



# HELLENIC AGRICULTURAL ORGANISATION – DIMITRA “ELGO – DIMITRA”

## Gender Equality Plan

Approved by the No 19 Decision of the 06th/12.05.2022 Administrative Board Meeting

**2022-2024**

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## 1. Introduction

A fundamental obligation under the Rule of Law is a proper respect for human rights. Discrimination against women, or any individual, more broadly speaking, specifically violates the principles of gender equality and of respect for human dignity.

The principle of gender equality is upheld both constitutionally (article 4§2 of the *Greek Constitution*)<sup>1</sup>, and under the *U.N. International Convention for the Eradication of all forms of Discrimination Against Women (CEDAW)*<sup>2</sup>, signed by Greece on 2 March 1982, and duly enacted (L. 1342/83)<sup>3</sup>. In addition, our legal order has ratified and adopted international conventions, optional protocols, and Community Directives, thereby emphasising that, within the Hellenic Republic's legal order, protecting the principle of gender equality as a fundamental obligation, and an imperative necessity.

Under L. 4604/2019<sup>4</sup> for the promotion of substantive gender equality, and the prevention and combating of gender violence, gender mainstreaming is to be ensured in all policy making. In particular, the gender dimension is engaged in all areas of private and public life, and, especially, the country's political, social, economic, and cultural reality. At the same time, the Greek lawgiver provides for action at ministry level, to incorporate the principle of gender equality, and a gender-focused dimension in public policy making. Additionally, based on L. 4589/2019<sup>5</sup> and through the *Official EU guidance on Gender Equality Plans*<sup>6</sup>, article 33, Gender Equality Committees are to be established in the country's Higher Education Institutions (HEI).

Based on these constitutional instruments, Higher Education Institutions and Research Centres (RC) are called upon to revise their educational and research strategies and to make plans for structural changes in respect of human resources' management, funding, decision making, and evaluation procedures, with the aim of including and equitably involving the genders in the pursuit of academic knowledge, professional development, and research. As tools for structural change in HEIs and RC, Gender Equality Action Plans (GEAPs) are stipulated by the Commission's *Gender Equality Strategy 2020-2025* with COM/2020/152<sup>7</sup>, as the means of commitment for Member States, and Academic and Research Institutions, to strategic European goals for equality, and as a prerequisite for access to research funding coming from European funds as of 2022.

ELGO – DIMITRA, by planning, implementing, and monitoring the Action Plan, through its Gender Equality Committee (GEC), established under its 10943/23.02.2022 Decision of CEO and approved by the No2 off-agenda Decision of the 3rd (01.03.2022) ELGO - DIMITRA Administrative Board (AB) Meeting, intends to serve and promote gender equality throughout the Organization (administration, research, training, outreach, and member relations), to uphold the principle of accepting otherness

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<sup>1</sup> Constitution of Greece, as revised by resolution dated May 27th, 2008 by the H' revisionary Parliament session.

<sup>2</sup> <https://www.un.org/womenwatch/daw/cedaw/text/econvention.html>

<sup>3</sup> Law 1342/83 For the sanction of *U.N. International Convention for the Eradication of all forms of Discrimination Against Women*, Government Gazette 39 A' /1983

<sup>4</sup> Law 4604/2019 “Promoting substantive equality between the sexes and combating gender-based violence”, Government Gazette, 50 A', 2019.

<sup>5</sup> Law 4589/2019 “Synergies of the National and Kapodistrian University of Athens, the Agricultural University of Athens, the University of Thessaly with the TEI of Thessaly, the TEI of Central Greece, the Pallimniako Fund and other regulations”, Government Gazette 13 A'/2019.

<sup>6</sup> <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>.

<sup>7</sup> Communication 2020 of 2019 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the regions. A Union of Equality: Gender Equality Strategy 2020-2025.

by condemning all forms of discrimination, and to cultivate a culture of inclusivity. Furthermore, it seeks to reduce inequality in professional development, to obviate disparities in research among men and women, and to obtain greater participation of women in administrative and decision-making posts, these all being objectives that shall contribute to the furthering of research, to the promotion of scientific knowledge and innovation, and to the creation overall of an equitable scientific community. The pursuit of these goals shall be achieved through a systematic record being made and thorough monitoring of all pertinent data.

## 2. Regulatory Framework

This Gender Equality Plan (GEP) legitimates and protects every strategy aiming to achieve gender equality at ELGO – DIMITRA. The GEP is devised according to national and European laws and aligns with national initiatives and actions focusing on equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, social responsibility of organisations etc.

Specific articles, policies and directives can be found below.

### 2.1. Greek Law

Over the past few years, Greek policy documents related to research, innovation, technology, and higher education, including the latest *National Strategy for the European Research Area (2016-2020)*<sup>8</sup>, have incorporated EU principles on gender equality instructing public research bodies “to establish Gender Equality Plans and to include relevant provisions in their internal regulations and strategic plans”.

Law 4386/2016<sup>9</sup> entitled, “*Regulations on research and other provisions*” recognizes that research institutes need to achieve greater gender balance in the composition of scientific councils, committees and advisory bodies indicating that at least one third of the members to be from one sex, “as long as the candidates have the necessary qualifications as required by each position” (Art. 25).

In addition, the *Greek Constitution*<sup>10</sup> guarantees equality between the sexes (Art. 2, §4) and the right to equal pay for work of equal value regardless of gender or other differences (Art. 22, §1). At the same time, *the Greek Constitution* recognizes substantive equality between the sexes. In the constitutional revision process in 2001, is foreseen that “*positive measures for promoting equality between men and women do not constitute discrimination on grounds of sex*” and that “*the state shall take measures to eliminate inequalities to the detriment of women that exist in practice*” (Art. 116(2)). This amendment paved the way for positive measures in different domains, such as for example, the adoption of gender quotas for local, national and European Parliament elections, and the gender provision for advisory bodies and scientific councils. As a result, a number of new laws and provisions were devised for research and private organisations. Law 4604/2019<sup>11</sup> on “*Promoting substantive equality between the sexes and combating gender-based violence*” encourages universities and research organisations to integrate gender in their study programs, in the content of their vocational guidance actions, on their programming and implementation of relative awareness and educational programmes for instructors, in order to eliminate every form of gender, identity and sexual

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<sup>8</sup> <http://www.gsrt.gr/News/Files/New1234/Greek%20ERA%20Strategy%20EN.pdf>

<sup>9</sup> Law 4386/2016 “Regulations for Research and other provisions”, Government Gazette 83 A’/2016.

