



Gender Equality and anti-Discrimination Committee
FOUNDATION FOR RESEARCH & TECHNOLOGY - HELLAS



FORTH

FOUNDATION FOR RESEARCH AND TECHNOLOGY - HELLAS

GENDER EQUALITY AND ANTI-DISCRIMINATION ACTION PLAN

FOUNDATION FOR RESEARCH AND TECHNOLOGY- HELLAS

**FOR THE PERIOD
01/07/2025 - 30/06/2027**

Βασίλειος Χαρμανδάρης
Πρόεδρος ΔΣ ΙΤΕ



Ηράκλειο, 20 Ιουνίου 2025

Table of Contents

BRIEF DESCRIPTION OF THE INSTITUTION	4
HISTORY OF THE ESTABLISHMENT OF THE GENDER EQUALITY AND ANTI-DISCRIMINATION COMMITTEE (GEADC) OF FORTH	5
MISSION-RESPONSIBILITIES OF GEADC FORTH	6
DESCRIPTION OF THE CURRENT STATE OF GENDER EQUALITY AT FORTH	7
Working Group 1: Indicators / Investigation of Good Practices for the Development of Internal Regulations & the Gender Equality Action Plan	8
<i>EQUALITY INDICATORS - DATA COLLECTION METHODS.....</i>	<i>8</i>
<i>INDEPENDENT SECURE DATA STORAGE METHOD ON THE CLOUD SERVER OF THE CA.....</i>	<i>10</i>
<i>INTERNAL OPERATIONAL REGULATION OF THE COMMITTEE</i>	<i>10</i>
Working Group 2: Human Resources Data/Document Modifications / Questionnaire ...	11
<i>MODIFICATION OF OFFICIAL DOCUMENTS FOR THE USE OF NON-SEXIST LANGUAGE</i>	<i>11</i>
<i>HUMAN RESOURCES DATA - GENDER DISTRIBUTION BY STAFF CATEGORY</i>	<i>11</i>
<i>GENDER DISTRIBUTION IN POSITIONS OF RESPONSIBILITY</i>	<i>17</i>
<i>QUESTIONNAIRE</i>	<i>18</i>
Working Group 3: Problem / Complaint Resolution Procedures	23
<i>CURRENT SITUATION FOR RECORDING/MANAGING COMPLAINTS RELATED TO GENDER DISCRIMINATION AND HARASSMENT</i>	<i>23</i>
<i>DEVELOPMENT OF A COMPLAINT RESOLUTION PROTOCOL</i>	<i>26</i>
Working Group 4: Recruitment and Promotions	27
Working Group 5: Dissemination/Information Actions -- Website	28
GEADC WEBSITE & LOGO.....	28
DISSEMINATION - INFORMATION ACTIONS	28
Working Group 6: Improvement of the Conditions for Balancing Professional & Personal/Family Life.....	29
<i>EXISTING SITUATION REGARDING THE RELATIONSHIP BETWEEN PROFESSIONAL AND PERSONAL/FAMILY LIFE.....</i>	<i>29</i>
Working Group 7: Integration of the Gender Dimension in Research	29
GEADC ACTIONS REGARDING THE GENDER DIMENSION IN RESEARCH DURING THE PERIOD 2022-2025	30

GENDER EQUALITY AND ANTI-DISCRIMINATION ACTION PLAN (GEP) 01/07/2025-30/06/2027	32
APPENDIX I	41
Information Systems Related to GEADC FORTH	41
<i>File Sharing Services through the Unified Computing Cloud of FORTH and of the Institutes</i>	41
<i>Information Systems Certification Protocol of FORTH GEADC</i>	41
<i>Electronic Questionnaire</i>	42
<i>Website & Logo</i>	42
APPENDIX II	44
Development of Report/Complaint Resolution Protocol	44
Report/Complaint Resolution Protocol	45
APPENDIX III: EVENTS - DISSEMINATION ACTIVITIES OF FORTH GEADC 2021-2025	47
<i>INAUGURAL INFORMATION EVENT</i>	47
<i>ORGANIZATION OF EVENTS / WORKSHOPS</i>	47
<i>EVENTS WITHIN THE FRAMEWORK OF THE GEADC RC/RI NETWORK ACTIVITIES</i>	48
<i>PARTICIPATION IN EVENTS/WORKSHOPS/TRAINING SEMINARS</i>	48

BRIEF DESCRIPTION OF THE INSTITUTION

The Foundation for Research and Technology- Hellas (FORTH) was established in 1987 and is one of the largest Research Centers in the country. It is an interregional and interdisciplinary Research Center that consists of 10 Institutes and 3 Units in 8 cities of Greece, with international recognition and highly skilled personnel. The research directions of FORTH Institutes concern various cutting-edge scientific areas, such as: Laser Science and Photonics, Micro/Nano-electronics, Advanced Materials, Molecular Biology and Genetics, Biotechnology, Precision Medicine, Systems Biology, Genetics, Genomics, Bioinformatics, Computer Science, Robotics, Telecommunications, Applied and Computational Mathematics, Chemical Engineering, Energy, Environment, Humanities, Astrophysics and Astronomy. FORTH collaborates closely with other Academic and Research institutions in Greece and abroad. It participates and contributes to the education and training of young scientists. It contributes to Regional Development in the geographical areas where it operates, contributing to the design and implementation of Smart Specialization in Greece.

The Research Institutes and Special Units of FORTH are (cities of operation in parentheses):

- The Institute of Electronic Structure & Laser (IESL) (Heraklion)
 - The Institute of Molecular Biology & Biotechnology (IMBB) (Heraklion)
 - The Institute of Computer Science (ICS) (Heraklion)
 - The Institute of Applied and Computational Mathematics (IACM) (Heraklion)
 - The Institute for Mediterranean Studies (IMS) (Rethymnon)
 - The Institute of Chemical Engineering Sciences (ICE/HT) (Patras)
 - The Institute of Astrophysics (IA) (Heraklion)
 - The Institute of Geoenergy (IG) (Chania)
 - The Institute of Biomedical Research (IBR) (Ioannina)
 - The Greek Institute of Human Genomics (GIHG) (Athens)¹
-
- The Science and Technology Park of Crete (STEP-C) (Heraklion, Chania)
 - The PRAXI Network (Athens, Heraklion, Thessaloniki, Volos, Patras, Chania, Ioannina)
 - Crete University Press (CUP) (Heraklion, Athens)
 - The Skinakas Observatory (in collaboration with the University of Crete)

The headquarters and the Central Administration of the Center are located in Heraklion, Crete.

¹ It was established on 08/2022 and it is not included in the statistics presented in this report

HISTORY OF THE ESTABLISHMENT OF THE GENDER EQUALITY AND ANTI-DISCRIMINATION COMMITTEE (GEADC) OF FORTH

Following the decision 380/27-6/20.07.2018 taken at the Board of Directors of FORTH meeting, a working group was established aiming at formulating the Institution policy on gender equality issues. The Working Group consisted of Drs I. Talianidis, Aik. Kiki-Papadaki, G. Harlafti, I. Fundulaki and V. Nikolettou. The responsibilities of this group were the development of an Action Plan on gender issues as well as the drafting and monitoring of the FORTH Gender Equality Action Plan.

An expanded Gender Equality Committee (GEC) was established, following Board of Directors decision No. 446/32-6/22.02.2021 with the participation of regular and alternate members from all FORTH Institutes as well as the Central Administration/Special Units (CA), as follows:

Institute	Regular Member	Alternate Member
IESL	Kiriaki Chrissopoulou	Stavros Pissadakis
IMBB	Athanassia Papoutsis	Anastasios Pavlopoulos
ICS	Irene Foundoulaki	Magda Chatzaki
IACM	Ioannis Pantazis	Zinovia Mitraka
IMS	Konstantina Georgiadi	Nikolaos Patamianos
ICE-HT	Maria Klapa	Theofilos Ioannidis
IA	Ioannis Antoniadis	Vasiliki Pavlidou
IG	Spyridon Bellas	Emmanouil Stamatakis
CA	Georgina Kaklamani	Kallia Tzika

In their first meeting, the members of the Committee decided that the Committee will be represented by Dr. M. Klapa and that Dr. G. Kaklamani Deputy Representative.

Following the re-establishment of the Institute of Biomedical Sciences (IBR) in Ioannina and other changes in the Representatives of certain Institutes/CA, the composition of the GEC was formed as follows:

Institute	Regular Member	Alternate Member
IESL	Kiriaki Chrissopoulou	Stavros Pissadakis
IMBB	Athanassia Papoutsi	Anastasios Pavlopoulos
ICS	Magda Chatzaki	Irene Foundoulaki
IACM	Ioannis Pantazis	Zinovia Mitraka
IMS	Konstantina Georgiadi	Nikolaos Patamianos
ICE-HT	Maria Klapa	Vasileios Drakopoulos
IA	Iosif Papadakis	Ioannis Antoniadis
IG	Spyridon Bellas	Emmanouil Stamatakis
IBR	Maria Georgiadi	Charalambos Kalogeropoulos
CA	Georgina Kaklamani	

Following GEC's request to the President of the BoD of FORTH, Ms. Chara Trigiri was appointed Secretary of the Committee.

On 6/4/2022, based on the initiative of FORTH's GEC, an informal Network of Gender Equality Committees of Research Centers (RC) / Independent Research Institutes (RI) was formed with the participation of 13 RC/RIs. The GEC of FORTH undertook the Coordination of the Network for the first two years and handed it over to the respective Committee of ATHENA on 16/4/2024.

In collaboration between the Network of Gender Equality Committees of Research Centers/ Research Institutes and the then Deputy Ministers of Research, Mr. Ch. Dimas, and Labor, Ms. M. Syrengela, a proposal for an article was formulated, leading to the legislative establishment of Gender Equality Committees in Research Centers/ Research Institutes through Article 58 of Law 5019/2023, under the expanded title "Gender Equality and Anti-Discrimination Committees" (GEADCs). By decision of the Board of Directors of FORTH, which followed the adoption of the Law, FORTH Gender Equality Committee (GEC) was renamed as FORTH Gender Equality and Anti-Discrimination Committee (GEADC), with the responsibilities that were defined by the law. In accordance with the law, FORTH GEADC continued its operation with its existing composition until the end of its term, undertaking the drafting of its internal regulation policy document to be approved by FORTH Board of Directors; based on this document a call for the establishment of a new GEADC would be issued.

MISSION-RESPONSIBILITIES OF GEADC FORTH

The mission of the Committee is to promote gender equality and combat discrimination based on gender, racial or ethnic origin, religion or beliefs, health status/disability, age or sexual orientation at all levels of operation and in all procedures and activities of FORTH. The Committee contributes to the prevention and addressing of gender discrimination, as well as all forms of discrimination,

and to the prevention and handling of sexual harassment as well as any form of harassing behavior within the organization.

The Gender Equality and Anti-Discrimination Committee (GEADC) has the following responsibilities:

- a) to develop action plans for promoting and ensuring substantive equality and to combat discrimination and social exclusion in the research, educational and administrative procedures of FORTH and to prepare annual reports, which are submitted to the Board of Directors of FORTH,
- b) to recommend measures to the competent bodies in order to promote equality and combat discrimination and exclusion, and to address sexual harassment and all forms of harassing behavior,
- c) to monitor the progress of implementation of the above measures and their results and to recommend their modification, revision or supplementation,
- d) to provide information and training to all members of the research community on issues related to gender equality, combating all forms of discrimination and exclusion, and addressing sexual harassment and all forms of harassing behavior,
- e) to promote the organization of seminars and lectures and support the organization's participation in research activities that focus on the study of gender, combating discrimination and exclusion, addressing sexual harassment and all forms of harassing behavior in the research area, as well as the need to integrate gender specificities in the design and implementation of research, in the promotion of innovation and in the creation of an inclusive research and work environment in research and technology organizations,
- f) to promote the development of studies and research related to issues within its area of responsibility,
- g) to contribute to the development of procedures in the Institution for receiving, recording and handling reports and complaints about incidents of discriminatory behavior, exclusion, or sexual harassment or harassment based on gender, racial or ethnic origin, religion, beliefs, health status/disability, age or sexual orientation and provide or request special assistance from the organization's Board of Directors to any victim of discrimination, exclusion, sexual harassment and harassing behavior when they report discriminatory treatment or harassment.

DESCRIPTION OF THE CURRENT STATE OF GENDER EQUALITY AT FORTH

The GEADC of FORTH, which took office on 22/2/2021, formed 6 Working Groups to address and record the existing situation and all issues related to gender discrimination, providing the basis for the updated biennial Gender Equality and Anti-Discrimination Action Plan (GEADP) of the Institution. The Working Groups (WG) are as follows (the responsible person(s) are shown in parentheses):

- **WG 1:** Indicators / Investigation of Good Practices for the Development of Internal Regulations & the Gender Equality Action Plan (M. Chatzaki, M. Klapa)

- **WG 2:** Human Resources Data/Document Modifications / Questionnaire (G. Kaklamani, K. Tzika, A. Papoutsi)
- **WG 3:** Problem - Complaint Resolution Procedures (K. Chrissopoulou, A. Papoutsi)
- **WG 4:** Recruitment and Promotions (Y. Pantazis)
- **WG 5:** Dissemination/Information Actions -- Website (K. Georgiadi, M. Chatzaki)
- **WG 6:** Improvement of the Conditions for Work/Life Balance (A. Pavlopoulos, M. Georgiadou, I. Antoniadis)
- **WG 7:** Integration of the gender dimension in research (the representatives of each Institute undertook to record related issues in the research fields investigated in their Institute).

In the following sections, all the records and the actions that have been completed within the responsibility framework and control elements of each WG are presented, depicting the current state of equality in FORTH, as well as issues / gaps that have been identified. Where required, the methodology followed to extract the results is recorded as well. The obtained data and conclusions formed the basis for FORTH's GEP for the period **1/7/2025 to 30/6/2027**, which is presented in the following section.

Working Group 1: Indicators / Investigation of Good Practices for the Development of Internal Regulations & the Gender Equality Action Plan

EQUALITY INDICATORS - DATA COLLECTION METHODS

GEADC recorded the ways in which information concerning gender distribution within FORTH's human resources is collected. Moreover, it recorded the indicators that are collected and the corresponding factors that affect them. Finally, it collected relevant information from other Research Centers in Greece and abroad, participating in the related activities of the corresponding Group of the GEADC Network of RC/RIs for an overall assessment of the indicators recorded for equality in the country's RC/RIs, as well as the methods utilized for their analysis and presentation.

