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Action Plan for

Gender Equality

2022-2025

1st version

The General Secretariat for Research and Innovation (GSRI) Action Plan for Gender Equality was developed by officers at Department C- Innovation Action Planning of the Research and Innovation Policy Planning and Programming Directorate’s, specifically:

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# Introduction

The **General Secretariat for Research and Innovation** is responsible for planning and coordinating implementation of the policy for **Research, Technological Development and Innovation (RTDI**). It supports activities of the research community and the trade and industry bodies through competitive research programmes with an emphasis on both economic growth and social justice. The GSRI supervises research centers and technology bodies that possess and promote the know-how necessary for producing knowledge and boosting innovation. Furthermore, it follows EU and international developments related to RTDI and represents Greece in both European Union institutions and international organizations in its areas of competence.

Investing in science, research and technology constitutes a key strategic priority for a growth model characterized by social, economic and environmental sustainability, based on knowledge and its uptake, and oriented towards the development of high-added value products and services.

The GSRI mandate consists in:

* Drawing up and promoting a comprehensive strategy for research and innovation;
* Improving the research and innovation performance of Greek enterprises and research and academic bodies, both through institutional interventions and by funding high-quality research projects with a positive effect on the economy and society at large;
* Supporting and upgrading Research and Innovation infrastructures in sectors of relevance to the Greek economy and society;
* Exploiting the highly-qualified research staff to generate new employment and reverse the current phenomenon of underemployment or migration of Greek scientists;
* Transferring and facilitating uptake of innovative technologies by the country’s trade and industry bodies, through targeted use of research outcomes;
* Supervising and funding research and technology bodies across the country;
* Supporting initiatives to raise awareness of Greek society on Research and Innovation issues;
* Representing Greece in EU competent institutions, as well as in OCDE and international research organization (including CERN and EMBL) competent bodies; promoting cooperation with other countries and implementing initiatives at international level;
* Evaluating outcomes of research & innovation project implementation, with a view to adjusting research policy on an ongoing basis.

The GSRI adheres to the principle of gender equality, enshrined in the Greek constitution, and promotes true gender equality at each and every level of its operation. In line with the European Research Area (ERA) policy, the guidelines set by Horizon Europe, as well as the national and international institutional framework on gender equality, the GSRI drafted the 2022-2025 Action Plan for Gender Equality, comprising five axes, which reflect the GSRI priorities regarding the promotion of gender equality. The Action Plan sets out strategic goals, actions and timetables, designates competent officers and defines progress-monitoring indicators for each axis.

The GSRI APGE is viewed as an opportunity for self-assessment and further improvement of gender mainstreaming across the organization, and is expected to help unleash creative forces with a potential to boost Research & Innovation.

# Methodology for the development, implementation and monitoring of the GSRI APGE

The methodology used for the development of the GSRI APGE comprises the following stages:

**1ο phase:** Internal audit, involving the collection of quantitative and qualitative gender data at the following two levels of operation: Human Resources and Senior Management.

**2ο phase:** Development of the Action Plan. This stage consists in planning and proposing actions, the respective timetable, the GSRI officers responsible for supervising implementation as well as the progress-monitoring indicators. The APGE is approved by the Secretary General, with the prior consent of each individual Directorate.

**3ο phase:** Implementation of the Action Plan. The proposed AGPE actions shall be implemented with the contribution of a working group to be established within the GSRI. Implementation of the AGPE requires adopting new procedures. Furthermore, this stage comprises awareness-raising among the GSRI personnel, as well as providing information and education on gender equality issues, in order for the AGPE to be well-received across the GSRI.

**4ο phase:** Monitoring and evaluation of the Action Plan. Acceptance of the APGΕ and the progress achieved will be assessed annually by the GSRI Committee for Gender Equality (CGE). Specifically, the CGE will monitor the APGE quantitative and qualitative performance indicators so as to comply with quantitative objectives and be able to evaluate qualitative ones (with an improvement scale of 0-100%) Results will inform the effort to further improve the Action Plan, as well as the organization’s broader target-setting for the promotion of gender equality.

