

GENDER EQUALITY

ACTION PLAN 2022-2027



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2nd edition

July 2025

Preamble

Ensuring a work environment free of discrimination and respectful of each and every one of us is both a constitutional imperative and an ongoing objective. Towards this end, gender equality and the empowerment of women are government priorities. The drafting of the National Action Plan for Gender Equality 2021–2025 by the Ministry of Labour and Social Security defines the main pillars, incorporating current legislative developments in the field of gender equality, such as Law 4604/2019 (A' 50) on “Promotion of substantive gender equality, prevention and combatting of gender-based violence – Provisions on the granting of citizenship – Provisions relating to local government elections – Other provisions,” and the ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence by Law 4431/2018 (A' 62).

Meanwhile, based on the requirements and guidelines set by the European Commission’s Horizon Europe 2021–2027 programme for Research and Innovation, the development of Gender Equality Plans (GEPs) is a prerequisite both for access to funding and for the evaluation of the research proposals submitted.

Against this backdrop, in 2022 the General Secretariat for Research and Innovation drafted its first GEP, structured around five priority axes to advance gender equality. For each axis, strategic objectives, actions, a timeline, responsible personnel, and progress-monitoring indicators were specified.

The Gender Equality Plan of the General Secretariat for Research and Innovation (GSRI) was developed under the responsibility of Department C – Innovation Actions Planning of the Directorate of Research and Innovation Planning and Programming. The working group comprised:

- Vasileios Gongolidis, Head of Department C – Innovation Action Planning
- Georgia Tsokou, Department C – Innovation Action Planning

This GEP constitutes a revision of the first GEP, aiming to better align with the GSRI’s environment and in accordance with the comments of the Gender Equality Committee (GEC) established within the GSRI.

This GEP was approved by the decision of the Secretary General for Research and Innovation, protocol number 60127/30-07-2025 (OPN: 6HZR46NLSX-BM2).

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Table Acronyms

- GSRI : General Secretariat for Research and Innovation
- HRD : Human Resources Directorate, Ministry of Development
- GEC : Gender Equality Committee
- NCRTI: National Council for Research, Technology and Innovation
- SSC : Sectoral Scientific Councils
- RTDI: Research, Technological Development and Innovation

Changes from the Previous Version

Compared to the previous edition, the following changes have been made:

- The structure of the plan has been revised to create a more cohesive document.
- The action tables proposed in the first edition — originally based on gender equality plans developed by Research Centers — have been redesigned to better address the needs of the GSRI.
- Monitoring indicators have been defined with greater clarity regarding their measurement methods.
- Editorial refinements have been applied.

Introduction

The mission of the General Secretariat for Research and Innovation (GSRI) is to design and coordinate the implementation of research, technological development, and innovation (RTDI) policy. It strengthens the activities of research and production entities through competitive research programs with an emphasis on sustainable economic and socially equitable development. The GSRI oversees research centers and technology organizations that possess and promote the necessary skills for generating knowledge and innovation. Additionally, it monitors European and international developments in RTDI and represents the country in the European Union and international organizations within its fields of competence.

Investing in research and innovation is a central strategic priority for a socially, economically, and environmentally sustainable development model based on knowledge and its exploitation through the production of high value-added goods and services.

The objectives of the GSRI are:

- Formulating and promoting a comprehensive strategy for research and innovation.
- Increasing the research and innovation performance of Greek enterprises and research and academic institutions through both institutional interventions and the funding of high-quality research projects with significant economic and social impact.
- Strengthening and upgrading research and innovation infrastructure in sectors important to the Greek economy and society.
- Leveraging the high qualifications of the research workforce to create new employment opportunities and reverse the trend of researcher migration or underemployment.
- Transferring and disseminating innovative technologies to the country's productive sectors, with targeted utilization of research outputs.
- Overseeing and funding the country's research and technology organizations.
- Supporting awareness-raising initiatives within Greek society on research and innovation issues.
- Representing the country in the relevant bodies of the European Union, international research organizations (including CERN and EMBL), and the OECD, collaborating with other countries and taking initiatives at the international level.
- Evaluating and assessing the outcomes of research and innovation actions to continuously readjust research policy.

The GSRI is an institution that respects the constitutionally enshrined principle of gender equality and promotes substantive equality at all levels of its operations. In alignment with the European Research Area (ERA) policy, the direction set by the Horizon Europe programme, and the national and international legal framework on gender equality, the GSRI's second Gender Equality Plan (GEP) for the period 2022–2027 is structured around five axes that highlight the agency's priorities for advancing gender equality. For each axis, strategic objectives, actions, timelines, responsible personnel, and progress-monitoring indicators have been outlined for the GEP's implementation.

This edition of the GEP reflects the trajectory and progress of the proposed actions and the measures being implemented to achieve the objectives. It also updates the data concerning GSRI personnel

(permanent staff, employees under indefinite private-law contracts, and service contract staff) by gender and educational level (see Summary of the Current Situation at the GSRI).

The GSRI's GEP is regarded as an opportunity for self-evaluation and further improvement of the integration of the gender dimension within the institution (see Stage 4 – Conclusions) and is expected to contribute to the development of the creative forces that will provide new impetus to the fields of research and innovation.

Methodology for the Formulation, Implementation and Monitoring of the GEP

The process for developing GSRI's GEP includes the following stages:

Stage 1: Summary of the Current Situation This stage involves collecting quantitative and qualitative data by gender at the following operational levels of the organization: Human Resources and Senior Management. At the same time, the current situation at the national level is examined.

Stage 2: Development of the Action Plan. At this stage, actions are designed and proposed along with the corresponding timetable, the organization's staff responsible for overseeing implementation, and the indicators for tracking progress. The GEP is approved by the Secretary General, following the prior consent of the individual Directorates.

