839/2000 regarding the quota of women in the Board of Directors by a percentage of 1/3 is applicable.

Thus, today the Board of Directors of HSGME consists of 7 members of which 6 men and 1 woman.

The following table shows the Board of Directors of HSGME since its establishment by Law 4602/2019:

HSGME Board of Directors during the years 2019 - 2022

Men	Women	Year
6	1	2019
6	1	2020
6	1	2021
6	1	2022

B) Positions of Responsibility

In the HSGME Statutory Document, 32 positions of responsibility are provided. The table below shows the holders of the positions of responsibility of HSGME since its establishment by Law 4602/2019:

Men	Women	Year
24	8	2019
24	8	2020
24	8	2021
25	7	2022

According to the above distribution, women occupy only 30% of the positions of responsibility in HSGME. However, in evaluating this conclusion it must be taken into account that in many of the departments the employees were all men and therefore it was not possible for the position to be filled by a woman.

Moreover, from the conclusions of the questionnaire, it is worth noting the following:

- 65.4% of employees consider that they have equal opportunities for advancement compared to colleagues of the opposite sex and 17.3% consider that gender does not make a difference in professional advancement
- to the question whether they think that gender would play a role during the decision process for filling a position of responsibility, 25.9% expressed the opinion that it would make a difference
- The majority of employees, i.e. 93.8% state that they do not have a gender preference regarding the persons taking a position of responsibility

Key area 2: Recruitment, Selection procedure and career progression

The recruitment process for the institution's permanent staff (permanent civil servants and employment contract (indefinite duration) personnel) is carried out through a notice issued by the Supreme Council for Civil Personnel Selection (ASEP).

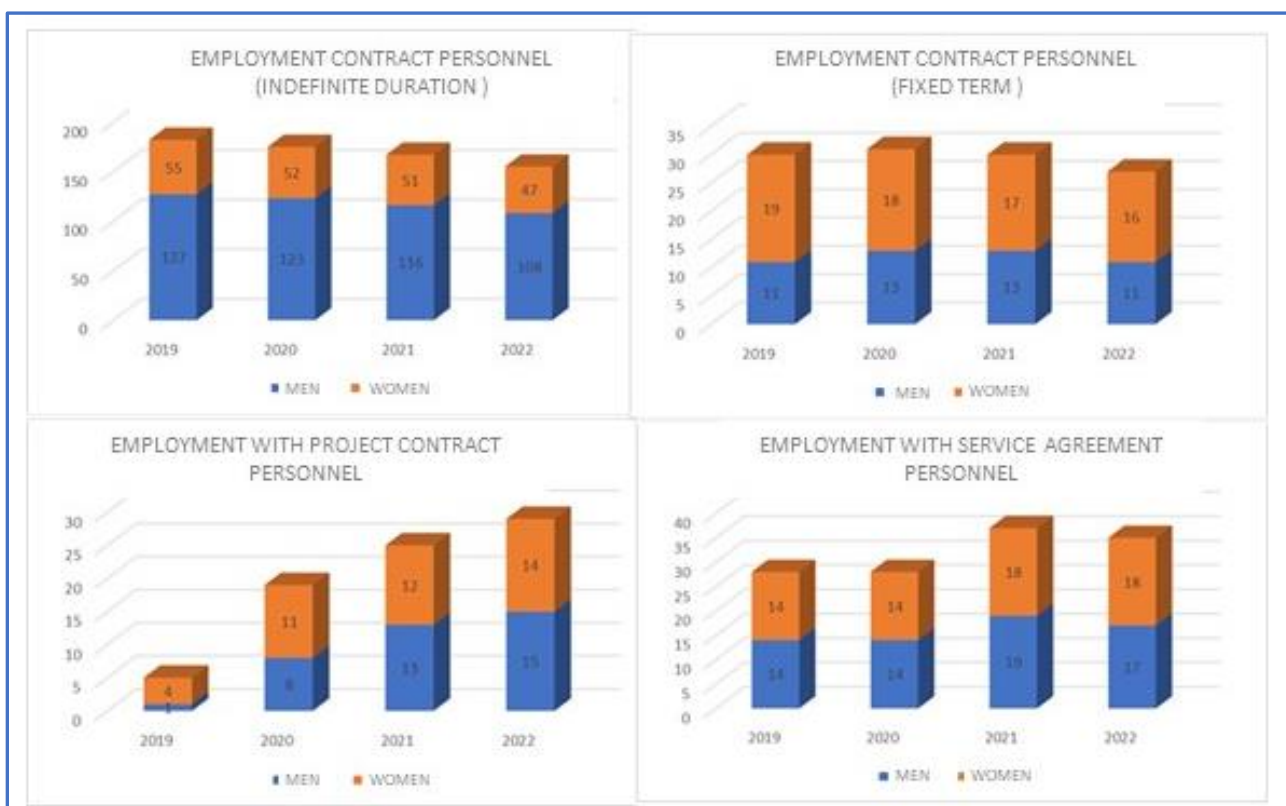
In particular, from the establishment of HSGME, the notice No. 1K/2022 (Government Gazette 5/ex.ASEP) has been published according to which no gender discrimination is provided.