<sup>10</sup> Constitution of Greece, as revised by resolution dated May 27th, 2008 by the H’ revisionary Parliament session.

<sup>11</sup> Law 4604/2019 “Promoting substantive equality between the sexes and combating gender-based violence”, Government Gazette, 50 A’, 2019.

discrimination (Art. 17). Private and commercial enterprises are also encouraged to adopt equal opportunity policies, also through the development of GE Plans. For those companies, an official distinction namely the “*Equality Badge*” (Sima Isotitas) is foreseen (Art. 21). At the same time Law 4589/19<sup>12</sup> on the restructuring of universities, in Art. 33, includes a provision on the establishment of Gender Equality Committees (GEC) in all Greek universities that will act as consultative bodies to assist the university administration to promote gender equality.

## 2.2. European Law

Equality between women and men and non-discrimination are common values on which the EU is founded and are firmly embedded in the Treaties of the European Union, the Charter of Fundamental Rights of the European Union and secondary legislation. In the development of the GE Plan ELGO – DIMITRA considers the a) “Recast” Directive (2006/54/EC)<sup>13</sup> on equal opportunities and equal treatment of women and men in employment and occupation which requires the implementation of the prohibition of direct and indirect sex discrimination, harassment and sexual harassment in pay and access to employment b) the Directive 2010/41/EU<sup>14</sup> on the prohibition of direct and indirect (sex) discrimination to self-employment, c) the Directive (92/85/EEC)<sup>15</sup> 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, d) the Directive 2010/18/EU<sup>16</sup> on Parental Leave, and e) the Directive 97/81/EC<sup>17</sup> on Part time Work.

ELGO - DIMITRA also considers the Racial Equality Directive (2000/43/EC)<sup>18</sup> that prohibits discrimination on the ground of racial or ethnic origin in employment, and the Employment Equality Directive (2000/78/EC)<sup>19</sup>, covering the grounds of religion or belief, disability, age and sexual orientation.

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<sup>12</sup> Law 4589/2019 “Synergies of the National and Kapodistrian University of Athens, the Agricultural University of Athens, the University of Thessaly with the TEI of Thessaly, the TEI of Central Greece, the Pallimniako Fund and other regulations”, Government Gazette 13 A’/2019.

<sup>13</sup> Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast), OJ L 204, 26.7.2006, p. 23-36.

<sup>14</sup> 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, OJ L 180, 15.7.2010, p. 1-6.

<sup>15</sup> Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC), OJ L 348, 28.11.1992, p. 1-7.

<sup>16</sup> 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, OJ L 68, 18.3.2010, p. 13-20.

<sup>17</sup> Council Directive 97/81/EC of 15 December 1997 concerning the Framework Agreement on part-time work concluded by UNICE, CEEP and the ETUC, OJ L 14, 20.1.1998, p. 9-14.

<sup>18</sup> Council Directive 2000/43/EC of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, OJ L 180, 19.7.2000, p. 22-26.

<sup>19</sup> Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation, OJ L 303, 2.12.2000, p. 16-22.

### 3. Main Objectives

Taking into account the Priority Fields of National Action Plan on Gender Equality 2021-2025<sup>20</sup> and the Commission Gender Equality Strategy 2020-2025<sup>21</sup>, and based on the qualitative and quantitative data collected through the Working Groups of GE Committee of ELGO – DIMITRA, the GE Plan of the Organisation has initially set as priorities all these objectives concerning to sex disparities issues. Future versions released in suitable time will address any issue arising from ‘discrimination’ defined as *treating one person less favourably than another* will be included (age, disability, gender reassignment, marriage and civil union, pregnancy and motherhood, race, religious or other convictions, gender and sexual orientation).

In its present form ELGO-DIMITRA GE Plan has seven tangible objectives, towards:

1. Embedding a gender aware organisational culture and eliminating unconscious gender biases of human resource management (e.g.: traditional perceptions on gender).
2. Improving the research quality and the services offered by the Organisation by ensuring the formation of heterogeneous research groups.
3. Empowering women at all levels through career development and training of female researchers, technical and administrative personnel, managers and support staff towards practising excellence.
4. Increasing inclusivity in decision-making by inviting women in the process thus ensuring diversification of views.
5. Strengthening links with industry by encouraging females to collaborate with private entities and innovating by translating their research into tangible products.
6. Becoming an attractive centre of research, education, and employment in the agricultural sector for female experts and talents from Greece and abroad, also assisting in brain gain.
7. Contributing to the national and European needs for female experts in agricultural research education, training, and employment.

### 4. Priority Fields

To achieve those objectives ELGO - DIMITRA focuses on six **Priority Fields**, following the guidelines of the European Institute for Gender Equality (EIGE)<sup>22</sup> aiming to *“identify and implement innovative strategies to promote cultural change and equal opportunities in Universities and Research Centres”*. Through these **Priority Fields** ELGO - DIMITRA contributes to reducing the Gender Divide also at an institutional level:

- A: Governance and decision making
- B: Recruitment, Selection procedures, and Career Progression
- C: Flexible and Agile Working
- D: Gender Strategy in Research
- E: Gender in Organisation Culture
- F: Gender in events, courses and activities

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<sup>20</sup> <https://isotita.gr/wp-content/uploads/2021/12/%CE%95%CE%A3%CE%94%CE%99%CE%A6-2021-2025.pdf>

<sup>21</sup> Communication 2020 of 2019 from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the regions. A Union of Equality: Gender Equality Strategy 2020-2025.

<sup>22</sup> EIGE, <http://eige.europa.eu>

## 5. Current Status

In order to achieve an overall assessment of the present situation in ELGO-DIMITRA with respect to the participation of women in research and administrative positions and the perception of a gender equality concept in the organisation, a wide investigation was conducted employing quantitative and qualitative indicators. To this end statistical data were collected across the different categories of positions and ranks (research, administration and technical personnel, decision making bodies and governing bodies) existing in the Organisation, for the period of last five years (2018-2022).