The recording revealed two main ways of collecting data on human resources distribution at FORTH:

1. *From the recording requested by the supervising authority (GSRI) in the evaluations of RI/RCS, which are conducted every five years, per Institute and overall for the Research Center (when the evaluation concerns the Institution) and depicts the distribution of men and women by staff category. Until 2017, GSRI requested a staff chart at the end of the evaluation period, for the years 2018-2021, it requested that the distribution should be recorded annually and this is the first evaluation that it was possible to observe the evolution of these indicators over a four-year period. It should be noted, however, that the staff categories requested by GSRI, and the way they are defined, differ from one evaluation to the other, preventing direct comparison between evaluations except for the staff categories that remained unaltered. The category that is most "affected" by this differentiation in definition is the one of postdoctoral researchers/research associates in which people have different type of contracts/employment agreements; this category constitutes a broad and significant category in RCs. Moreover, according to the recording systems, research personnel having more than 10 years following the acquisition of their doctoral degree belong in the specific staff category*

whereas, there is no clear distinction based on the years of postdoctoral research experience. Finally, the collection and recording of these data is performed by each Institute separately within the framework of its self-evaluation report and concerns collaborating personnel without dependent employment relationship as well (e.g., undergraduate students, students with internships, collaborating Researchers, etc.), which does not exclude differences in the way these data are recorded among different Institutes.

2. *From a questionnaire sent by the National Documentation Center (EKT), to the respective administrative office of each RC in the country for completion at the end of each year and concerns overall data at the Institutional level. This questionnaire includes salary-related information by staff category, as well, and in FORTH is completed by the personnel of the Central Administration (CA). It should be noted that, after personal communication with EKT, it became known that it is the data collected from the specific questionnaire that is sent to the Gender Equality Observatory to be included in the calculation of the European Gender Equality Index for the country (EIGE, <https://eige.europa.eu/>).*

It is noted that, within the framework of cooperation within the RC/RIs Network, this "duality" in data collection, as well as the need for systematization of the way of collecting, recording and analyzing them is found in all RCs working under the auspices of GSRI.

Identified issues:

1. There is a small overlap in the recorded indicators which depend on the collection methods and the entity requesting the recording.
2. Different staff members are usually responsible for collecting and recording the data in each collection method, depending on the entity requesting the recording, and there is no direct communication between them for cross-referencing information.
3. The staff categories and data requested by GSRI are different in each evaluation.
4. There is no common database and software/portal for recording and analyzing indicators in a systematic and comparable way between Institutes and the CA of FORTH, which would allow the extraction and analysis of selected data in a systematic and repeatable way and the drawing of reliable conclusions regarding the evolution of the equality situation. A common way of collecting and recording indicators/data between RCs would help in drawing conclusions at a national level as well as between similar scientific sectors and research activities; this constitutes one of the goals of the RC/RIs GEADC Network.
5. There is a need to expand the indicators recorded (for example with data concerning time spent in a specific staff category, age, etc.).
6. The recording of the indicators is performed in terms of male/female and there is no possibility of recording any other gender besides the binary gender identification. It should be noted that this is a general characteristic of the public (at least) sector in Greece.

INDEPENDENT SECURE DATA STORAGE METHOD ON THE CLOUD SERVER OF THE CA

A set of electronic infrastructures and services that will ensure the secure and uninterrupted storage of sensitive data is required for the needs of the FORTH GEADC. Access to these infrastructures by specific people belonging to the GEADC and/or specified FORTH personnel is required as well. Following a request from GEADC, FORTH's Administration allocated space on the server located in the CA's cloud and related technical support to satisfy the GEADC's needs. Technical Support is provided by the Institute of Computer Science (ICS) of FORTH as well. The space for the GEADC has been configured and certified with all security specifications to fully meet the needs of the Committee. **Appendix I** describes all technical details, procedures and protocols which certify the proper and secure operation of the information systems managed by GEADC FORTH.

INTERNAL OPERATIONAL REGULATION OF THE COMMITTEE

In collaboration with the respective Working Group of the RC/RIs GEADC Network, a template text was drafted as the basis for formulating the first internal operational regulation of each GEADC depending on the responsibilities and composition of each Committee, as defined by the Law. The goal was to achieve a relative harmonization of the internal operational regulations of the different GEADCs, taking into account the specificities of each Institution. Based on this template and taking into account the internal regulation and structure of the Institution, FORTH GEADC drafted, the first set of internal operational regulations of the Committee, in collaboration with the Legal Department of FORTH, which was approved by the Board of Directors of FORTH on November 18, 2024.

The Internal Operational Regulation of FORTH GEADC defines the method of appointing the members of the Committee at the end of the three-year term; based on this, a call (and not a direct appointment) will be made for the first time by the Board of Directors within 2025 to select the members of FORTH GEADC. Furthermore, based on the intention of the RC/RI GEADCs that contributed to the formulation of the Law article that establishes them, the Internal Operational Regulation of FORTH GEADC allows the participation of non-permanent personnel in the Committee. The Internal Operational Regulation of FORTH GEADC is available in Greek on the Committee's website.

Open issues:

1. The Internal Operational Regulation of the GEADC should be translated to English and posted in both languages on the Committee's website.
2. Since it is the first time that the GEADC will operate based on the new Internal Operational Regulation, it is necessary to record any particular conditions/situations that may arise (e.g., regarding Committee's composition, member resignation, replacement of members that are non-permanent, etc.), which have not been taken into account in the existing regulation and which may cause difficulties in the functioning of the Committee. It is considered useful that, for the first two years of its implementation, the Internal Operational Regulations of the GEADC should be updated/confirmed at the end of each year and that the relevant revision needs should be brought to the Board of Directors of FORTH for approval.

Working Group 2: Human Resources Data/Document Modifications / Questionnaire

MODIFICATION OF OFFICIAL DOCUMENTS FOR THE USE OF NON-SEXIST LANGUAGE

On February 2021, the Board of Directors of FORTH decided, following a relevant request from FORTH GEADC, decided to incorporate into the Internal Regulation of FORTH the obligation to draft documents in a manner consistent with the Guide for the Use of Non-Sexist Language in Administrative Documents issued by the General Secretariat for Gender Equality. For the implementation of this decision, guidance have been provided to all administrative and financial departments of the Institution, its Institutes and its Units. The majority of the official documents have been already appropriately modified.

Open issues:

1. Regular monitoring of the implementation of the regulation by FORTH GEADC regarding the use of gender-inclusive language in official documents.
2. Need for training and awareness raising the Foundation's staff regarding gender-inclusive language issues, with emphasis on the gender identification of professions and positions of responsibility and well as on the use of non-binary language.
3. Need for translation of all documents addressed to members of FORTH (e.g. contracts etc). into English, for English-speaking staff members and collaborators.

HUMAN RESOURCES DATA - GENDER DISTRIBUTION BY STAFF CATEGORY

1. Data Collection - Analysis Methodology

In recording the current situation, data collected from each Institute in the latest GSRI evaluation (2018-2021) were used based on the staff categories requested in Table 2 of the self-evaluation report. More specifically, these categories are as follows:

- Researchers
- Associate Faculty members
- Collaborating (Adjunct), Part-time, Visiting Researchers
- Scientific and Technical Personnel (Permanent or on Contract)
- Postdoctoral Researchers on contract
- Research Associates on contract
- PhD Candidates on contract
- Administrative Personnel (Permanent or on Contract)
- Graduate and Undergraduate Students
- Other Staff

Subsequently, the same Table was filled with data for the Personnel of FORTH Central Administration and FORTH Special Units. In the consolidated data for the entire Institution, data from all Institutes (except IG), Units and CA have been included for each year and the results have been given in both absolute values and percentages per total staff.

2. Analysis Results

Consolidated FORTH Data

Figures 1 and 2 present the total number of FORTH members by staff category for the years 2018-2021 presented in absolute numbers and as a percentage of the total, respectively. An increase of approximately 23% in FORTH community members is observed during this four-year period, which is mainly attributed on an increase in the number of postdoctoral researchers and PhD candidates. Percentage-wise, Researchers of Grade A-C constitute 5% of the total personnel; this percentage reaches 15% when collaborating faculty members and Visiting/Collaborating Researchers are taken into account. The scientific-technical personnel, Postdoctoral Researchers and PhD candidates constitute on average 15%, 16% and 14% of personnel, respectively, during the four-year period, while the administrative personnel constitutes 5% of the total personnel.

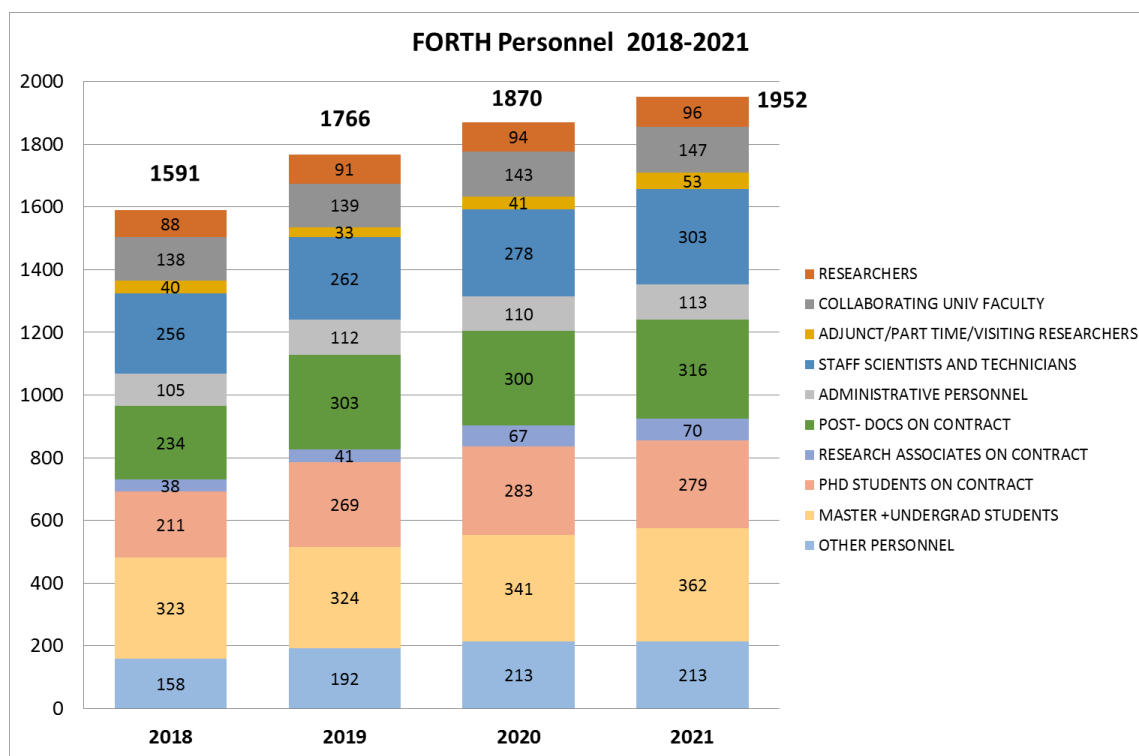


Figure 1: The number of FORTH Personnel in total and by staff category over the years 2018-2021

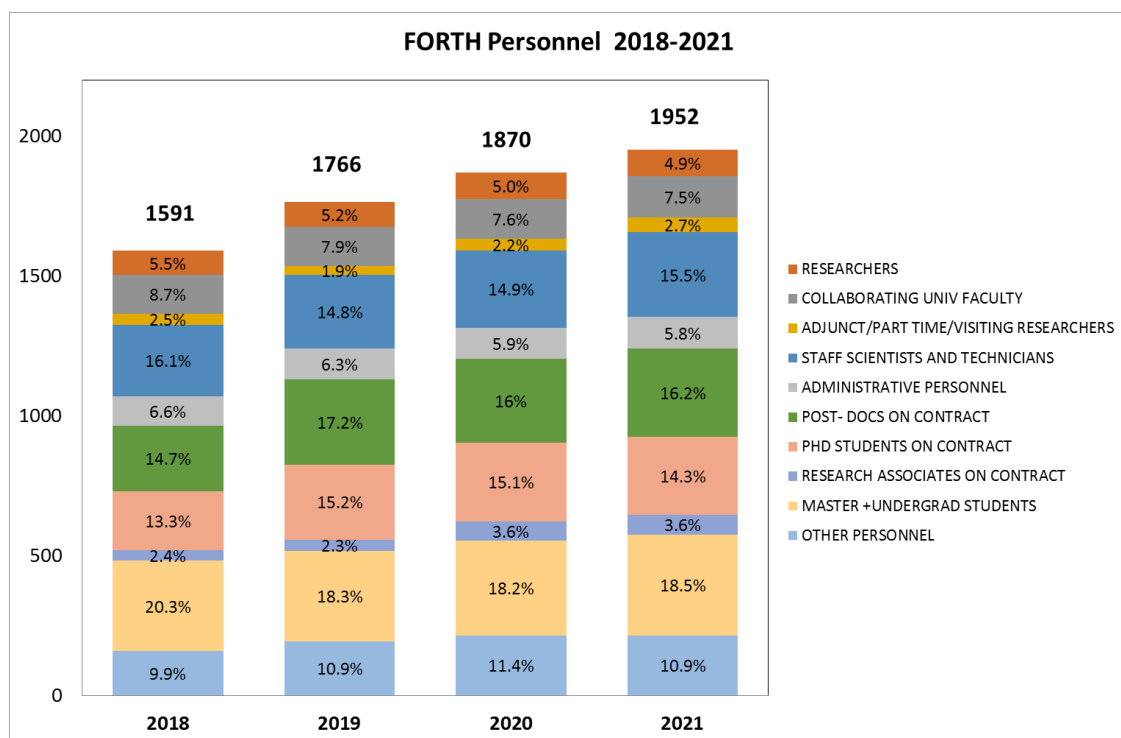


Figure 2: Percentage by staff category of FORTH Personnel over the years 2018-2021

Figure 3 shows the gender distribution of the total FORTH Personnel for the period 2018-2021. The overall male : female ratio remains constant at 60 : 40 during the four years period.