Stage 3: Implementation of the Action Plan The actions proposed in the GEP are carried out with the support of the staff responsible for each action at GSRI, under the coordination of Section C "Innovation Action Planning" of the Directorate of Research and Innovation Planning and Programming. Implementing the GEP entails adopting new procedures. This stage also includes raising staff awareness and providing information and training on gender-equality issues to ensure broad acceptance of the GEP within GSRI.

Stage 4: Conclusions of the Action Plan The results of the GEP are presented and evaluated through monitoring of quantitative and qualitative performance indicators, aiming to achieve the quantitative targets and assess the qualitative objectives (with improvements ranging from 0 % to 100 %). The findings will offer insights for further refinement of the Action Plan and for the organization's broader efforts to promote gender equality.

The acceptance of the GEP and the progress achieved are evaluated on an annual basis by GSRI's Gender Equality Committee (GEC), in collaboration with Section C "Innovation Action Planning" of the Directorate of Research and Innovation Planning and Programming.

In particular, the quantitative and qualitative performance indicators of the GEP are monitored, with the aim of meeting the quantitative targets and assessing the qualitative objectives (improvements ranging from 0 % to 100 %).

Stage 1 – Summary of the Current Situation

Summary of the Existing Situation at GSRI

The recording of the existing situation within the organization took place between November 2023 and December 2024 and was based primarily on quantitative data concerning personnel actually serving in units under the responsibility of GSRI (excluding staff seconded to other bodies or those on long-term leave).

The following GSRI units contributed to the data collection:

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

Data were also provided by the Human Resources Directorate (HRD) of the Ministry of Development.

The figures collected for the years 2022, 2023 and 2024 are presented in the Annex. At GSRI, staff comprise both permanent employees and those under private-law indefinite-term employment contracts. Individuals engaged under service-provision contracts are also included. The distribution of personnel by gender across all education levels is shown in Diagram 1 for each year of GEP monitoring. Overall, women outnumber men at every education level.

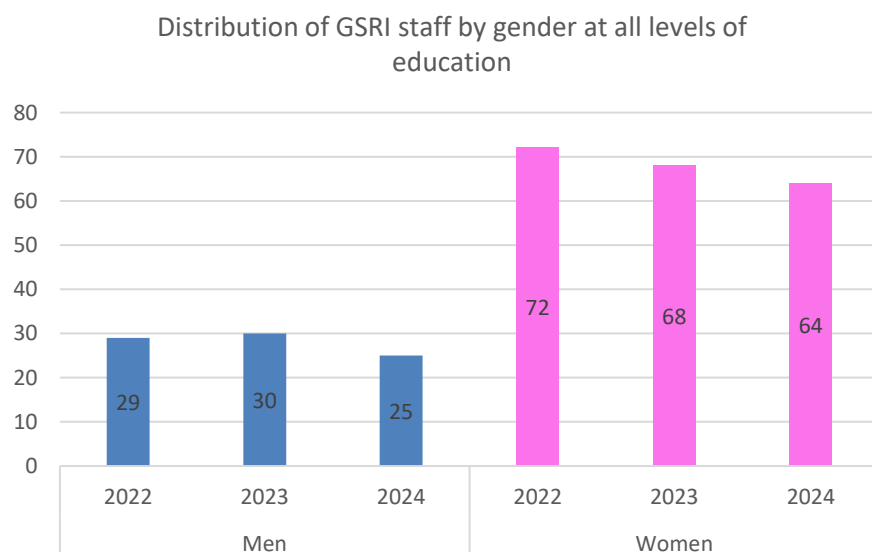


Image 1. Distribution of personnel in the GSRI by gender across all levels of education.

The distribution of personnel by gender and educational level, regardless of employment relationship, is shown in the following diagram.

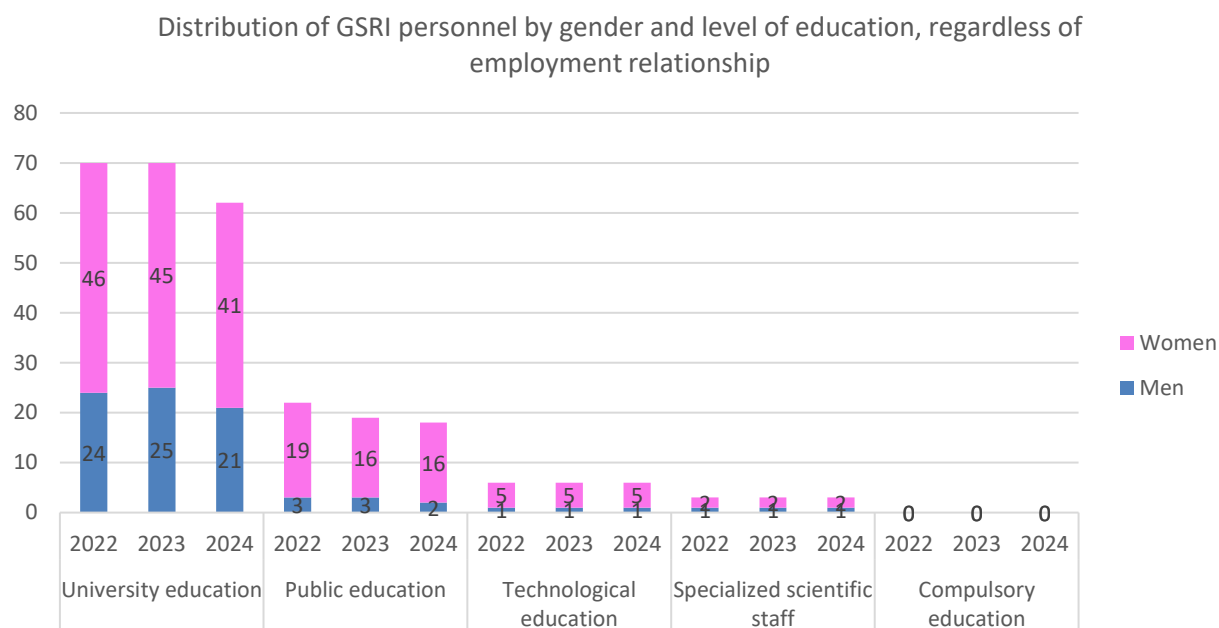


Image 2. Distribution of GSRI personnel by gender and level of education, regardless of employment status.

