



Το Σχέδιο Δράσης για την Ισότητα των Φύλων του ΙΤΕ

Δείκτες και Καλές Πρακτικές

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Gender Equality Plan



GEI is a set of actions for:

- Identifying gender bias
- Correct bias through innovative strategies
- Setting targets and monitoring via indicators
- Step by step methodology:
 - Analysis, setting up, implementing, monitoring, keeping up/developing
- Key elements for success
 - Goals/objectives,
 - measures/indicators,
 - Approaches and actions for indicators improvement
 - timeline,
 - holistic approach (top-down, bottom-up engagement)

Gender Equality Index



European Institute of Gender Equality Framework

- 6 domains with subdomains
 - Work, Knowledge, Power, Money, Time, Health
- 2 satellite domains
 - Violence
 - Intersecting Inequalities
- Define indicators for FORTH ecosystem (work in progress)
- Data collection (work in progress)
 - Quantitative metrics by Forth Central Administration
 - Qualitative metrics through questionnaire (GE Subcommittee#2)
- Calculate Gender Equality Index for FORTH (work in progress)

<https://eige.europa.eu/publications/gender-equality-index-2017-methodological-report>

GEP Best Practices



Academia in Greece

- Gender Equality Committees (GEC) by Greek universities
- Gender Equality Committees Network of Greek Universities
- Where are the GECs of the Greek Research Organizations?
- **FORTH initiative**
 - **Establish The Greek Network for Gender Equality in Research**
- Review what others do in Europe & worldwide
- European Networks
 - Genera <https://genera-project.com/index.php>
 - Plotina <https://www.plotina.eu/>
 - GE Academy <https://ge-academy.eu/>

ΕΠΙΤΡΟΠΗ ΓΙΑ ΤΗΝ ΙΣΟΤΗΤΑ ΤΩΝ ΦΥΛΩΝ-GENDER EQUALITY COMMITTEE

Building FORTH Gender Equality Plan (draft TOCs)

Forward

Forth Gender Equality Committee presentation

Contents

Introduction - What is Gender equality?

- Purpose

- Principles

- Responsibility of application

Current Status

- Employees profile

- Existing measures

Design Methodology of the FORTH Gender Equality Plan ([subcommittee#1](#), [subcommittee#2](#))

- Quantitative/Qualitative Metrics

- Data collection and data analysis procedure

Key areas of Intervention

- Governance, key actors, decision makers ([subcommittee#3](#))

- Recruitment, career progression ([subcommittee#4](#))

- Work-life balance ([subcommittee#6](#))

- GE in Institutional Culture ([subcommittee#5](#))

- GE in Research ([all](#))

Implementation Methodology of the FORTH Gender Equality Plan per Key Areas

Monitoring Methodology and feedback

Conclusions – further development

DUE TO: End of 2021