-Specifically **quantitative indicators** were used to determine:

1. The number of women and men holding positions in governing bodies and decision-making posts.
2. The number of women and men holding research positions at the four researchers' levels.
3. The number of women and men holding administrative and technical positions per education and age.

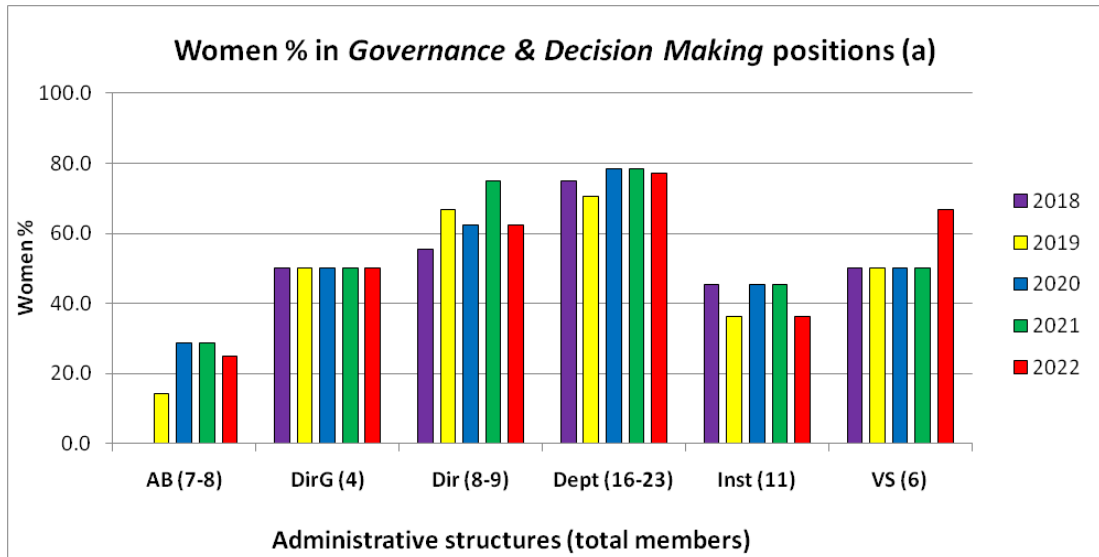
In addition, an on-line **qualitative questionnaire** was used to gather information about the employees' opinions on issues of gender equality practices and potential effects on personnel productivity and efficiency, incidences and frequency of general or gender-related harassment episodes in the work environment, and conditions that promote and support 'employee wellbeing' at work.

Note that over 681 persons of total permanent personnel, 54.6 % are women and 45.4% are men.

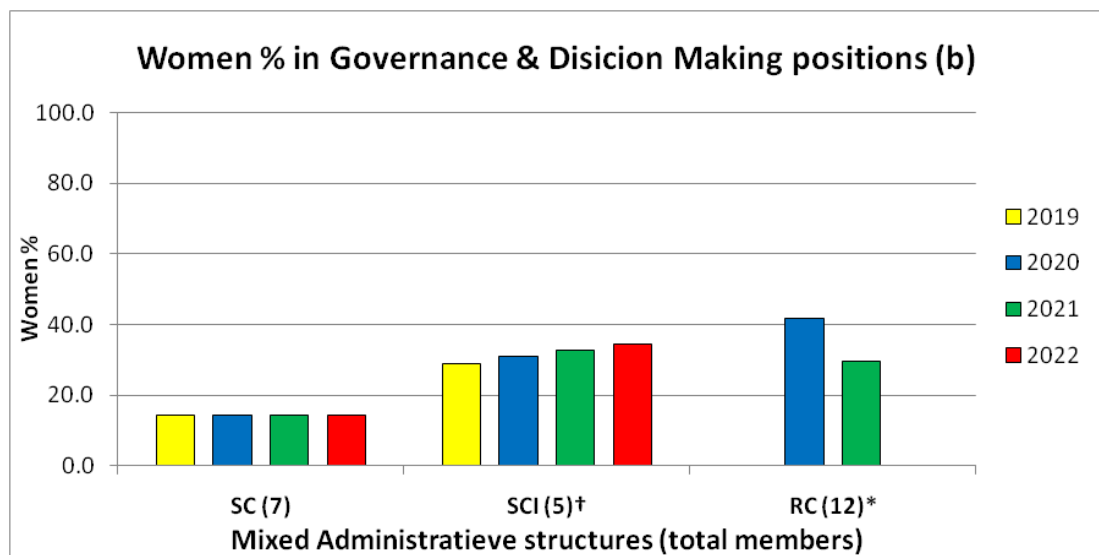
The Current Status of ELGO-DIMITRA is presented below for each priority field mentioned above in chapter 4.

### **A) GOVERNANCE AND DECISION MAKING**

The results of the quantitative survey for priority field A on Governance and Decision Making come from the ELGO DIMITRA's records and are depicted in the tables below. The first figure refers to administrative structures recruited solely by Organisation's personnel (a), while the second refers to administrative structures recruited as well by outsourced personnel (b). Purely Research oriented administrative structures of Organisation are the Directors of Institutes and all 3 mixed structures (ELGO Scientific Council, Scientific Councils of Institutes and Reviewing Committees).



AB: Members of ELGO Administrative Board (7-8)      Dept: Heads of Departments (16-23)  
 DirG: Heads of Directorates General (4)      Inst: Directors of Institutes (11)  
 Dir: Heads of Directorates (8-9)      VS: Directors of Vocational Schools (EPAS) (6)



SC: Members (7) of ELGO Scientific Council  
 SCI: Members (5) of Scientific Councils of Institutes († 11 Institutes)  
 RC: Members (12) of Reviewing Committees (\* 35 Committees)

Points to be noted:

a) Administrative Structures:

- In terms of participation in the Administrative Board, over the years 2018-2022, we observe an overall underrepresentation of women with min 0% (2018) and max 28.6% (2020 and 2021), though an increase was observed in years 2022, 2021, 2020 as compared to years 2019 and 2018.