Equal opportunities are provided to both sexes.

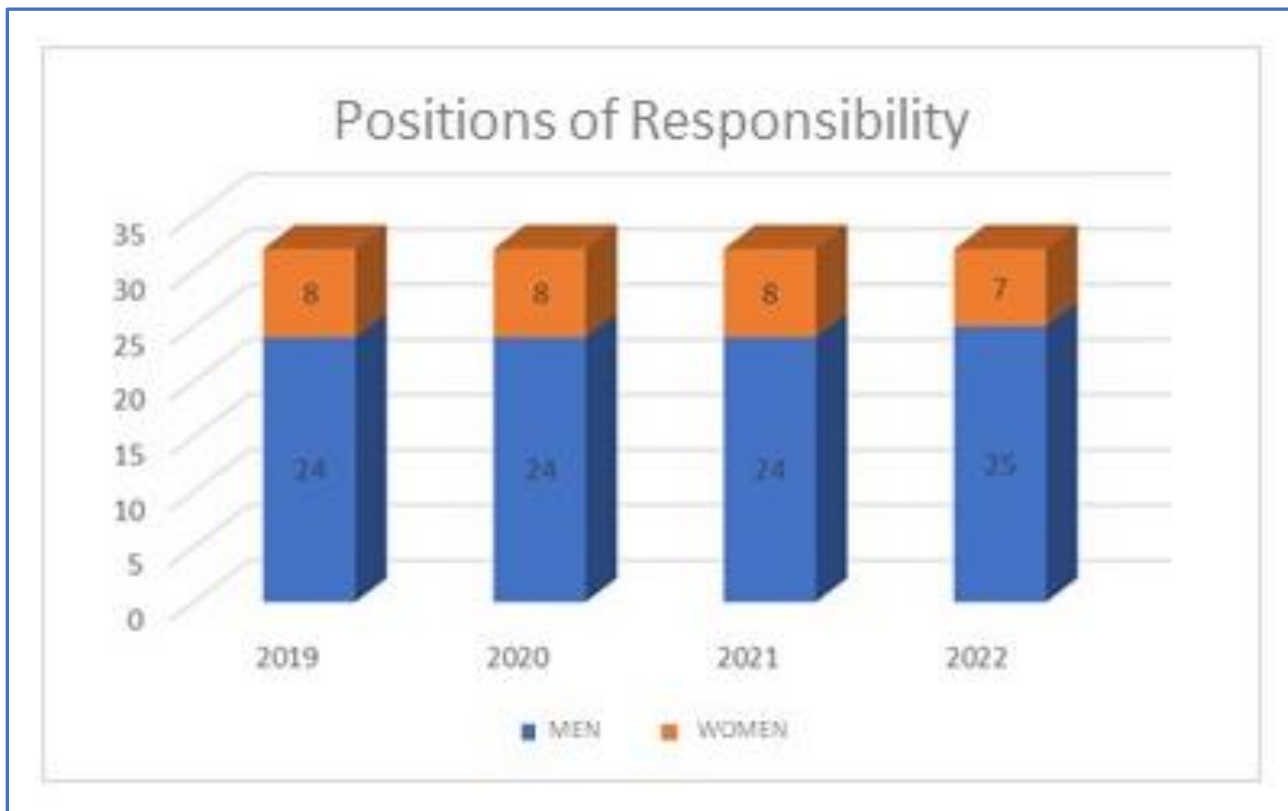
Also, it is possible personnel to be engaged with other forms of employment such as contract agreement for the performance of works, fixed-term contract and contract agreement for the provision of services.