Legend:

UE: University Education

SE: Secondary Education

TE: Technological Education

SSP: Special Scientific Personnel

CE: Compulsory Education

As shown in the following diagram, a large part of the staff holds a master's and/or doctoral degree (it is clarified that those holding both a master's and a doctoral degree have been counted only based on their highest degree).

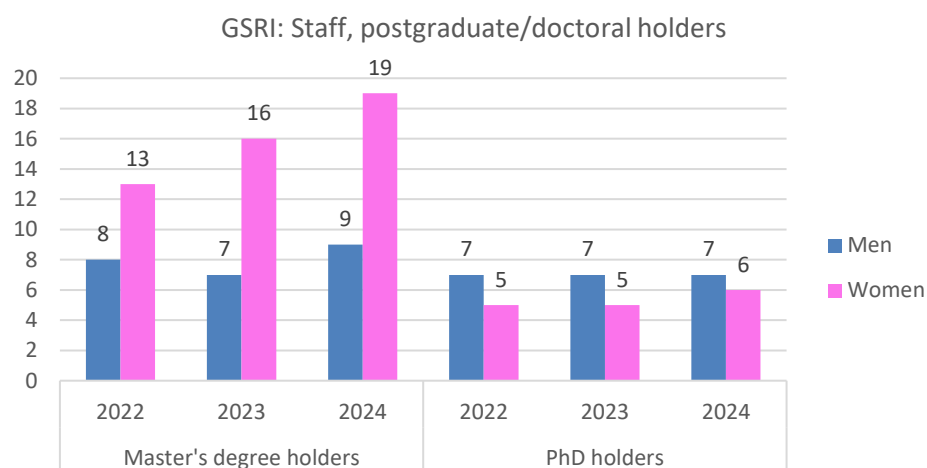


Image 3. GSRI: Personnel holding postgraduate or doctoral degrees.

The distribution of personnel by gender, according to the type of employment relationship, is shown in the following diagram.

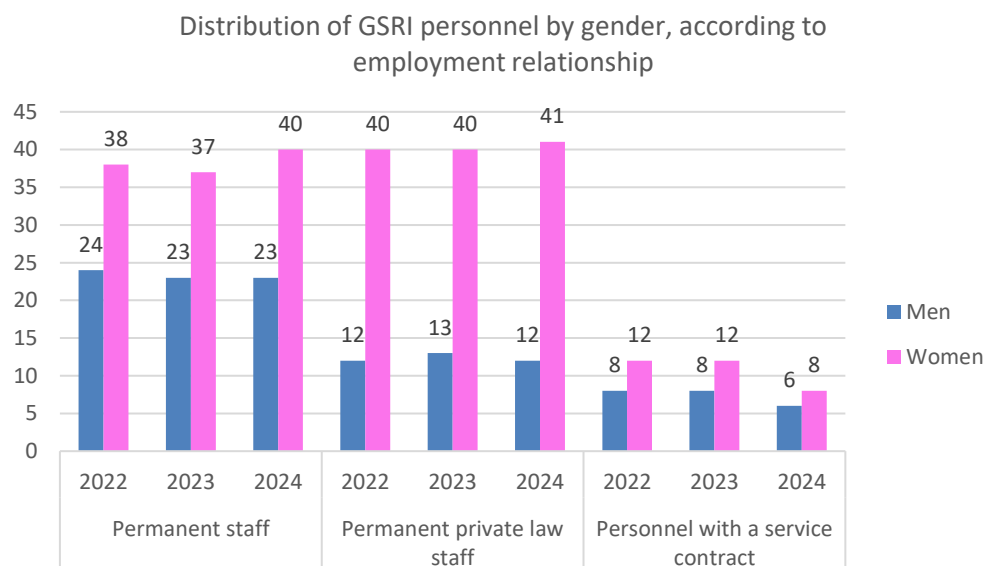


Image 4. Distribution of GSRT personnel by gender, according to employment status.

In the permanent staff, the proportion of women is significantly higher than that of men.

The political superiors of GSRI have been appointed as:

- The Deputy Minister of Development (responsible for Research and Innovation)
- The Secretary General for Research and Innovation

At the highest and senior management levels, GSRI's gender representation in the last reporting year is as follows:

GENDER	Heads of the Directorates	Head of Departments (incl. Autonomous Departments)
MEN	1 (25%)	7 (58%)
WOMEN	3 (75%)	5 (42%)
Total	4	12

Table 1. GSRI – Directors and Heads of Departments (including Independent Departments)

Summary of the Existing Situation in Greece

The gender dimension in research and innovation at the national level is recorded by the National Documentation Centre (NDC), which is the competent body for collecting data and processing RDI indicators in our country.

Within this framework, NDC systematically monitors women's participation in RDI fields and serves as Greece's statistical representative for the European Commission's flagship publication "She Figures¹," which presents comparative statistics on gender equality in research and innovation.

"She Figures" is published every three years, most recently in 2024, announced on 11 February 2025, the International Day of Women and Girls in Science. According to this latest edition, in the field of research and innovation, women publish fewer scientific papers than men, with inequalities widening at the higher stages of their careers. Only 9 % of inventors securing patents are coming from women, with minimal improvement over the past decade. Additionally, fewer than 2 % of research projects funded by the Horizon Europe programme integrate the gender dimension into their content.

The tables below, drawn from the most recent NDC 2024 report "Women's Participation in Research and Development in Greece," use the latest available official data for 2022 to show:

- The percentage of women in the total staff employed in research in Greece (Image 5: % of women in R&D personnel in Greece (% number of persons), 2022)
- The percentage of women researchers among the total research staff (Image 6: % of women in research personnel in Greece and the EU27 (% number of persons))
- The percentage of women researchers in total employment (Image 7: % of women researchers in total employment in Greece and the EU27 (% number of persons), 2022)²

Image 8 ("Share (% number of persons) of women PhD holders in the six main scientific fields, 2015–2022") displays the percentage of women PhD holders by scientific field for each year between 2015 and 2022, which shows no significant annual variation.