- On the other hand, less imbalances are observed at the level of Institute Directors (45.5%-36.4%), whereas an equal divide or overrepresentation of women are shown at the level of VS (Vocational Schools - EPAS) Directors (50% women for years 2018-2021, and 66.7% for 2022)



- At the level of Heads of Directorates-General, equal representation between men and women is evident with 50% women’s participation across five years (2018-2022).
- At the level of Directorates Heads there is overrepresentation of women (62.5%-75%), which has increased the last four years, as compared to 2018 (55.5%).
- Notably, a striking overrepresentation of women is observed at the level of Department Heads (70.6% -78.3%) which increased consistently over five years. Further investigation of this phenomenon would be of value in order to explore the possible attributes leading to this outcome.

b) Mixed Administrative Structures:

Based on the analysis of the quantitative data significant disparities in participation levels between women and men are observed in the following categories:

- Very low representation of women in the Scientific Council of ELGO-DIMITRA (only 14.3% women).
- Similarly, low participation of women in the Scientific Councils of the Institutes (SCI), although an increase has been observed over the last four years (30%-38%).
- Low participation of women in the Reviewing Committees for researcher’s evaluation and promotion (years 2020 and 2021).

The aforementioned issues point to the necessity for corrective actions.

**Conclusion:**

ELGO-DIMITRA presents a mixed situation regarding women’s participation in ‘Governance and Decision making’ leadership positions. The survey showed some very encouraging results but also revealed issues concerning low women’s participation that need to be addressed and improved.

Specifically, whereas there is a lack of women in higher positions, like in the Administrative Board and the Scientific Council of the Organisation and the Scientific Councils of the Institutes, there are less inconsistencies between men and women participation in the positions of Institute Directors and equal participation or overrepresentation of women in Heads of Directorates and an overwhelming overrepresentation in positions of Department Heads. Nevertheless, it should be noted that the Administrative Board of ELGO-DIMITRA and the Scientific Council are directly appointed by the Ministry of Rural Development and Food. The office of the Minister will be informed about the issue so that it could be taken into account in the next nominations. Furthermore, the high number of women at the level of Department Heads could be attributed to the fact that the majority of personnel in the Central Services are women.

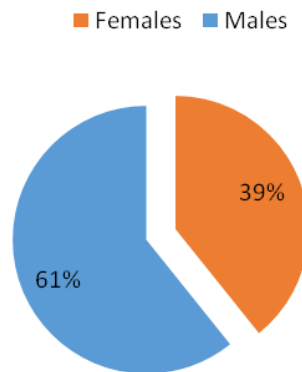
**B) RECRUITMENT/SELECTION PROCEDURES/CAREER ADVANCEMENT**

Quantitative data were collected from the Directorate General of Administration and Financing based on the personnel archives of the Organisation. The gender distribution of ELGO-DIMITRA for the year 2022 is depicted for **a) the Research personnel b) the Administrative, Technical and Educational personnel** in terms of educational level and age and **c) the overall personnel of ELGO-DIMITRA**.

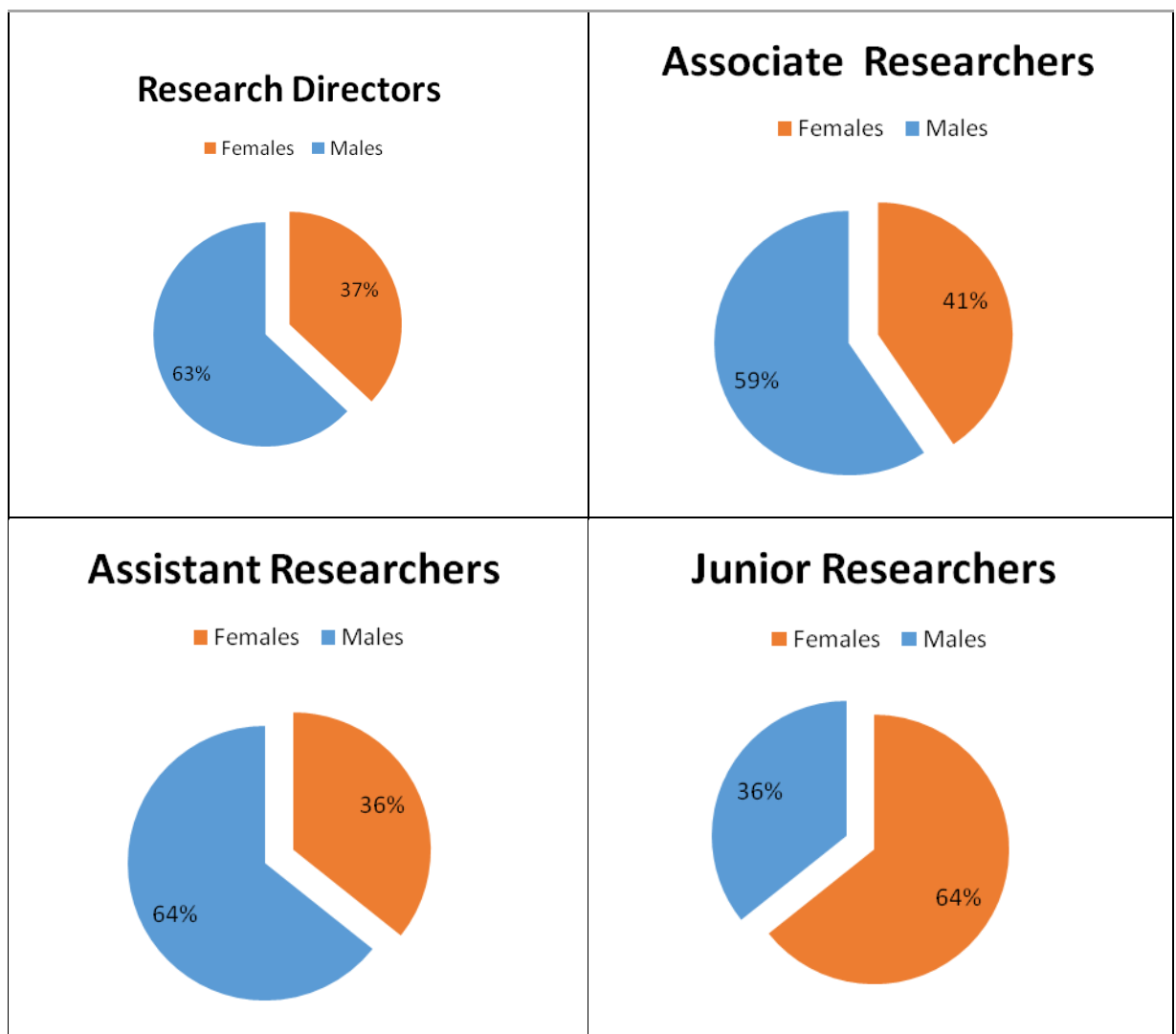
**a) Gender distribution of Research personnel:**

The total number of Researchers at ELGO-DIMITRA is 181.

