# Gender Equality and Anti-Discrimination Committee
# Foundation for Research and Technology - Hellas



**Dr. K. Chrissopoulou**
Researcher IESL
Chair of GEADC of FORTH

FORTH

# Short History

- **First Committee**: On 20.07.2018 the BoD of FORTH appoints a 5-member Working Group aiming the development of the first Gender Equality Plan
  - The developed plan was valid up to 2025

- **Second Committee**: On 22.02.2021 the BoD of FORTH decides the appointment of an expanded Gender Equality Committee as an independent Committee reporting directly to the BoDs, responsible to deal with gender issues and handle out related problems.
  - The Committee composed of two representatives (one regular and one alternate) of each one of the different Institutes as well as the of the Central Administration.
  - The Committee consisted of 10 male and ten female members

- **Third (current) Committee:** On 20.11.2025 the BoD of FORTH appoints the new Committee according to its developed formulation that says that the members would be chosen following an open call to all FORTH personnell
  - It consists of four (4) Reserachers/Collaborative faculty, four (4) employees and one (1) post-doc/PhD with their respective alternates
  - The female / male ratio is ~60 / 40

# Short History

- The Gender Equality Committee was aiming at the:
  - ✓ Development of an expanded Gender Equality Plan that would be an integrated part of the official Institutional Regulation
  - ✓ Re-phrasing all official documents following the principles of non-sexistic language
  - ✓ Data collection and analysis from the Central Administrator/Institutes Secretariats as well as from a questionnaire to follow the Equality profile of FORTH based on model indicators
  - ✓ Create a protocol that will define the way complaints can be submitted and the way that these would be managed
  - ✓ Monitoring & improvement of the hiring / promotion procedures following gender equality principles
  - ✓ Activities/events that would provide information and training on the related issues to all personnel
  - ✓ Monitoring & improvement of the Balance between Professional & Personal life

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# Working Groups

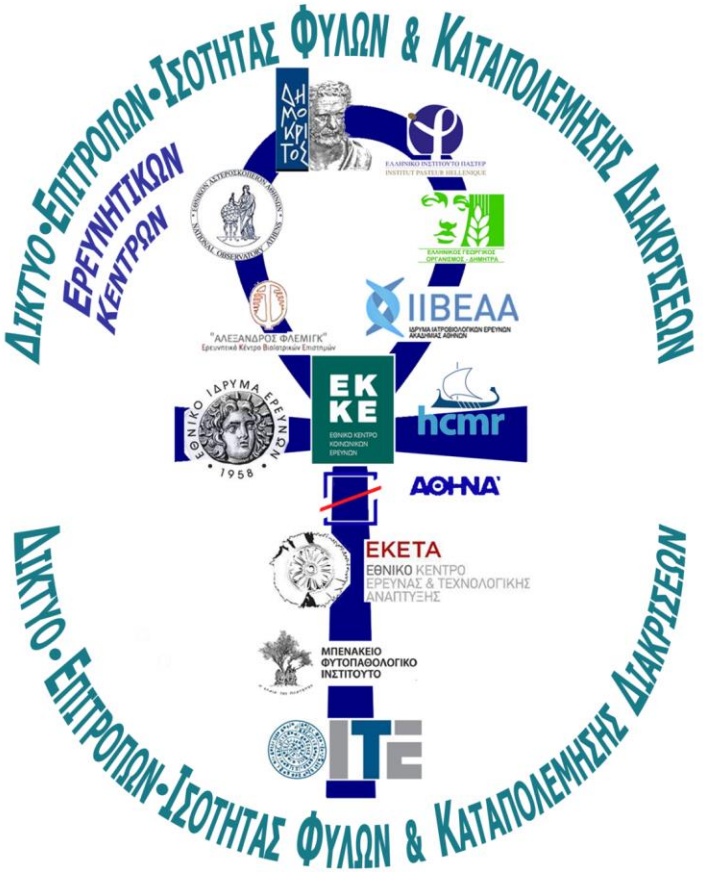
- ✓ **WG 1**: Indicators / Investigation of Good Practices for Developing Internal Regulations
- ✓**WG 2**: Human Resources Data/Document Modifications / Questionnaire
- ✓ **WG 3**: Complaint Resolution Procedures
- ✓ **WG 4**: Recruitment and Career Development
- ✓ **WG 5**: Raising Awareness – Website – Logos
- ✓ **WG 6**: Improvement of Work - Life Balance
- ✓ **WG 7**: Integration of the gender dimension in research (the representatives of each Institute undertook the responsibility to record relevant issues in the research fields treated by their Institute)

**The result of the work of all the WGs together with proposed future actions would constitute the new Gender Equality Plan of FORTH**

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# Establishment of the Network of Gender Equality Committees of all Research Centers

- The Gender Equality Committee of FORTH took the initiative to organize a meeting with other related committees of Greek Research Centers
- On 06.04.2022 representatives of Committees belonging to 13 Research Cente Institutes decided the establishment of an informal network of the GECs
- The network was organized similarly to the corresponding network of GECs of Greek Universities
- The network is targeting in the exchange of information and good practices, the development of collaborations and the organization of common activities and events
- The network is chaired by a different GEC for a two-years service
  - The first chairing GEC was the one of FORTH (Dr. M. Klapa)
  - Currently ATHENA Research Center is in chair




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# An Important Milestone

- The most important achievement of the network was a new law (08.02.2023) that defines the establishment of the GECs of the Research Centers
  - Up to that point, we were functioning informally following the corresponding law for the Universities

According to this law:

- The new name of the Committees is Gender Equality and Anti-Discrimination Committee
- The Committees act as consulting tools for the BoDs
- The mission of the Committee is the promotion of Gender Equality and the opposition to any kind of discrimination which may be due to gender, race, ethnicity, religion or sexual orientation in all levels and all activities of the Research Centers
- The Committee contributes to the prevention and dealing of all kind of discrimination, sexism, sexual harassment as well as any kind of harassing behavior