¹ https://commission.europa.eu/system/files/2023-04/annual_report_GE_2023_web_EN.pdf

² Research personnel. Research personnel consist of researchers. Personnel in Research and Development. Personnel employed in research and development (R&D) activities are not only researchers but all individuals who contribute directly to their execution (e.g., technicians, workers, lab assistants, programmers, administrative staff, etc.), without whose involvement the research work could not be completed. It also includes those involved in designing and managing the tasks of other researchers. (Source: EKT/Science and technology glossary, European Commission, Eurostat)



Image 5. % of women in Research and Development personnel in Greece (% by number of individuals), 2022

- EU27 (Orange line)
- Greece (Purple line)

* Data for the EU27, EU19, Belgium, Germany, Ireland, Cyprus, Luxembourg, Austria, Finland, and Sweden refer to 2021, while for Denmark it refers to 2020.



Image 6. % of women in research personnel in Greece and the EU27 countries (% by number of individuals), 2022

- EU27 (Orange line)
- Greece (Purple line)

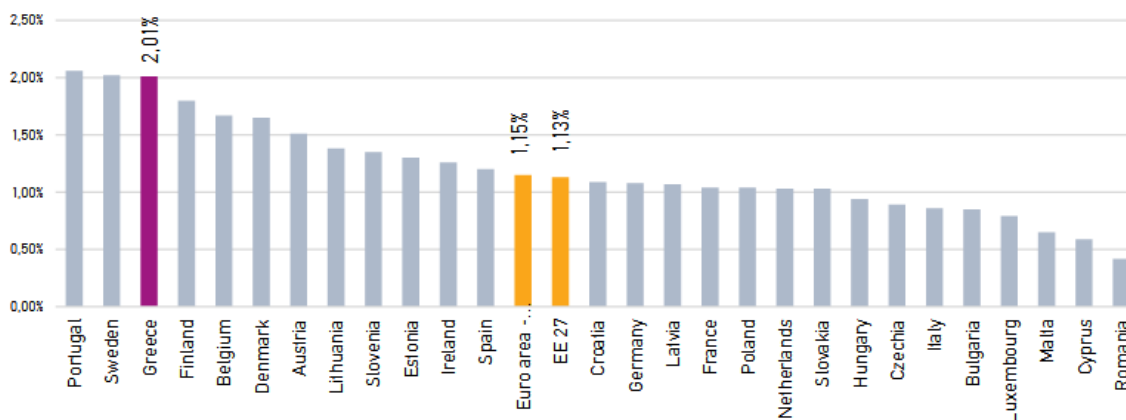


Image 7. % of women researchers in total employment in Greece and the EU27 countries (% by number of individuals), 2022.

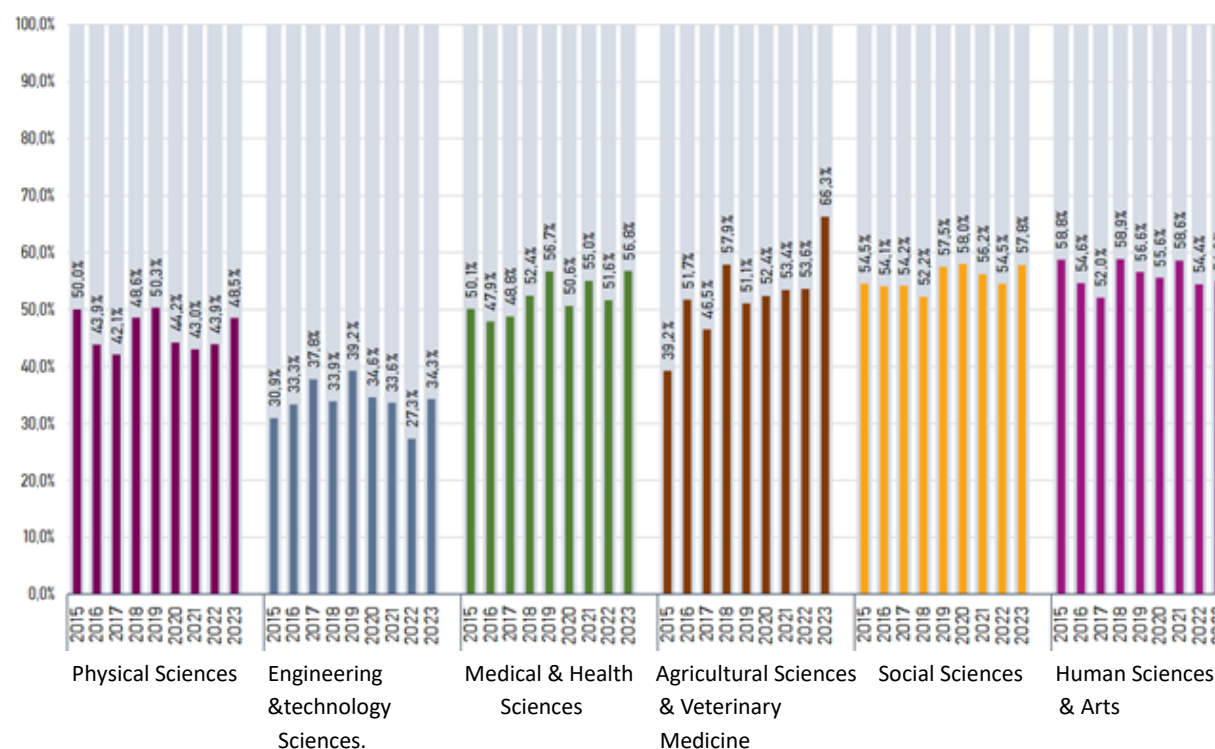


Image 8. Share (% by number of individuals) of women among new PhD holders in the six main scientific fields, 2015–2023.

source: NDC

Stage 2 – Development of the Gender Equality Action Plan: Priorities and Actions of GSRI

The analysis of GSRI's current situation with regard to gender equality led to the design of targeted actions for the drafting and revision of the GEP. Based on this analysis, the following interventions are prioritized:

- gender equality in leadership and decision-making positions
- gender equality in recruitment and career development
- integration of the gender dimension into research, innovation, and education

The GEP also focuses on two additional key areas:

- fostering a gender-inclusive organizational culture and improving work-life balance
- preventing and addressing discrimination, gender-based violence, and sexual harassment

To achieve equality in opportunities and treatment at work, GSRI aims to cultivate an organizational culture free from gender-based exclusion and discrimination, and to support staff in enhancing their work-life balance (see Axis 4 actions of the GEP).