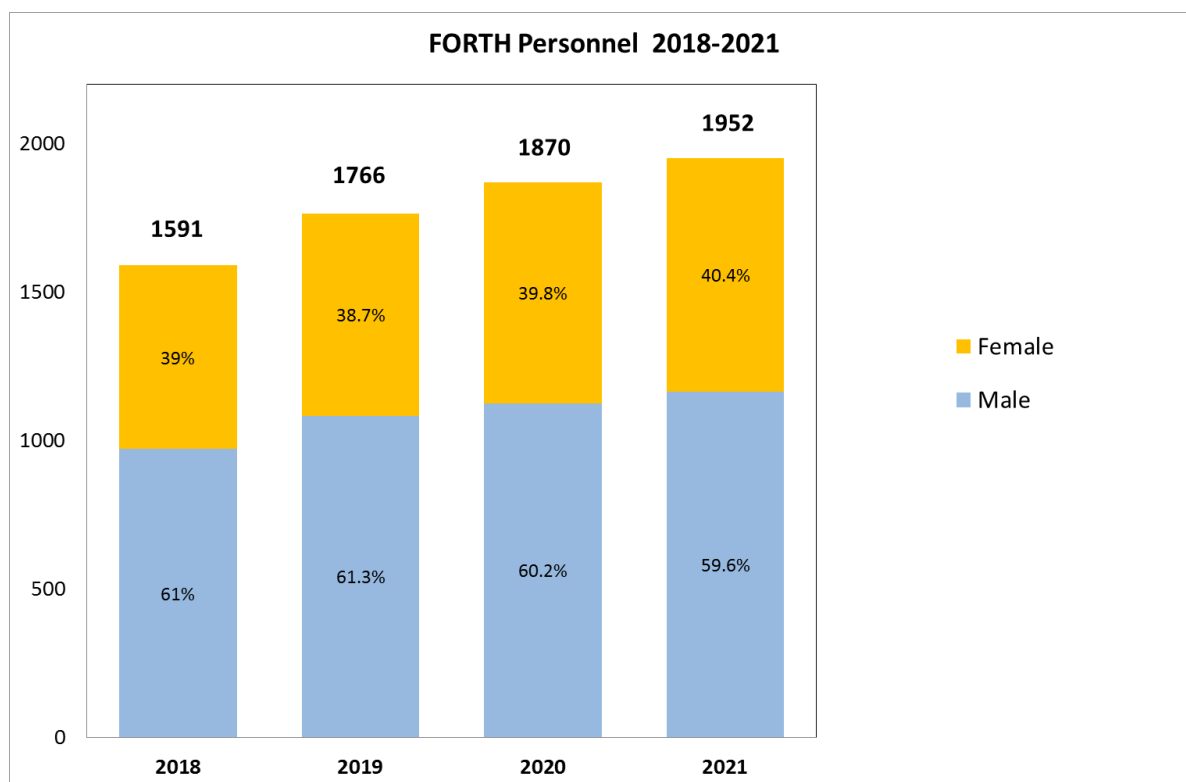


Figure 3: Gender distribution of the total FORTH Personnel

Gender Distribution by Staff Category

A. Researchers - collaborating faculty members

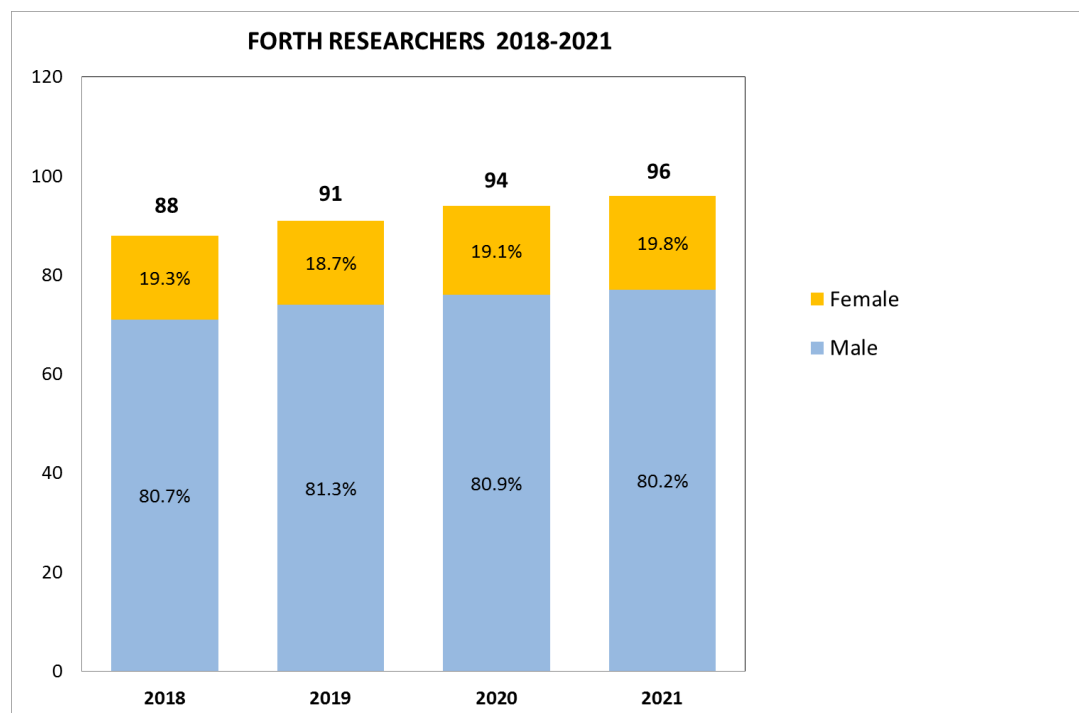


Figure 4: Gender distribution in the Researcher category between 2018 and 2021

The ratio of men : women in the Researcher category, as shown in Figure 4, **remains ~80:20 throughout the four-year period 2018-2021**. The same distribution is observed in the category of collaborating faculty members. It should be emphasized, however, that during these years there was not a significant number of new Researcher positions or retirements of Researchers that could significantly alter this percentage. A systematic recording of the men : women ratio in new recruitments over time is necessary to provide a clearer picture of the evolution of this indicator for the whole Institution.

A notable increase in the percentage of women from 41.5% to 45.3% in the Postdoctoral Researcher category between 2018 to 2021 is observed as shown in Figure 5. As far as the gender distribution of PhD candidates is concerned (Figure 6), it is noted that it follows the overall men/women ratio of FORTH. However, a systematic decrease in the number of women can be observed, in the specific personnel group between 2018 to 2021.

The gender distribution of FORTH's Scientific-Technical personnel, shown in Figure 7, reveals a small increase in the percentage of women in this personnel category from 2018 to 2021, with the men : women ratio being 58.6:41.4 in 2018 and 54.1:45.9 in 2021. The gender distribution, however, in the administrative personnel differs significantly from the respective distributions either of the total Personnel or of the other staff categories, with the overwhelming majority being women; the men-women ratio in this category is 30:70 (Figure 8).

B. Postdoctoral Researchers on contract

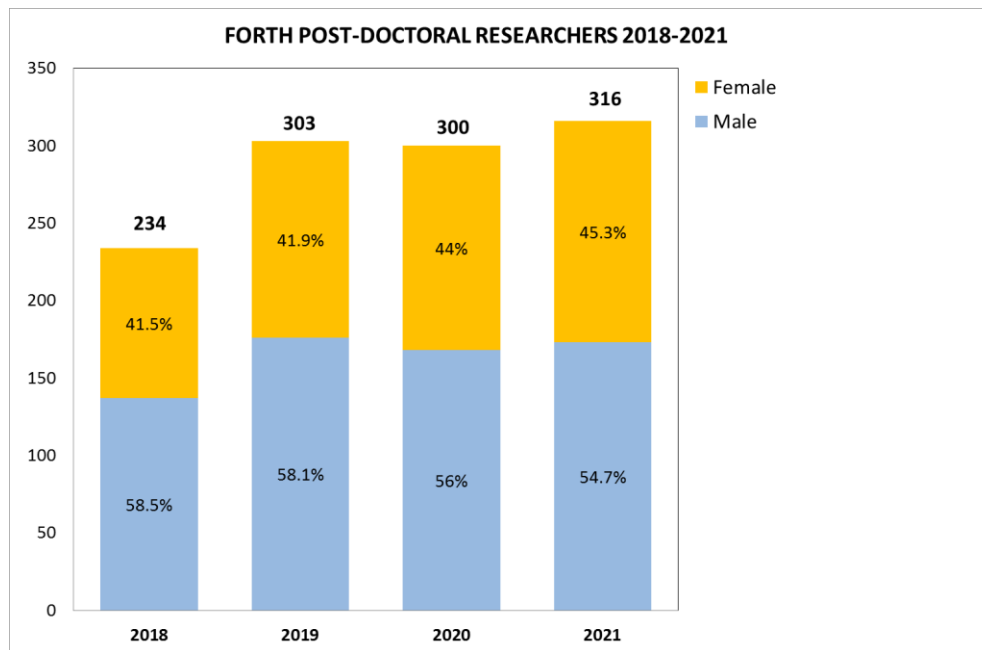


Figure 5: Gender distribution in the Post-doctoral Researcher category during 2018-2021

C. PhD Candidates

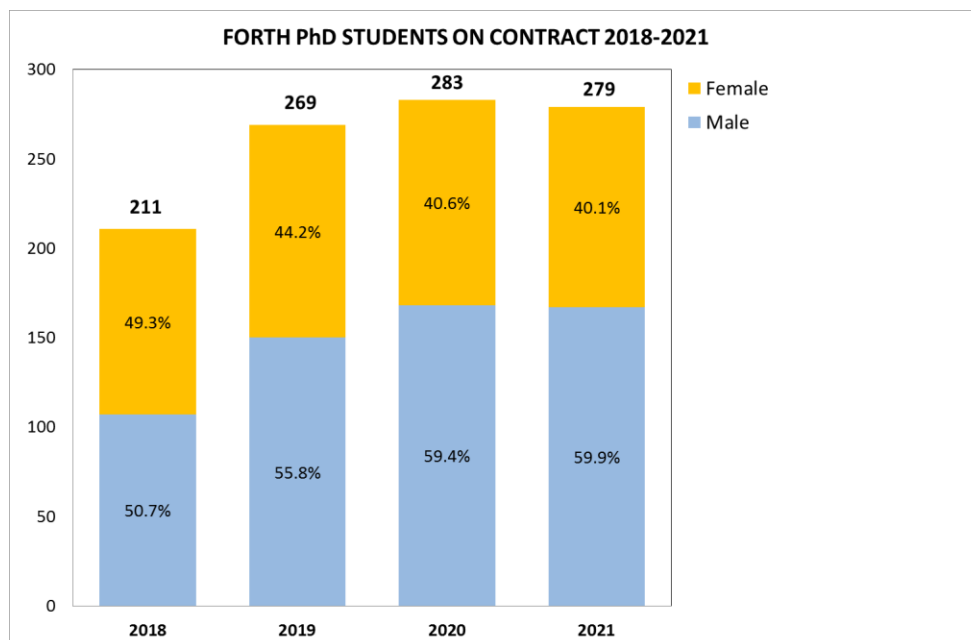


Figure 6: Gender distribution in the PhD category between 2018 and 2021

D. Scientific-Technical Personnel

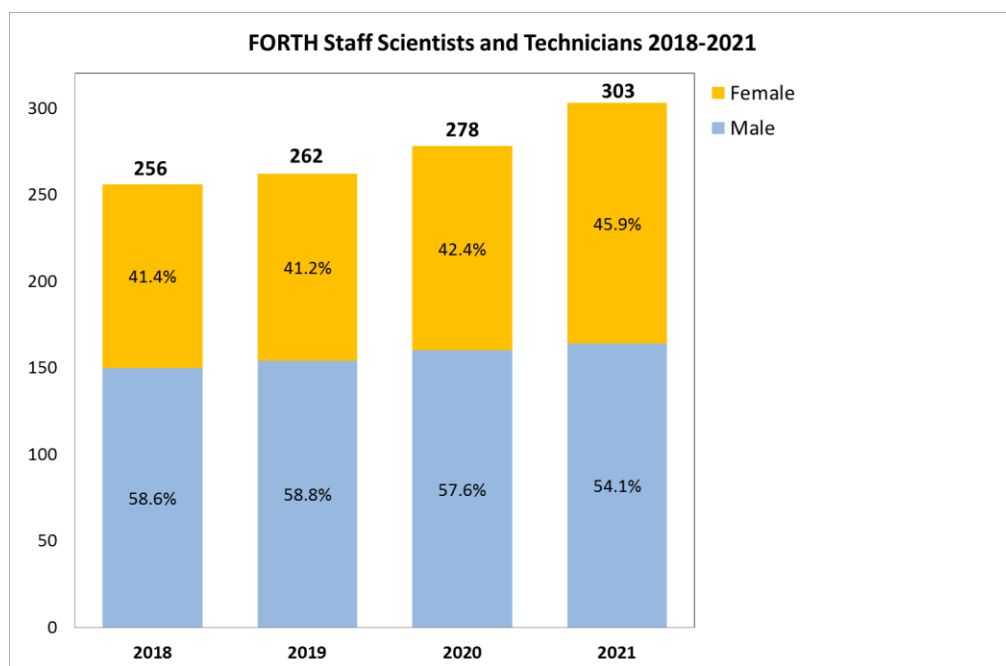


Figure 7: Gender distribution in the category of Scientific-Technical Personnel during 2018 - 2021

E. Administrative Personnel

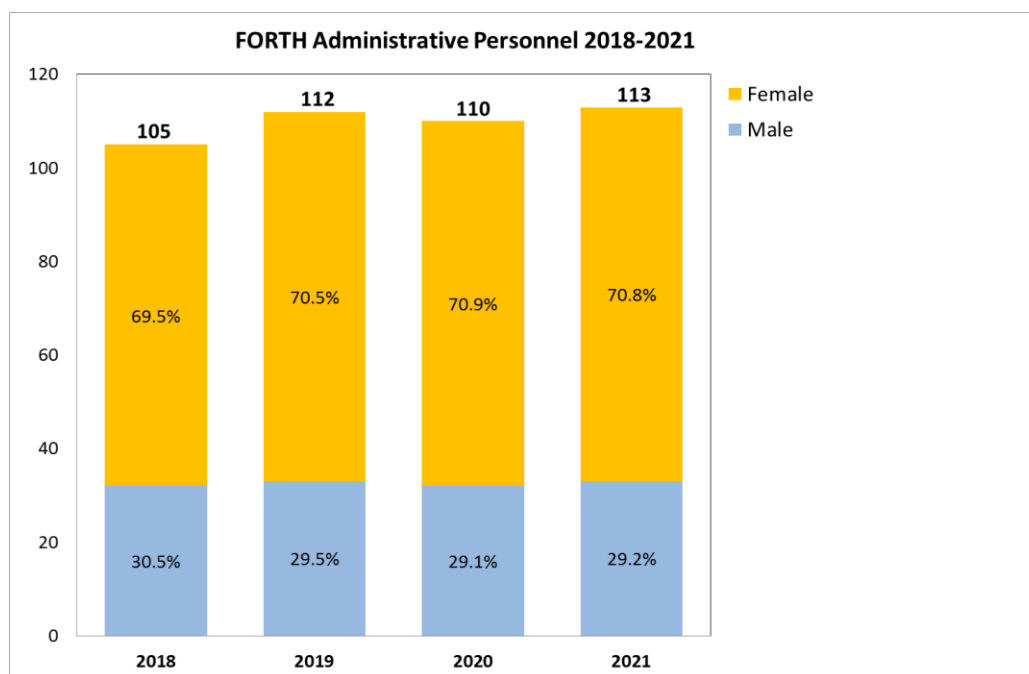


Figure 8: Gender distribution of the category Administrative Personnel during 2018 - 2021

GENDER DISTRIBUTION IN POSITIONS OF RESPONSIBILITY

Note: Numbers for the different categories have been recorded on March 2025.