### Researchers personnel

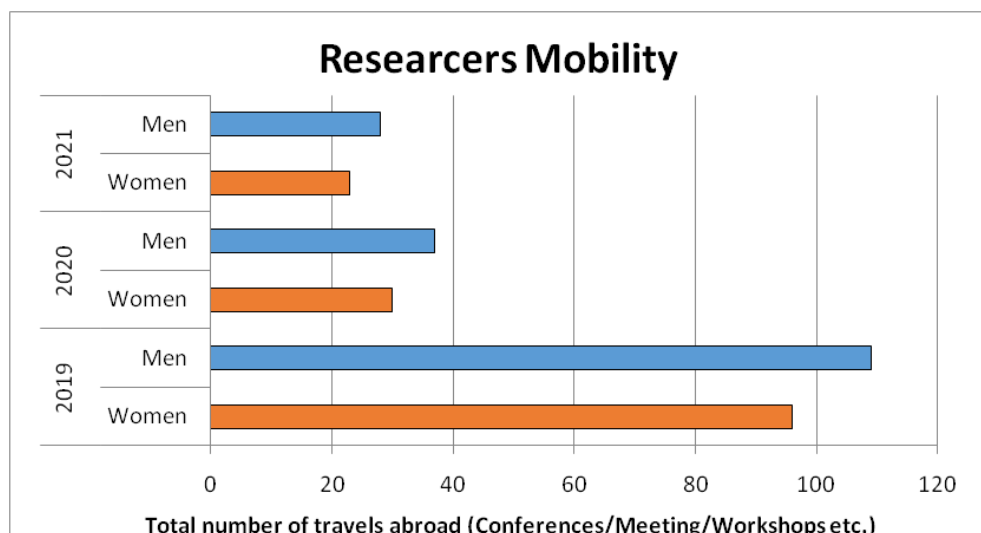
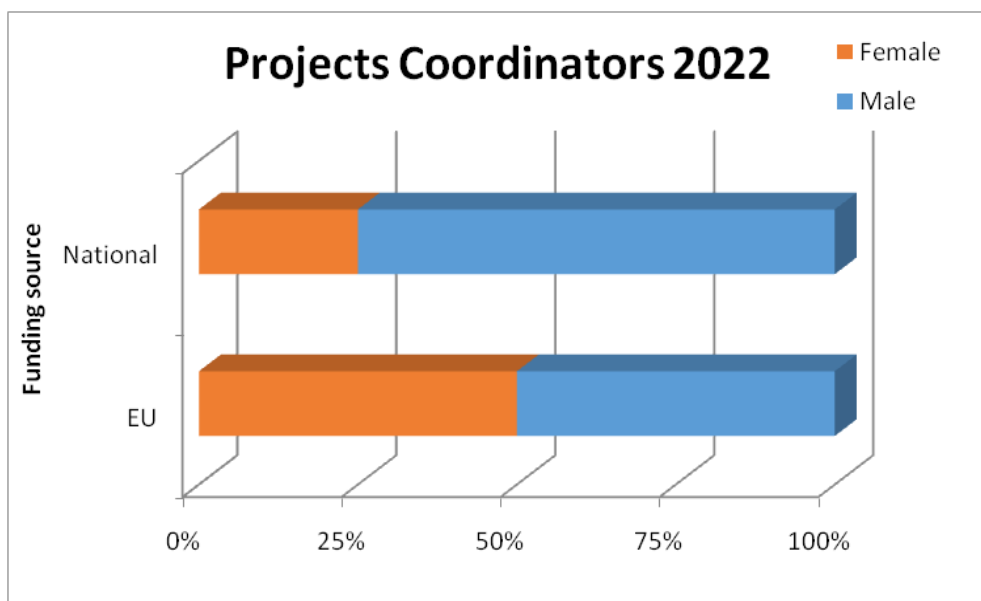
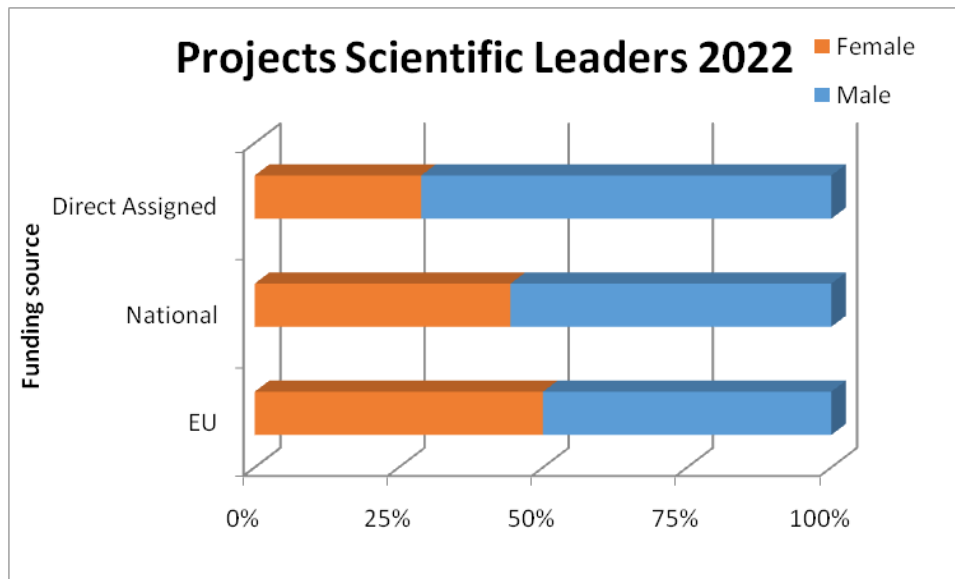