GSRI maintains a zero-tolerance policy for any form of gender-based violence (physical, psychological, or sexual) and seeks to implement measures to prevent and address incidents of moral and sexual harassment and all other forms of violence.

In particular, under paragraph 1 of Article 23 of Law 4795/2021, the Ministry of Development has established an independent Office of the Integrity Counselor. Its purpose is to protect employees effectively by providing advisory support on ethics and integrity issues encountered in the course of their duties, including sexual harassment, discrimination, bullying, and moral harassment. The Integrity Counselor is also responsible for receiving employee reports on these issues, investigating them, and informing the reporting employee of the outcome.

Below are the five Priority Axes of GSRI's GEP:



Next, the tables of proposed actions by priority axis are presented. These tables include the timeline, the organization's staff responsible for overseeing the implementation of the actions, and the indicators for monitoring the progress resulting from the execution of the planned actions.

Priority Axis 1 Gender Equality in Leadership and Decision-Making Positions				
Objectives	Measures / Actions	Responsible Staff	Monitoring Frequency	Performance Indicators
1.1. Strengthen the participation of women in senior positions within the organization	Monitor gender balance in positions of responsibility	Heads of Directorates & Independent Units	Annually	Gender distribution across management levels
Dpt C of the Directorate for Research and Innovation Action Planning	Annually	Gender distribution across management levels		

Priority Axis 2 Gender Equality in Recruitment and Career Advancement				
Objectives	Measures / Actions	Responsible Staff	Monitoring Frequency	Performance Indicators
2.1 Support gender balance in contractual employment within the organization	Integrate a reference to the GSRI's gender equality policy into the wording of calls for contract-hire vacancies	Heads of Directorates & Independent Units; Unit C of the Directorate for Research and Innovation Planning and Programming	Annually	Proportion by gender on candidate evaluation committees for employment positions
	Use gender-neutral language in the wording of calls for contract-hire vacancies ³	Heads of Directorates & Independent Units	Annually	Share of women among newly appointed contract hires compared with the share of female applicants
	Enhance participation of women as members of candidate-evaluation committees for contract-hire positions by applying quotas where feasible		Whenever a corresponding hire occurs	
2.2 Support gender equality in career advancement	Investigate gender-related factors affecting career progression and design targeted support measures	Heads of Directorates & Independent Units; HR Dept / Personnel Section	Annually	Gender distribution across management levels

³ The General Secretariat for Gender Equality has published an extensive guide on the use of non-sexist language in Greek administrative documents, which is available at the following address: <https://isotita.gr/wp-content/uploads/2018/01/Οδηγός-μη-σεξιστικής-γλώσσας.pdf>

Priority Axis 3
Mainstreaming the Gender Dimension in Research, Innovation, and Education and Integrating the Gender Dimension into Sectoral Policies

Objectives	Measures / Actions	Responsible Staff	Monitoring Frequency	Performance Indicators
3.1 Integrate gender dimension in staff training (permanent, IΔAX)	Conduct training programs/events to raise awareness among staff (permanent, permanent private law staff) on gender equality, discrimination, gender-based violence and harassment at work	Dpt C of the Directorate for Research and Innovation Action Planning	Annually	Number of training programs/events on gender equality, discrimination, gender-based violence and harassment
3.2 Strengthen participation of women in highest advisory bodies (NCRTI, SSC)	Ensure women's participation in advisory bodies (NCRTI ⁴ , SSC) and support for taking on roles as president and vice-presidents of these bodies	Political leadership	At each term renewal	Gender distribution in advisory bodies
	Monitor gender balance in advisory bodies	Research and Technology Bodies Supervision Directorate	At each term renewal	
3.3 Strengthen participation of women in evaluation committees for research and innovation calls	Encourage more women to participate in proposal evaluation committees	Political leadership; Heads of Directorates & Independent Units	Annually	Gender distribution in proposal evaluation committees for research and innovation calls
	Monitor gender balance in evaluation committees	Dpt C of the Directorate for Research and Innovation Action Planning	Annually	
3.4 Strengthen participation of women in R&I actions	Design actions supporting women in research & innovation topics	Political leadership; Heads of Directorates & Independent Units	Annually	Number of new actions focusing on gender issues

⁴ In its current composition, NCRTI has 7 women among its 15 members. The restructuring of NCRTI to include more women among its members is an initiative of the Ministry of Development that has been included in the National Action Plan for Gender Equality (NAPGE) 2021–25.