Among the 10 Institutes of FORTH, only 1 Institute has a woman as Director; this is the only Institute of FORTH in the field of Humanities (Institute for Mediterranean Studies, IMS). The Institute of Molecular Biology & Biotechnology (IMBB) & the Institute of Astrophysics (IA) have a female Deputy Director. Moreover, among the 3 FORTH Units, only one, the Crete University Press (CUP), has a woman in the Directorship (). Two more women participate in the Board of Directors (BoD) of FORTH: the Representative of Researchers - ELE and the Representative of the Supervising Authority (General Secretariat for Research and Innovation, GSRI (the second one without voting rights).

The composition of the Scientific Councils of the different Institutes (SC) is shown in Table 1. It is noted that only one of the nine (9) FORTH Institutes that have an elected SC has a woman Chair of the SC, while in percentage, the overwhelming majority of the SC members are men. These data should be analyzed both in terms of the low percentage of women in the categories of Researchers and collaborating Faculty Members per Institute, as well as among those applying for SC positions. Encouragement for increasing candidacies of female Researchers and Professors should be among the objectives of GEADC.

Table 1: Composition of the Scientific Councils of FORTH Institutes (SCs) in March 2025. The symbols M/F correspond to the number of Men and Women, respectively. In the total, the gender of the observer is indicated in parentheses.

Institutes	SC Chair		Collaborating Faculty		Researchers		Observer		Total	
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)
ICEHT	M		2		2	1		1	4	1(1)
BRI	M		1	1	2	1	1		3(1)	2
IG	M		1	1	2	1			3	2
IA	M		1		3	1	1		4(1)	1

Among the established Committees of FORTH, it is only GEADC that has women in both the positions of Chair and Vice-Chair.

The Central Administration (CA) of FORTH is divided into six (6) Services (4 Financial & Administrative, the Information Systems Support & Development Service and the Technical Service), 4 autonomous Departments and 2 autonomous Offices, as shown in the organizational chart on the Foundation's website. Only one (1) of the six Services is headed by a woman (the Information Systems Support & Development Service) and the Department of the Administrative Support Service (CA Secretariat); all autonomous Departments and Offices of FORTH, however, have a female Head.

Observations - Open Issues:

A. The "glass ceiling" effect is observed, since the number of female postdocs is almost equal to that of men (45:55), whereas, the number of female Researchers-collaborating Professors is overwhelmingly smaller than that of men, remaining constant at a ratio of 20(F):80(M). Mechanisms - incentives are required for women post-doctoral researchers to apply for research positions. Moreover, the percentage of applications from women for the advertised positions should be recorded and analyzed over time, along with further development of support mechanisms for young female researchers, who want to start or already have a family, so they are not forced to choose between family and career (see also work-life balance issues and promotion issues).

B. The very small representation of women in managerial positions, as well as in SC positions of Institutes/Units, especially in those dealing with natural sciences and engineering has been noted. This. There is a need to promote more women in positions of responsibility and provide them the incentives to claim these positions through empowerment processes and supportive work-life balance mechanisms.

C. The small number of women in head positions of CA Services is noted, despite the much higher women percentage among the administrative personnel. Need for training - empowerment of women in administrative staff in order to claim and get promoted to positions of responsibility.

QUESTIONNAIRE

1. Selection - Development - Description of Different Parts

The questionnaire compiled by FORTH GEADC to collect data from its personnel appears both in its Greek and English version on the Committee's website. The questionnaire was based on the Gender Equality Audit and Monitoring (GEAM) questionnaire, which was developed within the framework of the Horizon 2020 ACT project (grant agreement No 788204), aiming to promote gender equality in Universities, Research Centers and Research Funding Organizations. GEAM tool is a comprehensive environment for conducting gender equality audits based on surveys in academic organizations. Its core tool is a flexible questionnaire framework based on the Athena Survey of Science, Engineering and Technology (ASSET) and existing measurement scales in the scientific literature. It includes a collection of questions covering most aspects of gender equality in academic organizations, providing high-quality data for designing and implementing gender equality measures and evaluating their impact over time. GEAM questionnaire does not

replace the collection and analysis of data based on human resources, but provides an additional level on perceptions, experiences, working conditions and people's needs.

In order for the questionnaire to fulfill its purpose, which was the collection of quantitative and qualitative primary data from FORTH personnel for the first time, FORTH GEADC decided to implement an electronic version of the questionnaire, which could be distributed via email to FORTH community members. The responses are collected as primary data and they are stored and statistically processed so that conclusions can be drawn about the current equality situation of the Institution, based on which self-improvement objectives can be set. The collection process is fully anonymized during all of its stages.

The technical details of the electronic version, the distribution method to FORTH members, and the collection & storage of questionnaire responses are given in the corresponding section in **Appendix I**.

2. Questionnaire Recipients - Participation Method - Response Collection Space

It was decided that recipients of the questionnaire should be all the people who are professionally related to FORTH in every way. Therefore, the contact email of all people having any type of contract with FORTH (even with zero payment) was asked and provided by FORTH's Central Administration. Subsequently, the list was updated/verified by FORTH GEADC members for each Institute.

The first electronic version of the Questionnaire was sent out to 1700 recipients on June 27, 2022. The Questionnaire remained active until July 25, 2022. 690 responses were received (40.6% of the recipients), of which **464 (27.3% of recipients) were complete**, meaning the participants had answered all questionnaire questions and pressed the submit button. These complete questionnaire responses were analyzed to draw conclusions about the equality situation within the Institution, while the response rate (27.3%) was evaluated as satisfactorily high since it was the first time that FORTH personnel participated in such a questionnaire. It is noted that based on participants' responses to the relevant questionnaire question, 246 (53%), 214 (46.1%) and 4 (0.9%), respectively, identified themselves as men, women and non-binary gender.

Among the goals of GEADC, as shown in its GEP, is to make the appropriate corrections and updates to the questionnaire based on the responses/data received as well as the evolution of the Institution. The updated questionnaire will be sent to FORTH personnel on a regular basis in order to update Institution equality data. A milestone for the GEADC is the systematization of questionnaire data collection and processing, so that results can be obtained more quickly.

3. Questionnaire Response Analysis Methodology

The answers of the Questionnaire were entered into an Excel file, which was subsequently analyzed using Python programs that were developed in the Institute of Applied and Computational Mathematics (IACM) under the guidance of Ioannis Pantazis who is a member of GEADC, and in collaboration with Athanasia Papoutsi (another member of GEADC). All individuals who contributed to data analysis, and were not members of GEADC, signed

confidentiality clauses, while they did not have access to the open-type responses. Descriptive statistical tools were used for analyzing and processing the results of the questionnaire results. Summary tables were created per question as well as for combination of questions. Based on the available sample, differences exceeding 10 percentage points were considered statistically significant.

4. Questionnaire Conclusions

A. Differences were observed between men and women in the perception of the organization's culture regarding gender equality. Specifically, differences in perception between men and women were observed in relation to:

- a) their equal treatment,
- b) the representation of both genders in Institutes/Units in similar and in higher level positions,
- c) responsiveness to people concerns and promotion/support of gender equality,
- d) guidance and/or mentoring for career decisions and academic, research and administrative duties,
- e) selection and recruitment of new personnel, and
- f) promotion decisions and invitations or opportunities (e.g., funding) for participation in conferences, lectures and proposal writing.

More specifically, based on the analysis of received responses, women believe that they experience inequalities. Moreover, the dominant perception is that men and women are not equally represented in similar work positions, and women continue to be underrepresented in higher level positions. Furthermore, it is believed that FORTH responds to concerns about gender equality, however more systematic efforts are required for the full integration of equality in all aspects of its structure. Last, the guidance and support process, as well as recruitment and promotion decisions, conference participation and funding proposals, play a significant role in promoting equality.

To further support the conclusions described above, the responses that were received in relation to the equal treatment of both genders and their equal representation in positions of responsibility at FORTH are presented below in Figures 9 and 10.

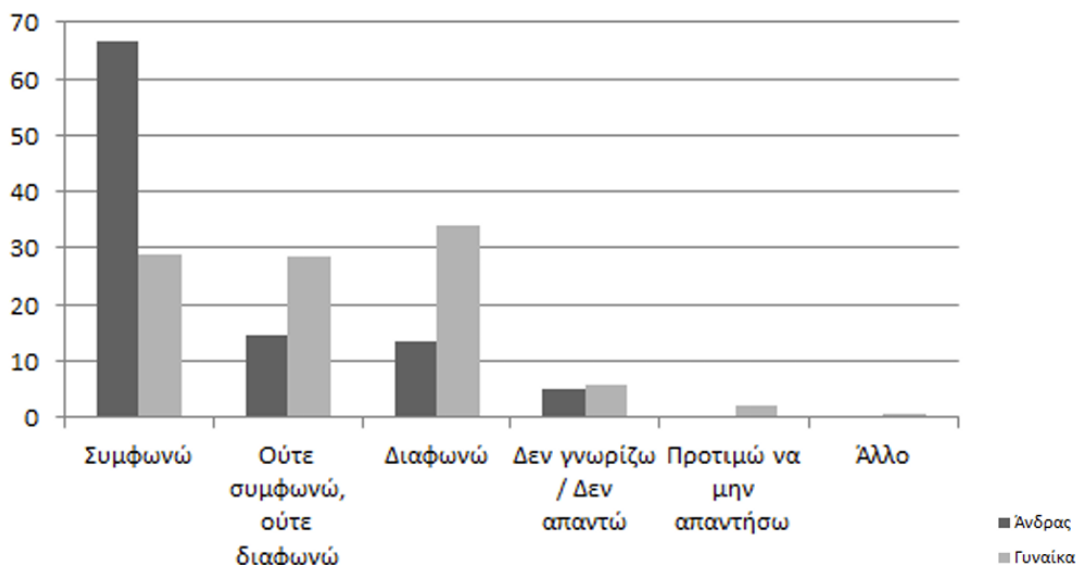


Figure 9: Histogram created based on the responses received in the question “What is your opinion regarding the statement: ‘In general, men and women are treated equally within FORTH’”

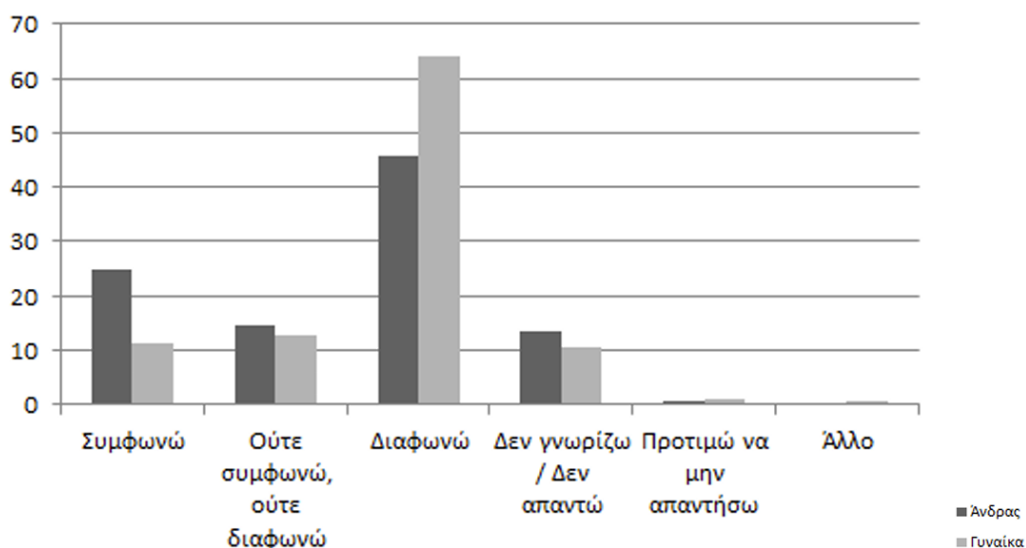


Figure 10: Histogram created based on the responses received in the question “What is your opinion regarding the statement: ‘In general, men and women are equally represented (in terms of numbers) in senior positions within your Institute/Unit.’”

B. In relation to the general behavior, bullying, harassment or micro-aggressions associated to gender or sexual orientation, it was found that generally, the majority of the personnel has not experienced systematically bad behaviors related to bullying, harassment or micro-aggressions. Nevertheless, there are cases where clear differences are observed in the responses between different genders.

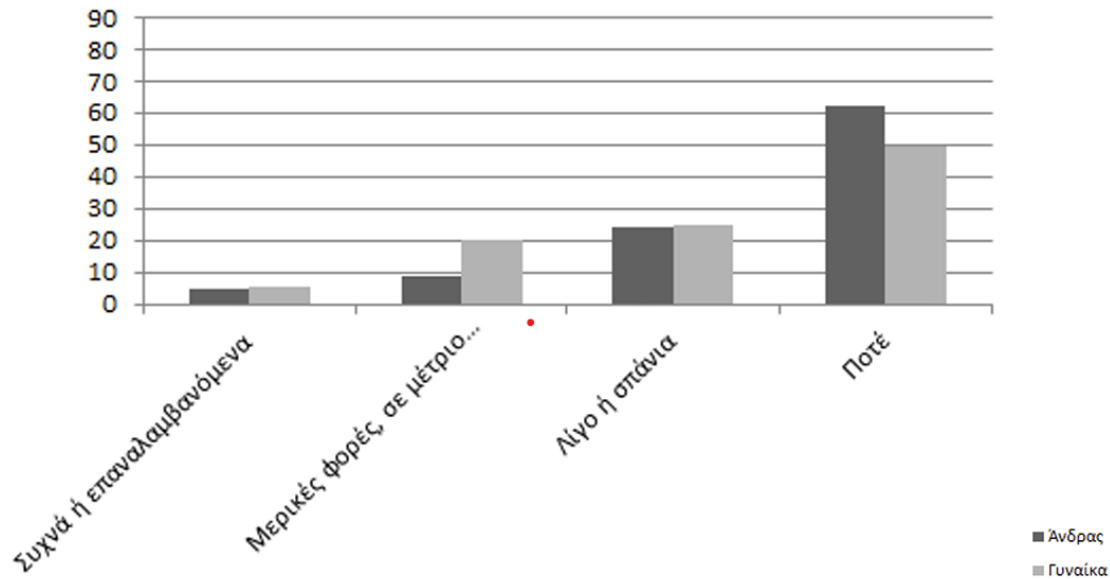


Figure 11: Histogram created based on the responses received in the question 'How often do you feel that you are perceived as a lower-level employee?'