According to the institution's data, the personnel have the following distribution:

TOTAL HSGME's PERSONNEL DURING YEARS 2019 - 2022



Accordingly, during the procedures for assuming positions of responsibility, there is no discrimination on the basis of gender. In these procedures, according to the current legislation, only the participation of permanent employees is possible and not the employees working with a contract of fixed term or a contract agreement. However, we notice from the information collected that in terms of positions of responsibility, the distribution has as follows:



In the context of the survey, questions were raised regarding the treatment of employees by the institution's Management during their assessment for their appointment to a position of responsibility:

- 65.4% of employees consider that they have equal opportunities for advancement compared to colleagues of the opposite sex and 17.3% consider that gender does not make a difference in professional development
- to the question whether they think that gender would play a role during the decision process for assuming a position of responsibility, 25.9% expressed the opinion that it would make a difference

Key area 3: Flexible and Agile Working

Regarding flexible and agile working, HSGME consists a Legal Entity under public law and therefore the provisions that govern the operation of the legal entities under the public law and the wider public sector are applicable hereto.

According to the survey questionnaire:

- 92.7% of employees think that it is possible to combine work with the development of personal and family life and
- 50% of employees consider that flexibility at work e.g. teleworking would contribute to the better development of their family life

Key area 4: Gender Strategy in Research

HSGME, due to its orientation, significantly promotes research activity among its staff. In particular, based on the data provided to HSGME over the last 3 years, since the establishment of the Survey, it appears that the largest percentage of participants in research programs is covered by men. However, taking into account the scope of work of HSGME, which is usually preferred by male scientists, as well as the general staff ratio, it is concluded that a significant part of all women employed by the Survey participate in research programs.



