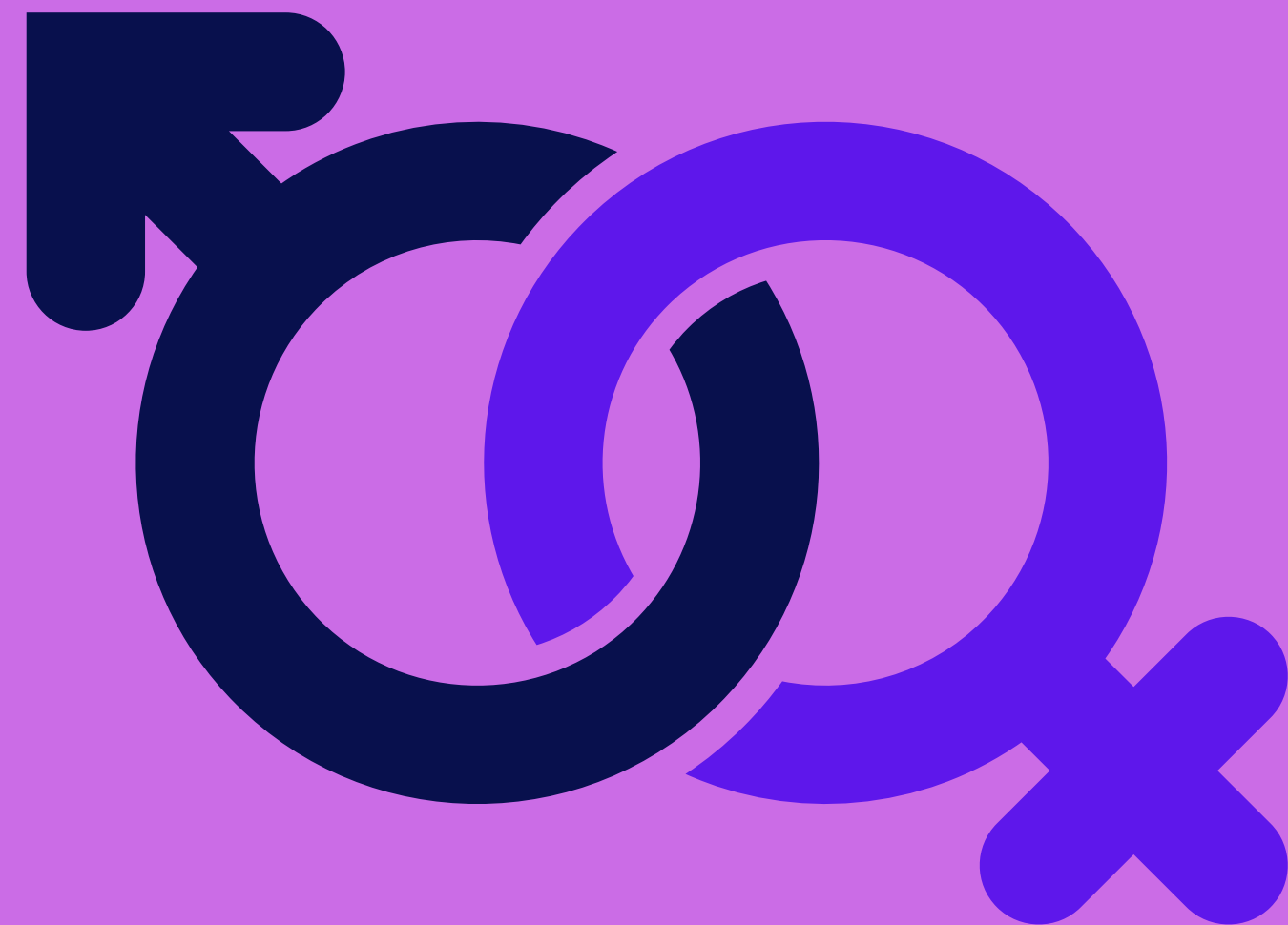


Gender Equality Plan 2022-2024

Join the equal community in spreading gender equality

**ATHENS NETWORK OF
COLLABORATING EXPERTS**



Gender Equality Action Plan

Athens Network of Collaborating Experts 2022-2024



Our Commitment

Gender equality is a fundamental component of a civil society and equal opportunity in Europe and worldwide. Since its foundation, **ANCE** incorporates the principles of gender equality in its operation and activities and promotes the provision of equal opportunities between women and men. Although it is an ongoing process, ANCE has achieved to build an inclusive workplace where equal treatment is integrated in its procedures. According to the organisation’s Strategic plan, prepared for the period 2022-2025, one of ANCE's main goals is to strengthen its competences on gender-related issues. The current **Gender Equality Plan (GEP)** has been developed towards that direction. **Our commitment** is to ensure gender equality through our workforce, projects and communication practices to demonstrate that it is a principle vital to the realization of **human rights for all**.

Our focus

Workforce Participation	Policy, Projects and Services	Communication and Engagement
Women and men can equally access workforce with the same rewards and opportunities.	Our policies, projects and services take into consideration the interests, needs and priorities of people of different genders.	The establishment of a gender and diversity-friendly environment within the organisation, affects how internal and external communication is conducted. The use of gender-sensitive language is an example.

Our Priorities

Workforce Participation	<ul style="list-style-type: none"> Promote gender balance in decision-making positions and leadership roles Protect work-life balance, according to <i>EU’s Directive on work-life balance for working parents and carer</i> Review and address gender pay gap
Policy, Projects & Services	<ul style="list-style-type: none"> Make a research to review in which extend policies, projects & the general operation of the organisation has been supportive towards gender diversity and inclusion Strengthen organisation’s competences in the field of gender equality Increase the involvement in relevant projects and activities
Communication & Engagement	<ul style="list-style-type: none"> Adopt gender-sensitive language Become recognized as an organization that promotes gender equality Create material (online information material, audiovisual material) to raise public awareness on issues related to gender equality