# Indicators – Data Collection

- **Indicators**
  - Men / women ratio in the different category of personnel per year
- **Data collection**
  - External evaluation of the Research Institutions that is organized by GSRI every 5 years

    total FORTH, per Institute
  - Questionnaire that is sent annually by EKT (National Documentation Center)

    total FORTH, Administration
- **Weaknesses**
  - low degree of overlap between data collected by different way
  - no clear or common differentiation between personnel categories (between different Institutes and HR department)
  - lack of a common data base either within FORTH or at national level
- **Collaboration within the Network of GEA-DCs can help**
  - unify the kind of indicators and the ways the data are collected
  - broadening of the indicators to cover more characteristics (residence time in each category, age, salary differences among genders or ethnicities, etc)

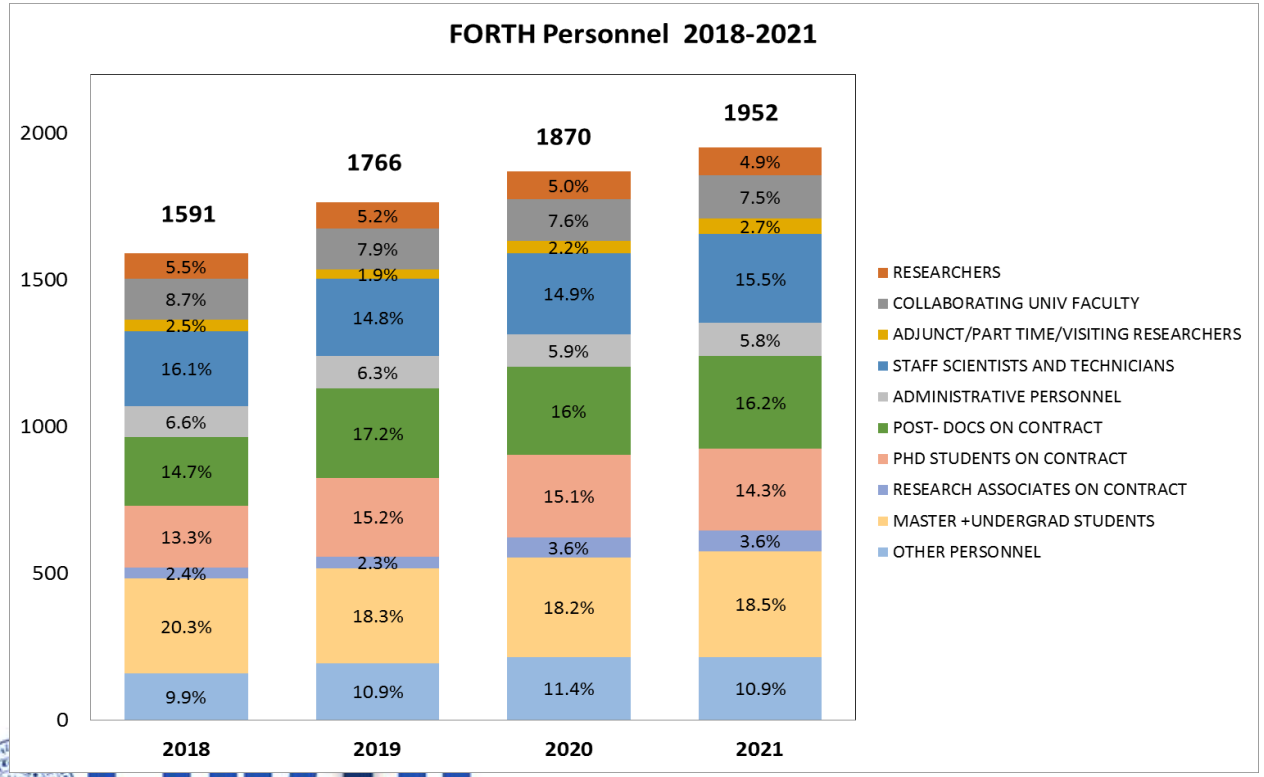
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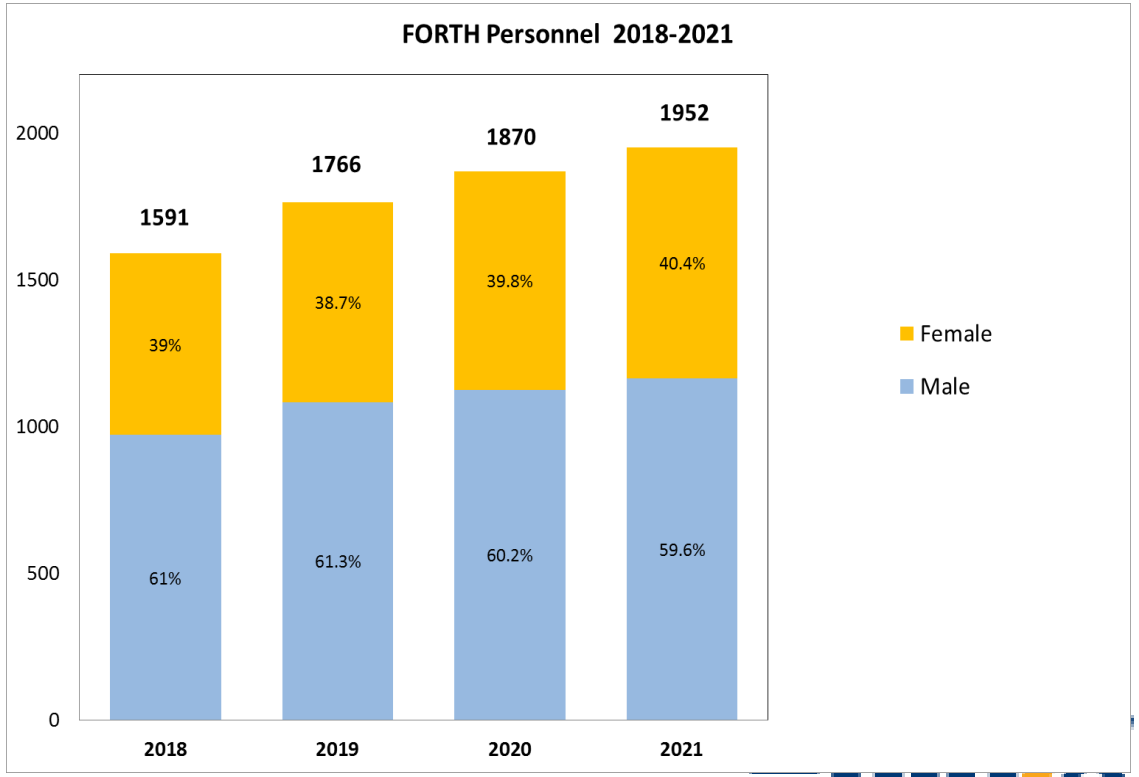
# FORTH – Where we are

