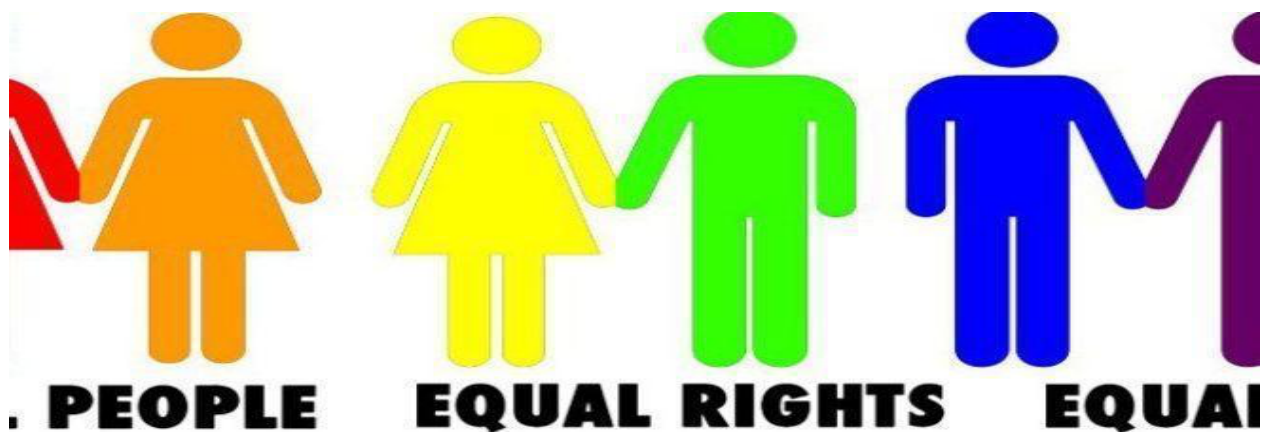


# GENDER EQUALITY ACTION PLAN



**NATIONAL OBSERVATORY OF ATHENS**

**ATHENS, APRIL 2022**

**1st EDITION**

The Gender Equality Action Plan (GEAP) of the National Observatory of Athens (NOA) for the years 2022-2024 was drawn up following a relevant proposal by the NOA's Gender Equality Officer, Eleni Rizou, and the approval of the NOA's Gender Equality Committee, which consists of the following members: Joan-Olga Ktenidou, Associate Researcher at the Institute of Geodynamics (President of the Gender Equality Committee); Anastasia Kotronarou, Research Director at the Institute for Environmental Research and Sustainable Development; Emmanouil Saridakis, Principal Researcher at the Institute for Astronomy, Astrophysics and Space Applications; Kalliroi Makri, Head of the Personnel Department; Eleni Rizou, employee at the Special Account for Research Funds (ELKE). The Gender Equality Committee (GEC) submitted the GEAP to the NOA's Board of Directors to be approved and voted upon; it was approved at meeting no. 1236/4-4-2022 by the NOA Board and posted on NOA's website.



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## 1. INTRODUCTION

The “National Observatory of Athens (NOA)” Research Center was established in 1842. It is a public-sector research body, a legal entity governed by public law and supervised by the General Secretariat for Research and Innovation (GSRI) of the Ministry of Development and Investments.

The NOA is a research, working and educational environment that respects the constitutionally enshrined principle of gender equality and seeks to promote and ensure substantive equality between women and men at all levels of operation and areas of activity. In line with EU objectives, directives and the broader EU strategy for gender equality in research and innovation, as well as with the corresponding initiatives at national level, the NOA is committed to implementing targeted actions, tailored to its structures and needs, in order to address any disparities and gender inequalities, so that the gender dimension shall become a key pillar within the NOA in human resources management, as well as in the access and participation of the personnel in management and decision-making bodies.

The NOA, in accordance with the International Labor Organization Convention (Geneva 2019), recognizes that gender-based violence and harassment disproportionately affect women and, therefore, a coherent, integrated and gender-sensitive approach, which addresses root causes and risk factors, including gender stereotypes, multiple and intersecting forms of discrimination and unequal power relations based on gender, is essential to ending violence and harassment in the world of work.

## **2. LEGISLATIVE FRAMEWORK**

### **2.1 EU LEGISLATION**

#### **2.1.1 Treaty on the Functioning of the European Union**

In accordance with **Article 157**:

“1. Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied.

2. For the purpose of this Article, "pay" means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the employee receives directly or indirectly, in respect of their employment, from their employer.

Equal pay without discrimination based on sex means:

(a) that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement;

(b) that pay for work at time rates shall be the same for the same job.

3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure, and after consulting the Economic and Social Committee, shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.

4. With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers.”

#### **2.1.2 Charter of Fundamental Rights of the European Union**

Article 21(1): Any discrimination based on any ground such as sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited.

Article 23: Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favor of the under-represented sex.

#### **2.1.3 Directives<sup>1</sup>**

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<sup>1</sup> A complete list of the directives is available online at <https://isotita.gr/nomothesia/nomothesia-eyrwpaikis-enwsis>

- Directive (EU) 2019/1158 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU
- Directive 2010/41/EU OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC
- Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC
- Directives 2006/54/EC OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)
- Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- Council Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- Council Directive 96/34/EC of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC)
- Council Directive 79/7/EEC of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- Council Directive 76/207/EEC of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions
- Council Directive 75/117/EEC of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women

## **2.2 NATIONAL LEGISLATION**

### **2.2.1 The Constitution of Greece**

- **Article 4(2)** “Greek men and women have equal rights and equal obligations.”
- **Article 22(1)** “All workers, irrespective of sex or other discrimination, shall be entitled to equal pay for work of equal value.”

- **Article 116(2)** “Adoption of positive measures for promoting equality between men and women does not constitute discrimination on grounds of sex. The State shall take measures for the elimination of inequalities actually existing, in particular to the detriment of women.”

## 2.2.2 Laws - Presidential Decrees

- Law 4808/2021 (Government Gazette A' 101/19.6.2021) “*On Labor Protection - The establishment of an Independent “Labor Inspection” Authority - Ratification of Convention 190 of the International Labor Organization on the elimination of violence and harassment in the world of work - Ratification of Convention 187 of the International Labor Organization on the Promotional Framework for Occupational Safety and Health - Transposition of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on work-life balance, other provisions of the Ministry of Labor and Social Affairs and other urgent measures.*”

- Law 4604/2019 (Government Gazette A' 50/26.3.2019) on “*Promoting substantive gender equality, preventing and combating gender-based violence – Regulations for the granting of Citizenship – Provisions for the Local Government elections – Other provisions*”.

- Law 4443/2016 (Government Gazette A' 232/9.12.2016), as amended and currently in force. “*I) Transposition of Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation and Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers*”.

- Law 4097/2012 (Government Gazette A' 235/3.12.2012), as amended and currently in force. *Application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity - Transposition into law of the Directive 2010/41/EU of the European Parliament.*

- Law 4075/2012 (Government Gazette A' 89/11.4.2012) “*Regulations on Insurance with the IKA – ETAM, Social Security Bodies, adapting legislation to Directive 2010/18/EU and other provisions*”, Chapter F, Articles 48-54 concerning the transposition into national law of the Directive 2010/18/EU of 8 MARCH 2010 implementing the revised FRAMEWORK AGREEMENT on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC.

- Presidential Decree 80/2012 (Government Gazette A' 138/14-06-2012) “*Parental leave and leave of absence to employees with the Maritime Labor Convention in Greek-flagged merchant vessels, in accordance with Council Directive 2010/18/EU of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC*”.

- Law 3896/2010 (Government Gazette A' 207/8.12.2010) on the “*Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation - Transposition into applicable law of the Directive 2006/54/EC of the European Parliament and of the Council of 5 July 2006 and other relevant provisions*”.

- Law 3769/2009 (Government Gazette 105/A/1.7.2009) “*Implementation of the principle of equal treatment between men and women as regards access to and supply of goods and services and other provisions (on offers etc.)*”.



- Law 3488/2006 (Government Gazette 191/11.09.2006) “Implementation of the principle of equal treatment between men and women concerning access to employment, vocational training and professional promotion, and related to the conditions of work and other provisions”.
- Presidential Decree 176/1997 (Government Gazette A' 150/15.07.1997) “Minimum requirements for improving the safety and health protection of workers in the mineral-extracting industries through drilling in compliance with Directive 92/91/EEC”.
- Law 1483/1984 (Government Gazette A' 153/8.10.1984) “Protection and facilitation of workers with family responsibilities. Modifications and improvements to labor laws”.
- Law 1414/1984 (Government Gazette 10/A' 2.2.1984) “Application of the principle of sexual equality in industrial relations and other provisions”.

## **2.3 INTERNATIONAL CONVENTIONS**

International Labor Organization Convention (Geneva, 2019) no. 190 concerning the elimination of violence and harassment in the world of work. The Convention’s preamble:

- Recognizes the right of everyone to a world of work free from violence and harassment;
- Recognizes that violence and harassment in the world of work can constitute a human rights violation or abuse, and that violence and harassment are a threat to equal opportunities, are unacceptable and incompatible with decent work;
- Acknowledges that violence and harassment in the world of work affect a person’s psychological, physical and sexual health, dignity, and family and social environment, and may prevent persons, particularly women, from accessing, and remaining and advancing in the labor market.