Priority Axis 4 Gender Equality in Organizational Culture and Work–Life Balance				
Objectives	Measures / Actions	Responsible Staff	Monitoring Frequency	Performance Indicators
4.1 Promotion of gender equality in the organization's culture	Publication/update of the Gender Equality Action Plan (GEP) on the GSRI website and briefing of staff	Dpt C of the Directorate for Research and Innovation Action Planning	Annually	Publication/revision of the GEP on the GSRI website
	Systematic review of the organization's communication material (posted on the GSRI website) through a gender-equality lens	Aut. Dpt of research and Tecnlogy Communication; Heads of Directorates & Independent Units	Quarterly	Use of gender-neutral language in the organization's communication material
4.2 Strengthening work–life balance	Inform staff about parental leave, family protection leave, and flexible-work arrangements in accordance with legislation	HR Dept (HRD) / Personnel Section	Annually	Number of informational and awareness events on work–life balance topics

Priority Axis 5 Prevention and Addressing of Discrimination, Gender-Based Violence, and Sexual Harassment				
Objectives	Measures / Actions	Responsible Staff	Monitoring Frequency	Performance Indicators
5.1 Prevention and elimination of incidents of discrimination, gender-based violence and sexual harassment	Conduct training programs/events to raise awareness among staff (permanent, permanent private law staff) on gender equality, discrimination, gender-based violence and harassment in the workplace	Aut. Dpt of research and Tecnlogy Communication Dpt C of the Directorate for Research and Innovation Action Planning	Annually	Number of training programs/events on gender equality, discrimination, gender-based violence and harassment
	Develop a protocol of actions/procedures for a) submission and internal investigation of reports of discrimination, gender-based violence and/or	Integrity Advisor of the Ministry	Annually	Existence of a procedure for recording and investigating incidents of discrimination, gender-based violence and/or harassment; Number of reports of discrimination,

Objectives	Measures / Actions	Responsible Staff	Monitoring Frequency	Performance Indicators
	harassment, and b) gement of confirmed incidents			gender-based violence and/or harassment; Number of cases managed of discrimination, gender-based violence and/or harassment

It should be noted that this Action Plan of GSRI is fully aligned with the National Action Plan for Gender Equality (NAPGE) 2021–25⁵, which was developed by the Ministry of Labour and Social Security and includes actions by the Ministry of Development in the field of Research and Innovation. Through the promotion of positive role models, it will support gender equality under the following Priority Axes of the NAPGE:

- Priority Axis 2: Equal participation of women in the labour market
- Priority Axis 3: Equal participation of women in decision-making positions and leadership roles

Among the Ministry of Development’s initiatives related to GSRI and included in the NAPGE 2021–25 is the Elevate Greece Registry⁶, which awards specially designed prizes for female innovative entrepreneurship. The International Chamber of Commerce’s ICCWomenHellas2—founder of the Female Founders Startups Cluster3—and its affiliated events also serve as Official Institutional Supporters of Elevate Greece.

Additionally, the Greek Network of Gender Equality and Antidiscrimination Committees in Research Centers and Independent Research Institutes (GEARnet) has been established to promote actions for gender equality.

⁵ <https://isotita.gr/esdif-2021-2025/>

⁶ Elevate Greece is the National Registry of Startups and the country’s gateway to innovation. It aims to support, develop, and enhance the international presence of Greek startups. Its primary objective is to foster networking among them and provide opportunities for showcasing their work on a global stage. Their progress is tracked using key performance indicators, making these startups attractive to angel investors and companies both in Greece and abroad. At the same time, they can participate in the National Startup Entrepreneurship Awards and gain access to benefits and sponsorships from Elevate Greece’s Official Supporters, who bolster the growth of ventures aligned with their areas of interest.

Stage 3 – Implementation of the Action Plan

Priority Axis 1 Gender Equality in Leadership and Decision-Making Positions				
Objective	Performance Indicator	Year		
		2022	2023	2024
1.1. Strengthen women's participation in senior positions within the Agency	Gender distribution in management levels	Heads of Directorates Men: 25% Women: 100% Heads of Departments (including Autonomous Departments) Men: 57% Women: 43%	Heads of Directorates Men: 0% Women: 100% Heads of Departments (including Autonomous Departments) Men: 57% Women: 43%	Heads of Directorates Men: 25% Women: 75% Heads of Departments (including Autonomous Departments) Men: 58% Women: 42%

Priority Axis 2 Gender Equality in Recruitment and Career Progression				
Objective	Performance Indicator	Year		
		2022	2023	2024
2.1 Support gender balance in applications for the recruitment of contract employees within the Agency.	Percentage distribution by gender on candidate evaluation committees for employment positions.	Not measured	Not measured	Not measured
2.2. Support gender equality in career progression	Gender distribution in management levels	Heads of Directorates Men: 0% Women: 100%	Heads of Directorates Men: 0% Women: 100%	Heads of Directorates Men: 25% Women: 75%

		Heads of Departments (including Autonomous Departments) Men: 57% Women: 43%	Heads of Departments (including Autonomous Departments) Men: 57% Women: 43%	Heads of Departments (including Autonomous Departments) Men: 58% Women: 42%
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Priority Axis 3 Integration of the Gender Dimension in Research, Innovation, and Education and Mainstreaming the Gender Dimension into Sectoral Policies				
Objective	Performance Indicator	Year		
		2022	2023	2024
3.1 Integration of the Gender Dimension in Staff Training (Permanent, Indefinite-Term Contract Staff)	Number of training programs/events to raise awareness among staff (permanent and indefinite-term contract employees) on issues of gender equality, discrimination, gender-based violence, and workplace harassment.	It did not take place.	1	Meeting of the Equality Committee of the General Secretariat for Gender Equality (GSGE) and comments on the revision of the Gender Equality Action Plan (September 2024).
3.2. Strengthening the participation of women in the highest advisory bodies (ESETEK, TES).	Gender distribution in the advisory bodies.	Under Decision No. 19906/03-03-2023 establishing NCRTI, 40% are women. In SSC, 29.5% are women.	Under Decision No. 19906/03-03-2023 establishing NCRTI, women constitute 40%. In SSC, they account for 29.5%.	Under Decision No. 19906/03-03-2023 establishing NCRTI, 40% are women. In SSC 29,5% are women.