- **External evaluation (2018-2021)**
- **Conclusions**

1. Researchers 5%, Collaborating Prof. 7.5%, scient/techn. personnel 15%, post-docs 16%, PhDs 14%, administr. personnel 6%

2. overall men/women ratio = 60/40



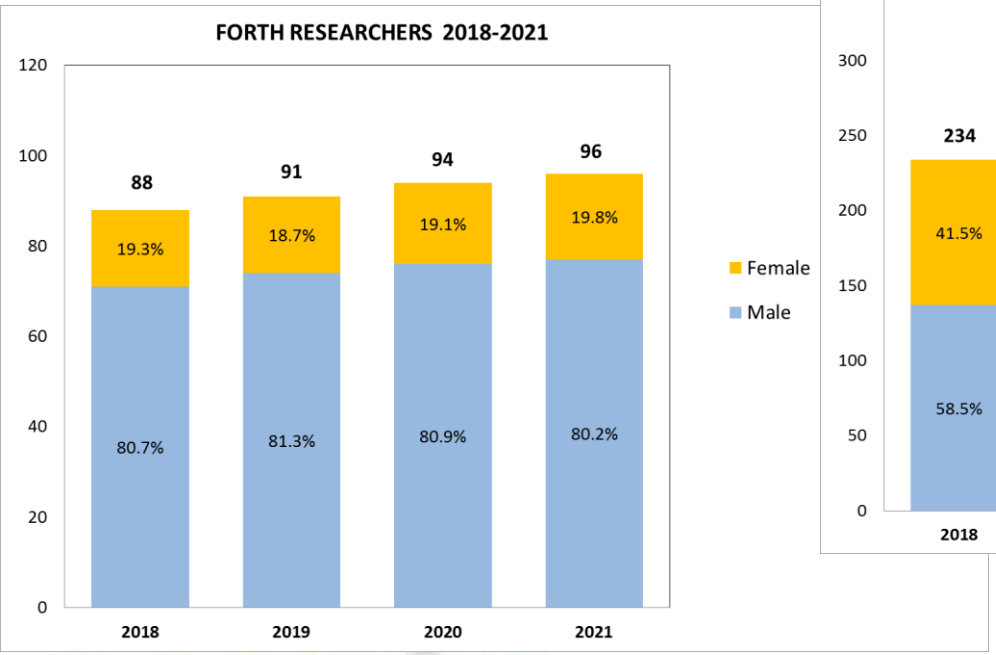
# FORTH – Where we are

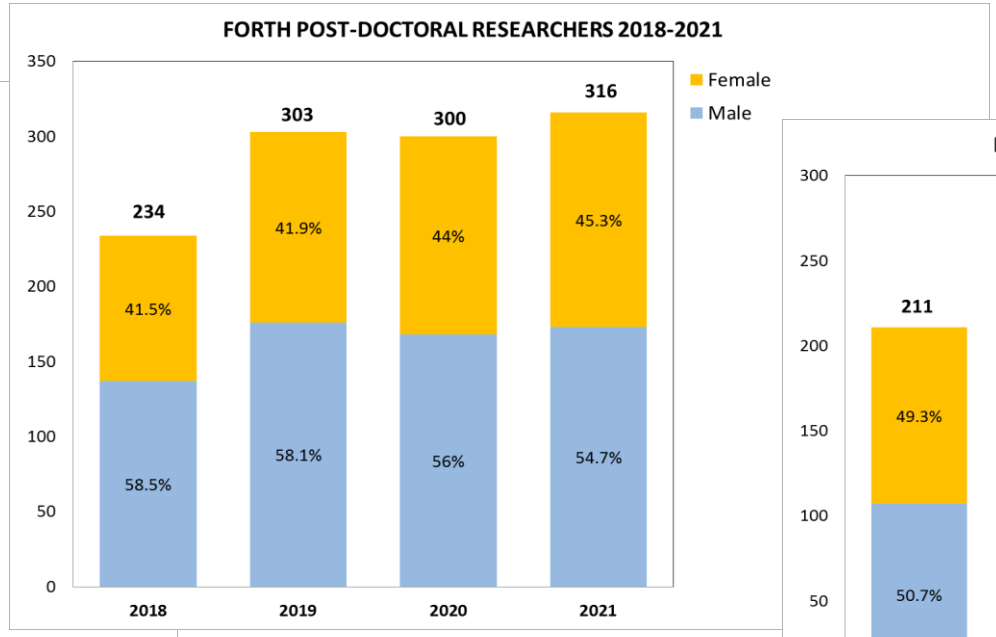
- **Percentages per personnel category**

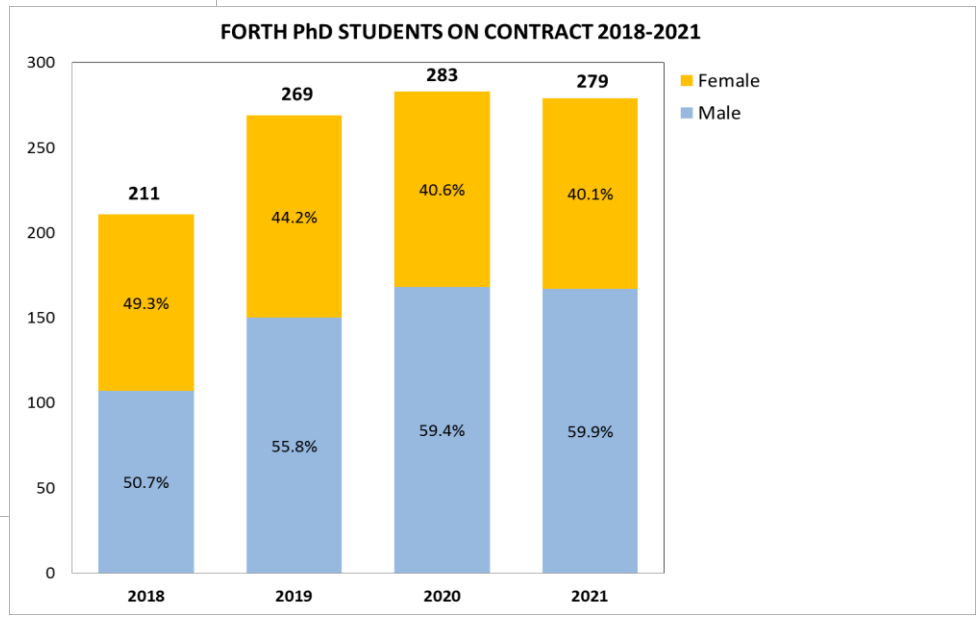
  Researchers, Coll. Prof.: 80/20, post-docs: 60/40, PhDs: 60/40