## **3. OPERATIONAL REGIME**

### **3.1 The NOA Structure**

The NOA’s organizational structure can be summed up as shown below:

The administrative bodies of the NOA are:

- The Board of Directors
- The Director of the NOA and the Chairperson of the NOA Board

The NOA comprises the following Institutes, Directorates and other organizational units:

- The Institutes:
  - Institute of Geodynamics (IG)
  - Institute for Astronomy, Astrophysics, Space Applications and Remote Sensing (IAASARS)
  - Institute for Environmental Research and Sustainable Development (IERSD)
- The Directorates:
  - Administrative and Financial Directorate
  - Research Support Directorate
- The Special Research Funds Account (ELKE), an independent department under the NOA Board of Directors.

## 3.2 GEC establishment

According to the decision of meeting no. 1228/20-12-2021 of the NOA Board of Directors, the "ACTION FRAMEWORK AT THE NOA FOR THE COMPILATION OF A GEAP" was approved as a guide, in order to draw up the integrated Gender Equality Action Plan (GEAP). A decision was also made on the establishment of the Gender Equality Committee (GEC).

The GEC was set up by way of the decision of meeting no. 1230/20-1-2022 by the NOA Board of Directors, consisting of three members who belong to the research staff, representing each one of the three NOA Institutes, and two members from the administrative staff. According to the decision, GEC's competences are defined in the "ACTION FRAMEWORK AT THE NOA FOR THE COMPILATION OF A GEAP" and, *mutatis mutandis*, in Article 33 of Law. 4589/2019 for GECs in Higher Education Institutes (AEI).

The Gender Equality Committee has the following members:

- O.-T. Ktenidou (IG) - Chairperson
- A. Kotronarou (IERSD)
- E. Saridakis (IAASARS)
- K. Makri (Administrative Directorate)
- E. Rizou (ELKE)

A NOA employee, E. Rizou, was appointed as Gender Equality Officer (GEO) by way of the same aforementioned decision, her main responsibility being to draw up and implement the Gender Equality Action Plan.

The development stage of the GEAP was based on the GEO's cooperation with the GEC and the relevant Administrative Support services for the collection of data regarding the composition of the NOA staff in terms of jobs, participation in collective bodies, educational qualifications and pay. Subsequently, the operational part of implementing the GEAP in terms of selecting the monitoring indicators and monitoring the achievement of the goals set is supported by: a) the GEO; b) the GEC; c) the competent Administrative Support services; d) the Institute Directors, assisted by the Institutes' Scientific Councils; e) the NOA Board of directors; and f) the Director and the Board Chairperson of the NOA.

## 3.3 Priority Axes

According to the above-mentioned Action Framework, the priority axes of the GEAP were set as follows:

- I. Balanced gender representation in leadership positions and decision-making processes: The NOA recognizes the importance of balanced participation, pluralism and inclusiveness in the composition of decision-making instruments and in the leadership positions of the body, for the effective addressing of gender prejudices and the symbolic change of established perceptions. In this context, it prioritizes the strengthening of balanced representation and gender equality in institutions and decision-making processes.
- II. Gender equality in hiring, employment and professional development: Based on the fundamental principles of equality and meritocracy in matters of access to employment,

professional development and training, the NOA aims to eliminate barriers and prejudices related to gender in all areas related to human resources.

- III. Inclusion of the dimension of gender in the academic, research and teaching content: To address gender stereotypes in the production and transmission of knowledge, the NOA seeks to enhance gender dimension in the research content, in innovation and all its programs and actions.
- IV. Balance between professional and personal life and organizational culture: In the framework of achieving equality between men and women in terms of opportunities and treatment at work, the NOA seeks to provide a multi-faceted support to personnel to improve the work-life balance, as well as the broader creation of an organizational culture without exclusions based on gender.
- V. Preventing and responding to gender-based violence, including mobbing and sexual harassment: The NOA has zero tolerance for gender-based violence in any form (be it physical, psychological, sexual, or economic) and it aims to adopt a set of measures to prevent and combat incidents of moral and sexual harassment, as well as any other form of violence.

#### **4. GEAP OPERATIONAL OBJECTIVES**

The NOA, following the guidelines of the European Institute for Gender Equality (EIGE), focuses its Gender Equality actions on the following **objectives**:

- Establishing a culture of equality.
- Promoting research quality by establishing gender-diverse groups. Implementing an excellence model for female staff, with incentives for professional development and training.
- Encouraging the participation of women in decision-making processes.
- Creating conditions for attracting female researchers from Greece and abroad to the organization. Establishing balance between the professional and personal life.
- Preventing and responding to gender-based violence, including mobbing and sexual harassment.

In order to achieve the above objectives, the GEAP includes the following **areas of intervention**:

- Area of intervention 1: Governance and decision making
- Area of intervention 2: Recruitment, selection processes and professional development
- Area of intervention 3: Flexibility at work
- Area of intervention 4: Gender strategy in actions and research activities
- Area of intervention 5: Organizational culture of the body

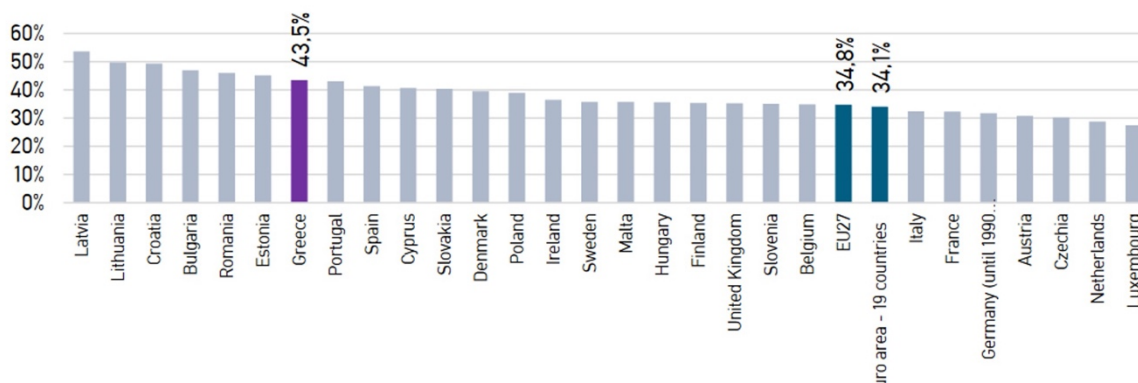
#### **5. GENDER DIMENSION IN RESEARCH**

The table below presents data from the National Documentation Center's publication on "The participation of women in research and development" (2021 edition) and it provides insight on the representation of women employed in the research sector in Greece.

**Table 1. PERCENTAGE OF WOMEN IN RESEARCH AND DEVELOPMENT STAFF**

According to the official statistical data for 2019, the total staff employed in Research & Development in Greece is 103,525. Among them, 45,001 are women, and the corresponding percentage is 43.5%. Given that, Greece ranks 7th among EU countries and UK.

Women percentage in the staff employed in Research & Development in Greece and in EU27 and UK (2019).



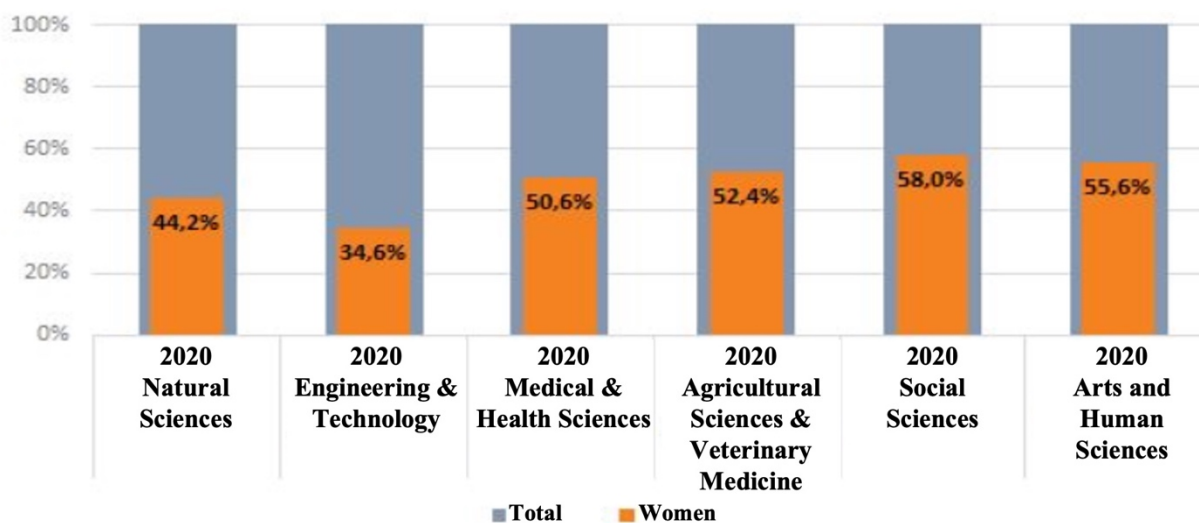
The data for the UK refer to 2018 and for France to 2017.