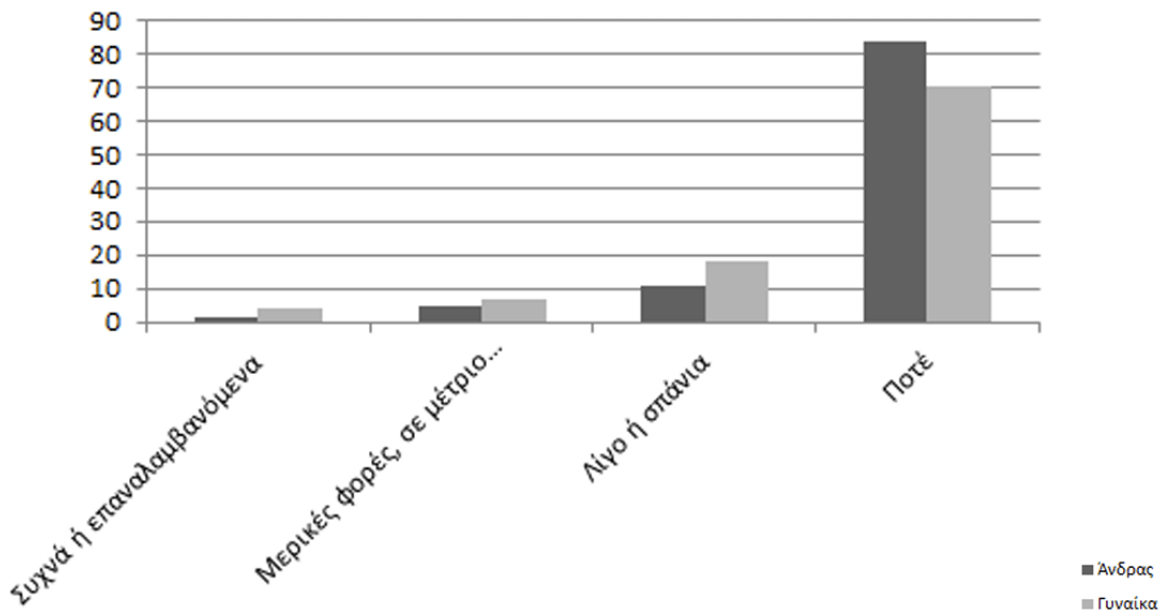


Figure 12: Histogram created based on the responses received in the question "How often do you feel that your colleagues have a negative bias regarding your intelligence and abilities?"

C. Differences in perception were observed between men and women regarding work-life balance and specifically the ability to request last-minute leave of absence, work from home or remotely, the number of times per month they work during the weekend and how many times per month they work more than 10 hours per day. Indicatively, the result of one of these questions is given in Figure 13.

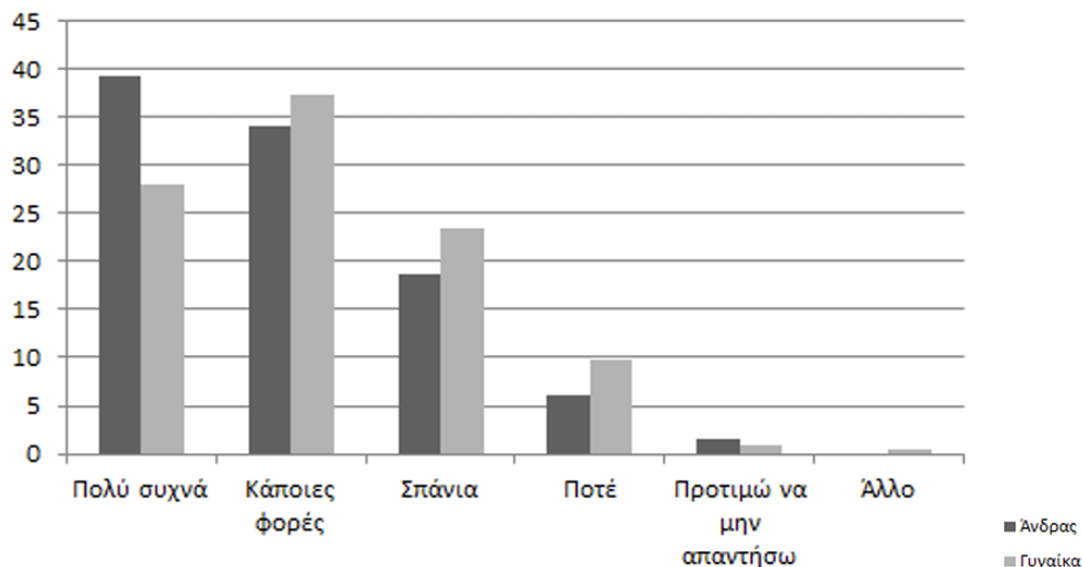


Figure 13: Histogram created based on the responses received in the question “How many times per month do you work during the weekend?”

Based on the above, actions at an overall level are deemed necessary to support the work-life balance of FORTH personnel. It is already apparent from the responses to the question in Figure 13 that there is a need to update the questionnaire with more specific questions, so that it becomes clear whether women are not working during the weekends is due to a better work-life balance or the fact that women are (usually) the primary caregivers of the family, therefore, even if they need to work during week-ends they do not have the time. Additional questions will be added to the questionnaire so that more clear conclusions can be drawn.

Working Group 3: Problem / Complaint Resolution Procedures

CURRENT SITUATION FOR RECORDING/MANAGING COMPLAINTS RELATED TO GENDER DISCRIMINATION AND HARASSMENT

Foundation for Research and Technology – Hellas has a Complaint Management Policy (Board of Directors decision No. 475/37-6 // 25.02.2022), which has been drafted within the obligations framework governing FORTH according to Laws 4808/2021 and 4990/2022, as they were in force until the date of its drafting, and aims to create the required procedures for managing all types of complaints as well as to protect any member who files or receives a report/complaint, to ensure public interest. In general, FORTH's Policy aims:

- (a) to establish a reliable mechanism to support and protect against malicious actions persons who in good faith file a report or complaint about a matter that they consider that constitutes malpractice or misconduct and is related to the operation of the Institution, and
- (b) to effectively manage any reports or complaints, providing guarantees that potential reports or complaints will be taken seriously and will be considered confidential to the extent that it does not conflict with any applicable law, protecting the rights of both the complainant and all the people involved.

According to the above, reports/complaints related to incidents of discrimination and/or any kind of harassing behavior (verbal, psychological or physical) due to gender and/or sexual orientation, nationality, religion or health status/disability of the members of FORTH (concerning discriminations described in the law for the responsibilities of GEADC), are submitted to the GEADC. Based on the Law, GEADC is responsible for developing mechanisms for resolving relevant complaints. The procedure proposed by GEADC concerning the resolution of complaints is presented in **Appendix II** and it is integrated into the overall complaint resolution policy of FORTH.

Certain responses obtained from the harassment-related section of the questionnaire (in graphs and, in some cases, including comments) are given below; from these useful conclusions can be drawn on how FORTH members consider harassment issues as well as the related resolution procedure. For example, it is positively received that in response to the question "*How much confidence do you feel or would you feel to report incidents of bullying and harassment, related to gender or sexual orientation within FORTH*", 75% of the men and 65% of the women state that they feel safe to report such incidents to GEADC (Figure 14A), while 59% of the men and 50% of the women state that they could report it to their Director as well (Figure 14B). However, attention should be paid to the fact that a percentage of ~12%, similar in men and women would not trust even GEADC for such a complaint. The corresponding percentages in the case of reporting to the Director, the employees who would not trust him/her are above 20% for men and above 30% for women. Therefore, GEADC appears to have "gained" the trust of FORTH personnel concerning such reports, however in general women still seem to distrust the procedures within the Institution in a much higher percentage than men.

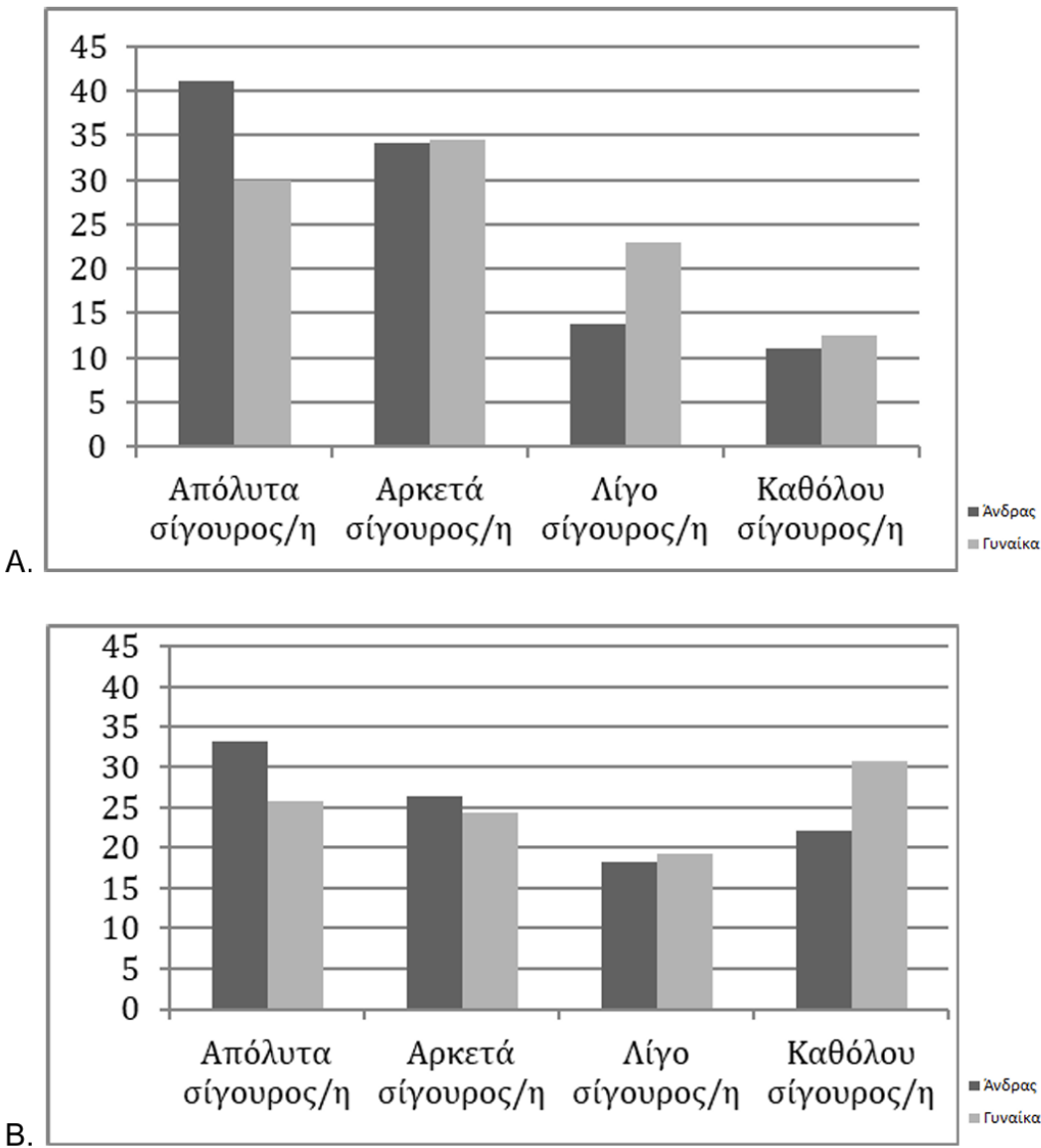


Figure 14: Histogram created based on the responses received in the question 'How confident do you feel, or would you feel, in reporting incidents of bullying and harassment related to gender or sexual orientation within FORTH, whether directed at you or at others, to GEADC (A) or to the Director (B)'.

Furthermore, there was also a clear difference between men and women in the question "*Have you personally experienced harassment and/or bullying related to your gender or sexual orientation within FORTH*". While the vast majority of men who participated in the questionnaire answered negatively with only 4% positive responses, ~22% of women that participated answered positively, and ~3% stated that they "preferred not to answer" (Figure 15); one-fifth of these women stated that the incident occurred within the last five years. Moreover, an underlying sexism, manifested through misunderstood "jokes" and "displays of familiarity," or statements

mainly against women (especially mothers) about their role in the laboratory which often reach and exceed the limits of harassment seems to exist, although decreasing in recent years; this is concluded based on the comments made in response to relevant open questions by a percentage of participants (see also Figures 11 & 12). In conclusion it is important to train and empower FORTH personnel to recognize and react to this kind of behavior, irrespectively of whether they are the direct recipient or a witness to an incident, and to create an environment of effective "zero tolerance" and safety for all members of the Institution.

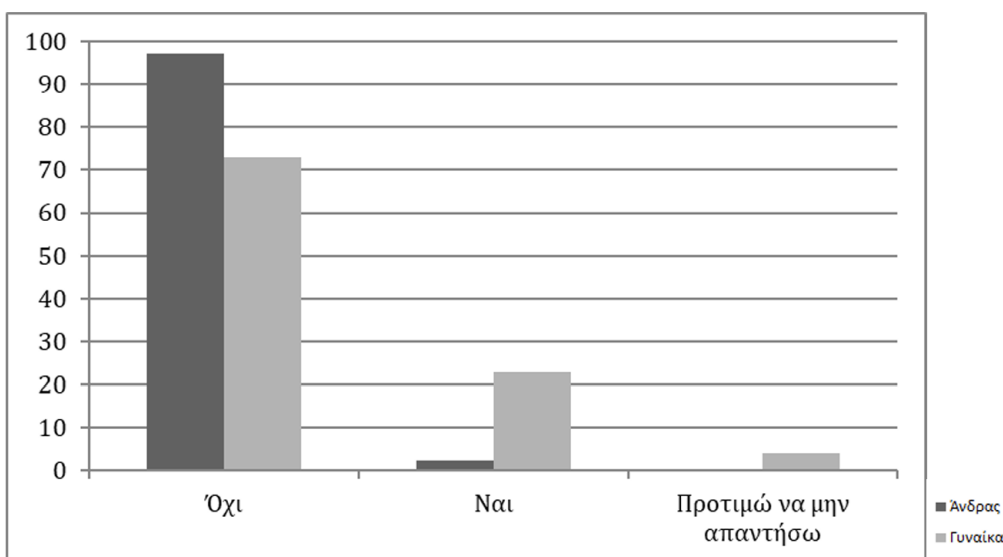


Figure 15: Histogram created based on the responses received in the question ‘Have you personally experienced harassment and/or bullying related to your gender or sexual orientation within FORTH?’.