				Pursuant to Decision No. 40880/28-05-2025 establishing NCRTI, women constitute 26.7%. For SSC, the process of appointing members has not yet been completed.
3.3. Strengthening women's participation in the evaluation committees for research and innovation proposal calls of the General Secretariat for Gender Equality.	Gender distribution among participants on evaluation committees for research and innovation proposal calls.	Not measured	Not measured	Not measured
3.4. Enhancing the participation of women in research and innovation activities announced by the General Secretariat for Gender Equality.	Number of new actions focusing on gender issues.	There were no new Actions.	There were no new Actions.	Within 2024, the General Secretariat for Gender Equality proposed actions for inclusion in the EEA Grants 2021–2028 funding instrument aimed at reintegrating highly skilled unemployed women into the labor market. The outcome of the evaluation of these proposals is pending.

Priority Axis 4 Gender Equality in Organizational Culture and Work-Life Balance				
Objectives	Performance Indicators	Year		
		2022	2023	2024
4.1. Promotion of gender equality in the organization's culture.	Posting/revision of the Gender Equality Action Plan on the General Secretariat for Gender Equality's website.		Posting of the 1st Gender Equality Action Plan.	Restructuring of the 2 nd Gender Equality Action Plan.
	Gender-neutral language in the organization's communication materials.	It was not monitored	It was not monitored	It was not monitored
4.2. Strengthening the balance between professional and personal life.	Number of information and awareness-raising events on work-life balance issues.	They were not carried out	1 (13/3/2023)	They were not carried out

Priority Axis 5 Prevention and Response to Discrimination, Gender-Based Violence, and Sexual Harassment				
Objectives	Performance Indicators	Year		
		2022	2023	2024
5.1. Prevention and elimination of incidents of discrimination, gender-based violence, and sexual harassment.	Number of training programs/events for sensitizing permanent and permanent private law staff on issues of gender equality,	They were not carried out	1 (13/3/2023)	They were not carried out

	discrimination, gender-based violence, and workplace harassment.			
	Existence of a procedure for recording and investigating incidents of discrimination, gender-based violence and/or harassment.	Establishment of an Independent Integrity Advisor Office in the Ministry of Development Organization		Call for expressions of interest to fill the positions of Integrity Advisors in the Independent Offices of Integrity Advisors of the Ministries (Ministerial Decision No. 21819 EΞ 2024/16.5.2024).
	Number of reports of discrimination, gender-based violence and/or harassment	They have not been recorded.	They have not been recorded.	They have not been recorded.
	Number of managed cases of incidents of discrimination, gender-based violence and/or harassment	They have not been recorded.	They have not been recorded.	They have not been recorded.

Stage 4 – Conclusions

1. Observed a decrease in GSRI's staffing in 2024 for both women and men.
2. Across all GSRI personnel (permanent staff, private law of indefinite duration staff (contract employees), more women than men were employed during the reference period.
3. Women hold postgraduate degrees at higher rates, while PhD attainment is roughly equal by gender, according to both the first and current GEP editions.
4. Regardless of employment relationship, women show a substantially higher employment share, based on data from the first and current GEP editions.
5. The 2023 NDC report "Women's Participation in Research and Development in Greece" finds that women represent 43.6 % of all R&D personnel in Greece. Female researchers account for 40.1 %, and in total employment, Greece ranks third in the EU27 with 2.01 % female researchers. Among new PhD holders across six major scientific fields (2015–2022), women's participation remains stable, peaking in Agricultural Sciences and Veterinary Medicine at 66.3 %.
6. The GEP was presented to GSRI staff in March 2023, and a follow-up awareness event is scheduled for 2025.
7. Enhanced awareness of gender-neutral language in GSRI communications is expected through staff guidance and training.
8. No work-life balance events were held in 2024, but one is planned for 2025.
9. No incidents of harassment have been recorded.

Concerning the appointment of women to leadership roles, the "Summary of the Current Situation at GSRI" shows that no gender-based discrimination exists in selecting Division and Department Heads. Appointments are made solely on formal and substantive qualifications, fully aligned with national legislation governing recruitment, career progression, and remuneration in the public sector.

As a result, women occupy 75 % of Division Head positions (the highest management level) and 42 % of Department Head positions (the first management level), indicating limited room for further gender balancing at the latter level.

It should be noted, however, that throughout GGEK's entire operation—from 1983 (when it was the former Ministry of Research and Technology) until today (2025)—only one of its twenty political heads (Secretaries-General) has been a woman.

With regard specifically to integrating the gender dimension into research and innovation, GSRI—as the principal funding body for research and innovation—employs its staff (permanent, private law of indefinite duration staff, contract employees) equally and in accordance with each employee's category or branch in activities related to research and innovation. As the competent authority for designing and implementing Research, Technological Development, and Innovation (RDI) policies in Greece, GSRI promotes the inclusion of the gender dimension in research and innovation through the balanced participation of all genders in decision-making positions.

The following Appendix Table contains the primary data from which all the diagrams above are derived. It is provided solely to document the above information and for anyone who wishes to reproduce it.

Annex – Data

Year	Personnel Category	Gender	Education level	No of people
2022	Permanent staff	Men	University education	11
2022	Permanent staff	Women	University education	19
2022	Permanent private law staff	Men	University education	6
2022	Permanent private law staff	Women	University education	16
2022	Personnel with a service contract	Men	University education	7
2022	Personnel with a service contract	Women	University education	11
2022	Permanent staff	Men	Technological education	0
2022	Permanent staff	Women	Technological education	2
2022	Permanent private law staff	Men	Technological education	1
2022	Permanent private law staff	Women	Technological education	3
2022	Personnel with a service contract	Men	Technological education	0
2022	Personnel with a service contract	Women	Technological education	0
2022	Permanent staff	Men	Public education	1
2022	Permanent staff	Women	Public education	4
2022	Permanent private law staff	Men	Public education	1
2022	Permanent private law staff	Women	Public education	14
2022	Personnel with a service contract	Men	Public education	1
2022	Personnel with a service contract	Women	Public education	1