The above data presents a satisfactory picture regarding the employment of women in the research and development (R&D) sector, at 43.5% of the total staff, ranking 7th among EU countries.

The next table presents the percentage of new female doctorate holders per scientific field for 2020. In the field of natural sciences, where the NOA is active and in which the majority of its research staff is employed, 44.2% of doctorate holders are women. The corresponding percentage in the field of Engineering and Technology, where a section of the NOA staff is also employed, is 34.6%. As shown by the table, the fields in which the NOA is active have the lowest percentage of female doctorate holders.

**Table 2. PERCENTAGE OF FEMALE DOCTORATE HOLDERS BY SCIENTIFIC FIELD**

**Percentage of new female doctorate holders in six main scientific fields (2020)**



It is noted that gender imbalance in the wider field of Science, Technology, Engineering and Mathematics (STEM), both in terms of studies and in terms of employment and pay, constitutes an international problem, both in Europe (Science Europe, 2017) and in the USA (VanHeuvelen & Quadlin, 2021).

Therefore, for the gender dimension aspects identified in the "research" field of employment and with an emphasis on the fields covered by the NOA, positive measures and actions are adopted with a view to promoting substantive gender equality and with a vision to:

- find balance between professional and family life, with a friendly professional environment and flexibility in forms of work;
- increase the number of women in positions of responsibility and collective decision-making bodies;
- incorporate gender dimension in all the body's policies;
- draw up plans to attract female researchers.

This vision is also what guides the NOA GEAP.

## 6. METHODOLOGY

The methodology that was followed for drawing up the NOA GEAP and which is required for its implementation and monitoring is summarized as shown below:

**Situational judgement:** It includes the collection of data concerning the gender dimension and critical analysis of this matter, in terms of the procedures and practices followed by the body. The following was used:

1. Statistics for the year 2021 from administrative services regarding the paid staff; and
2. Qualitative and quantitative data gathered by research, using a questionnaire that was answered anonymously by all members of the staff (regular and temporary), including unremunerated scientific collaborators, such as students, interns, etc. The questionnaire contained 60 questions and consisted of 2 parts, a demographic part (gender, age, employment relationship etc.) and a second part consisting of multiple-choice and open-ended questions, with the aim of capturing existing impressions and experiences from the workplace and the expression of opinions, beliefs and potential prejudices.

**Development of an action plan:** Formulation of objectives and principles related to the findings, but also determination of actions to improve the points where there is a need for improvement. Allocation of responsibilities and schedule of actions.

**Implementation of the action plan:** Implementation of actions so that the commitment regarding the objectives shall extend to the involvement and cooperation of human resources.

**Monitoring and evaluation of the action plan:** Monitoring the achievement of objectives and the effectiveness of the indicators set by the GEAP. Evaluation and ability to modify the actions and the monitoring indicators that have been set.

The GEAP is a dynamic text that shall be constantly updated, depending on the conditions and results of its monitoring and evaluation.

Situational judgement was focused on available organization data concerning the two main gender categorizations (men/women). However, the possibility of inclusion of other gender categories in the organization and the processing of corresponding data in the future is recognized.

## **7. DATA AND FINDINGS**

### **7.1 Statistics**

In order to determine the prevailing conditions in terms of gender dimension in the organization and to apply the methodological practices described above, the reference year being 2021, quantitative data from the administrative services (point 1 of chapter 6) was collected and analyzed concerning the “gender” factor:

- in terms of the participation ratio in collective bodies (Board of Directors, scientific councils) and assuming positions of responsibility (Direction of Institutes, administrative positions of responsibility);
- in proportion to the staff category (administrative and research staff);
- in proportion to the position in which they serve (administrative services and institutes);
- in relation to the remuneration of the research staff.

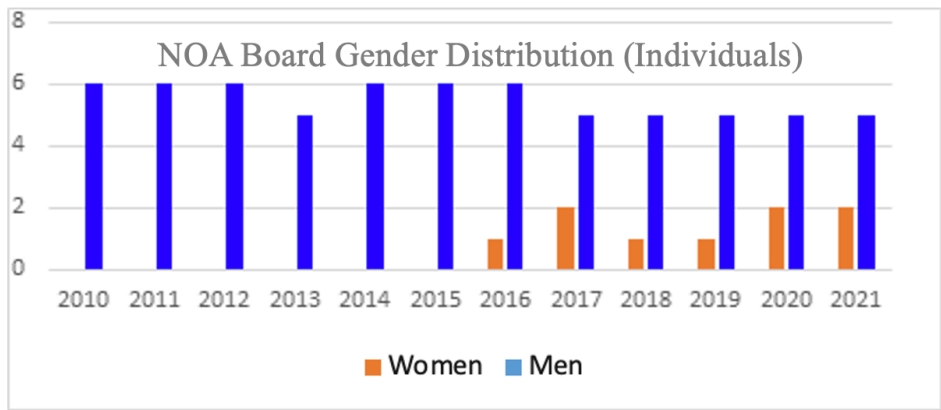
For the GEC’s better understanding of gender dimension in the NOA, a questionnaire was drawn up under its responsibility and, subsequently, a relevant link was sent to all persons who have a work relationship with the NOA, in order to complete it.

The gender-based allocation of representation in the NOA collective bodies<sup>2</sup>, the NOA Board of Directors for the years 2010 to 2021 and the Institutes’ Scientific Councils for the years 2016-2021 is shown in tables 3 and 4. There has never been a woman in the position of Institute Director or President of the NOA, while the female members of the Board of Directors are elected employee representatives.

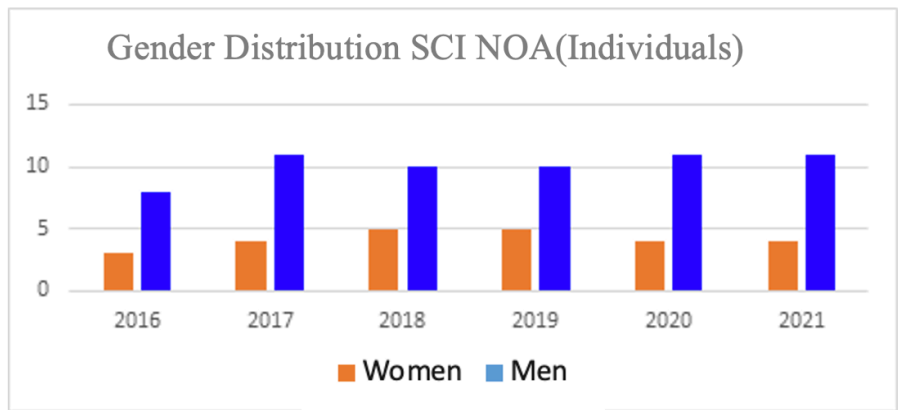
#### **Table 3: NOA Board Members**

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<sup>2</sup> The data in tables 3, 4, 5 was requested by the GEO and provided by the Personnel Department of the NOA Administrative Directorate.