- **Notes**

  1. There are no new Researcher positions since 2017
  2. A small increase in the post-doc category
  3. A small decrease in the PhD category



# FORTH – Where we are

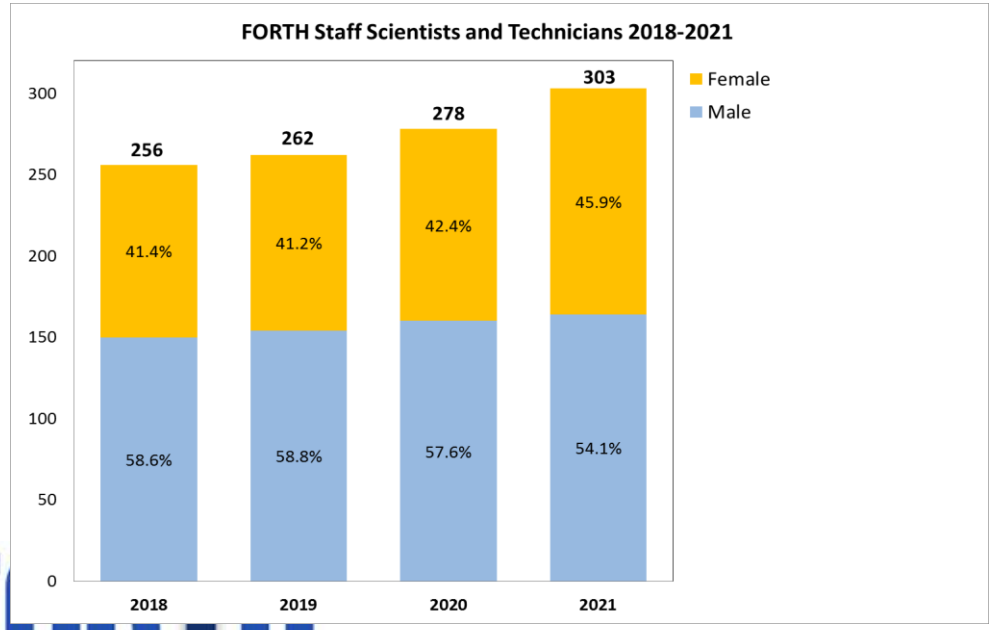
- **Percentage per personnel category**

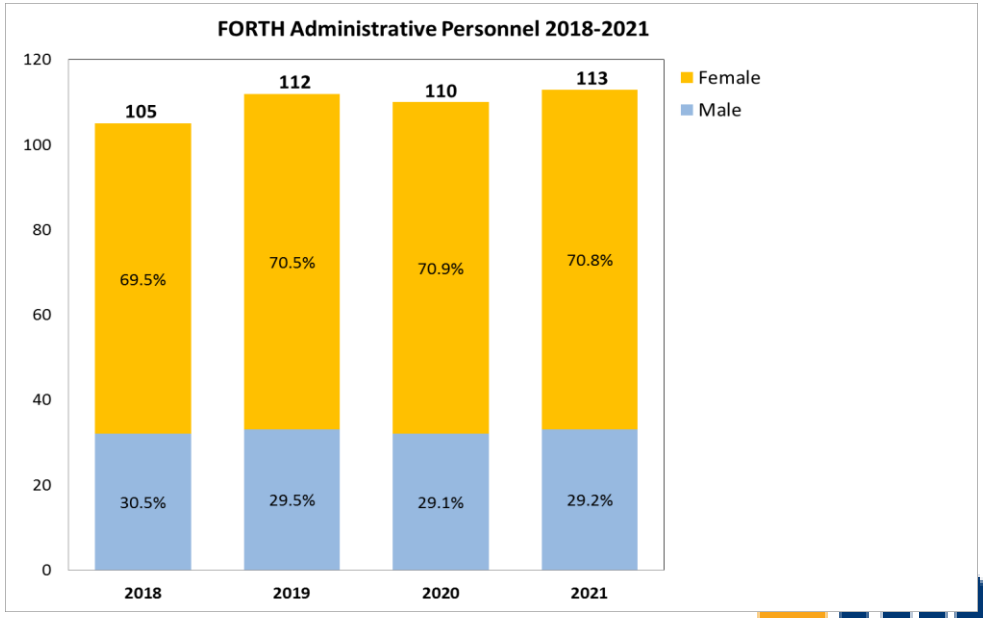
  Scientific/technical personnel : 60/40, administrative personnel: 30/70

- **Notes**

  1. A small increase of the women in the first category

  2. Completely opposite results for the administrative personnel



# FORTH – Where we are

- **High level positions**
  - Chair of the BoDs: Male
  - Institute Directors: 9M/1F, BoD's members: 2F
  - Special Units: 2M/1F
  - SC chairs: 8M/1F,
  - Heads of Offices in Central Adm. : 5M/1F

| INSTITUTES | SC Chair | Coll. Prof. | | Researchers | | Personnel representative | | TOTAL | |
|---|---|---|---|---|---|---|---|---|---|
| | | M | F | M | F | M | F | M | F |
| IESL | M | 2 | | 3 | | 1 | | 5 (1) | |
| IMBB | F | 1 | | 2 | 2 | | 1 | 3 | 2 (1) |
| ICS | M | 2 | | 3 | | 1 | | 5 (1) | |
| IACM | M | 1 | | 4 | | 1 | | 5 (1) | |
| IMS | M | | | 4 | 1 | | 1 | 4 | 1 (1) |
| ICE-HT | M | 2 | | 2 | 1 | | 1 | 4 | 1 (1) |
| IBR | M | 1 | 1 | 2 | 1 | 1 | | 3 (1) | 2 |
| IG | M | 1 | 1 | 2 | 1 | | | 3 | 2 |
| IIA | M | 1 | | 3 | 1 | 1 | | 4 (1) | 1 |