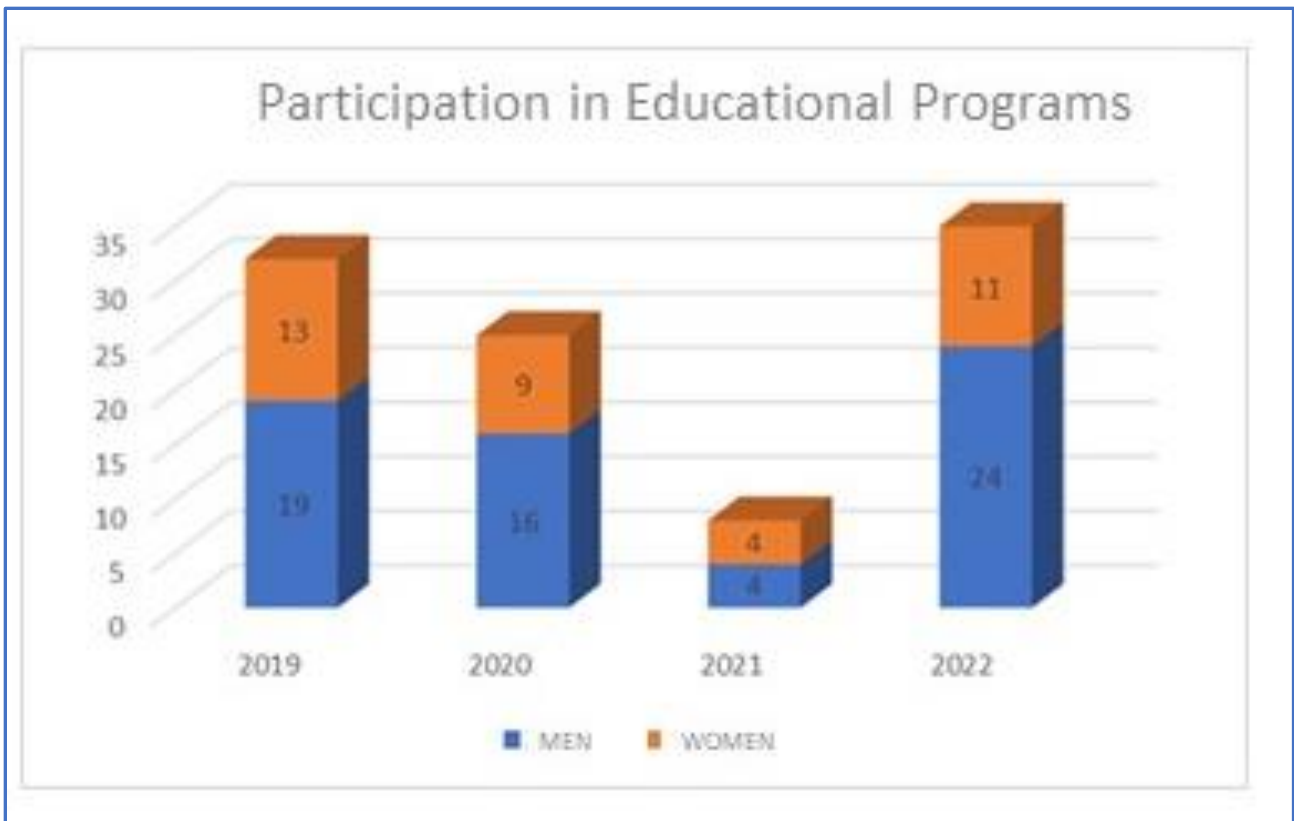
In addition, the questionnaire indicates that:

- 1/3 of employees consider that they have equal advancement opportunities with colleagues of the other gender and 17.1% that gender makes no difference
- 68.3% of employees consider that there is equal treatment at HSGME regardless of gender, while 13.4% consider that gender makes no difference