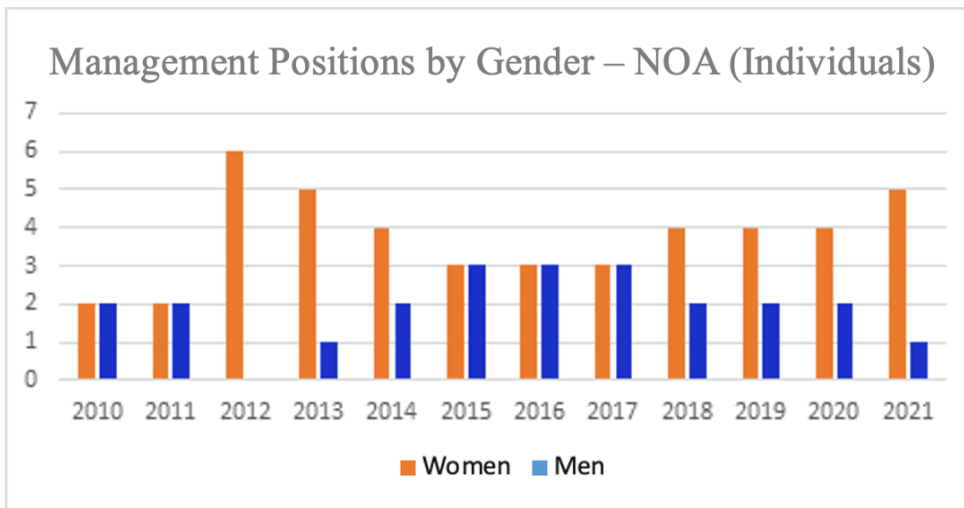


**Table 4: Scientific Councils**



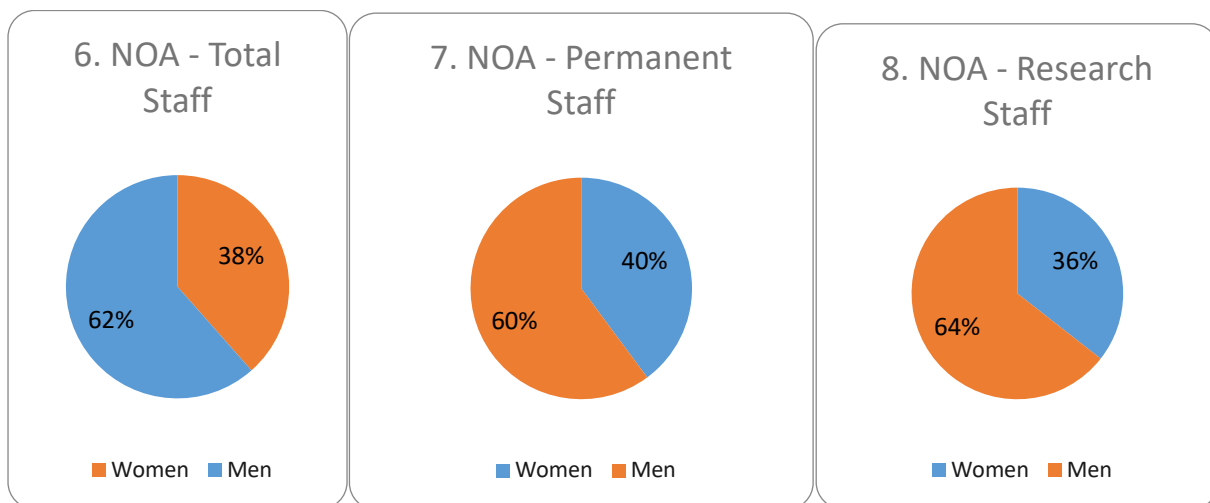
Regarding positions of responsibility in the Institutes' Directorates, there has never been a woman in the position of Institute Director. In other Directorates related to the administrative staff, the gender-based allocation of representation is shown in table 5, and it is found that there is female representation in administrative positions of responsibility (Administrative Directorate (AD), Research Support Directorate (RSD), ELKE).

**Table 5: Administrative positions of responsibility**



The gender-based allocation per staff category<sup>3</sup> is shown in tables 6-8. The 40%-60% ratio (women - men) is more or less stable for permanent and non-permanent staff, as well as for research/scientific (permanent and non-permanent) staff, if we take into account the staff in all institutes.

**Tables 6, 7, 8: Gender-based allocation in the NOA research and administrative staff**



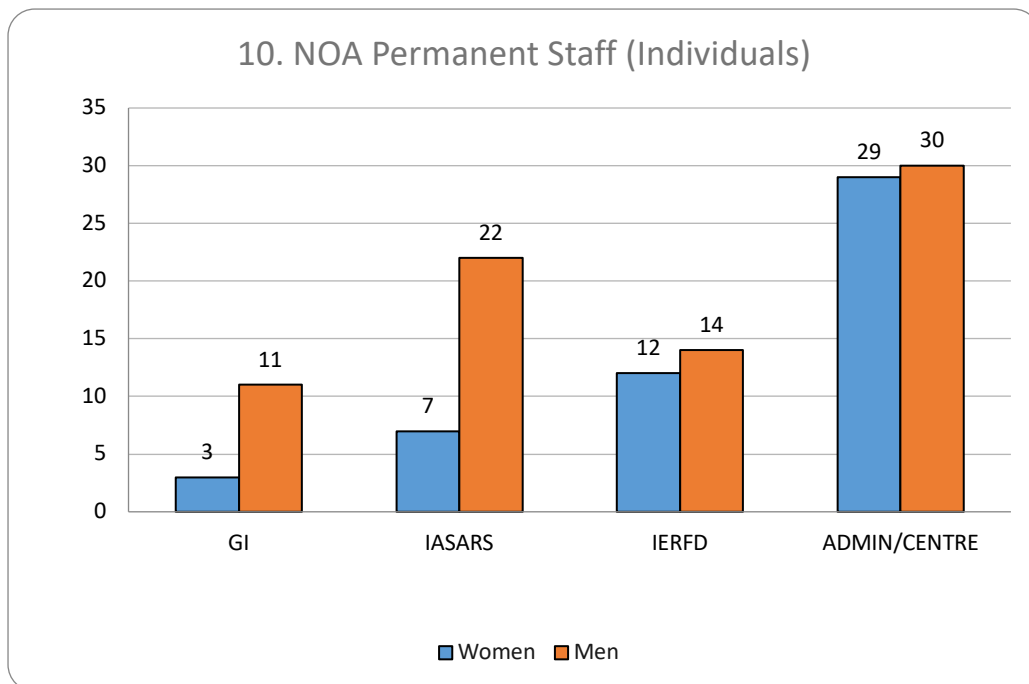
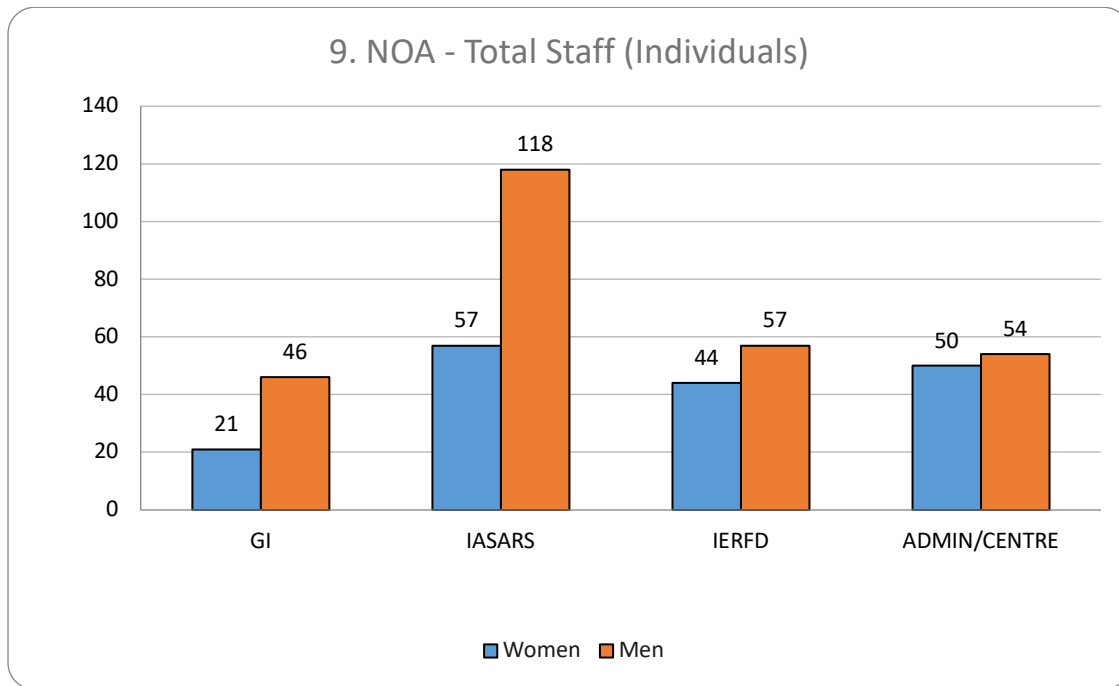
The gender-based allocation<sup>4</sup> according to the organizational structure of the NOA is presented in tables 9-11. There is an obvious differentiation between the IERSD and the other two institutes in terms of female representation, which is stronger in relation to the permanent staff.

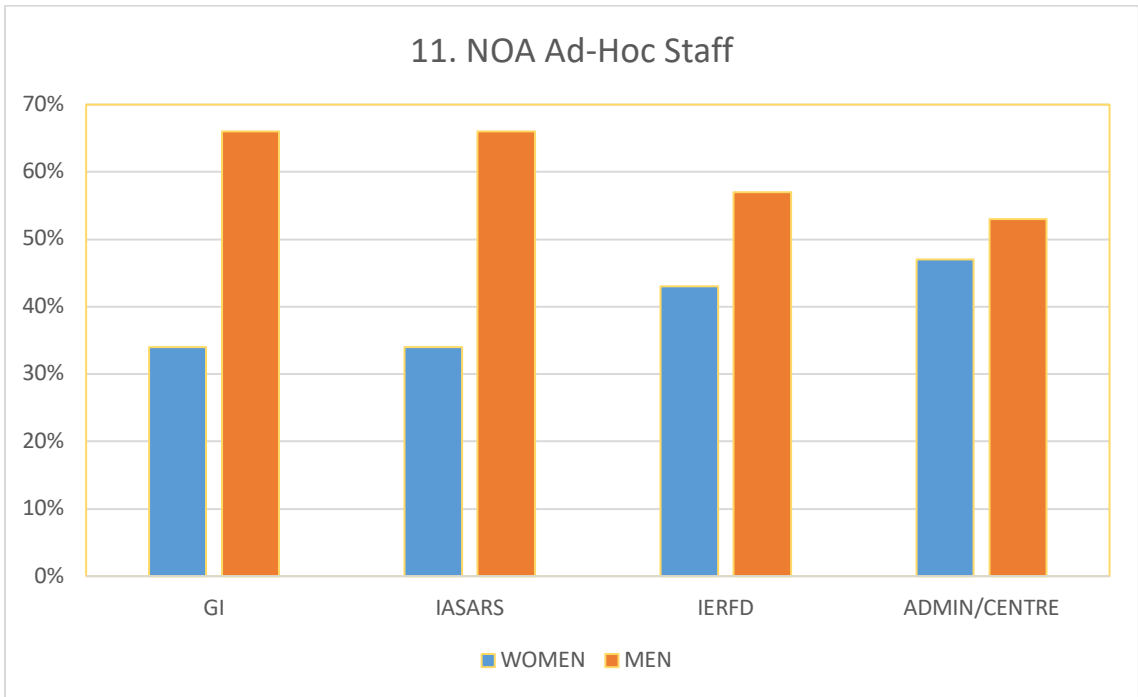
<sup>3</sup> The data in tables 6 to 8 was requested by the GEO and provided by the NOA ELKE.