# A brief overview of the current situation at the GSRI

The internal GSRI audit on gender equality (1st phase) was conducted from September 2022 to November 2022 and was based primarily on quantitative data on the personnel actually employed on units falling within the GSRI competence (i.e. not including staff seconded in other organizations or in extended leaves). The following GSRI units contributed to the collection of data:

1. Research and Innovation Policy Planning and Programming Directorate
2. Directorate for Research and Innovation Activities Support
3. Directorate for Research and Technology Bodies Supervision
4. International Scientific and Technological Cooperation Directorate
5. Autonomous Department of Special Account for Research Funds (SARF)
6. Autonomous Department of Research and Innovation Communication and Outreach

as well as the Ministry of Development and Investments Human Recourses Department.

Based on the available data, on 7th November 2022:

The GSRI employs 37 persons as regular staff, 44 persons under private-law open-ended contracts and 20 under service contracts, i.e. 91 people in total.

A considerable percentage of employees are holders of a post-graduate and/or doctoral degree, as explained below (for these employees, the higher-level degree is taken into account).

Among regular employees, women outnumber men by 2 to 1 (12 men against 25 women). Table 1 and Diagram 1 below provide a breakdown of regular staff by education level:

**Table 1. Regular Staff**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **SEX** | **UE** | **TE** | **SE** | **ME** | **Total** |
| MALE | 11 | 0 | 1 | 0 | 12 |
| FEMALE | 19 | 2 | 4 | 0 | 25 |

**Diagram 1**

Specifically:

Out of 12 male employees, 7 are holders of a post-graduate degree and 5 are PhD holders (i.e. 100%).

Out of 25 female employees, 9 are holders of a post-graduate degree and 4 are PhD holders (i.e. 52%).

Table 2 and Diagram 2 below provide a breakdown of employees under private-law open-ended contracts (PLOE) by education level:

**Table 2. Employees under private-law open-ended contracts**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **SEX** | **SSP** | **UE** | **TE** | **SE** | **ME** | **Total** |
| MALE | 1 | 6 | 1 | 1 | 0 | 9 |
| FEMALE | 2 | 16 | 3 | 14 | 0 | 35 |

**Diagram 2**

Specifically:

Out of 9 male employees, 1 is a holder of a post-graduate degree and 2 are PhD holders (3 employees, i.e. 33,3%).

Out of 35 female employees, 4 are holders of a post-graduate degree and 1 is a PhD holder (5 employees, i.e. 14,3%).

Table 3 and Diagram 3 below provide a breakdown of employees under service contracts by education level:

**Table 3. Employees under service contracts**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **SEX** | **UE** | **TE** | **SE** | **ME** | **Total** |
| MALE | 7 | 0 | 1 | 0 | 8 |
| FEMALE | 11 | 0 | 1 | 0 | 12 |

**Diagram 3**

Specifically:

Out of 8 male employees, 4 are holders of a post-graduate degree and 1 is a PhD holder (5 employees, i.e. 62,5%).

Out of 12 female employees, 1 is a holder of a post-graduate degree and 2 are PhD holders (3 employees, i.e. 25%)

**Conclusion**: Among GSRI employees (regular staff, private-law open-ended contracts, service contracts), the percentage of men with a post-graduate or doctoral level qualification is higher than that of women.

The Deputy Minister of Development and Investments (in charge of Research and Innovation) and the Secretary General for Research and Innovation are the government officials designated as heads of the GSRI. As regards the GSRI senior and mid-senior management levels, the breakdown by gender is presented below:

**Table 4. Directorate Head Officers**

|  |  |
| --- | --- |
| **SEX** | **Number** |
| MALE | 0 |
| FEMALE | 4 |
| Total | 4 |

**Table 5. Heads of Departments**

|  |  |
| --- | --- |
| **SEX** | **Number** |
| MALE | 9 |
| FEMALE | 6 |
| Total | 15 |

\**including Autonomous Departments*

|  |  |  |
| --- | --- | --- |
| **Diagram 4** |  | **Diagram 5** |
|  |  |  |

The above data point to the conclusion that **there is no discrimination in the selection process of Directorate and Department head officers**, which is based on the formal and actual qualifications of candidates and not on their gender. The selection process is, therefore, fully aligned with the national legislation on recruitment, career progression and pay policies, applicable to all public servants in Greece.