Key area 5: Monitoring Gender visibility in events, courses and activities

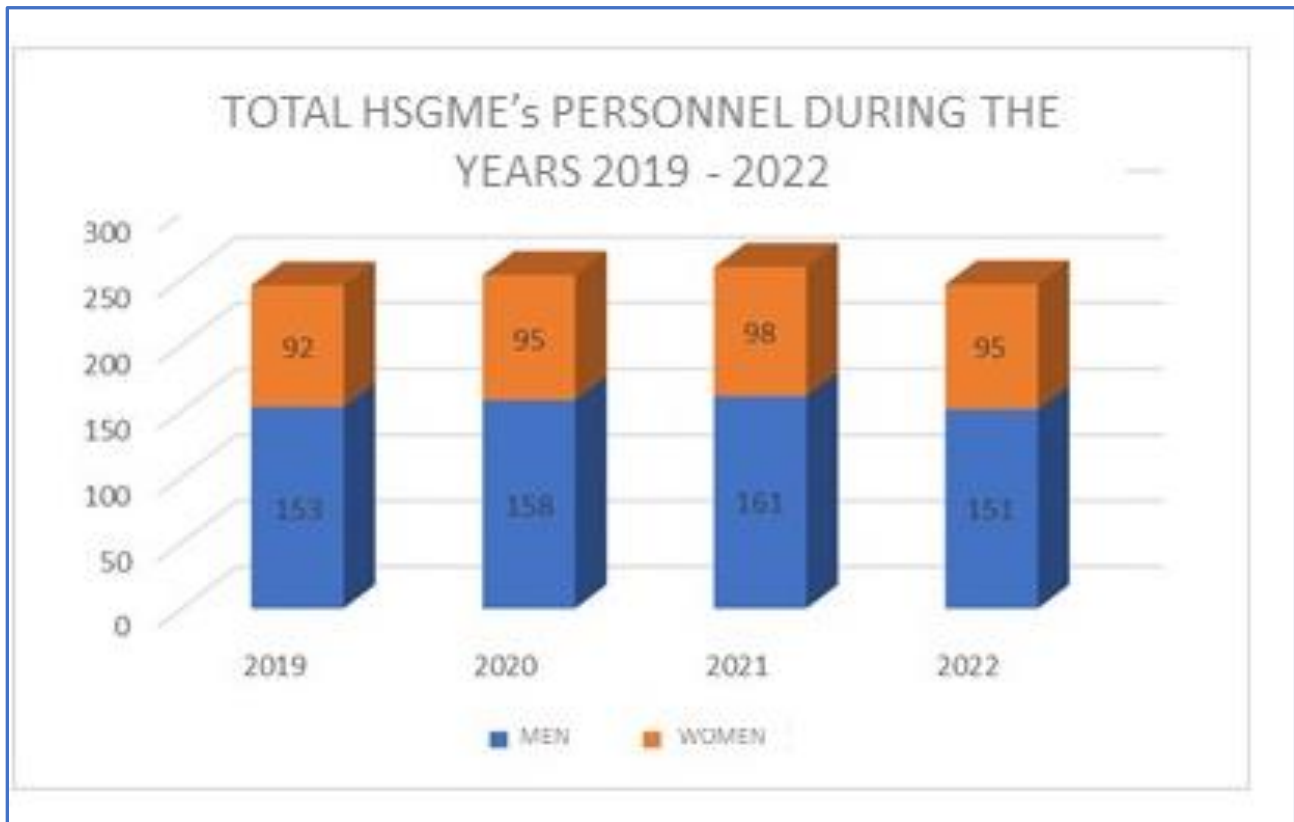
HSGME, due to its orientation, significantly promotes the participation of its staff in educational programs, events, courses and activities. In particular, based on the data provided to HSGME over the last 3 years, since the establishment of the Survey, the results are presented at the following graph:



Additionally, based on the employees' responses to the questionnaire, it appears that 85.4% of employees consider that equal opportunities are provided by HSGME for further education regardless of gender and 9% consider that gender makes no difference.

Key area 6: Integration of Gender in Organisation Culture

As seen from the data provided by the institution, the distribution of employees by gender, regardless the employment type can be seen in following graph:



The following survey conclusions are also mentioned:

- 28% of the respondents stated that they have been harassed in their workplace in the form of verbal violence, psychological pressure/blackmail and also sexual harassment. It is noted, however, that as can be seen from their clarifying answers, their experience seems to concern all workplaces in which they have been employed and not only HSGME
- to the question of whether they have reported sexual harassment, 2/3 of the respondents answered that they had not reported the incident
- also, according to the questionnaire respondents to the question if your Supervisor or Gender Equality Officer were of the same gender it would be easier to report the harassment 73.5% answered that gender makes no difference, 7% gave a negative answer and 10.3% think that it would be easier
- 67.6% of respondents answered that during their pregnancy/ puerperium/parental leave, the treatment from their colleagues was the same as before; from those who declared that experienced a different treatment a percentage of 57,1% clarified that their colleagues showed deeper understanding.

IV. PROPOSALS FOR THE IMPLEMENTATION OF GENDER EQUALITY - TARGETING AND MONITORING

According to the key areas distinction according to EIGE, the objectives and measures to be taken by HSGME are specified below:

Key area 1: Governance and Decision Making


Key area 1: Governance and Decision Making				
Objectives	Measures	2023	2024	2025
I. Gender Balance in positions of responsibility II. Creation of structures and procedures to promote gender equality III. Oversight of organizational procedures relating to Gender	1. Appointment of a Gender Equality Officer	X		
	2. Monitoring the implementation of Gender Equality Plan	X	X	
	3. Equality, diversity and inclusion of embedded principles in institutional Codes and Documents	X	X	X
	4. Updating of Gender Equality Plan (if required)		X	X
Who: - BoD / General Director - Gender Equality Officer - Financial and Administrative Department	KPIs & Targets: 1. Completed by the end of 2022 2. In progress 3. In progress 4. In progress	SDGs  		