<sup>4</sup> The data in tables 9 to 11 was requested by the GEO and provided by the NOA ELKE.



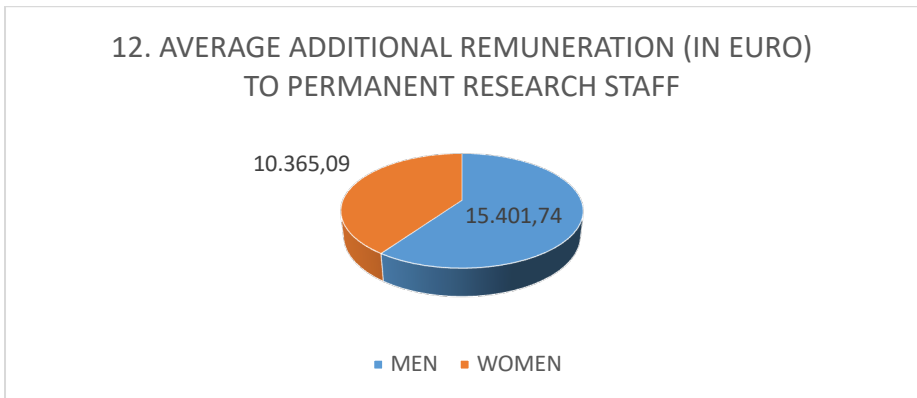
**Tables 9, 10, 11: Gender-based allocation in the administrative services and by NOA institute**





Gender-based allocation<sup>5</sup> according to pay is presented in table 12. While regular pay is determined by the applicable legislation, it is found that there is a correlation between extraordinary pay and gender (a 2:3 women to men ratio in permanent research staff).

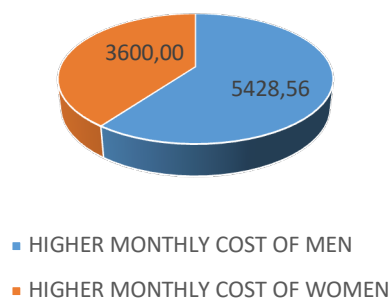
**Tables 12, 13 and 14: Staff remuneration**



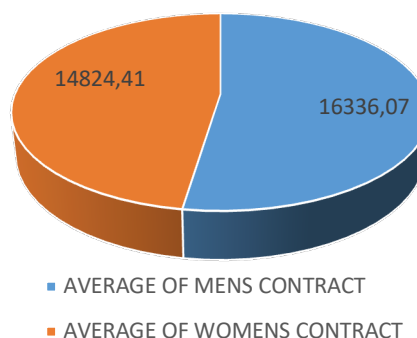
The gender-based allocation in regard to staff contract amounts is shown in the two tables below. Out of a total of 256 people (156 men and 89 women), the deviation in the average contract amounts is relatively small (9%), but there is a gap in the higher monthly costs between men and women (women -33%).

<sup>5</sup> The data in tables 12 to 14 was requested by the GEO and provided by the NOA ELKE.

### 13. MONTHLY COST OF TEMPORARY STAFF CONTRACTS (IN EURO)



### 14. CONTRACT AVERAGE FOR TEMPORARY STAFF



## 7.2 Questionnaire

The preliminary processing of the results of a questionnaire that was distributed electronically to be completed (online survey) showed the following:

- The questionnaire was completed by 50% of the staff (205 people), at a ratio of 40% women - 60% men, similar to the staffing ratio of the NOA.
- 2.5% declared their gender identity differs to the one stated in official documents.
- Significant percentages declared a lack of a sense of justice/meritism/equality in general, not only in terms of gender, as well as a difficulty in starting a family due to the working conditions.
- An overwhelming percentage stated that permanent employees are in a better position to start a family than contract staff.
- The majority considers flexible work as a decisive factor for starting a family and achieving balance between the personal-professional life in general, with the prerequisite of ensuring the necessary conditions, infrastructure and resources for its realization.
- Significant percentages (20%-25%) have suffered some kind of harassment and/or bullying, while 2% of the responses mention sexual harassment.
- 7% state that they feel discontent or have difficulty working with LGBTQI people, or that women cannot/should not lead.
- The majority stated that they are overworked, underpaid, they have experienced burnout and are not certain that they have found a work-life balance.
- 11% experience a negative or hostile atmosphere at the NOA workplace.

At first glance, the majority of the staff also identifies problems and discrimination/inequality that go beyond gender dimension. There are, however, gender-based differences that will be further analyzed by the GEC. Indicatively, more detailed information on harassment, bullying/intimidation / mobbing is found below:

- 19% (39 persons) stated that they have experienced harassment (not sexual) in the NOA. Of these individuals, 56% were women and 44% were men. By gender, the corresponding percentages are 27% of women and 14% of men. Only 1/3 of those who experienced harassment felt they could turn to someone for protection (41% of women and 24% of men).

Almost all reached out to someone within the NOA, but this did not help to eliminate the problem in 46% of the cases. In particular, while 75% of men (3 out of 4) who turned to someone for protection stated that it helped to eliminate the problem, the corresponding percentage among women is only 44% (4 out of 9).

- 2% (4 people, 3 women and 1 man) stated that they have experienced sexual harassment at the NOA. By gender, the corresponding percentages are 3.6% of women and 0.8% of men. Only one of the women stated that she felt she could turn to someone for protection, and in particular someone within the NOA, who took actions that helped eliminate the problem.

- 3% (6 people, 3 women and 1 man) stated that they have tolerated "mild" sexual harassment in the NOA in order not to damage their career or to be deprived of professional opportunities. By gender, the corresponding percentages are 6% of women and 0.8% of men. Only one of the women stated that she did not tolerate it.

- 23% (47 people, 25 women and 22 men, representing 30% of women and 18% of men at sample level) stated that they have experienced bullying/intimidation/mobbing at the NOA. In total, 57%, 17% and 26% of the bullying/intimidation/mobbing came from a man, a woman, or both genders, respectively. By gender, the rates of bullying/intimidation/mobbing by a man, by a woman, or by both genders were 52%, 20% and 28% in relation to women and 64%, 14% and 23% in relation to men.

- Finally, for those having experienced sexual harassment at the NOA, when asked if it was before or after tenure, two women (permanent staff) stated it was before, while one stated both before and after.

## 8. AREAS OF INTERVENTION - OBJECTIVES - MEASURES AND MONITORING INDICATORS

<b>Area of intervention 1: Governance and decision making</b>				
<b>Objectives</b>	<b>Measures</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<p>- Raising awareness among all employees about the importance of gender balance in decision-making bodies</p> <p>- Building the knowledge base for enhancing balanced representation and gender equality in bodies and decision-making processes</p> <p>- Balanced representation in terms of participation in decision-making bodies and positions of responsibility</p> <p>- Balanced representation in nominations for decision-making bodies and positions of responsibility</p>	1. Preparation and approval of a Gender Equality Action Framework that will form the basis for the formulation of a detailed GEAP and will prioritize the strengthening of balanced representation and gender equality in decision-making bodies and processes	X		
	2. Encouraging female nominations for decision-making bodies through notices that contain gender-neutral language and incentive descriptions, as well as events and/or dissemination of information within the NOA regarding successful examples of women in corresponding positions in Greek and international research centers.	X	X	X
	3. Monitoring of nominations for decision-making bodies and positions of responsibility in the NOA and other research centers and dissemination of information within the NOA.	X	X	X
	4. Proposal to the NOA Board of Directors for the participation of women in committees and decision-making bodies (e.g. Institute Scientific Councils) in a new organization or internal regulation	X	X	X
	5. Proposal to carry out a test for unconscious biases due to gender, and relevant training for members of collective bodies and holding positions of responsibility	X	X	X
<b>Competent parties</b>	<b>Expected results and monitoring indicators</b>			
NOA Board of Directors	1. It has been implemented (see point A.I under framework axes)			
GEC, Board of Directors and Institute Directors assisted by Institute Scientific Councils (ISC)	2. Activities for raising awareness, as appropriate			
Board of Directors and Institute Directors	3. Annual statistics in regard to vacancy notices in decision-making bodies and positions of responsibility			