- **Conclusions**
  - «glass ceiling»
  - very low number of women in charge
  - very low number of women in charge of offices despite their overall number (30/70)
- **Why**
  - small pool of women to select
  - women do not 'dare' to apply for high-level positions

## What should happen

Provide motivation to balance the situation

# Use of Non-Sexistic Language

- Based on a GEADC proposal the BoDs decided for a modification of all documents so that they are written in non-sexistic language
- All offices were advised to change all administrative / financial documents
  - contracts
  - forms for job openings
  - Ordering forms, etc
- Changes are inspected by GEADC
- Training / Information of the personnel in the use of non-sexistic language
- Translation of all official documents in English as well

# Gender Equality Questionnaire (GEQ)

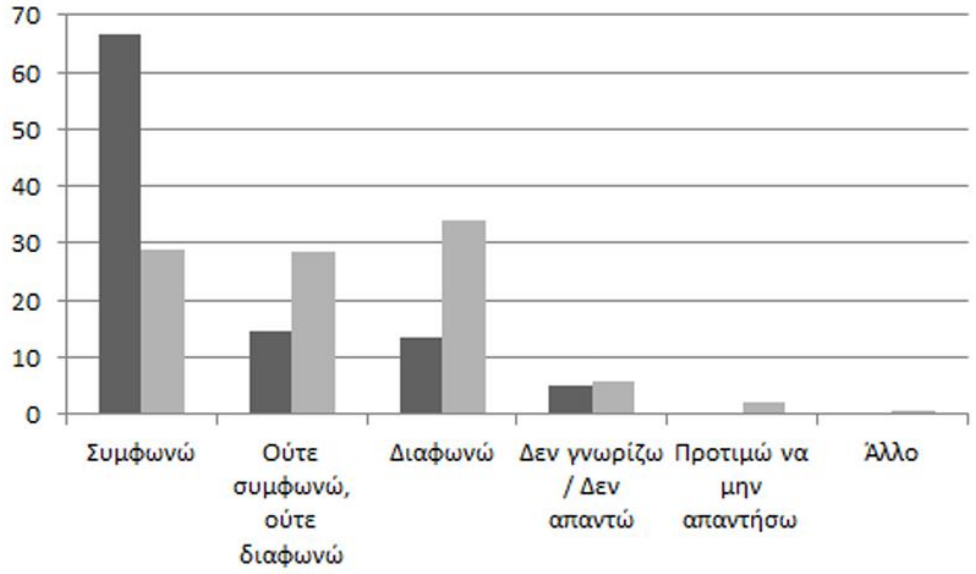
- ✓ **Aim**: To collect **for the first time** quantitative and qualitative data **directly** from FORTH personnel
- ✓ It was not meant to replace the data collected by HR but mostly to provide an additional level of perception, experience, conditions of work and people needs
- ✓ It was based on Gender Equality Audit and Monitoring (GEAM) Questionnaire, that was developed in the framework of ACT Horizon 2020 grant and it was adjusted for an Institution like FORTH
- ✓ Attention was paid so that the anonymity of the people responded was fully protected; everything was approved by the Data Protection Office of FORTH
- ✓ The GEQ comprised of 44 questions and it was sent both in Greek and in English electronically to all personnel (1700 recipients) on June 27, 2022 and it remained open for almost one month
- ✓ We received 690 answers (40.6% of the recipients) with 464 (27.3% of the recipients) being complete

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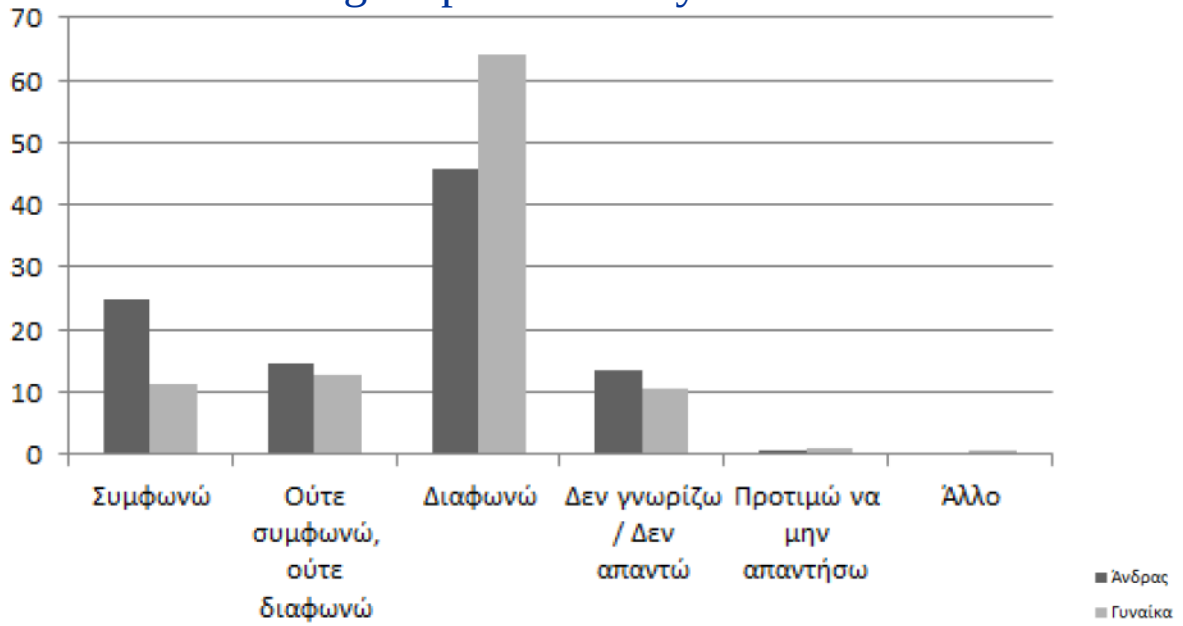
# What we have learned from the GEQ