The assessment found that at the senior management level, which corresponds to the Directorate Head Officers, all 4 positions, i.e. 100%, are held by women. At the same time, at the mid-senior management level, corresponding to the Department Heads, women represent 40%. This indicates that there is room, at least at the mid-senior management level, for further gender mainstreaming in order to achieve a better gender balance.

It should, however, be pointed out that since the establishment of the GSRI (former Ministry of Research and Technology) in 1983 and up to the present day (2022), only one (1) out of the 20 the government officials appointed as GSRI Heads (Secretaries General) was a woman.

As regards gender mainstreaming specifically in the research and innovation field, the GSRI, in its capacity as the main research and innovation funding body, assigns its employees (regular staff, private-law open-ended contracts, service contracts) to research and innovation-related actions, on equal terms and based on the category/field of each employee. As the competent body for developing and implementing Research, Technological Development and Innovation (RTDI) policies in Greece, the GSRI ensures gender mainstreaming in research and a balanced participation of all genders in decision-making positions.

Gender mainstreaming in research and innovation at national level is documented by the National Documentation Centre (NDC/EKT), which is responsible for data collection and processing of RTDI indicators in Greece. In this capacity, the NDC monitors participation of women in RTDI actions in a consistent manner and is the statistical representative for the flagship European Commission publication “SHE FIGURES”. According to the latest data provided by the NDC (2019[[1]](#footnote-1)), women represent 43,5% of the research personnel in Greece, ranking 7th out of 28 (EU-27 and the United Kingdom). Furthermore, there is a high percentage (%) of female researchers, in terms of both total researchers (39%) and total employment (1,61% of total employees, Diagram 6). As for private enterprises, the percentage of female researchers, albeit lower (31%), is still one of the highest in Europe (ranked 7th).

**Diagram 6**

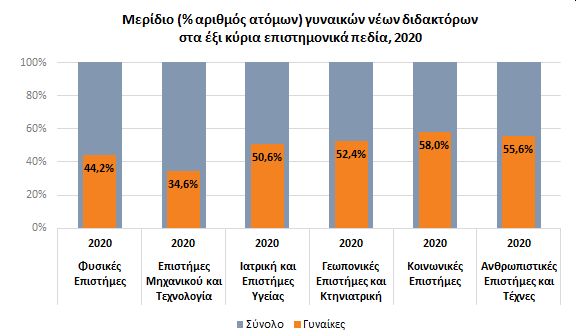
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Περιγραφή που δημιουργήθηκε αυτόματα

*Source: NDC*

However, data reveal **a significant underrepresentation of women at the senior research levels (e.g. Grade A), as well as in positions of responsibility**. Finally, initial data for innovative start-ups[[2]](#footnote-2) reveal a severe gender imbalance among senior-level personnel, with women representing only 23% of the scientific and technical staff, while accounting for 69% of the support staff, against 79% and 41% respectively for men.

According to the SHE FIGURES publication data for 2021[[3]](#footnote-3), the percentage of female PhD holders in Greece is almost equivalent to that of male PhD holders (47,4%) and very close to the European average (47,8%). Indeed, the increase rate of female PhD holders between 2010 and 2018 is much higher than that of men. However, women are underrepresented in STEM fields. As a consequence, there are more women employed in the fields of social sciences and humanities, agricultural sciences and health sciences, while men outnumber women in natural sciences, ICT and engineering (Diagram 7).