DEVELOPMENT OF A COMPLAINT RESOLUTION PROTOCOL

GEADC is in the process of developing a protocol for handling reports/complaints concerning incidents of discrimination and/or harassing behavior (verbal, psychological or physical) due to gender and/or sexual orientation, nationality, religion or health status/disability of FORTH members (**Appendix II**), in collaboration with the HR Logo Working Group, which is developing a more general protocol for managing complaints related to violence and harassment in the work environment. The protocol, shown in Appendix II, includes detailed procedures to be followed in the case that any report/complaint comes to the attention of GEADC, and has been approved by FORTH's Legal Office. It is noted that all members of GEADC as well as any third party invited to provide opinion/recommendation, are required to maintain strict confidentiality regarding any information that comes to their knowledge in the course of performing their duties and must ensure the confidentiality of all information they receive as part of the investigation of a report/complaint

Challenges - Open Issues

The most significant challenge that must be addressed at Institutional and work environment level, which does not concern exclusively this particular Working Group but all Working Groups, is the

awareness raising and the education of all personnel regarding the definition of harassment in the work environment and on how this is differentiated from familiarity & "joking," exceeding the limits of freedom of speech, so that all FORTH members act accordingly but can also react when they witness a behavior that fall within the spectrum of harassment. It is important to shape a work and research environment of effectively zero tolerance for such behavior. Moreover, an important challenge is to gain the trust of FORTH members towards FORTH GEADC and to establish the faith in that GEADC as well as the Institution as a whole are determined to show zero tolerance towards acts and/or behaviors that offend, result in any form of harassing behavior and/or lead to any discrimination based on gender, sexual identification, ethnicity, religion, etc.

Working Group 4: Recruitment and Promotions

Based on the analysis of the indicators that were derived from both the personnel distribution and the questionnaire, the following open issues became apparent, as already mentioned:

- The "glass ceiling" phenomenon is observed, since whereas the number of female postdocs is almost equal to that of men (45:55), the number of Female Researchers-Collaborating Faculty Members is overwhelmingly smaller than that of men, remaining constant at a ratio of 20(F):80(M) in recent years. There is a need for mechanisms - incentives that would encourage women postdocs to apply for Researcher positions recording of the percentage of applications from women to advertised positions and analysis of the results over time, as well as further development of support mechanisms for young female researchers (as well as new male researchers), who want to start or already have a family, so they do not have to choose between their family and their career. Mentoring programs for young female researchers, to address the broader societal perceptions and expectations about the role of genders which may negatively influence a woman's decision to pursue a career as a researcher, could contribute in this direction.

Having identified the phenomenon of the "glass ceiling" and the small number of women in positions of power and responsibility in the Research Centers (RCs) and Universities in Greece, the ERA Chair holder at FORTH, Professor A. Stamatakis, as part of his obligations to propose reforms for the Greek research sector, prepared, in collaboration with the Gender Equality and Anti-Discrimination Committee of FORTH and colleagues from other Research Centers and Universities, a proposal for a program aiming at increasing the number of women researchers and professors at Grades A and B over the next decade in Greek Research Centers and Higher Education Institutions. The program included the opening of positions at these levels, focusing on attracting women candidates. With the contribution of the FORTH GEADC, this proposal was circulated and received the support of both the networks of Gender Equality and Anti-Discrimination of the Research Centers and Universities, as well as of the Hellenic Association of University Women (ELEGYP), and was submitted for discussion to the Office of the Deputy Minister for Equality and Human Rights in December 2024. Due to the program's requirement for the announcement and opening of permanent positions, the proposal was not selected for funding. However, discussions with the Ministry explored the possibility of supporting an empowerment program for women researchers and professors currently in the system, enabling them to progress in their careers and advance to positions of responsibility.

- The need to expand the lists of external evaluators of the Institutes and of FORTH with female researchers is noted, together with the need to make efforts to form more gender-balanced committees. The contribution of specialized seminars for the members of the committees is considered important as well, so they have the necessary knowledge and the skills to recognize and address potential biases, thus ensuring objective judgment regardless of gender.
- The very small representation of women in high level administrative positions and as members of the Scientific Councils of Institutes/Structures is noted, especially in the Institutes that are related with science and engineering. There is a need to promote more women to positions of responsibility, giving them the incentives and the motivation to claim these positions through empowerment procedures, promotion of female role models in leadership positions and supportive work-life balance mechanisms.

Working Group 5: Dissemination/Information Actions -- Website

GEADC WEBSITE & LOGO

FORTH GEADC developed the Committee's website and logo to showcase its responsibilities, events and actions, as well as its internal regulation and GEP for the easy access and information of the whole FORTH community. The website of FORTH GEADC, both in Greek and English, is linked to the central website of FORTH and can be accessed at: www.forth.gr/EIF. The website lists the names and e-mail addresses of all Committee members, as well as the way to contact the committee via the Secretariat's email address at gec-forth@forth.gr. The technical details of the development and certification of the website are provided in Appendix I.

Emerging issues:

1. It is considered important to continuously enrich and update the website with all new information, documents, events and actions of FORTH GEADC. The Committee identifies the need to secure resources for managing and further developing its website, both regarding its supporting unit and the enrichment and update of its content. Currently, content management and development is adequately supported on a voluntary basis by the Department of Systems and Networks (DSN) of FORTH-ICS. The possibility of the systematic collaboration of GEADC with the Information Systems Support Service of FORTH's Central Administration or with Committee members who could contribute to this effort, or of funding external services that can contribute to this work, needs to be explored.

DISSEMINATION - INFORMATION ACTIONS

The goal of the Dissemination Working Group of GEADC is the regular organization of targeted events and activities aimed at informing, training and raising awareness on issues related to overall gender equality in the research field and in the Research Centers (of the country) in particular, through conferences, seminars, training lectures, brochures, publications and announcements. Among the goals of this Working Group is the continuous effort to educate the Committee members on gender equality and anti-discrimination issues, as well as on the gender

dimension in research, via the participation in informative and educational seminars and conferences in Greece and abroad, the representation of FORTH GEADC in Greek and international fora on gender equality and the transfer of knowledge and good practices in addressing problems related to gender and discrimination to the members of FORTH.

A detailed list of events that FORTH GEADC organized and/or participated in during the last 4 years is presented in **Appendix III**. The Committee will continue disseminating its goals and informing FORTH personnel through events in collaboration with FORTH's International & Public Relations Office.

Working Group 6: Improvement of the Conditions for Balancing Professional & Personal/Family Life

EXISTING SITUATION REGARDING THE RELATIONSHIP BETWEEN PROFESSIONAL AND PERSONAL/FAMILY LIFE

The need for balance between professional and personal/family life appears to concern equally both women and men employees. Based on the questionnaire data, about 50% of FORTH employees, regardless of gender, state that quite often during the week they return home from work extremely tired to continue with the rest of their daily obligations. Regarding the right for a last-minute leave, based also on the questionnaire, more women than men knew of its existence and utilized it, while more men utilized the possibility of working remotely.

Of particular interest is the finding that a significant percentage of employees (>25%) - with a higher proportion of men - report that it is quite common for them to work during the weekends (Figure 13), as well as that they dedicate more than 10 hours per day to their work. This data may indicate increased levels of professional stress in men, with insufficient balance between professional and personal life. However, this interpretation cannot be supported with certainty based on the questionnaire data, as it is also possible that women do not have the possibility to work during the weekends or beyond the designated schedule due to family obligations. It is deemed necessary to expand the questionnaire with additional clarifying questions, so it can provide clearer data on the reasons of these observations.

GEADC recognizes the need for actions aimed at improving the work-life relationship of FORTH personnel, as it is also described in the GEP described in the next section.

Working Group 7: Integration of the Gender Dimension in Research

One of the important obligations of both basic and applied research is the integration of gender specificities in the design and implementation of research projects. The integration of the gender dimension in research is currently a basic evaluation criterion for research proposals by the European Union as well as by international and national funding organizations. It is within the responsibilities of FORTH's GEADC to investigate at what extent research projects implemented in the Institution integrate the gender dimension, in which of the research areas that it operates there are gender-specific particularities that need to be taken into account and to appropriately

inform the corresponding personnel, in collaboration with the Grants Management and Support Office and the Research Ethics Committee of the Institution.

In this framework, GEADC can contribute by training its members and FORTH personnel for the necessity and specificities of gender integration per research field, through promoting the participation in relevant informative workshops/schools/events, organized by Gender Equality Laboratories, other GEADCs, the Network of GEADCs or by other structures and organizations, as well as by organizing relevant workshops/events at FORTH with experts as invited speakers.

A list of actions in which FORTH GEADC organized or participated aiming at informing, educating, leveraging discussions and/or generating new knowledge concerning the integration of the gender dimension in research is given below. The goal of GEADC is to organize more targeted actions during the next period.

GEADC ACTIONS REGARDING THE GENDER DIMENSION IN RESEARCH DURING THE PERIOD 2022-2025

1. Participation of M. Chatzaki (member of GEADC) and A. Margiolakis (GMSO) of the workshop "GENDER-IN: Integrating Gender in Interdisciplinary Research", which was organized by the Equality Laboratory of Panteion University in the framework of a European project, on 8-9 May 2023 in Thessaloniki (<https://www.elegyp.gr/el/gender-in.html>). The seminar followed the "train the trainer" approach and was related to the integration of the gender dimension in research in the different themes of the European clusters. The goal for the participation of the two FORTH members was the organization of a seminar on a related topic at FORTH in order to transfer knowledge to FORTH members (see Action 2).
2. Organization of a hybrid seminar entitled "Considerations for integrating the gender dimension in FORTH's research activities," on July 3, 2023. The seminar program (<https://www.ics.forth.gr/dsn/gender-considerations>) was coordinated by Ms. Magdalini Chatzaki (FORTH GEADC-ICS) in collaboration with Ms. G. Kaklamani, (Deputy Representative of FORTH GEADC FORTH-GMSO), and Mr. A. Margiolakis (GMSO) (), thus transferring their experience from participating in the workshop mentioned in Action 1.
3. Organization of a workshop by FORTH-ICS entitled "Gender Issues in Computer Science. Diversity, Equity, Inclusivity and more Research in Computer Science" (<https://www.ics.forth.gr/dsn/workshop-gender-issues> Coordinator: M. Chatzaki, February 2025).
4. Organization of an online seminar in collaboration with the RC GEADC Network by Dr. Stavroula Ntoa (Principal Researcher, FORTH-ICS) entitled "Accessibility of digital products and services for People with Disabilities" (Coordinator: M. Chatzaki, https://www.youtube.com/watch?v=bpDS_VM2JiA, January 2025).
5. An interview of Ms. M. Chatzaki, GEADC member representing FORTH-ICS, , entitled "Initiative on Diversity and Inclusion in Computer Science @FORTH-ICS" was published in of ERCIM News (April 2025 issue), that had Cultural AI as its central theme (<https://ercim-news.ercim.eu/>).

6. Participation in projects implementation & writing of research proposals dealing with improving equality conditions in Research Centers, as well as integrating the gender dimension in research studies. More specifically:
- FORTH-ICS submitted a proposal entitled: "Mind the Gender Gap in Computer Science" to the CoARA Boost Cascade Funding Call 1, to fund Institute reform and transformation actions.
 - The Gender Equality team of FORTH-IMBB, members of which participate also in FORTH GEADC, participates in the two-year European project "INCLUDE -Fostering INCLUsive biomedicine gEps in research and higher education institutions," within the framework of the HORIZON-WIDERA-2024-ERA-01 Program (Enhancing the European R&I system) since January 2025. The project aims to promote intersectional gender equality in the Biomedical Research and Innovation (R&I) sector forming a geographically inclusive consortium of 11 partners from 10 European countries. INCLUDE is expected to address intersectional gender inequalities in biomedical research organizations, implementing in pilot scale and evaluating innovative Gender Equality Action Plans (GEPs) for promoting inclusion in research organizations.

GENDER EQUALITY AND ANTI-DISCRIMINATION ACTION PLAN (GEP) 01/07/2025-30/06/2027

Based on the recording of the existing equality situation at FORTH and the open issues that were identified and described in the previous paragraph in the different Working Groups of GEADC, the following Gender Equality Action Plan (GEP), expanded to include more general anti-discrimination actions, is proposed for the biennium from **1/7/2025 to 30/06/2027**. The GEP is divided into Work Packages, which coincide with the responsibilities of the GEADC Working Groups. For each proposed action, the timeline as well as briefly described deliverables/indicators/milestones are reported together with the responsible group/office/committee for implementing the action and (where feasible) the required resources.

Work Package 1: Indicators / Investigation of Good Practices for the Development of Internal Regulations & Gender Equality Action Plan

Action Number	Description of the Action	Timeline	Target	Indicator/Milestone	Responsible for the Action / Required resources
1.1	Translation of the Internal Regulation of FORTH GEADC in English and post in the Committee' website	Q3 2025	Information/Transparency towards FORTH community on the responsibilities and operating regulations of GEADC	Post of the Internal Regulation in Greek and in English at the Committee's website	FORTH GEADC, FORTH Legal Office
1.2	Establishment of a team responsible for monitoring indicators for the systematic and comparable collection of data from the Central Administration, the Institutes, and the Units of FORTH.	Q4 2025	Systematic and comparable collection of indicators for the whole of FORTH	Establishment of the team	Central Administration/Institutes-Units Administrations /GEADC
1.3	Development of a database for the collection of data on gender distribution by employee category, based on data from the Central Administration and the questionnaire.	Q2 2026	Systematic data collection and recording of possible changes with time	Development of the database	IT Support Service of the Central Administration of FORTH, GEADC <u>Staff to develop the database and the data</u>

					<u>analysis tools will be required</u>
1.4	Review of the Internal regulation articles	Q2 2026, Q2 2027	Revision of the internal regulation to meet the operational needs of GEADC so that GEADC can effectively carry out its responsibilities	Annual report of GEADC on operational issues due to shortcomings in the Internal regulation	GEADC
1.5	Development of the new GEP that will be valid for the next two years	Q2 2027		Submission of the new GEP for the next two-year period	GEADC
1.6	Biennial progress report on the implementation of policies aimed at achieving gender balance across all employee levels and in positions of responsibility, administration, leadership, and decision-making bodies.	Q2 2027	Gradual balance of the Institution composition	An annual improvement of 5-10%	Institutes Administrations / GEADC

Work Package 2: Human Resources Details / Document Amendments / Questionnaire

Action Number	Description of the Action	Timeline	Target	Indicator/Milestone	Responsible for the Action / Required resources
2.1	Periodic review of documents to ensure the use of gender-inclusive language and translation to English of documents relevant to non-Greek-speaking staff.	Q4 2025, Q4 2026	Review and update all FORTH documents to ensure the use of non-sexist language and translate into English those relevant to non-Greek-speaking staff	Reports from central administration/administration of Institutes on the update and the translation of the documents	GEADC, Central Administration, administration of the Institutes, Legal Office, HR Logo Committee
2.2	Update of the questionnaire	Q1 2026	Revise the questionnaire based on feedback on the existing version and incorporate any additional topics that should be addressed	Updated questionnaire	GEADC
2.3	2 nd data collection through the questionnaire	Q2 2026	Send the updated questionnaire to all FORTH members and collect new data	E-mail with the questionnaire	GEADC
2.4	Presentation of the questionnaire results	Q1 2027	Analyse and present the results of the new questionnaire	Report with the questionnaire results	GEADC
2.5	Development of a framework for the systematic analysis of questionnaire data	Q2 2027	Development of a systematic methodology for analysing and presenting the responses to the questionnaire questions	Presentation of the framework for the systematic analysis that will be managed by the GEADC	GEADC, Members of ICS & IACM New personnel that will be hired for the specific deliverable