Board of Directors and Institute Directors	4. Monitoring the development and organization of the testing process for unconscious gender bias, monitoring results and training
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<b>Area of intervention 2: Recruitment, selection processes and professional development</b>				
<b>Objectives</b>	<b>Measures</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<ul style="list-style-type: none"> <li>- Balanced gender representation in all <b>staff categories</b></li> <li>- Balanced gender representation in staff <b>recruitment applications</b></li> <li>- Balanced gender representation in staff <b>recruitment</b></li> <li>- Monitoring the gender correlation of voluntary <b>departures</b> (resignations, early retirements) and equalizations</li> <li>- Equality in <b>pay</b></li> </ul>	1. Provision of information and professional development incentives for the staff by gender	X	X	X
	2. Monitoring the recruitment application rate by gender		X	X
	3. Actions for raising awareness and providing information inside and outside the NOA		X	X
	4. Monitoring of voluntary departures and equalizations		X	X
	5. Proposal for filling in a special questionnaire (and possibility for an interview) in cases of voluntary departures, in order to record problems and complaints		X	X
	6. Monitoring pay information	X	X	X
<b>Competent parties</b>	<b>Expected results and monitoring indicators</b>			
GEC and Institute Directors, ISC	1. Actions for providing information and encouragement about the possibilities of professional development in the NOA			
Administrative Directorate – ELKE	2. Checking the notices. Recording application statistics.			
Administrative Directorate – ELKE	3. Drafting an annual newsletter. Proposals, in the event that the 10% annual increase in the target percentage of applications from women is not achieved			
AD and GEC	4. Monitoring the progress of organizing a special questionnaire/interview process in the event of voluntary departures			

**Area of intervention 3: Flexibility at work**

<b>Objectives</b>	<b>Actions</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
<ul style="list-style-type: none"> <li>- Establishing balance between the professional and personal life</li> <li>- Supporting the staff with family responsibilities and care responsibilities in general</li> <li>- Harmonization of contract workers' rights with those of permanent employees</li> </ul>	1. Implementation of national legislation on flexible forms of work (remote work, reduced hours etc.)	X	X	X
	2. Actions for providing information and good practices for establishing balance between the professional and personal life	X	X	X
	3. Technical support and provision of software, equipment and other electronic infrastructure for remote work	X	X	X
	4. Organization of digital processes/infrastructure and reduction of bureaucracy	X	X	X
	5. Adequate levels of staffing, cooperation and allocation of responsibilities, equal distribution of the workload, setting of objectives and supervision regarding the achievement of measurable objectives	X	X	X
	6. Provision of sufficient information to the staff, with an emphasis on contract staff, in relation to their rights for leave etc.	X	X	X
	7. Monitoring the absence period and the pay for women having any employment relationship with the NOA, who have children		X	X
<b>Competent parties</b>	<b>Expected results and monitoring indicators</b>			
GEC - Administrative Directorate	1. Actions for providing information on labor rights based on the applicable legislation			
GEC - Research Support Directorate	2. Annual staff survey in order to establish the degree of job satisfaction			
Research Support Directorate	3. Annual update on the provision and/or any shortages in necessary technical equipment and electronic/digital infrastructure			

Administrative Directorate – ELKE	4. Annual update of the Board on statistics, shortages, etc.
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**Area of intervention 4: Gender strategy in actions and research activities**

Objectives	Actions	2022	2023	2024
<ul style="list-style-type: none"> <li>- Encouraging the nomination of women for research positions</li> <li>- Encouraging the participation of women in research actions (publications, participation in conferences)</li> <li>- Increasing the percentage of women participating in scholarship programs, research groups or being the head of research projects</li> <li>- Inviting and promoting women in information activities and events of the NOA</li> <li>- Highlighting female participation/achievements on social media</li> </ul>	1. Checking the percentage of women that apply for research positions	X	X	X
	2. Promoting the participation of women in research groups and projects	X	X	X
	3. Proposal for the balanced allocation of internal scholarships for young researchers and investigating the possibility of an additional scholarship for one woman per Institute		X	X
	4. Encouragement to seek funding for GEAP-related actions through research projects and/or gender mainstreaming in research project proposals	X	X	X
	5. Encouraging/facilitating the participation of women in scientific informational actions of the NOA	X	X	X
	6. Monitoring and provision of information regarding the participation of women in NOA actions, the media etc.	X	X	X
	7. Recommendation for communicating with female researchers inside and outside the NOA/Greece to provide mentoring to female researchers who wish to receive it (as well as contract staff)	X	X	X
	8. Recommendation for multidimensional performance evaluation: evaluation of the achievements of the entire staff, not only numerically but also in relation to personal life factors	X	X	X

Competent parties	Expected results and monitoring indicators
Administrative Directorate – ELKE	1. Monitoring of statistics regarding nominations for vacant positions for research and administrative staff. Objective: Increase the percentage of applications by women by 10% at least
GEC and Institute Directors assisted by ISCs	2. Informational actions regarding opportunities to participate in research proposals 3. Monitoring of statistics regarding participation in informational actions



NOA Board of Directors	4. At least one internal scholarship to young female researchers per Institute annually
Institute Directors	5. Checking potential funding sources and provision of relevant information to the research staff
GEC and Research Support Directorate	6. At least one post on the NOA website regarding women's awareness initiatives and research achievements on an annual basis

<b>Area of intervention 5: Organizational culture of the body</b>				
<b>Objectives</b>	<b>Actions</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>
- Issuance and dissemination of the GEAP  - Issuance and dissemination of the GEAP  - Supporting gender equality using the infrastructures and policies of the NOA  - Information and training in relation to developments and good practices on the subject of gender equality	1. Issuance of the GEAP and updates thereto, as well as provision of information to NOA staff and partners	X	X	X
	2. Checking the implementation of the GEAP	X	X	X
	3. Board decision for the use of the Non-Sexist Language Guide existing since 2016 by all, and zero tolerance for the use of sexist language. Dissemination by the GEC to the NOA with examples. Checking key regulatory texts and forms for neutral language and updating thereof, where necessary, by the relevant parties Use of neutral language (verbally) in public appearances of NOA executives, and (in writing) in any communication/messages sent en masse in the NOA (Board, Administrative Directorate etc.)	X	X	X
	4. Allocation of NOA resources to support Gender Equality amounting to EUR 10,000	X	X	X
	5. Organization of a communication channel for the reporting and management of complaints on matters of gender inequality and bullying in general, and exploring the possibility of cooperation with an existing external advisory service/organization		X	X
	6. Organization of awareness-raising and training activities on Gender Equality, language etc.	X	X	X
	7. Training those involved in Gender Equality issues	X	X	X
	8. Incorporation of equality, diversity and inclusion principles in the internal regulations and the organization of the NOA	X	X	X
	9. Proposal for carrying out trainings on inclusive language, unconscious bias, reflection on stereotyping and discrimination, LGBTI+ training for all paid/unremunerated staff	X	X	X

	10. Communication with female researchers and professionals inside and outside the NOA for providing mentoring to women			
	11. Provision of comprehensive information by the Administrative Directorate to employees regarding their full rights (e.g. leave, remote work etc.)			
<b>Competent parties</b>	<b>Expected results and monitoring indicators</b>			
GEO and GEC	1. Annual GEAP revision			
NOA Board of Directors, Institute Directors, Administrative Directorate – ELKE, Research Support Directorate	2. Board decision for zero use of sexist language in the NOA. Full implementation in documents/forms that depend only on the NOA Administrative Services, the NOA administrative bodies, Committees and EY programs (new regulatory texts, new notices, announcements, etc.) within 2022. Updating existing texts, websites etc. until the end of 2024.			
NOA Board of Directors	3. Organization of a summer babysitting program for the children of employees and actions for engaging them. Other actions to support the family life of staff members, where applicable and to the extent that this is possible			
NOA Board of Directors	4. Inclusion of funds for GEAP actions in the annual budget , amounting to €10,000.			
NOA Board of Directors	5. Defining a procedure for complaints (e.g. appointment of an Advisor, referral to the Ombudsman)			
GEC	6. At least one informational or promotional action in relation to the GEAP annually			
GEC and GEO	7. Participation in organizations that promote Gender Equality and monitoring of their actions. As a minimum, participation in a GEC Network of Research Centers and Independent Research Institutes.			
	8. Presence and action in social media			

## 9. DEFINITIONS

**Substantive Equality:** Gender equality, through which the formal legal equality and the protective and corrective or restorative dimension of gender equality is expanded and enshrined in practice, equal opportunities are ensured in every manifestation of private and public life, the multiple forms of discrimination and inequalities are abolished and the living conditions of women or citizens regardless of gender, sexual orientation and gender identity are substantially improved.

**Equality Plans:** A set of integrated and mutually complementary interventions, which are prepared by public and private bodies, as well as by public and private sector enterprises; they are implemented upon analyzing the existing social reality, setting specific goals, strategies and practices to achieve substantive gender equality; they include provisions for the adoption of effective monitoring and evaluation systems for the defined objectives and are submitted to the General Secretariat for Gender Equality, which forwards them to the Parliament's Equality Committee.

**Violence and harassment** in the world of work: a range of unacceptable behaviors and practices or threats thereof, whether occurring individually or repeatedly, which are intended to, lead to, or are likely to lead to physical, psychological, sexual or financial harm, including gender-based violence and harassment.