2022	Permanent staff	Men	Compulsory education	0
2022	Permanent staff	Women	Compulsory education	0
2022	Permanent private law staff	Men	Compulsory education	0
2022	Permanent private law staff	Women	Compulsory education	0
2022	Personnel with a service contract	Men	Compulsory education	0
2022	Personnel with a service contract	Women	Compulsory education	0
2022	Permanent staff	Men	Specialized scientific staff	0
2022	Permanent staff	Women	Specialized scientific staff	0
2022	Permanent private law staff	Men	Specialized scientific staff	1
2022	Permanent private law staff	Women	Specialized scientific staff	2
2022	Personnel with a service contract	Men	Specialized scientific staff	0
2022	Personnel with a service contract	Women	Specialized scientific staff	0
2022	Permanent staff	Men	Master's degree holders	7
2022	Permanent staff	Women	Master's degree holders	9
2022	Permanent private law staff	Men	Master's degree holders	1
2022	Permanent private law staff	Women	Master's degree holders	4
2022	Personnel with a service contract	Men	Master's degree holders	0
2022	Personnel with a service contract	Women	Master's degree holders	0
2022	Permanent staff	Men	PhD holders	5
2022	Permanent staff	Women	PhD holders	4
2022	Permanent private law staff	Men	PhD holders	2
2022	Permanent private law staff	Women	PhD holders	1

2022	Personnel with a service contract	Men	PhD holders	0
2022	Personnel with a service contract	Women	PhD holders	0
2023	Permanent staff	Men	University education	12
2023	Permanent staff	Women	University education	19
2023	Permanent private law staff	Men	University education	6
2023	Permanent private law staff	Women	University education	15
2023	Personnel with a service contract	Men	University education	7
2023	Personnel with a service contract	Women	University education	11
2023	Permanent staff	Men	Technological education	0
2023	Permanent staff	Women	Technological education	2
2023	Permanent private law staff	Men	Technological education	1
2023	Permanent private law staff	Women	Technological education	3
2023	Personnel with a service contract	Men	Technological education	0
2023	Personnel with a service contract	Women	Technological education	0
2023	Permanent staff	Men	Public education	1
2023	Permanent staff	Women	Public education	2
2023	Permanent private law staff	Men	Public education	1
2023	Permanent private law staff	Women	Public education	13
2023	Personnel with a service contract	Men	Public education	1
2023	Personnel with a service contract	Women	Public education	1
2023	Permanent staff	Men	Compulsory education	0

2023	Permanent staff	Women	Compulsory education	0
2023	Permanent private law staff	Men	Compulsory education	0
2023	Permanent private law staff	Women	Compulsory education	0
2023	Personnel with a service contract	Men	Compulsory education	0
2023	Personnel with a service contract	Women	Compulsory education	0
2023	Permanent staff	Men	Specialized scientific staff	0
2023	Permanent staff	Women	Specialized scientific staff	0
2023	Permanent private law staff	Men	Specialized scientific staff	1
2023	Permanent private law staff	Women	Specialized scientific staff	2
2023	Personnel with a service contract	Men	Specialized scientific staff	0
2023	Personnel with a service contract	Women	Specialized scientific staff	0
2023	Permanent staff	Men	Master's degree holders	5
2023	Permanent staff	Women	Master's degree holders	10
2023	Permanent private law staff	Men	Master's degree holders	2
2023	Permanent private law staff	Women	Master's degree holders	6
2023	Personnel with a service contract	Men	Master's degree holders	0
2023	Personnel with a service contract	Women	Master's degree holders	0
2023	Permanent staff	Men	PhD holders	5
2023	Permanent staff	Women	PhD holders	4
2023	Permanent private law staff	Men	PhD holders	2
2023	Permanent private law staff	Women	PhD holders	1
2023	Personnel with a service contract	Men	PhD holders	0

2023	Personnel with a service contract	Women	PhD holders	0
2024	Permanent staff	Men	University education	12
2024	Permanent staff	Women	University education	20
2024	Permanent private law staff	Men	University education	5
2024	Permanent private law staff	Women	University education	16
2024	Personnel with a service contract	Men	University education	4
2024	Personnel with a service contract	Women	University education	5
2024	Permanent staff	Men	Technological education	0
2024	Permanent staff	Women	Technological education	2
2024	Permanent private law staff	Men	Technological education	1
2024	Permanent private law staff	Women	Technological education	3
2024	Personnel with a service contract	Men	Technological education	0
2024	Personnel with a service contract	Women	Technological education	0
2024	Permanent staff	Men	Public education	1
2024	Permanent staff	Women	Public education	2
2024	Permanent private law staff	Men	Public education	1
2024	Permanent private law staff	Women	Public education	13
2024	Personnel with a service contract	Men	Public education	0
2024	Personnel with a service contract	Women	Public education	1
2024	Permanent staff	Men	Compulsory education	0
2024	Permanent staff	Women	Compulsory education	0

2024	Permanent private law staff	Men	Compulsory education	0
2024	Permanent private law staff	Women	Compulsory education	0
2024	Personnel with a service contract	Men	Compulsory education	0
2024	Personnel with a service contract	Women	Compulsory education	0
2024	Permanent staff	Men	Specialized scientific staff	0
2024	Permanent staff	Women	Specialized scientific staff	0
2024	Permanent private law staff	Men	Specialized scientific staff	1
2024	Permanent private law staff	Women	Specialized scientific staff	2
2024	Personnel with a service contract	Men	Specialized scientific staff	0
2024	Personnel with a service contract	Women	Specialized scientific staff	0
2024	Permanent staff	Men	Master's degree holders	5
2024	Permanent staff	Women	Master's degree holders	11
2024	Permanent private law staff	Men	Master's degree holders	2
2024	Permanent private law staff	Women	Master's degree holders	6
2024	Personnel with a service contract	Men	Master's degree holders	2
2024	Personnel with a service contract	Women	Master's degree holders	2
2024	Permanent staff	Men	PhD holders	5
2024	Permanent staff	Women	PhD holders	5
2024	Permanent private law staff	Men	PhD holders	2
2024	Permanent private law staff	Women	PhD holders	1
2024	Personnel with a service contract	Men	PhD holders	0
2024	Personnel with a service contract	Women	PhD holders	0