#### Researcher personnel of ELGO-DIMITRA

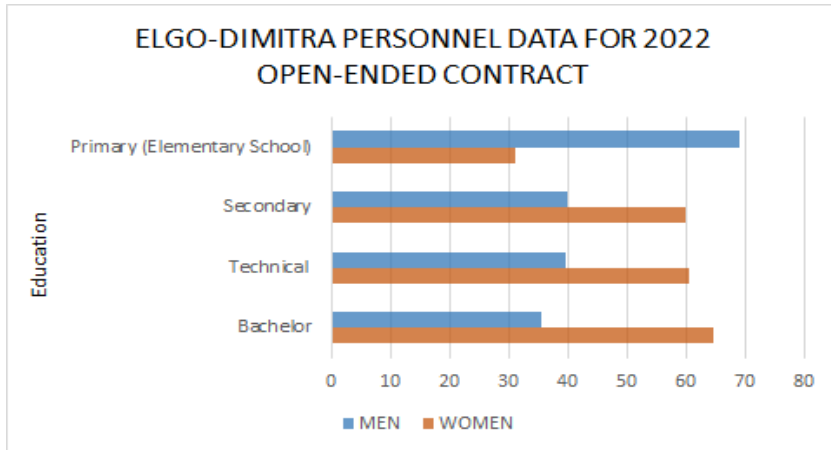


Researcher's personnel of ELGO-DIMITRA per career level

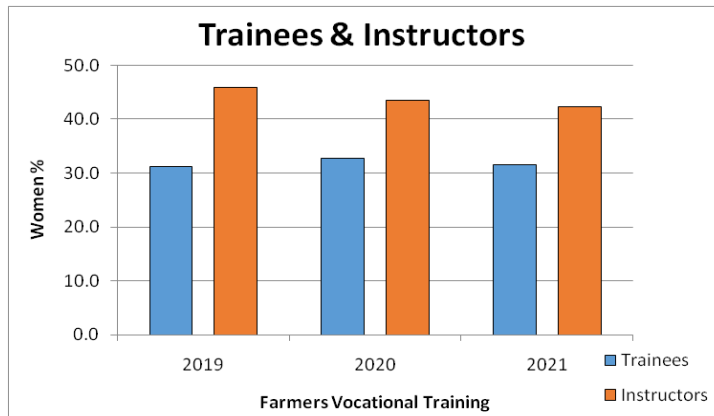
**Leadership positions in Research Projects**



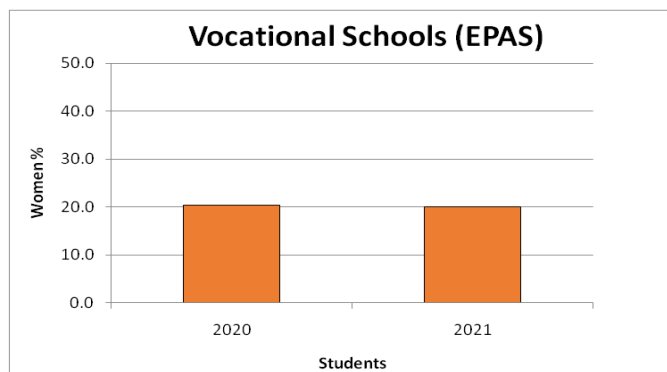
**b) Gender distribution of administrative, technical and teaching personnel (non-researchers) by gender and education/degree**



**Instructors and Farmers Trainees**



**Vocational Schools Students**



Points to be noted:

a) Researchers:

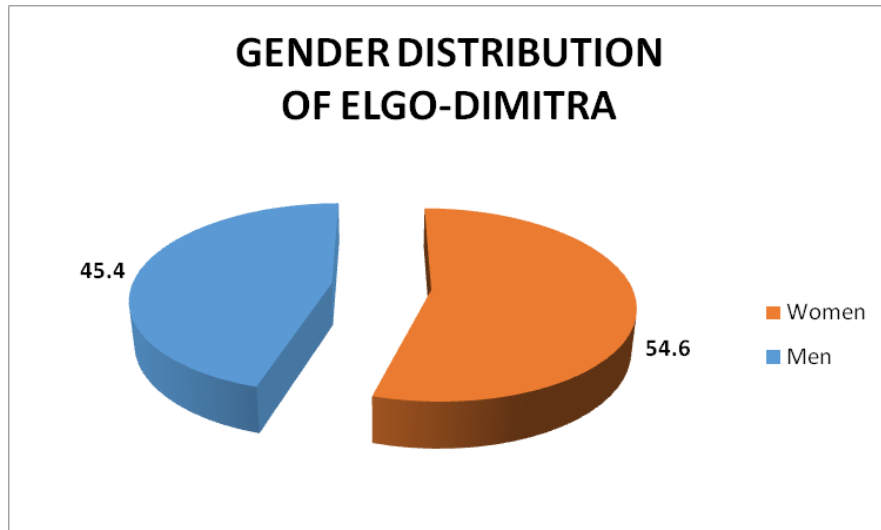
- In line with the percentage of women researchers personnel, imbalances are observed between men and women in the Researcher’s higher grades with lower women, that is Research Directors (37% women), Associate Researchers (41% women), Assistant Researchers (36% women), whereas there are higher numbers of women researchers in the Junior Researcher grade (64%).
- In projects’ leadership we can underline the lower representation of women in both National Coordination and Direct-assigned Scientific Leadership, showing that more efforts should be put at the National level to approach the European projects’ percentage.
- Total number of travel abroad of ELGO-DIMITRA Researchers (conferences, meetings, workshops etc.). Researcher’s mobility is almost equally distributed between women and men throughout the last three years, with a slight prevalence of men mobility.

b) Administrative, Technical and Educational personnel:

- High representation of women is evident in personnel positions at educational levels above the elementary (primary) level (BSc 64.6%, Technological College 60.4%, and Secondary Level 60.0%). On the other hand, in the primary level the majority is men (69%).
- Regarding the instructors, as well as to a lesser extent in trainees, the representation of women remains lower as compared to men, an imbalance which will be readdressed at the very next Gender Equality Committee meeting.
- Regarding the numbers of women studying at Vocational Schools of the Organisation, the participation remains characteristically low, a fact probably interconnected with the disciplines coverage of agricultural sector training. This depicts the traditional apprehension of gender orientation in agriculture and remains a crucial issue not only at the National level but also internationally.