Work Package 3: Complaint Resolution Procedures

Action Number	Description of the Action	Timeline	Target	Indicator/Milestone	Responsible for the Action / Required resources
3.1	Update the website of GEADC with the applicable legislation and FORTH's complaint resolution protocol (when approved officially), in both Greek and English	Q3 2025 and when there is a change in the legislation	Provide the FORTH community with direct access to the relevant legislation.	Report on website updates every six months – notification message to the FORTH community.	Legal Office, GEADC
3.2	Development of a Complaint Resolution Protocol	Q4 2025	Development of the Complaint Resolution Protocol and its integration in the Internal Regulation of FORTH	Submission of the Complaint Resolution Protocol to FORTH Board of Directors (BoD) and its approval by the BoD	GEADC, HR Logo Committee, Legal Office
3.3	Awareness-raising seminars on what constitutes harassment in research and workplace environments	Q1 2026 Q1 2027	Raising awareness among the FORTH community about harassment and discrimination	Announcement and Report on the Event/Seminar	GEADC, International & Public Relation Office, HR Logo Committee, Health & Safety Committee
3.4	Training seminars on the incorporation of the applicable legislation into the Institution's administrative procedures	Q1 2026 Q1 2027	Training of administrative personnel and immediate integration of the relevant legislation into the Institution's procedures.	Seminar Announcement and Committee's Annual Report	GEADC, Legal Office, Central Administration, Institutes

Work Package 4: Recruitments and Promotions

Action Number	Description of the Action	Timeline	Target	Indicator/Milestone	Responsible for the Action / Required resources
4.1	Development of a mentoring program for female post-docs and PhD candidates in collaboration with Reserachers and Collaborative Faculties	Q1 2026	Empowering and mentoring women in research to pursue career opportunities as researchers and professors, as well as executive and leadership positions in companies.	Annual Increase of the applications from female candidates in Researchers positions	GEADC, Researcher's Union, Employee's Union, HR Logo Committee
4.2	Increasing the representation of women researchers and professors in the lists of external electorates of the Institutes and the Foundation	Q2 2026	Increase in the number of women in electorates and committees	Updated electorate lists that consists of larger number of women	GEADC, Institutes Administrations, Scientific Councils, BoDs, Central Administration
4.3	Assessment of gender pay gaps across employee categories within the Institution and development of a roadmap to address and eliminate identified disparities where necessary	Q2 2027	Recording salary levels by staff category and gender, and assessing any disparities. Development of a roadmap for salary adjustments and pay equity where and when necessary	Report on salary levels by gender and staff category over the past two years, and development of a roadmap for salary adjustments where and when necessary	GEADC, Central Administration, Institutes Administrations, Scientific Councils, BoDs, Researcher's & Employee's Union

Work Package 5: Dissemination/Information Actions - Webpage

Action Number	Description of the Action	Timeline	Target	Indicator/Milestone	Responsible for the Action / Required resources
5.1	Maintenance and updating of GEADC website	Q4 2025, Q2 2026, Q4 2026, Q2 2027	Maintenance and updating of GEADC website with new regulations, Gender Equality Plans (GEPs), legislation, and information on events organized by the Committee	Post of updates and additions to the website every six months	GEADC, IT Support Service of the Central Administration and External Collaborators
5.2	Organization and participation in awareness-raising activities	Update per year	To raise awareness and promote understanding of the underrepresentation of women within the research environment, through synergies with universities and the networks of GEADCs of Research Centers/Institutes and Universities	At least 2 per year – 1 in a special day (e.g., the international day for girls and women in science (11 Feb.), zero tolerance day against discriminations (1 Mar., etc)	GEADC, International & Public Relation Office
5.3	Events for disseminating the actions of the Committee	Update per year	Dissemination of the actions of GEADC	1 per two years	GEADC, International & Public Relation Office
5.4	Development of audiovisual materials and informational brochures	Q4 2025, Q2 2026, Q4 2026, Q2 2027	Audiovisual materials and informational brochures	Website update	GEADC, International & Public Relation Office, IT Support Service of the Central Administration

Work Package 6: Improving conditions for work–life balance

Action Number	Description of the Action	Timeline	Target	Indicator/Milestone	Responsible for the Action / Required resources
6.1	Event for informing FORTH personnel on leave entitlements and the leave request system through REA	Q4 2025	To inform all personnel on leave entitlements and the leave request system through REA. Discussion with members of the Central Administration and the Legal Office of FORTH	Announcement of the event	GEADC, Legal Office, Central Administration, International & Public Relation Office, Unions
6.2	Recording of staff proposals for improving the working environment in the Institution	Q1 2026	Recording of staff proposals	Proposals report	GEADC
6.3	Review and revision of the Leave Policy in line with applicable legislation and update of the relevant section of the Institution's website i(n Greek and English)	Q2 2026 Q2 2027	Update of the Leave Policy and of the website	Update of FORTH website	GEADC, Legal Office, Central Administration, Unions, HR Logo Committee, BoDs
6.4	Assessment of the need for psychological support services for FORTH personnel	Q2 2026	Exploring the possibility of providing psychological support services to FORTH personnel	Report	GEADC, Unions, Collaborating doctor, Health & Safety Committee
6.5	Staff empowerment seminars	Q2 2026 Q2 2027	Awareness-raising and empowerment of personnel on work–life balance issues	Seminar announcement	GEADC, Unions, Central Administration, Health & Safety Committee
6.6	Implementation of measures to improve the working environment	Q2 2026 Q2 2027	Collaboration with the Technical Services Department and Institutes	Implementation-Report of the improvements	GEADC, Technical Services Department, Health & Safety

			Administration to implement proposals for improving the working environment (e.g. quiet rooms, fitness/activity/recreation spaces).		Committee, BoDs, Institutes Administrations
6.7	Ensuring the completion of all legal procedures required for the licensing of the childcare and children's activity center in Heraklion	Q2 2026	Collaboration with the Technical Services Department for the collection of the required documentation and studies for the licensing of the childcare center/children's activity center	Completion of the application submission process for the licensing of the childcare center/children's activity center	Technical Services Department, GEADC, Legal Office, Central Administration
6.8	Improvement of infrastructure and facilities for parental care	Q2 2026 Q2 2027	Establishment of infant care facilities and exploration of partnerships with other organisations and regional authorities to facilitate shared access to childcare centers/children's activity centers for staff of the Institutes located outside Heraklion	Establishment of infant care facilities at the Institutes. Report on the exploration of opportunities for shared access to childcare centers and children's activity facilities provided by other organisations	GEADC, Technical Services Department, Health & Safety Committee, Unions

Work Package 7: Integration of the gender dimension in research

Action Number	Description of the Action	Timeline	Target	Indicator/Milestone	Responsible for the Action / Required resources
7.1	Scientific workshops on the gender dimension in research	Update per year	Development of academic research outputs. Collaboration with funding bodies and Gender Equality Institutes	At least 1 per year in research areas relative to the ones of FORTH Institutes	GEADC, Institutes
7.2	Design and drafting of research proposals, programs, and projects	M12, M24	Drafting / participation in proposals / research projects related to the Committee's activities. Production of academic and research outputs (e.g. white papers, policy reports, reform papers, etc.)	Report on the relevant activities	GEADC, Institutes / Units, GMSO

APPENDIX I

Information Systems Related to GEADC FORTH

The use of infrastructures and information systems that will serve the FORTH GEADC's needs within its framework of operation and its activities is essential. It became clear from the beginning that since GEADC manages sensitive primary data, there should be certification of the security and reliability of the infrastructures that were configured to support the Committee's computational needs; this was communicated by the Data Protection Officer (DPO) and the Research Ethics Committee of FORTH, institutional bodies with which GEADC collaborated on this issue.

File Sharing Services through the Unified Computing Cloud of FORTH and of the Institutes

At the beginning of GEADC activities, the online file storage and file sharing services for its members were hosted, supported and operated on the FORTH-ICS computing cloud, cloud.ics.forth.gr, which meets all security and reliability requirements guaranteed by the Systems and Networks Department (DSN) of FORTH-ICS. Shortly after the Committee began its activities, it was realized both from the Committee and from the Institution administration, mainly for administrative reasons and since the Committee represents the entire Institution, the need that the computing cloud services to the Committee should be provided by the federation of the corresponding FORTH services. Therefore, these services were migrated to a virtual machine operated by the IT Support Service of FORTH's Central Administration, cloud.admin.forth.gr, which is a member of the federation of corresponding services for the entire FORTH; in this way users from different Institutes have access and interoperability with their institutional accounts. Additionally, personalized access to storage space areas is supported taking into account the importance and the requirement for protection of personal data managed by FORTH GEADC.

The file storage and file sharing services for the Committee through the unified cloud of FORTH and of the Institutes has been certified according to the Information Systems Certification Protocol of FORTH GEADC, described in the next paragraph.

Information Systems Certification Protocol of FORTH GEADC

On April 15, 2022, following a relevant advice from the Research Ethics Committee, the Board of Directors of FORTH established a Certification Team for GEADC's Website, consisting of D. Panagopoulos (ICS), G. Fouskas (ICE/HT) and G. Paterakis (CA), that aimed to examine the security and reliability of information systems concerning the Committee (BoD/FORTH decision: BoD 479/37-6/15.4.2022).

On May 26, 2022, the aforementioned Certification Team convened and examined security measures concerning:

1. The GEADC website (<https://www.forth.gr/EIF/>).
2. File sharing services through FORTH's and the Institutes unified computing cloud (<https://cloud.admin.forth.gr>).
3. The electronic questionnaire service system, concerning GEADC and the procedures through which the questionnaire was distributed to FORTH personnel (<https://survey.ics.forth.gr>).

The team certified the proper configuration, operation and protection of information systems concerning services by and towards GEADC, and compiled an Information Systems Certification Protocol for GEADC based on the following criteria:

1. The Information Systems are installed on a firewall protected private network, as well as by a web application firewall system.
2. Access to the systems is controlled also at the IP address level.
3. A Virtual Private Network system is installed to provide access services outside the FORTH network.
4. A One Time Password system is implemented.
5. The electronic questionnaire service is provided by open source software (Lime Survey) and is properly configured for complete anonymization of the questionnaire compiled by GEADC.
6. FORTH has a certified cybersecurity team to address potential security breach incidents of its information systems.

Electronic Questionnaire

The open source software Lime Survey was used, which is installed on a virtual machine named: survey.ics.forth.gr in FORTH/ICS data center. Administrative access is available only to engineers of the Department of Systems and Networks (DSN) of FORTH/ICS. Information related to this specific software can be found at: <https://www.limesurvey.org>, <https://www.limesurvey.org/support/faq> and for more technical details in the manual <https://manual.limesurvey.org/>.

FORTH GEADC handed over the questionnaire to the Department of Systems and Networks of FORTH-ICS in Greek and English, together with the list of email addresses of recipients, and the electronic version of the questionnaire was implemented in its Greek and English versions. Subsequently, the electronic tool was configured to ensure anonymization of the process and to schedule the time that the questionnaire would be active and available for completion. Following test runs of the questionnaire and correction of errors, GEADC's 1st questionnaire was sent for completion to FORTH personnel. The questionnaire remained active from June 27, 2022 to July 25, 2022.

The questionnaire run under anonymity rules through a secure infrastructure installed on the organization's secure network and the data collected were stored on the CA's certified server, as mentioned in the previous paragraph.

Website & Logo

At the beginning of GEADC's activities, the Committee's website was hosted on a virtual machine in FORTH-ICS data center. During the same period, the FORTH-ICS Department of Systems and Networks undertook the design and configuration of the website and the development and presentation of its content. The Adobe Dreamweaver tool was used.

The graphic design of the Committee's logo in its Greek and English version and the development of a trifold brochure for disseminating both the Committee's composition and its purpose and objectives, was performed by FORTH-ICS Department of Systems and Networks.

When the virtual machine dedicated to GEADC was configured in the infrastructures of the Information Systems Support Service of FORTH's Central Administration, the management and support of the Committee's website was transferred to the Information Systems Support Service of FORTH's Central Administration, similarly with the websites of other FORTH committees. Consequently, it was migrated to a virtual machine whose physical location is implemented within an Apache server using a Linux operating system. This infrastructure ensures the security, high availability and reliability of the service and is covered by firewall and Intrusion Detection and Intrusion Prevention Systems. The website follows and is subject to the necessary changes/upgrades/configurations required by the upgrade and maintenance needs of the information systems and infrastructures managed by the IT Support Service of FORTH's Central Administration. The Committee's website has been certified by the Information Systems Certification Protocol of FORTH GEADC.

The development and management and of the website's content is adequately supported on a voluntary basis by the Department of Systems and Networks (DSN) of FORTH-ICS. The Committee recognizes the need to secure resources for managing and developing its website, both regarding the infrastructure that supports it and the management and development of its content.

APPENDIX II

Development of Report/Complaint Resolution Protocol

National legislation for the prevention and combating of violence against women and against domestic violence includes Law 4531/2018 concerning "Ratification of the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence and adaptation of Greek legislation" and Law 4604/2019 on the "Promotion of substantive gender equality, prevention and combating gender-based violence," which define the concepts of harassment, sexual harassment, direct, indirect, multiple and gender-based discrimination (article 2, par. 6-11). Furthermore, Law 4808/2021 ratified Convention 190 of the International Labour Organization for the elimination of violence and harassment in the work environment and established the obligation of every employer in the private and public sector, regardless of the number of employees, to prevent and address violence and harassment at work, including gender-based and sexual violence and harassment.

The Gender Equality Committee of the Foundation for Research and Technology-Hellas (FORTH) was initially established with the decision of its Board of Directors (Meeting Minutes No. 446/32-6/22-02-2021), whereas its responsibilities are defined in article 58 of Law 5019/2023, which concerns the establishment of Gender Equality and Anti-Discrimination Committees (GEADC) in Research and Technology organizations. One of the main objectives of the Committee is the prevention, recording and confrontation of incidents of discrimination based on gender and/or sexual orientation, national origin, religion or health status/disability of the organization personnel, as well as of any kind of verbal, psychological or physical harassing behavior or violence.

Any FORTH member regardless of gender, rank, work subject or nationality who believes that they are victims of discrimination or to have experienced any kind of harassing or violent behavior, has the right and is encouraged to report the incident to GEADC. It is emphasized that every incident that violates personal freedom and offends individual dignity must be addressed with zero tolerance by the entire FORTH Community.