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Workforce Participation

Year 1 2022	Year 2 2023	Year 3 2024	Success Measures	Responsible Person/ Department/Area
#Key Action: Promote gender balance in decision-making positions and leadership roles				
Highlight best practices, promote role models of gender equality leadership	Establish targets for achieving balance in decision-making positions and leadership roles	Undertake review of progress against targets, make adjustments if necessary	Report on progress and publish the results internally and externally	HR department; BoD
Train workforce and HR department towards equality and settle new standards with specific courses, seminars, and other events.	Establish committees to monitor and ensure transparency in selection procedures; Promote of non-discriminatory recruitment practices.	Audit staff on the impact of these actions.	Gender balance has increased by 50%	HR department; BoD
#Key Action: Protect work-life balance				
Provide support for parental/carers leave, by creating procedures to support carers to return to work after parental leave	Allow flexible working hours or distance working, ensuring the same benefits, training and promotional opportunities as other employees	Create a friendly environment for young parents and their children (e.g. breastfeeding rooms, offices where children are allowed, in rare case they have to follow their parents at work)	The measures developed have been beneficial for both of them employers as well as employees, leading to a reduction in stress and an increase in it returns	HR department;
Promote reasonable working hours, reduce overtime and follow strict policies for leaves and holidays.	Analysis of the reasons behind resignation at all levels of the professional career	Draft a report on the level of employee's satisfaction on this issue	In comply with all applicable EU and national laws and Directives	HR department;
#Key Action: Review and address gender pay gap				
Audit staff on their income and aim to remove gender pay gap	Review remuneration policy with clear and transparent processes, including objective criteria for allocating benefits, with all remuneration linked to objective performance measures that consider gender	Examine the progress that has been made, determine level of impact and identify options to assist	In comply with all applicable EU and national laws and Directives	HR department; Accounting

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Policy, Projects and Services