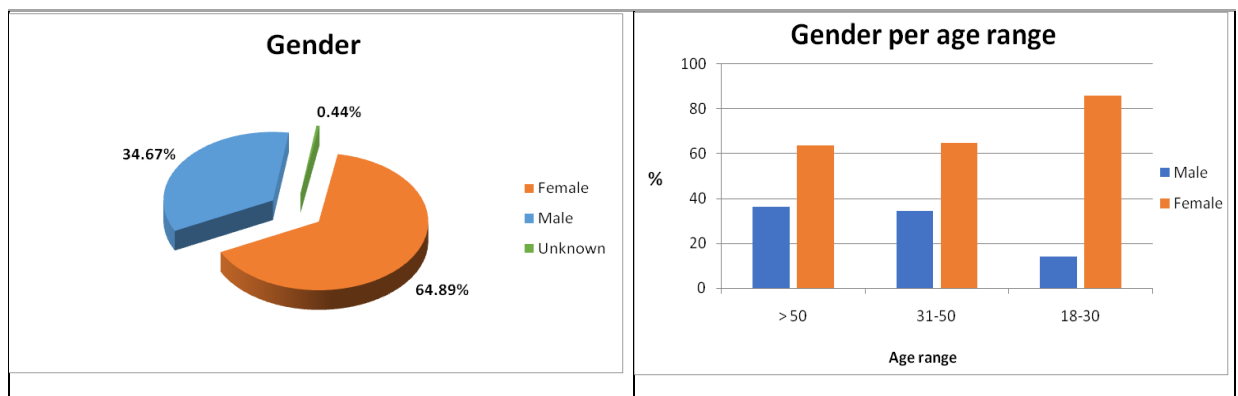
These issues call for the necessity of corrective actions.

c) **Overall distribution of ELGO-DIMITRA personnel by gender**



-The overall gender distribution according to the Organization’s records is 54.6% women and 45.4% men.

With regards to following sections, additional collection of ‘**Qualitative Data**’ was performed by completing anonymously a targeted questionnaire prepared by the GE Committee of the Organisation and which was distributed among personnel. From the 681 persons more than 250 have filled out the questionnaire providing the Committee with crucial and valuable information. The questionnaire will be accessible for the personnel until every member of the staff fills it out, so that in future versions of GEP the Organisation will achieve a fully-fledged view of the situation.



Points to be noted:

-Of the approximately 250 persons that responded to the questionnaire 64.8% were women and 34.6% men.

- The percentage of women (w) within each age range is as following “over 31” 62% (w) and in the age range “18-30” 85.7% (w)..

Analysis of the answers to the questionnaire with regards to the field ‘Recruitment/Selection Procedures/Career Advancement’ revealed that:

- 70% of the personnel feel that there are equal opportunities between women and men for career advancements in ELGO-DIMITRA. However 16.5% (of which 74% women) believe the opposite.
- 75% of the personnel believe that positions of responsibility are desired equally by both women and men.
- 88% believe that positions that constitute a professional challenge are important for both women and men
- 87% of the personnel believe that the training programs for the development of leadership skills are targeted to both women and men equally.

### **C: FLEXIBLE AND AGILE WORKING**

To address the ‘flexible and agile working’ point ‘Qualitative Data’ were gathered from the aforementioned questionnaire. The survey addressed issues of employee ‘well-being’ at work and revealed the perceptions of the personnel with respect to flexible and agile working:

- 71.3% of personnel believe that a new mother/father colleague would perform better, if she/he had a more flexible schedule (working hours, telework).
- 75.2% of the personnel believe that a pregnant colleague would perform better if she had a more flexible schedule (flexible working hours, telework).
- 10% of women and 5% of men believe that the work environment is a barrier to raising a family. From this 15% the  $\frac{3}{4}$  believe that mainly women face this barrier.
- 15% of women and 10% of men believe that raising a family hinders professional development, especially for women.  
The major issue that has been identified is that women have to devote more time to family care which is at the expense of their career advancement.
- 39% of women and 24% of men believe that it would be better for women to be able to get time off during the first 2-3 days of menstruation.
- 60.5% believe that if this happened, equally it would be fair that a man would get time off when feeling unwell.

### **D: GENDER STRATEGY IN RESEARCH**

Further analysis of the answers to the questionnaire revealed that:

- The majority of the personnel, 95%, believe that educational programs offered for the development of scientific/research skills are targeted equally to both men and women.

- Researchers in the three higher levels have lower numbers of women. However there are more women researchers in the junior grade. This may correct, in part, the observed disparities in the higher grades as women will be going through their promotions to the higher researcher’s grades.
- At present there is no systematic monitoring of the gender distribution of the applications received for the Researchers positions.

#### **E: GENDER IN ORGANISATION CULTURE**

The survey addressed the concept of gender in the organisational culture and included questions in order to record ELGO-DIMITRA personnel perceptions on equality and experience at work.

- 95.2% of the personnel reported that they would hire both men and women.
- 98.7% of the personnel reported that they would prefer a work environment composed of both men and women.
- 83% of the personnel believe that professional skills do not depend on gender.
- 10.6 % women and 4% men reported that they have been victims of some sort of harassment at work.
- Of those 49% reported that they did not feel safe or protected at the work environment and 55% did not feel they could turn to someone for protection.
- 4.9% (all women) have reported that they have been sexually harassed. Of those 45% did not feel safe or protected at the work environment and 54.5% did not feel they could turn to someone for protection.

#### **F: GENDER IN EVENTS, COURSES AND ACTIVITIES**

At present there is no systematic monitoring of participation in events and research visibility activities with regards to gender.

## **6. Main Actions of Intervention**

### ***Priority field A: Governance and Decision making***

*Objectives:* measures should be undertaken to achieve balance in the Administrative Board of Directors, the Scientific Council of ELGO-DIMITRA, and the Directors of the Institutes by encouraging and giving the opportunity to women to have increased participation in those posts, ensuring inclusivity.