## Perception on the Gender Equality Culture at FORTH

Men and women are treated equally




Men and women are represented equally at higher positions in your Institute

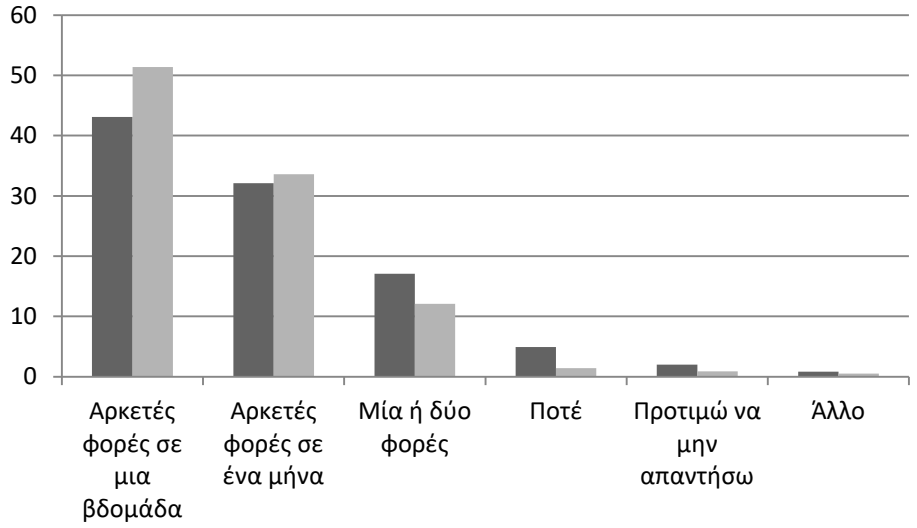



- Different opinions have been reported between men and women about their:
  - equal treatment
  - representation at higher positions
  - Mentoring
  - response to their concerns
  - new hirings or promotions

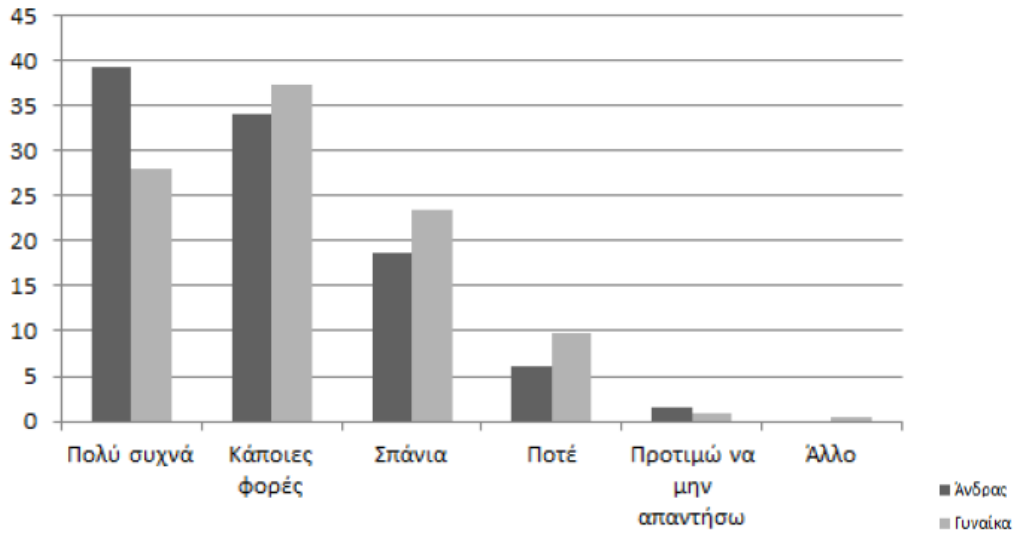
# What we have learned from the GEQ

## Work-Life Balance

How many times do you return home tired to do everyday activities & obligations




How many times per month do you work during weekends



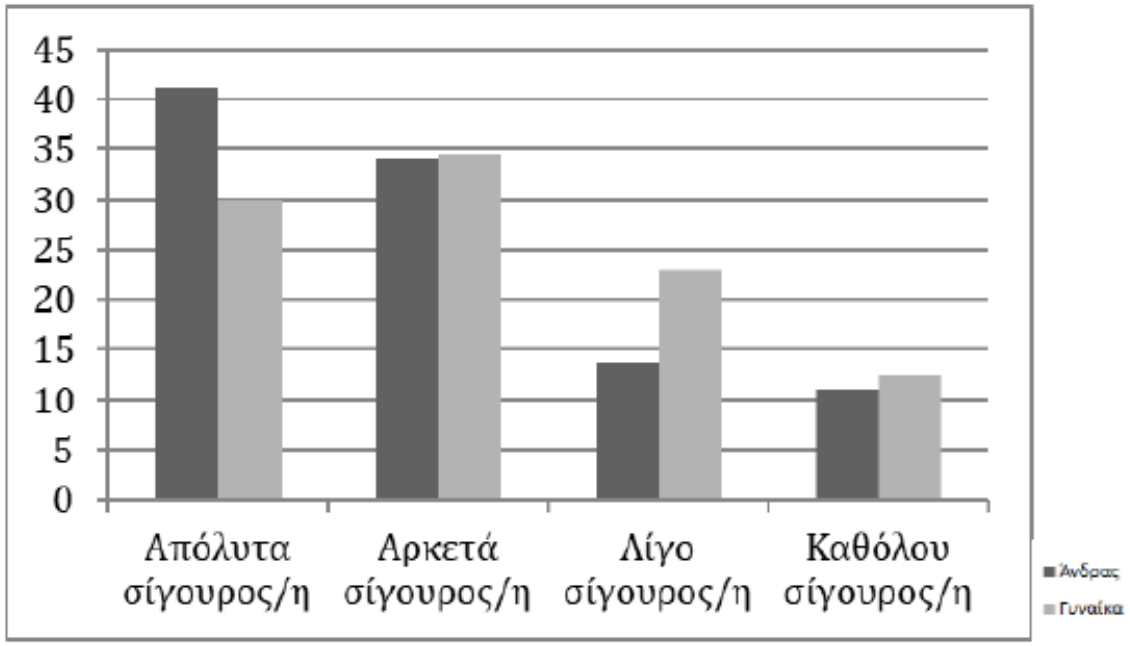

- ~ 50 % independent of gender say they feel too tired when they return home
- It is mostly the men that work during the weekends, however it is not clear if this is happening because they have more work or because the women are working with the house or the children