**Diagram 7**

*Source: NDC*

It must be pointed out that the GSRI monitors and participates in the proceedings of the Network of Gender Equality Committees of Research Centers & Independent Research Institutes (RC/RI GEC), as well as in actions carried out by the Greek Innovation Lab for Women (GIL4W). This Innovation Centre for Women aims both to contribute to the thematic collaboration of government and social bodies with market actors and to prevent a potential deepening social and economic injustices due to research and innovation uptake. It will seek among others to:

1. develop innovative actions aimed at attracting a larger number of girls in STEM studies and increasing the percentage of women participating in research- and innovation-oriented enterprises;

2. create a platform with the aim of promoting entrepreneurship based on state-of-the-art technology, in order to pave the way for a balanced gender participation in the novel environment shaped by the constant evolution of technology, with an emphasis on female talent;

3. assess the gender impact of policies using a data-based approach.

# GSRI Priorities and Actions for Gender Equality

The assessment of the current situation regarding gender equality across the GSRI resulted in a series of targeted actions within the APGE framework. On the basis of the internal audit findings, priority will thus be given to interventions aimed at **a) gender equality in leadership and decision-making, b) gender equality in recruitment and career progression and c) gender mainstreaming in research, innovation and education**.

The APGE also emphasizes two other important issues**: gender equality in organizational culture and work-life balance, as well as preventing** and **addressing discrimination, gender-based violence and sexual harassment**. Specifically, as regards equality of opportunity and treatment in employment, the GSRI seeks to establish an inclusive organizational culture free of gender-based discrimination, and support its personnel in pursuing a better work-life balance. Furthermore, the GSRI adheres to a zero-tolerance policy against all forms of gender-based violence (physical, psychological, sexual) and intends to adopt measures to prevent and address moral and sexual harassment incidents, as well as any other form of violence. More specifically, a reporting mechanism for such incidents as well as a committee to be assigned with formally addressing confirmed cases have been proposed and are currently under way.

The five priority axes of the GSRI APGE are as follows:

Proposed actions for each priority axis are presented in the tables below. They comprise the timetable, the GSRI officers tasked with supervising implementation of the actions and the indicators monitoring progress of implementation of the programmed actions.