**Gender Mainstreaming:** The strategy for the realization of substantive gender equality, which includes the integration of the gender dimension in the preparation, planning, implementation, monitoring and evaluation of policies, regulatory measures and expenditure programs, aimed at promoting equality between women and men and combating discrimination.

**Direct discrimination:** Any act or omission that excludes persons or places them at a visible disadvantage on the basis of gender, sexual orientation and gender identity, as well as any order, incitement or systematic encouragement of persons to carry out unfavorable or unequal treatment of others on the basis of gender, sexual orientation and gender identity.

**Indirect discrimination:** Any act or omission that places persons at a disadvantage because of gender, sexual orientation and gender identity, by virtue of a prima facie neutral provision, criterion or practice, unless that provision, criterion or practice is objectively justified by a legal purpose and the means to achieve the said purpose are expedient and necessary.

**Multiple discrimination:** Any act or omission that places persons at a disadvantage due to gender, sexual orientation and gender identity, in combination with one or more other characteristics, such as, in particular, national/ethnic or social origin, age, civil status, disability, religious, political or other beliefs.

**Violence at work:** Aggressive behavior, physical, psychological or verbal violence based on gender, sexual orientation and gender identity, within the workplace, during and in connection with the work.

**Gender-based discrimination:** Physical, psychological or verbal behavior that degrades people based on their gender, sexual orientation and gender identity.

**Harassment:** Any unwanted behavior related to a person's gender, sexual orientation and gender identity, with the purpose or effect of violating their dignity and creating an intimidating, hostile, degrading, humiliating or offensive environment.

**Sexual harassment:** Any form of unwanted verbal, psychological or physical behavior of a sexual nature, resulting in an insult to an individual's personality, in particular by creating an intimidating, hostile, degrading, humiliating or offensive environment around them. Provisions setting out penalties for the display of such behavior apply as in force.

## 10. ACRONYMS

IG: Institute of Geodynamics

AD: Administrative Directorate  
RSD: Research Support Directorate  
RS: Research Center  
GEC: Gender Equality Committee  
ELKE: Special Research Funds Account  
IRS Institute Research Councils  
IERSD: Institute for Environmental Research and Sustainable Development  
IAASARS: Institute for Astronomy, Astrophysics, Space Applications and Remote Sensing  
GEAP: Gender Equality Action Plan  
GEO: Gender Equality Officer  
EIGE: European Institute for Gender Equality

## 11. LITERATURE

### REFERENCES IN GREEK

ELIAMEP (2021). Gender Equality Action Plans in Universities and Research Organizations: Guidelines and Tools, Writing and Editing: Ntia Anagnostou. Athens  
[[https://eif.panteion.gr/images/docs/TARGET\\_DIGITAL\\_WEBSITE\\_USE.pdf](https://eif.panteion.gr/images/docs/TARGET_DIGITAL_WEBSITE_USE.pdf)]  
- NDC (2020), The participation of women in Research & Development in Greece. 2020 edition. Athens: National Documentation Center. [<https://metrics.ekt.gr/publications/400>]  
- NDC (2021), The participation of women in Research & Development in Greece. 2021 edition. Athens: National Documentation Center. [<https://metrics.ekt.gr/publications/541>]  
- National Gender Equality Action Plan 2021-2025 General Secretariat for Demography and Family Policy and Gender Equality <https://isotita.gr/esdif-2021-2025/>

### FOREIGN REFERENCES

-European Commission, Directorate-General for Research and Innovation, Horizon Europe guidance on gender equality plans, 2021, [<https://data.europa.eu/doi/10.2777/876509>.]  
-European Commission (2016a). Guidance on Gender Equality in Horizon 2020. Version 2.0. [[https://eige.europa.eu/sites/default/files/h2020-hi-guide-gender\\_en.pdf](https://eige.europa.eu/sites/default/files/h2020-hi-guide-gender_en.pdf)]  
-EIGE (2016). Gender Equality in Academia and Research. GEAR tool. Luxembourg: EU Publications Office. [<https://eige.europa.eu/gender-mainstreaming/toolkits/gear>]  
-Science Europe (2017). Practical Guide to Improving Gender Equality in Research Organisations. D/2017/13.324/2 [<https://www.fosteropenscience.eu/content/practical-guide-improving-gender-equality-research-organisations>]  
-VanHeuvelen, T., & Quadlin, N. (2021). Gender Inequality in STEM Employment and Earnings at Career Entry: Evidence from Millennial Birth Cohorts. Socius: Sociological Research for a Dynamic World, 7, 1–15. [<https://doi.org/10.1177/237802312111064392>]

### WEBSITES

General Secretariat for Demography and Family Policy and Gender Equality <https://isotita.gr/>  
-European Institute for Gender Equality (EIGE) <https://eige.europa.eu/>  
-European Commission [https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en)



## 12. ANNEX: GENDER DIMENSION QUESTIONNAIRE

\*Required

### PART 1 - DEMOGRAPHICS

#### 1. GENDER, AS INDICATED IN OFFICIAL DOCUMENTS \*

*Mark only one oval.*

Male

Female  N/A

#### 2. GENDER THAT YOU IDENTIFY WITH (you can enter free text under "Other") \*

*Mark only one oval.*

Male

Female  N/A

Other: \_\_\_\_\_

#### 3. AGE GROUP \*

*Mark only one oval.*

18-25

25-30

30-35

35-40

40-45

45-50

50-55

55-60

>60

4. TIME OF EMPLOYMENT IN THE NOA (in years) \*

Mark only one oval.

0-2

2-5

5-8

8-12

12-17

17-24

>24

5. EMPLOYMENT STATUS (specify with free text under “Other”) \*

Mark only one oval.

Regular staff

Temporary staff (fixed-term  
private-law contracts)

Temporary staff (works contract)

Other: \_\_\_\_\_

6. STAFF CATEGORY \*

Mark only one oval.

Research staff - Researcher A  Research staff -

Researcher B  Research staff - Researcher C

Research staff - Special Operational Scientist A

Research staff - Special Operational

Scientist B  Research staff - Special

Operational Scientist C

Scientific collaborator (paid) in any capacity, permanent, with a works contract or other type of contract, such as e.g. postgraduate/fellow

Unremunerated research/scientific staff, such as students, interns  Administrative staff -  
employee

Administrative staff - position of responsibility

Technical/support staff - employee

Technical/support staff - position of responsibility

Special Technical Scientist

7. PLEASE REPORT APPROXIMATELY YOUR TOTAL (REGULAR AND EXTRAORDINARY) NET (AFTER ANY DEDUCTIONS) FINANCIAL EARNINGS FROM THE NOA FOR THE REPORTING YEAR 2021 \*

*Mark only one oval.*

<10,000 €

€10,000-15,000

€15,000-20,000

€20,000-25,000

€25,000-35,000

€35,000-45,000

€45,000-60,000

> €60,000

## **PART 2 - OPINIONS AND EXPERIENCES ON GENDER DIMENSION**

8. You believe that, in general, the powers that come with positions of responsibility are mainly sought after by: \*

*Mark only one oval.*

Men

Women

It does not depend on the gender

I have no opinion on the subject/No answer

9. You believe that, in general, there are more decision-making opportunities for: \*

*Mark only one oval.*

Men

Women

It does not depend on the gender

I have no opinion on the subject/No answer



10. You believe that, in general, there are more opportunities for scientific activity, participation in research programs and trainings for: \*

*Mark only one oval.*

Men

Women

It does not depend on the gender

I have no opinion on the subject/No answer

11. Do you believe that, in your Department and/or Directorate at the NOA (for administrative/technical staff) or your research group and/or your Institute (for research/scientific staff), the distribution of the workload is merit-based and fair? \*

*Mark only one oval.*

Yes

No

I do not know/No answer

12. If the answer to the previous question is “No” (otherwise please skip this question), then do you believe that any discrimination is largely due to

*Mark only one oval.*

Gender

Sexual orientation

Other reasons, regardless of gender identity or sexual orientation

13. For research staff: Do you believe that cooperation with the central departments of the NOA (administration etc.) is smoother for: \*

*Mark only one oval.*

Men

Women

It does not depend on the gender

I have no opinion on the subject/No answer

14. Do you believe that, in general, the pursuit of work challenges and development goals is stronger in: \*

*Mark only one oval.*

Men

Women

It does not depend on the gender

I have no opinion on the subject/No answer

15. Have you been discouraged at the NOA from pursuing professional development/training opportunities because of your gender? \*

*Mark only one oval.*

Yes

No

I was discouraged, but I'm not sure it was because of my gender

16. Have you been discouraged at the NOA from pursuing professional development/training opportunities by a line manager? \*

*Mark only one oval.*

Yes

No

17. In your opinion, which gender is generally tasked with the role of conflict resolution? \*

*Mark only one oval.*

Men

Women

It does not depend on the gender

18. Does or did the working environment at the NOA constitute an obstacle for you in relation to starting a family? \*

*Mark only one oval.*

- Yes
- No
- I have no opinion on the subject/No answer

19. If the answer is “Yes” (otherwise please skip this question), is it due to gender?

*Mark only one oval.*

- Yes
- No

20. If you belong to the non-permanent staff of the NOA, has job uncertainty been or is it still an obstacle for you in relation to starting a family? \*