# What we have learned from the GEQ

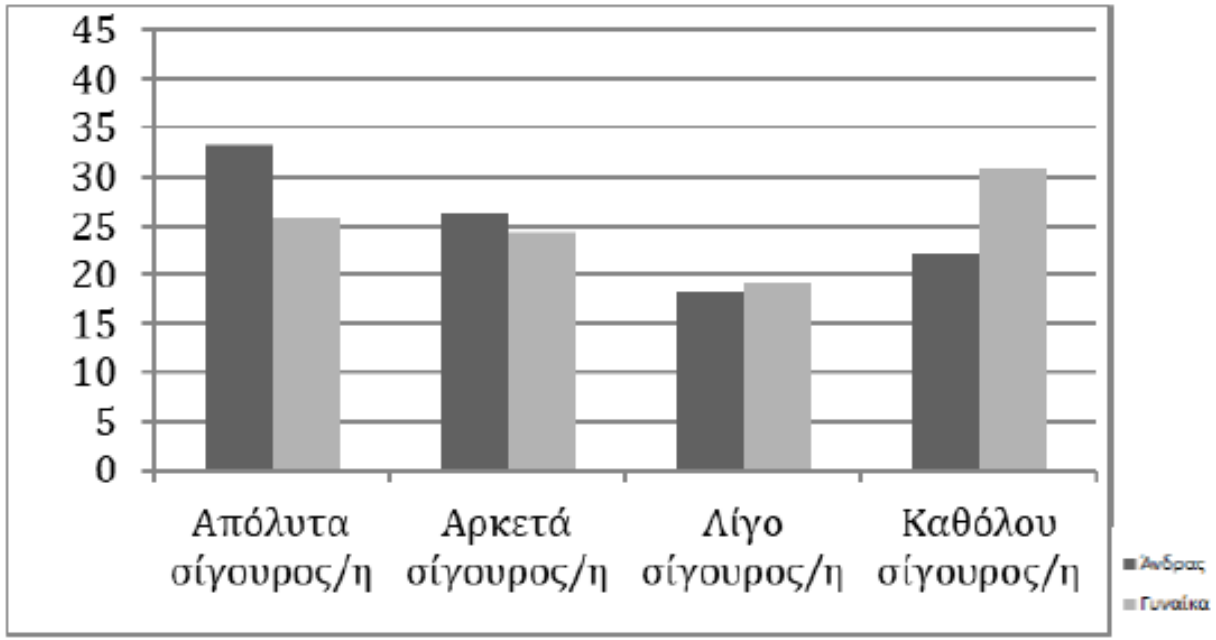
## Bad behavior, bullying, harassment or micro-aggressions related to gender or sexual orientation

How much confidence do you feel to report acts of sexual harassment or gender- based bullying within FORTH?

To GEA-DC




To my Director

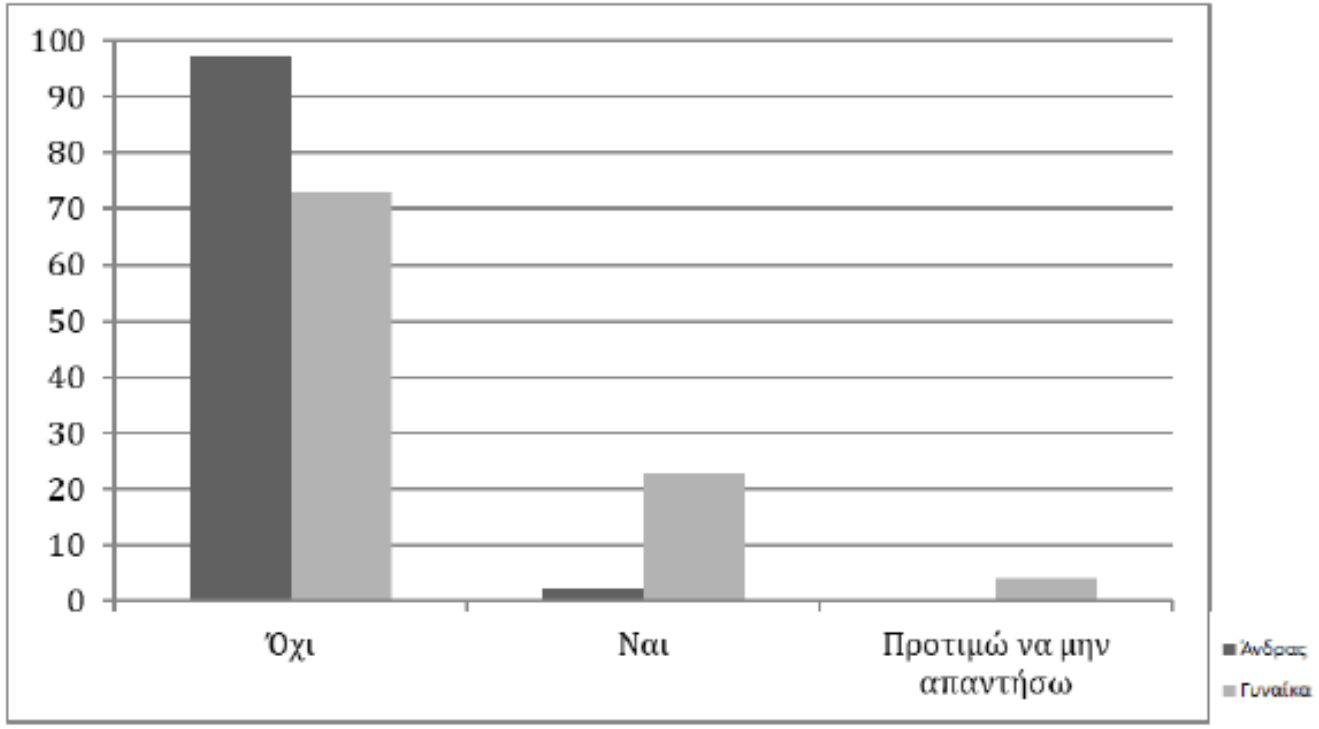



- A positive result is that people would trust GEADC
- Challenge: to gain the trust of even more…

# What we have learned from the GEQ

## Bad behavior, bullying, harassment or micro-aggressions related to gender or sexual orientation

Have you personally faced sexual harassment or gender- based bullying within FORTH?