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority Axis 1**  **Gender Equality in Leadership and Decision-Making** | | | | | | | |
| **Objectives** | **Measures/Actions** | **Competent officers** | **Timetable** | | | | **Performance Indicators** |
| 2022 | 2023 | 2024 | 2025 |
| 1.1. Increasing women’s participation in senior positions across the organization | - Encouraging and helping women access mid-senior and senior management positions (Departments, Directorates)  - Monitoring gender balance in positions of responsibility and in decision-making | Directorate Head Officers  CGE | \*  \* | \*  \* | \*  \* | \*  \* | Gender distribution among members of management bodies |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority Axis 2**  **Gender Equality in Recruitment and Career Progression\*** | | | | | | | |
| **Objectives** | **Measures/Actions** | **Competent officers** | **Timetable** | | | | **Performance indicators** |
| 2022 | 2023 | 2024 | 2025 |
| 2.1. Promoting gender balance in applications for employment of contract staff across the organization | - Comprising a description of/statement on the organization’s gender equality policy in the texts of invitations for recruitment of contract employees  - Using gender-neutral language in the texts of invitations for recruitment of contract employees  - Monitoring gender balance in recruitment of contract employees  - Strengthening women’s participation in evaluation panels for contract staff positions by applying a quota, where possible | CGE, ELKE/  Contract Management Officer  SM, ELKE/ Contract Management Officer  SM, CGE  ELKE/ Contract Management Officer | \*  \*  \*  \* | \*  \*  \*  \* | \*  \*  \*  \* | \*  \*  \*  \* | - Gender-neutral language in the texts of invitations for recruitment of contract employees  - Gender distribution in evaluation panels for contract staff positions |
| 2.2. Promoting gender equality in career progression | - Considering the development of a career progression plan for all categories of employees- Examining the gender-related factors affecting career progression and planning support measures | DA/ Personnel Department  Directorates, CGE, SM |  | \*  \* | \*  \* | \*  \* | - Gender distribution as pertaining to the career progression of employees  - Assessment of any reports for discriminatory task assignments or barriers affecting career progression  - Reports on a) development of a career progression plan, b) factors affecting career progression |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority Axis 3**  **Gender Mainstreaming in Research, Innovation and Education\*** | | | | | | | |
| **Objectives** | **Measures/Actions** | **Competent officers** | **Timetable** | | | | **Performance Indicators** |
| 2022 | 2023 | 2024 | 2025 |
| 3.1. Gender mainstreaming in staff positions (regular staff, PLOE) in research and innovation at large | - Organizing events/seminars on gender mainstreaming for employees working in research and innovation at large (regular staff, PLOE) | CGE, Directorates |  | \* | \* | \* | Number of events/seminars on gender mainstreaming |
| 3.2. Gender mainstreaming in employee training (regular staff, PLOE) | - Organizing training programmes/seminars in order to raise awareness of employees (regular staff, PLOE) on gender equality issues | CGE,  Directorates |  | \* | \* | \* | Number of training programmes/seminars aimed at raising employee awareness |
| 3.3. Increasing women’s participation in senior advisory bodies (NCRTI, SSC) | -Ensuring participation of women in advisory bodies (NCRTI[[4]](#footnote-4), SSC) and supporting appointment of women as presidents or vice-presidents of these bodies  - Monitoring gender balance in advisory bodies | Political Leadership  CGE | \*  \* | \*  \* | \*  \* | \*  \* | Gender distribution as pertaining to participation in advisory bodies |
| 3.4. Increasing women’s participation in proposal evaluation panels for research and innovation calls for proposals | -Encouraging participation of more women in proposal evaluation  - Monitoring gender balance in proposal evaluation panels | Political Leadership, Directorates  CGE | \*  \* | \*  \* | \*  \* | \*  \* | Gender distribution as pertaining to participation in proposal evaluation panels for research and innovation calls |
| 3.5. Attending/Participating in the RC/RI GEC proceedings, in order to support the effort made by Research Centers to promote gender equality in research and in knowledge and good practice exchange, including identifying factors that promote or hinder progress towards gender equality, as well as awareness of the need for a balanced gender participation in the Research Center decision-making positions | - Attendance at/Participation in the RC/RI GEC proceedings | CGE, Directorates | \* | \* | \* | \* | Number of sessions/meetings held by the RC/RI GEC for the promotion of gender equality in research as well as for exchange of knowledge and good practices |
| 3.6. Attending/Participating in the Innovation Centre for Women proceedings | - Attendance at/Participation in the Innovation Centre for Women proceedings | CGE, Directorates | \* | \* | \* | \* | Number of sessions/meetings held by the Innovation Centre for Women |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority Axis 4**  **Gender Equality in Organizational Culture and Work-Life Balance** | | | | | | | |
| **Objectives** | **Measures/Actions** | **Competent officers** | **Timetable** | | | | **Performance Indicators** |
| 2022 | 2023 | 2024 | 2025 |
| 4.1. Promoting gender equality in the context of the organizational culture | - Making the APGE available on the GSRI website and informing staff members  - Organizing open awareness-raising and training events on gender issues, gender bias and diversity  - Systematic review of the organization’s information material (posted on the GSRI website) from a gender-equality perspective | CGE  CGE  ELKE, Communication & Outreach Department, CGE, Directorates | \*  \* | \*  \* | \*  \* | \*  \* | - Annual APGE revisions  - Number of open awareness-raising and training events on gender issues, gender bias and diversity  - Use of gender-neutral language in the organization’s information material |
| 4.2. Improving work-life balance for working carers | - Informing staff members about parental leaves, family care leaves and flexible work arrangements according to the applicable legislation  - Encouraging male employees to make use of parental leaves | DA/Personnel Department, ELKE/ Contract Management Officer  Directorates, ELKE, SM | \*  \* | \*  \* | \*  \* | \*  \* | - Number of information and awareness-raising events on work-life balance  - Gender balance as regards use of parental leaves and other favorable provisions |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Priority Axis 5**  **Preventing and Addressing Discrimination, Gender-based Violence and Sexual Harassment** | | | | | | | |
| **Objectives** | **Measures/Actions** | **Competent officers** | **Timetable** | | | | **Performance Indicators** |
| 2022 | 2023 | 2024 | 2025 |
| 5.1. Prevention and elimination of discrimination, gender-based violence and sexual harassment incidents | - Working with discrimination, gender-based violence and harassment experts to shape a policy on preventing and addressing discrimination, gender-based violence and workplace harassment  - Developing a protocol/procedures for a) submission and internal investigation of discrimination, gender-based violence and harassment reports and b) managing confirmed cases of discrimination, gender-based violence and harassment  - Implementing actions to inform and raise awareness of staff members on discrimination, gender-based violence and harassment in the workplace, as well as on the organization’s policy and procedures against such incidents  - Supporting employees who are victims of domestic family violence | CGE, Office of the Legal Advisor  CGE, Office of the Legal Advisor  CGE  Directorates, ELKE, CGE, SM |  | \*  \*  \*  \* | \*  \* | \*  \* | - Implementation of a procedure for the reporting and investigation of discrimination, gender-based violence and harassment incidents  - Establishment of a committee for reporting and investigating discrimination, gender-based violence and harassment incidents  - Number of reports concerning discrimination, gender-based violence and harassment  - Number of discrimination, gender-based violence and harassment cases addressed  - Number of information and awareness-raising activities |