Key area 2: Recruitment, Selection procedure and career progression

Key area 2: Recruitment, Selection procedure and career progression				
Objectives	Measures	2023	2024	2025
I. Attracting female applicants in positions of responsibility II. Amendment of internal codes, documents etc. oriented towards gender equality III. Reducing large gender gaps in personnel categories IV. Ensuring the raise and strengthening of female participation in research	1. Analysis of applications for decision-making positions by women relating to these positions	X	X	X
	2. Good practices and education of women based on women role models	X	X	X
	3. Monitoring the percentage of positions filled by women	X	X	X
	4. Appointment of a Gender Equality Officer	X		
Who: - BoD / General Director -Gender Equality Officer -Financial and Administrative Department	KPIs & Targets: 1. In progress 2. In progress 3. In progress 4. Completed by the end of 2022	SDGs 		



Key area 3: Flexible and Agile Working

Key area 3: Flexible and Agile Working				
Objectives	Measures	2023	2024	2025
I. Care for the support of the staff in case they provide care to third parties (e.g. minor children)	1. Promoting of flexible models and working hours (according to the legislation)	X	X	X
II. Promoting integration / achieving a balance between work and personal life	2. Supporting men concerning parental leave	X	X	X
III. Creation of guidelines for achieving a balance of personal and professional life	3. Improvement of computer systems and network in order to exist the possibility of teleworking	X	X	X
Who: -BoD / General Director -Gender Equality Officer -Financial and Administrative Department	KPIs & Targets: 1. In progress 2. In progress 3. In progress	SDGs 		

Key area 4: Gender Strategy in Research

Key area 4: Gender Strategy in Research				
Objectives	Measures	2023	2024	2025
I. Monitoring the quota of gender representation in research positions / research programs II. Supporting women professional development III. Extroversion - Collaboration with other institutions IV. Better access to resources V. Encourage women to participate in national / European research projects and scientific conferences	1. Monitoring the percentage between men and women in research positions / in terms of participation in research programs	X	X	X
	2. Encourage women to submit proposals for participation in national / European programs	X	X	X
	3. Awareness-informing the research community of the institution about the importance of gender equality in research and gender bias in the research area through the organization of seminars and webinars	X	X	X
	4. Facilitating female participation in research during pregnancy and after returning from parental leave	X	X	X
	5. Designation of women as leaders of research groups	X	X	X
Who: - BoD / General Director -Gender Equality Officer - Financial and Administrative Department	KPIs & Targets: 1. In progress 2. In progress 3. In progress 4. In progress 5. In progress	SDGs 		

Key area 5: Monitoring Gender visibility in events, courses and

Key area 5: Monitoring Gender visibility in events, courses and activities				
Objectives	Measures	2023	2024	2025
I. Participation of a balanced number of men and women in events / courses / activities	1. Monitoring the participation of men / women in events / courses / activities	X	X	X
II. Promotion / Visibility of the role / project / participation of women in social media	2. Designation of women as leaders of research groups / social activities	X	X	X
	3. Rewarding and promoting the contribution of women to the results and success of the organisation on social media, etc.	X	X	X
	4. Participation of women in events related to female access to R&I	X	X	X
Who: - BoD / General Director - Gender Equality Officer -Finance and Administrative Department	KPIs & Targets: 1. In progress 2. In progress 3. In progress 4. In progress	SDGs 		