- A large number that cannot be ignored
- 1/5 wrote that the event happened during the last 5 years
- It is obvious that there is a wrong understanding of what is a joke
- Challenge: To educate better FORTH personnel

# Complaint Resolution Protocol

- The protocol has been approved by the legal office of FORTH, the BoDs and is a part of the GEP of FORTH
- Well-defined procedures for both the submission and the management of a complaint
- GEADC appoints a three-member subcommittee (CRC) that will be responsible for the receipt and the management of the complaint
  - The appointment of CRC is 1 year
- All complaints are submitted with the name of the complainant through a Special **Secure** Digital Platform providing:
  - Name, Institute, Institutional e-mail
  - Name of the accused
  - A brief description of the event
- The person who receives the complaints is either a certified FORTH personnel or the chair of the three member subcommittee who forwards the report to CRC
- The members of CRC arrange meetings at defined time intervals with all involved people.
  - In all meetings, notes are kept that are signed by the present people
- The members of CRC reach a conclusion on whether the complaint is valid and should be forwarded to the BoDs (together with their findings and their proposal, or if the complaint is not valid and should be filed or if the complaint is malefic and in this case they propose a penalty for the person who submitted it.

**Important:** All files are kept in a secure platform and all members of CRC and GEADC have signed a confidentiality clause

# Dissemination Activities

## Organization of activities and events within FORTH

- 40 years FORTH: Honoring Women in Research (November 2023)
  - Women who contributed, since its start, in making FORTH what it is
  - Women who where educated at FORTH and continued their scientific career in other Universities or Research Centers in Greece or abroad






# Dissemination Activities

## Organization of activities and events within FORTH

- FORTH retreat, October 2024, ancient Olympia
  - Workshop entitled ‘What we do not see: Stereotypes on gender, discriminations, exclusion in our every day life. Necessary thoughts and transformation’






# Dissemination Activities

## Organization of activities and events within FORTH

- One day meeting at FORTH as part of 16-days event organized by the Region of Crete on December 2024the Prevention and Combat of Violence against Women and Girls
  - The meeting was entitled ‘Women Researchers in Resposibility Positions’










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# Dissemination Activities

## Organization and participation in the network of GEADCs

- Initiative for the creation of the network and coordination of its activities the first two years
- Participation in the monthly meetings of the networks and in three in-person meetings that were organized

## Organization and participation of events within the network of GEADCs

- Participation of GEADC members in events, training seminars and workshops outside FORTH
  - Summer School TU Dublin, GE Academy και Technological University Dublin στις 14-18 Ιουνίου 2021.
  - International Day for Women and Girls in Science, GEC of National & Kapodistrian University of Athens, 11 February 2022
  - International Day for Women and Girls in Science, Natural History Museum of Crete, 11 February 2023
  - «Info Days for Marie Skłodowska-Curie Postdoctoral Fellowships», 29 March 2023
  - “Equality4Crete-Do the right thing!”, a two days festival for providing information and raising awareness organized by the region of Crete, 18 - 19 December 2024.
  - «Observatory on Violence against Women in Crete– WOMEN_WATCH», 29 March 2025

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# Acknowledgements



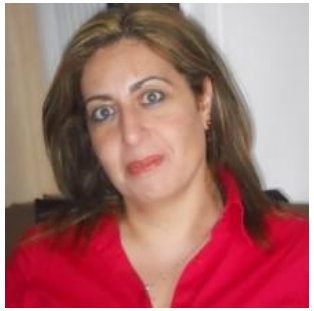
Maria Klapa



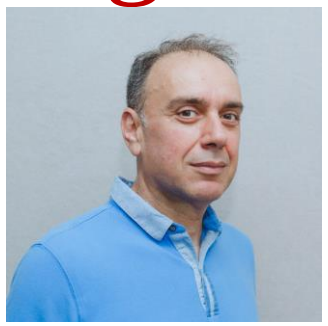
Tzortzina Kaklamani



Magdalini Chatzaki



Kiriaki Chrissopoulou



Vassilis Drakopoulos



Kallia Tzika



Irini Foundoulaki



Stavros Pissadakis



Yiannis Pantazis



Maria Georgiadou



Athanasia Papoutsi



Konstantina Georgiadi



Zinovia Mitraka



Charalambos Kalogeropoulos



Anastasios Pavlopoulos



Nikolaos Potamianos



Iosif Papadakis



Spiros Bellas

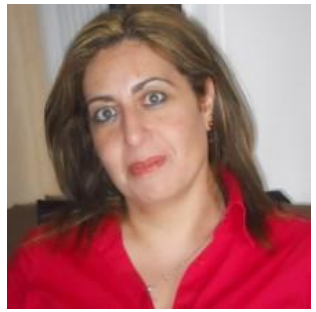


Ioannis Antoniadis



Emmanuel Stamatakis

# Current Members



Kiriaki Chrissopoulou



Maria Georgiadou



Ioannis Kamarianakis



Vassilis Drakopoulos



Tzortzina Kaklamani



Magdalini Chatzaki



Sofia Kapeloni



Maria Malathraki



Ioannis Katsantonis



Petros Samartzis



Stavros Komineas



Maria Konstantaki



Yuliana Boycheva



Maria Tsiana



Konstantinos Karamanis

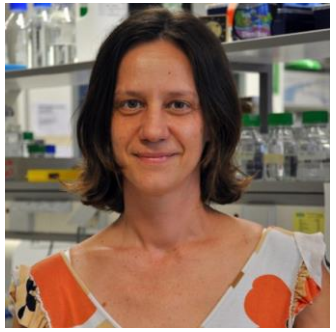


Kleanthi Manousoudaki



Vasiliki Neroutsou

Vasiliki Theodorou








Thank You

Σας ευχαριστώ πολύ