Subsequently, the management of any complaint submitted will be based initially on the Report and Complaint Resolution Policy that has been drafted within the framework of the obligations governing Foundation for Research and Technology-Hellas according to law 4808/2021 and law 4990/2022, as they are in force until the drafting of this GEP.

FORTH GEADC operates in parallel with the Ethics Committee and the Employee Health and Safety Committee which can receive reports/complaints that relate to their interests, while at FORTH, there is also the Complaint Management Committee that deals with issues of violence and harassment in the work environment.

The competent body of FORTH for addressing complaints concerning incidents of discrimination based on gender and/or sexual orientation, national origin, religion or health status/disability, as well as any kind of verbal, psychological or physical harassing behavior or violence, as dictated by article 5 of law 4808/2021, is the Gender Equality and Anti-Discrimination Committee (GEADC).

Report/Complaint Resolution Protocol

The submission and handling of reports/complaints is carried out through clearly defined procedures.

A. The report/complaint is submitted under the complainant's name through a dedicated Digital Platform or, until its creation, through an online form in a secure environment and must include: a) the details of the complainant (name and surname, Institute/Unit of employment at FORTH and email address, preferably an institutional one), b) the details of the person against whom the complaint is directed and c) a brief description of the reported incident.

B. The person responsible for receiving complaints is the FORTH Integrity Advisor who is appointed according to the provisions of Law 4795/2021 (Article 23). The duties of the Integrity Advisor are described in article 24 of Law 4795/21. The following are indicative reported:

- Provides personalized advisory assistance for ethics and integrity issues faced by the employee during the performance of his/her official duties, including issues like sexual harassment, discrimination, intimidation, moral harassment and conflict of interest.
- Receives reports from the institution's employees about incidents of integrity violations or corruption and practices mediation so that the organization's bodies or external entities that are responsible for their investigation take action.
- Monitors the investigation process of the report and informs accordingly the employee who submitted it.
- Provides information to the organization's personnel on ethics and integrity issues, as well as on the operation, responsibilities and mission of the Integrity Advisor.

In the event that an Integrity Advisor has not been appointed at FORTH, and until one is appointed, the person responsible for receiving complaints that fall within the GEADC's responsibilities is the President of the Report Resolution Team (RRT), who has the same obligations and rights regarding complaint reception as those of the Integrity Advisor. Subsequently, the Integrity Advisor or the RRT President forwards the report to the RRT.

C. The overall management of the report is carried out by a small team of three people (Report Resolution Team, RRT) which serves a one-year term and is appointed each time by drawing lots from among the regular members of GEADC, together with an external advisor who will provide legal/psychological/mediation support depending on the case. For each of the three members, an alternate member is also drawn by lot who participates in the Management of a Report in case there is a potential conflict of interest of the regular member. Once appointed, the RRT is formally constituted and elects its chairperson.

D. The team meets with all its members and decide by absolute majority. If any member is absent or not available, they shall be replaced by their alternate member.

E. The members of the Report Resolution Team are obliged to contact the person who filed the report within three working days from the submission of the report/complaint and to arrange a meeting (in person or electronically). During the meeting, the Team members are informed in detail about all incidents related to the report/complaint to gather information, evidence and

possible testimonies and discuss with the person who filed the complaint. Minutes are kept for each meeting, which are read and signed by the person who has submitted the report.

F. Subsequently, within a reasonable period of time not exceeding one month, the Team members invite the person against whom the complaint has been made and discuss the incident with him/her, in order to take into account their point of view as well. In this case minutes are kept as well, which are signed by those present.

G. In case that during the hearing procedure, it emerges that other members of the Institution are aware of the reported facts, the Team members may invite these persons as well, to record the facts as accurately as possible.

H. Within the framework of the advisory and mediation role of the GEADC, the reporting process and intervention in the competent administrative bodies may be also initiated by the Committee itself, in case incidents of discrimination or harassing behavior come to the attention of its members.

In any case, the Team members inform and advise all involved parties about the actions they can take according to the Institution's Internal Regulation and the current legislation, as well as about the bodies to which they can turn for further support.

In the case that the Report Resolution Team judges that there is a possibility of consensual resolution of the issues that have arisen, its members undertake a mediation role between the involved people and recommend a mutually acceptable solution. On the other hand, if the RRT judges that the complaint relates to a criminal offense that endangers the complainant, then in addition to any other action, it must advise and support the complainant to report the incident to the police.

Finally, the members of the Report Resolution Team inform the plenary of GEADC on the matter and recommend that the complaint be archived, referred to the competent bodies or classifying as malicious. If GEADC decides to refer the matter, it drafts a report setting out its findings and proposes possible solutions to the problem. With the consent of the person concerned, informs the competent bodies (the Director of the Institute/CA or the head of the corresponding Unit and/or the Board of Directors) and monitors the progress of the case until its final resolution. If GEADC concludes that the report/complaint was malicious, it prepares a report which is forwarded to the competent bodies, proposing sanctions against the complainant. In any case, RRT and GEADC are obligated to complete the investigation of a report/complaint as quickly as possible and within a period that does not exceed three months.

For each report/complaint, GEADC maintains a folder in electronic and printed form, containing all documents related to the report, the recorded minutes of the meetings and the Committee's final recommendation. All material submitted with the complaint or collected during its investigation is strictly confidential. Furthermore, any person involved, in any role, in the investigation and management of a complaint is bound by an obligation of confidentiality.

APPENDIX III: EVENTS - DISSEMINATION ACTIVITIES OF FORTH GEADC 2021-2025

INAUGURAL INFORMATION EVENT

At the beginning of its term, the Committee organized an online event (due to the pandemic) on 14.9.2021, aiming at informing FORTH personnel about the Committee and its objectives. During the event, the Committee presented its objectives, its members and the working groups that had been established, as well as a preliminary Gender Equality Action Plan for the next three years with the ultimate goal being the final GEP of the Institution. Invited to participate in the event were the Chair of the GEC of the Aristotle University of Thessaloniki and Coordinator of the HEI GEC Network, Ms. Dimitra Kogkidou, as well as the President of the GEC of the University of Crete, the member of the GEADC of the Panteion University who is the person responsible for writing a manual for the development of GEPs in the Academic and Research Institutions of the country as well as the Deputy Head of the Planning, Standards Creation & Gender Equality Policy Development Department of the General Secretariat for Demographic & Family Policy & Gender Equality. The second purpose of the meeting was to exchange knowledge and experience, as well as inform them about the establishment, composition and proposed actions of the (then) GEC of FORTH.

ORGANIZATION OF EVENTS / WORKSHOPS

- In November 2023, within the framework of the celebrations for the 40th Anniversary of FORTH, GEADC organized an event entitled "40 YEARS FORTH: Honouring Women in Research." The aim of the event, apart from its honorary character and the reward of women pioneering in FORTH's research, was (a) to showcase female researchers whose work has contributed to FORTH's development from the first years of its establishment until today and (b) to highlight female researchers who started their career at FORTH and afterwards opened new paths in Science continuing their journey in other research centers and universities either in Greece or abroad. The event aimed to shed light on the opportunities and difficulties, experiences and knowledge, research and work of the women researchers who participated in the event. At the same time, honorary awards and commendations were given to the first female researchers and the first women members of the administrative & Research-Technical staff of FORTH Institutes and CA, who have contributed significantly with their work and were key members of the Institution and its Institutes from the early years of FORTH's establishment until today. Finally, commendations were given to FORTH staff members who have contributed to the Committee's activities.
- At FORTH's biannual Retreat, held on October 11-13, 2024 in Ancient Olympia, FORTH's GEADC organized a workshop entitled "What we do not see: Gender stereotypes, discrimination and exclusion in our everyday lives. Necessary reflections and transformations." The Workshop was conducted and presented by Psychologist, Vangelis Kosmatos and Actor/Animator and Author, George Nikolaidis, as representatives of the Gender Alliance Initiative (G-AII). The session was moderated by Konstantina Georgiadis and Maria Klapa.

- Within the framework of events organized by the Region of Crete and the Regional Gender Equality Committee of Crete, entitled "Region of Crete Campaign for the Prevention and Combating Violence against Women and Girls-16-days of actions 25/10-10/12/2024," FORTH's GEADC participated by organizing a Workshop entitled "Female Researchers in Positions of Responsibility," held at FORTH on December 9, 2024. The conference was organized by Maria Klapa and Georgina Kaklamani, president and vice-president of FORTH GEADC, , respectively, whereas members of the scientific community of FORTH participated with oral presentations (speakers were Gelina Harlaftis, Professor of the Department of History and Archaeology of the University of Crete and Director of IMS-FORTH, Maria Vamvakaki Professor of the Department of Materials Science and Technology and Vice-Rector for Academic Affairs, Lifelong Learning and Research Policy of the University of Crete and collaborating Faculty of IESL-FORTH, Angelina Kouroubali Collaborating Researcher at the Center for Electronic Health Applications and Services ICS-FORTH and Distinguished member of the International Academy of Health Informatics Sciences, Vasiliki Pavlidou Professor of the Department of Physics of the University of Crete and Deputy Director of IA-FORTH and Alexandros Stamatakis ERA-Chair at ICS-FORTH, Research Director at the Institute for Theoretical Studies in Heidelberg Germany and Professor at the Department of Computer Science at Karlsruhe Institute of Technology, Germany).
- Events co-organized by GEADC and FORTH Institutes in the context of integrating gender dimension in research are described in the activities of Working Group 7 in the main text.

EVENTS WITHIN THE FRAMEWORK OF THE GEADC RC/RI NETWORK ACTIVITIES

FORTH GEADC contributed to the establishment of the RC/RI GEADC Network, which it coordinated for the first two years of operation (04/2022-04/2024). FORTH GEADC members participate in the Network's monthly meetings as well as in its working groups. In the first two years, the coordination of the Network's Events Working Group was held by the ICS representative in FORTH GEADC, Ms. M. Chatzaki. RC/RI GEADC members have participated in all in-person Network meetings, while both GEADC Chair (in her duties as Network Coordinator) as well as GEADC members have been invited and participated in events of the RC/RI and/or the HEI GEADC Network, presenting FORTH GEADC activities, but also contributing with proposals/comments on various issues related to the general equality situation in Greek research organizations.

PARTICIPATION IN EVENTS/WORKSHOPS/TRAINING SEMINARS

Among the Committee's objectives is its continuous effort to stay up to date regarding new knowledge concerning gender equality and anti-discrimination issues, so it can transfer it to FORTH's personnel thus contributing to the improvement of the work/research environment within the Institution. This is achieved through the participation of committee members in seminars, conferences, workshops and events related to gender equality and anti-discrimination issues, both in Greece and abroad. Moreover, GEADC members participate in events of other organizations, committees and institutions, as well as of Regional and State authorities,

presenting FORTH GEADC activities and contributing to the discussion concerning problems that women may face in the research area. Below we list these events:

- Attendance and active participation of GEADC member (Magdalini Chatzaki) in the International Summer School TU Dublin, organized by the GE Academy and the Technological University of Dublin on June 14-18, 2021. The seminar title was 'Gender Equality Plans and the challenge of intersectionality: from design to implementation, monitoring and evaluation' aiming at promoting knowledge to representatives of higher education and research institutions for new approaches and tools concerning the design, implementation, monitoring and evaluation of GEPs.
- Participation by attendance in the event organized by the Gender Equality Committee of the National and Kapodistrian University of Athens and the Historical Archive of the same University, on February 11, 2022, on the occasion of the International Day for Women and Girls in Science.
- Participation following an invitation from the Natural History Museum of Crete in an event on 11/02/2023 for the International Day for Women and Girls in Science, with a presentation by K. Chrissopoulou (IESL-FORTH and member of FORTH GEADC) entitled 'Trying to Put Equality into Practice in the Research Field.' Simultaneously, there was a continuous screening of autonomous one-minute videos each, in which female researchers from FORTH had a chance to present themselves, their position and their experience as women in the scientific field (the videos have been posted on FORTH youtube channel and on the website of GEADC).
- Participation of GEADC members in an event organized by the 2nd EPAL of Rethymnon for the celebration of Women's Day on March 7, 2023, within the framework of EPAL activities as a candidate European Parliament Ambassador School (EPAS).
- Participation with announcement by the president of FORTH GEADC and president of the Network of Gender Equality Committees of Research Centers (RC) and Independent Research Institutes (RI), Maria Klapa, in an online Workshop co-organized by the National Documentation Center (EKT), the Cyprus Research and Innovation Foundation (RIF), the Center for Research and Technology Hellas (CERTH), as well as National Contact Points for Horizon Europe, entitled: "Information Workshop for the Marie Skłodowska-Curie Postdoctoral Fellowships Action," on Wednesday March 29, 2023. Dr. Maria Klapa presented the network and its objectives within the framework of the European directive to raise awareness and disseminate the pillar of support for equal opportunities in research in the context of the recently published law 5019/2023, to develop an environment of equality within research communities, to conduct studies on gender equality in the research field and to create conditions for equality in the advancement to positions of responsibility.
- Participation of FORTH GEADC in the two-day informative and awareness-raising festival within the framework of the Region of Crete Campaign entitled "Equality4Crete-Do the right thing!" The Festival was organized under the Auspices of the Ministry of Social Cohesion and Family and the General Secretariat for Equality and Human Rights. The event was co-organized by the Region of Crete, the Independent Office of Equality and Regional Committee for Gender Equality of Crete, on the occasion of International Human Rights Day

and in collaboration with the student and educational community, the Foundation for Research and Technology-Hellas, social organizations, non-governmental organizations and associations, musicians and dancers, on December 18 and 19, 2024 at the Astoria cinema in Heraklion. On behalf of FORTH, Dr. Panayiota Poirazi, Research Director of IMBB-FORTH participated in the event, following an invitation-proposal from GEADC, and delivered a talk entitled "My journey towards understanding the brain."

- Participation of GEADC FORTH member Dr. Kiriaki Chrissopoulou (Principal Researcher, IESL-FORTH) and of Dr. Panayiota Poirazi (Research Director IMBB-FORTH) in the UpDate program on TV CRETA-Pancretan Radio Television S.A. on February 11, 2025, in a discussion on the position of women in research, gender equality and opportunities in the research and academic environment, parenthood and research, workplace harassment issues, equal treatment and rights. The interview is available on the website of GEADC.
- Participation by attendance of GEADC members in the BUILD Project event, concerning the "Observatory for Violence against Women in Crete – WOMEN_WATCH." The event was organized by the "Union of Women Associations of Heraklion and Heraklion Prefecture" on March 29, 2025 with discussion topic the data on incidents of violence against women on the island, as well as with proposals for addressing the phenomenon specifically in Crete, where the trend still remains extremely high.

Audiovisual material connected to events related with the GEADC (described in this Appendix) has been posted and can be found on the Committee's website.