Key area 6: Integration of Gender in Organisation Culture

Key area 6: Integration of Gender in Organisation Culture				
Objectives	Measures	2023	2024	2025
I. Promoting gender equality II. Encourage women to report incidents of harassment III. Adaptation of institutional procedures for managing discrimination and harassment incidents and upgrading of support services provided to victims IV. Raising gender equality awareness to break the bias	1. Monitoring the participation of men / women in events / courses / activities	X	X	X
	2. Establishment of a procedure for managing incidents of gender discrimination.	X	X	X
	3. Rewarding and promoting the contribution of women to the results and success of the organisation on social media, etc.	X	X	X
	4. Training, improvement and skills development programs	X	X	X
	5. Targeted training and seminars to promote the importance of gender equality	X	X	X
	6. Establishment of policies for non-sexist use of language (e.g. Manual, Gender Equality Code of Conduct)	X	X	X
Who: - BoD / General Director - Gender Equality Officer - Financial and Administrative Department	KPIs & Targets: 1. In progress 2. In progress 3. In progress 4. In progress 5. In progress 6. In progress	SDGs 		



ANNEX A

HSGME PERSONNEL SURVEY QUESTIONNAIRE

1) What is your gender?

- Male
- Female
- Other

2) What is your age?

- 25-35
- 35-45
- 45-55
- 55-67
- 67<

3) What is your employment status in HSGME:

Permanent personnel

- EMPLOYMENT CONTRACT PERSONNEL (INDEFINITE DURATION)
- EMPLOYMENT CONTRACT PERSONNEL (FIXED TERM)
- EMPLOYMENT WITH WORKS CONTRACT PERSONNEL
- SERVICE AGREEMENT PERSONNEL (INVOICE)

4) How many years are you employed at HSGME?

- 0-5
- 5-10
- 10-20
- 20-35
- 35<

5) What is your education level?

- Secondary Education
- University/Technological Institution
- Master studies
- PhD studies
- Post-Doctoral studies

6) Do you think that it is possible to combine your job with the development of personal and family life?

- Yes
- No

GENDER EQUALITY PLAN (GEP) - H.S.G.M.E.

7) If you are a parent, do you consider that any flexibility in your job (e.g. teleworking) would contribute to the better development of your family life?

- Yes
- No
- It makes no difference

8) Do you think you have equal opportunities for development with colleagues of the opposite sex?

- Yes
- No
- It makes no difference

9) Do you prefer to work with colleagues of:

- the same sex
- the opposite sex
- It makes no difference

10) Do you think that professional skills are affected by the gender?

- Yes
- No
- It makes no difference

11) Do you think that in the event of an assessment process for assuming a position of responsibility, your gender would play a role?

- Yes
- No
- It makes no difference

12) Do you think that it is better the positions of responsibility to be assumed by:

- Man
- Woman
- Other
- It makes no difference



GENDER EQUALITY PLAN (GEP) - H.S.G.M.E.

13) Do you think that difficult/critical situations in the workplace are managed more efficiently by:

- Man
- Woman
- Other
- It makes no difference

14) Do you think that there is equal and gender-neutral treatment at your institution?

- Yes
- No
- It makes no difference

15) Do you think that your institution provides equal opportunities for further education regardless of gender? (e.g. by attending seminars)

- Yes
- No
- It makes no difference

16) Have you been harassed in the workplace (sexual, verbal, physical or other)?

- Yes
- No

17) If the answer to previous question is yes, specify, if you wish, the type of harassment

18) In case of having been harassed, have you reported the incident?

- Yes
- No

19) Do you think that in the event of harassment, if your Supervisor or Gender Equality Officer was from the same gender it would be easier for you to report the incident?

- Yes
- No
- It makes no difference

GENDER EQUALITY PLAN (GEP) - H.S.G.M.E.

20) During your pregnancy/ puerperium/parental leave, the treatment by your institution as organisation was:

- Same as before
- Different than before

21) If the answer to previous question is «Different than before», your colleagues:

- were more understanding
- you were pushed to carry through heavier workload, as there would be a period of your absence due to parental leave.

22) During your pregnancy/ puerperium/parental leave, the treatment by your entity as an organisation was:

- Same as before
- Different than before

23) If the answer to previous question is «Different than before», the entity as organisation:

- was understanding and facilitating
- created pressure and additional problems, as there would be a period of your absence due to parental leave.

** Feel free to formulate your proposals concerning the gender equality in the context of your workplace: (maximum 60 words)