Year 1 2022	Year 2 2023	Year 3 2024	Success Measures	Responsible Person/ Department/Area
#Key Action: Research to review in which extend policies, projects & the general operation of the organisation has been supportive towards gender diversity and inclusion				
Apart from the organisation's Code of Ethics ¹ that commits of providing a work environment free of discrimination, ANCE will create a policy against gender-based violence including sexual harassment.	Provide anti-harassment training to supervisors and staff, create a safe space for employees to speak out and make clear that there will be zero tolerance in behaviors that violate their rights.	Audit employees on how operation and management of the organisation has met their expectations.	Zero accusations and implications regarding GBV and sexual harassment.	HR department; Legal advisor
As part of the Civil Society Organisations, contribute to the collection of sex disaggregated data and become a precious ally in gathering information about the potential or actual impact of government policies.	Conduct surveys, interviews, opinion polls as effective methods for obtaining and analysing data on diversity policies, as well as desk review and focus group discussion.	Raise awareness of policy makers and public servants through information campaigns and trainings.	Report on progress made and publish results in relevant stakeholders.	Research team
#Key Action: Strengthen organisation's competences in the field of gender equality				
Recruitment of a social scientist, with a gender expertise (target according to ANCE's Strategic Plan 2022-2025)	Embed gender principles into procedures and general operation of the organisation; Undertake the draft of more proposals regarding gender issues and implement relevant projects.	Review the progress of the organisation in the specific field.	Activities in the field of gender equality have increased by 50% compared to 2021.	HR department (2022) Gender equality expert (2023-2024)
Researchers, within the organisation, will participate in	The knowledge and skills gained will be shared with the rest of the staff,	Review the competences of the personnel in total, regarding their	Development of a glossary of gender identity terms for internal use.	Research team; Gender equality expert

¹ http://ance-hellas.org/wp-content/uploads/2022/02/Code-of-Ethics-and-Professional-Conduct-ANCE_EN.pdf

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trainings, workshops, seminars to understand and apply gender perspective on methodology and research.	through Training of Trainers (ToT) model	ability to integrate gender perspective into their work.		(2023-2024)
#Key Action: Increase the involvement in relevant projects and activities				
Further support of the United Nations movement “HeforShe”, by working towards its promotion and offering relevant information to the general public.	Campaign for women's rights and public awareness on gender equality issues.	Run a small-scale survey on businesses to discover the percentage of female representation in various positions and contribute to the data trends of HeforShe movement.	Disseminate the results of the survey.	Department of organization & implementation of initiatives and actions
Network with CSOs that work mainly on the field of gender equality	Aim at participating as partners in projects they lead.	Coordinate projects in the field.	Collaborations and initiatives have increased experience in the field.	Department of co-funded projects

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Communication and Engagement

Year 1 2022	Year 2 2023	Year 3 2024	Success Measures	Responsible Person/ Department/Area
#Key Action: Adopt gender-sensitive language				
Awareness raising/trainings on gender equality and unconscious gender biases for staff to familiarize them with the appropriate use of gender neutral and Inclusive language in all policies, procedures and communications	Review language and images in all internal and external documents and communications and ensure they adopt diversity and follow LGBTIQ+ inclusive language guidelines. Use gender neutral job advertisements, interview invitations, specific recruitment and selection criteria and structured interviews	Evaluate if the communication policy changed and complies with the guidelines of gender-sensitive language	The vast majority of staff members knows and complies with the guidelines	Communication department; Gender equality expert
#Key Action: Become recognized as an organization that promotes gender equality				
Establish the organisation of an annual local event for the promotion of gender equality	Support the civil society initiative "16 Days of Activism" against Gender-Based Violence	Organization of an international conference with invited international recognized scientists on gender issues	General public/participants follow these events	Communication department
#Key Action: Create material (online information material, audiovisual material) to raise public awareness on issues related to gender equality				
Develop awareness raising and educational campaign to promote <i>messages of gender equality</i> on organization's social media accounts (Fb, Instagram, Twitter, YouTube)	Collect newspaper headlines (national press) on violence against women and produce a final poster to illustrate the size of the problem and the high rate of femicides that are taking place in Greece.	Create educational cards displaying an image and information about what actions are considered sexual harassment. The back of the cards provide information on what actions women can take in response to harassment.	People respond positively to these activities by reproducing the specific material.	Communication department