Table Acronyms

DA: Directorate of Administration

CGE: Committee for Gender Equality

ELKE: Special Account for Research Funding

NCRTI: National Council for Research, Technology and Innovation

SSC: Sectoral Scientific Councils

SM: Scientific Managers

It must be pointed out that the GSRI Action Plan is fully aligned with the National Action Plan for Gender Equality (NAPGE) 2021-2025 drawn up by the Ministry of Labour and Social Affairs, which covers Research and Innovation actions launched by the Ministry of Development and Investments. These actions, by promoting positive role models, will strengthen gender equality within the context of the following NAPGE axes:

* **Priority Axis 2**: Equal participation of women in the labour market.
* **Priority Axis 3**: Equal participation of women in decision-making positions / leadership.

More specifically, the ELEVATE GREECE[[5]](#footnote-5) National Startup Entrepreneurship Awards comprise a special Women’s Entrepreneurship award. Furthermore, one of the ELEVATE GREECE Official institutional Partners is ICC WOMEN HELLAS (an International Chamber of Commerce initiative), founder of the Female Founders Startups Cluster, which organizes related events.

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**Action Plan for Gender Equality**

**2022-2025**

1. https://www.ekt.gr/en/news/27181 [↑](#footnote-ref-1)
2. «TIP Policy Mix for Science – Industry Knowledge Transfer Project “The Greek Case Study”, GSRI 2018 [↑](#footnote-ref-2)
3. https://ec.europa.eu/assets/rtd/shefigures2021/index.html [↑](#footnote-ref-3)
4. Currently 7 out of the 15 NCRTI/ESETEK members are women. [↑](#footnote-ref-4)
5. ELEVATE GREECE is the National Startup Registry and the gateway for innovation in Greece, aimed at strengthening, developing and boosting the outward orientation of Greek startup businesses. Its principal goal is to promote networking between startups, as well as their potential expansion abroad. It also monitors their progress based on crucial indicators, in order to make Greek startups attractive for “business angels” and enterprises in Greece and abroad. Registered startups may also participate in the National Startup Entrepreneurship Awards and have access to benefits and sponsorships from the ELEVATE GREECE Official Partners, which support the growth of enterprises in their area of activity. [↑](#footnote-ref-5)