*Mark only one oval.*

- Yes
- No
- I have no opinion on the subject/No answer  I  
am a permanent employee

21. Do you believe that family is/could be an obstacle to your professional development/success in the NOA? \*

*Mark only one oval.*

- Yes
- No
- I am not sure about the issue/No answer

22. If you answered “Yes” (otherwise please skip this question), is it due to gender?

*Mark only one oval.*

Yes

No

23. Do you believe that as a new parent in the NOA you have/would have better career development with a more flexible work schedule (e.g. remote work)? You can suggest different ways under “Other”. \*

*Mark only one oval.*

Yes

No

I am not sure about the issue/No answer

Other: \_\_\_\_\_

24. What would you consider a prerequisite for the successful implementation of a more flexible work schedule (e.g. remote work) in the NOA? You can choose more than one answer. You can suggest something different under “Other” (briefly). \*

*Tick all that apply.*

Clear division of tasks/responsibilities in your Department or your research group

Equal distribution of the workload in your Department or your research group

A merit-based system for the evaluation of your work

Provision of necessary equipment, such as laptops

Coverage of other expenses, such as the provision of a professional mobile phone

I do not believe there are any prerequisites

Other:

25. Do you believe that, as a pregnant employee in the NOA, you would have better career development with a more flexible work schedule (e.g. remote work)? You can suggest different or additional ways under “Other” (briefly). \*

*Mark only one oval.*

Yes

No

Other: \_\_\_\_\_

26. Do you believe that a permanent employee at the NOA can proceed more easily to get pregnant, give childbirth and raise children than a non-permanent one? \*

*Mark only one oval.*

Yes

No

I am not sure about the issue/No answer

27. Do you believe that a permanent employee at the NOA can proceed more easily to having children than a non-permanent one? \*

*Mark only one oval.*

Yes

No

I am not sure about the issue/No answer

28. Do you believe that working with a colleague-new parent would be better if he/she had a more flexible work schedule (e.g. remote work)? \*

*Mark only one oval.*

Yes

No

I am not sure about the issue/No answer

29. In order to hire a woman into your program or Department/Directorate under a contract, would you ask/want to know if she plans on having children in the near future? \*

*Mark only one oval.*

Yes

No

It depends on the program/project (duration, deadlines, nature of work)

It depends on her qualifications and their relevance to the program/project

30. Would you hire a pregnant woman under a contract in your program or Department/Directorate? \*

*Mark only one oval.*

Yes

No

It depends on the program/project (duration, deadlines, nature of work)  It depends on her qualifications and their relevance to the program/project  I am not sure about the issue/No answer

31. In Greece, it is customary to include information on age, civil status etc. in the CV or to request them during interviews, in the event of recruitment of temporary or permanent staff. However, there is an opinion that this can be perceived as discriminatory or cause discrimination, e.g. due to gender. What do you think of the statement: "an employer should not ask about age or civil status when evaluating candidates for any job position, permanent or temporary"? \*

*Mark only one oval.*

Completely agree

Somewhat disagree - some positions require knowledge of personal information

Completely disagree

I had never thought about this/No answer

32. Do you prefer working with: \*

*Mark only one oval.*

Men

Women

Heterosexual people

Gender/orientation does not play a role in my preferences in regard to collaborations

33. Do you believe that you have equal opportunities for professional development with people of the opposite gender? \*

*Mark only one oval.*

- Yes
- No, I have more
- No, I have fewer
- I am not sure about the issue/No answer

34. Have you ever felt that you do not have the same opportunities or recognition in your workplace, or that your opinions are not viewed that seriously, because of your gender identity or sexual orientation? \*

*Mark only one oval.*

- Yes, due to gender
- Yes, due to orientation
- No

35. Do you consider the evaluations in the NOA (for research staff, judgment for promotion to the next level) as merit-based and fair? \*

*Mark only one oval.*

- Yes
- No
- I do not know/No answer

36. If the answer to the previous question is “No” (otherwise please skip this question), do you believe that any discrimination is largely due to

*Mark only one oval.*

- Gender
- Sexual orientation
- Other reasons, regardless of gender identity or sexual orientation
- I do not know/No answer

37. Would you prefer your work environment to generally consist of: \*

*Mark only one oval.*

Only men  Only

women  Heterosexual  
people

Any people regardless of gender/orientation

38. Have you experienced harassment (non-sexual) at the NOA? \*

*Mark only one oval.*

Yes

No

39. If the answer to the previous question is “Yes” (otherwise please skip this question), then did you feel that you could turn to someone for protection?

*Mark only one oval.*

Yes

No

40. If the answer in the previous question is “Yes” (otherwise please skip this question), then:

*Mark only one oval.*

It was to someone within the NOA, who took action that helped eliminate the problem

It was to someone within the NOA, who did not help, however, in eliminating the problem

It was to someone outside the NOA, who took action that helped eliminate the problem

It was to someone outside the NOA, who did not help, however, in eliminating the problem



41. Have you experienced sexual harassment at the NOA? \*

*Mark only one oval.*

Yes

No

42. If the answer to the previous question is "Yes" (otherwise please skip this question), then did you feel that you could turn to someone for protection?

*Mark only one oval.*

Yes

No

43. If the answer in the previous question is "Yes" (otherwise please skip this question), then:

*Mark only one oval.*

It was to someone within the NOA, who took action that helped eliminate the problem

It was to someone within the NOA, who did not help, however, in eliminating the problem

It was to someone outside the NOA, who took action that helped eliminate the problem

It was to someone outside the NOA, who did not help, however, in eliminating the problem

44. Have you received and tolerated "mild" sexual harassment in the NOA, in order not to damage your career or not to be deprived of professional opportunities? \*

*Mark only one oval.*

I have received and tolerated such behavior

I have received but not tolerated such behavior

I have not received such behavior

45. Have you experienced bullying/intimidation/mobbing at the NOA? \*

*Mark only one oval.*

Yes, by a man

Yes, by a woman

Yes, by both genders

No

46. As an employer, would you, in general, more easily hire: \*

*Mark only one oval.*

Men

Women

Both, but no LGBTQI (Lesbian, Gay, Bisexual, Transgender, Queer and Intersex)

Anyone No correlation with gender or orientation.

47. If you have experienced sexual harassment in the NOA, did you experience it before tenure or after?

\*

*Mark only one oval.*

Before

After

Both before and after.

I am still a non-permanent employee

I have not experienced sexual harassment in the NOA

48. To what extent do you agree with the statement "women should stay at home"? \*

*Mark only one oval.*

Not at all

Somewhat

Very

Completely

49. To what extent do you agree with the statement "women lose their femininity to succeed professionally"? \*

*Mark only one oval.*

- Not at all
- Somewhat
- Very
- Completely

50. To what extent do you agree with the statement "women can/should work but are not able to establish dominance/lead"? \*

*Mark only one oval.*

- Not at all
- Somewhat
- Very
- Completely

51. Have you ever had to work extra outside your working hours/days at the NOA to get something done? \*

*Mark only one oval.*

- Never
- Seldom
- Often
- Every week

52. If yes (otherwise you can skip this question), was this asked of you by others or did you decide it yourself?

*Mark only one oval.*

- It was asked of me/implied
- I did it purely for my own benefit/interest

53. Have you ever felt that you were close to a burnout at the NOA? \*

*Mark only one oval.*

- Never
- Once or twice during my career at the NOA
- More often
- It happens to me repeatedly

54. How would you describe the level of stress/pressure in your position at the NOA? \*

*Mark only one oval.*

- I feel no stress/pressure
- Low level
- Average level
- High level that affects the rest of my life

55. Do you believe that you have achieved a balance between personal and work life in your position at the NOA? \*

*Mark only one oval.*

- Yes
- I am not sure
- No

56. You feel that the working environment at the NOA is: \*

*Mark only one oval.*

- Very pleasant/friendly
- Relatively pleasant
- Neutral
- Somewhat unpleasant/negative
- Hostile

57. You believe that the total (regular and extraordinary) financial earnings of an employee at the NOA (you can specify a different correlation under "Other"): \*

*Mark only one oval.*

Are only related to skill  Are related to gender

Other: \_\_\_\_\_

58. Do you believe that you have been wronged in respect with your total (regular and extraordinary) financial earnings in comparison to \*

*Mark only one oval.*

Other colleagues of the same gender

Other colleagues of the opposite gender

I don't believe I have been wronged

59. Do you believe that your total (regular and extraordinary) financial earnings for the work you carry out at the NOA \*

*Mark only one oval.*

Should be higher  Should be lower

Correspond exactly to the quantity and quality of my work at the NOA

60. If you have any opinions that you would like to bring to the committee's attention in order to be taken into account in the preparation of the NOA Gender Equality Action Plan (GEAP), or any proposal for specific actions to be included for implementation in the NOA's GEAP being drafted, please let us know below under "Other". \*

*Mark only one oval.*

I have none

Other: \_\_\_\_\_