Nevertheless, it should be noted that the Administrative Board of ELGO-DIMITRA and the Scientific Council are appointed by the Ministry of Rural Development and Food. The office of the Minister will be informed about the issue so that it could be taken into account to the next nominations.



Specific measures include:

- Seek gender-balanced expertise for managerial positions.
- Ensure that equality, diversity and inclusion principles are embedded into governance and strategic planning.

***Priority field B: Recruitment, Selection procedures and Career Advancement***

*Objectives:* to provide women and men with professional support and attract suitable applicants in senior posts based on gender equality.

Specific measures include:

- Assessment of women and men recruitment balance by registering applications received vs admissions in terms of gender.
- Formulate invitations to encourage women applicants to positions where they are underrepresented and support admissions based on gender equality in general (e.g. application could include: ‘for parent applicants with young children child care facilities will be provided).

***Priority field C: Flexible and Agile Working***

*Objectives:* promote measures that ensure a balance between work and family and personal life and support employee ‘wellbeing’ at work

Specific measures would include:

- Flexible working models (working hours, tele-working, work remotely)
- Coordination and clear assignment of responsibilities
- Guidelines for work-life balance.

***Priority field D: Gender Strategy in Research***

*Objectives:* undertake actions to address gender imbalance in various aspects of the Research sector in ELGO-DIMITRA.

- Integrate the dimension of ‘gender’ in research proposals from design to implementation and analysis of data (e.g monitor activities/needs/opinions of both women and men farmers/producers in the context of current agricultural challenges, monitor nutritional habits and preferences based on gender-balance, etc.)
- Introduce the concept of ‘gender advisor’ in research programmes to promote the notion of gender-sensitive research and gender-balanced research.
- Explore why the number of women Project Coordinators is low. In case there is limited time available to devote to the coordination of projects due to child care, suitable support should be provided.

- Explore the causes of low women participation in the Scientific Councils of the ELGO – DIMITRA Institutes. Encourage women scientists to participate in these Councils.
- Provide support for women researchers who have been on maternity leave as well as researchers that are parents with young children.
- Introduce modules of training/consulting aiming to acquaint women producers/farmers with new tools and technologies.

#### ***Priority field E: Gender in Organisational Culture***

*Objectives:* to educate and inform about the GEP and provide modules that will protect from gender discrimination and harassment

- Ensure gender equality education for all personnel in order to eliminate gender stereotypes and discrimination
- Establish use of gender-inclusive language in all official documents as proposed under the art. 12 of Law 4604<sup>23</sup> on *Promoting substantive equality between the sexes*.
- Publish the GEP current plan and future versions of it on the Organisation’s website both in Greek and English languages.
- Create a support service under the supervision of Gender Equality Committee for the report of incidences of discrimination and harassment based on gender and formulate moderator procedures that will try to address each conflict prior its reference to AB and the adoption of official corrective measures.

#### ***Priority field F: Gender in events and research activities***

At present there is no systematic monitoring of participation in events and research visibility activities with regards to gender. However, the GEC is committed to collect and analyse pertinent data and propose actions for this priority field in the future version of the GEP.

## **7. Monitoring and Assessment**

The ELGO-DIMITRA GEP will be continually developed and enriched. Monitoring will be committed to report biennium about the progress towards gender equality and share the findings with the organisation. The monitoring will be based on derived qualitative and quantitative indicators and on follow-up instruments adapted to the purposes of the proposed actions. ELGO-DIMITRA also recognises the importance of engaging an external Advisor in the process of a constructively reviewing of the measures proposed by the GEP Committee, and it will consider starting this process soon. This appointment will help to co-designing and evaluate the monitoring instruments and

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<sup>23</sup> Law 4604/2019 “Promoting substantive equality between the sexes and combating gender-based violence”, Government Gazette, 50 A’, 2019.

channels, oversee the implementation of the actions proposed and provide input for an effective and uniform application across all sites.

Funding excellent research is one of the main priorities of ELGO-DIMITRA. In order to continue to do so, achieving the GEP objectives is the key to generate a gender competent institutional culture among the research community and ELGO-DIMITRA.

ELGO-DIMITRA will develop annual tailored processes and outcome indicators in the next phase of the GEP (implementation phase), using both quantitative and qualitative indicators to measure efficiency, effectiveness and impact. In addition, the Gender Equality Committee will further contribute to creating a favourable environment for the effective implementation of the GEP actions. Organisation of biannual regular meetings, as well as unscheduled whenever needed, will be an important component for discussing, reporting and assessing the progress, main achievements and aspects that can be improved. This will allow the identification of possible problems while acting proactively upon them.

## 8. Dedicated Resources and Actions

The ELGO-DIMITRA in order to implement and successfully achieve the above mentioned targets on gender equality has foreseen to render a minimum of dedicated resources to the Gender Equality Committee as these are distinguished following herein:

**1. GEP publicity and open access:** ELGO-DIMITRA GEP is a formal document published in Greek and English on the Organisation’s website, signed by the President of the Administrative Board, communicated within the Organisation. It demonstrates the commitment of ELGO-DIMITRA to gender equality sets clear goals and adopts detailed actions and measures to achieve them.

**2. Dedicated resources to GEP:** There are foreseen adequate resources and expertise dedicated to GEP. The Organisation considers the type and volume of resources required to support an ongoing process of sustainable organisational change by a) the initiation of a Gender Equality Committee strengthened by the participation of 3 Directorate General Directors in its make-up, b) up to a quarter of working time of secretariats dedicated to GEP organisation, c) a total of 18 persons to compose Gender Equality Committee either as regular (9) or reserve (9) members.

**3. Data collection and monitoring:** ELGO-DIMITRA has already started collecting sex / gender disaggregated data on personnel (and students, for the VS) which will be updated annually and will be connected on certain indicators reporting.

**4. Personnel Training:** The Organisation will also include awareness-raising and training actions on gender equality. These activities will engage the whole organisation to an ongoing and long-term process with activities to cover unconscious gender biases of staff and decision-makers. In addition, GEP will include communication activities and gender equality training with focus on specific topics or groups.