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# GENDER EQUALITY PLAN

The Gender Equality Plan for LATRA EE was approved by the organisation's Managing Director, Mr Georgios - Aris Papadopoulos, on 8th of May 2019.

Current version: Version 4 | Approved & Publicly Published March 15th, 2022

**ARIS PAPADOPOULOS** BA(HONS) AADIP MSC

MANAGING DIRECTOR





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## Publication of document and versions

The Gender Equality Plan for LATRA EE is a document which is intended to be public and openly shared in the organisation's website ([www.latra.gr](http://www.latra.gr)). Senior management, leadership and decision-makers within the organisation, should always make the document available to peers, local, national or European authorities who might request it. The Gender Equality Plan for LATRA EE should be revised in annual basis in order to ensure that data remain accurate, and practices remain relevant for the organisation and its staff. The table below presents the document's revisions since its creation.

Date	Version	Approval
08.05.2019	Version 1	Aris Papadopoulos
20.04.2020	Version 2	Aris Papadopoulos
16.03.2021	Version 3	Aris Papadopoulos
15.03.2022	Version 4	Aris Papadopoulos

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ΕΤΕΡΟΡΡΥΘΜΗ ΕΤΑΙΡΙΑ  
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Signature & Stamp of Approval: Aris Papadopoulos | Managing Director



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## Introduction

LATRA EE (thereafter called LATRA) hereby presents “The Gender Equality Plan for LATRA EE”, which was created for the purpose of serving and promoting the interests, capacity, development and human rights of everyone who is engaged full-time, part-time or on a voluntary basis for the organisation.

The primary objective of the The Gender Equality Plan is to ensure that LATRA is a safe place for everyone, -male, female and people in the entire non-binary gender spectrum-, by respecting equality, inclusion and diversity, whilst at the same time being free from any kind of discrimination and ensuring equal and equitable career progression for all.

The Gender Equality Plan takes into consideration the principles and guidance in the “Strategy for the development of human resources taking into account the principles of the European Charter for Researchers and of the Code of Conduct in the process of the recruitment of researchers, 2015-2019”<sup>1</sup>.

Equality, inclusion and diversity are values which are promoted within the organisation, its projects, programs and activities. The organisation has a distinct social mission, and part of that mission is to ensure equitable and equal access to knowledge and skills to all people engaged in any capacity with the organisation. As part of safeguarding this process, discrimination is combated through early ‘report and response’ mechanisms.

The European Commission has identified the following objectives for gender equality strategies in research and innovation (2012):

- fostering equality in scientific careers;
- ensuring gender balance in decision-making processes and bodies;
- integrating the dimension of gender in the content of research and innovation, i.e., accounting for the biological characteristics and social features of women and men.

As laid out in the European Commission’s Communication for a Reinforced European Research Area (2012), the EU Member States are encouraged, inter alia, to remove legal and/ or other barriers in the recruitment, retention, and career progression of women researchers, while complying fully with EU laws on gender equality (Directive 2006/54/EC) to address gender imbalances in decision-making processes, and to ensure that at least 40% of the underrepresented sex participates in committees which are involved in recruitment/career progression and in establishing and evaluating research programmes (see EIGE 2016).

The Gender Equality Plan for LATRA, is meant to serve as a ‘living document’, which is updated on an annual basis -or when deemed necessary- in order to better serve the interests of the organisation’s staff and to ensure that gender equality is a value which is integrated, advocated and promoted in every facet of the organisation whether it be its projects, programs or organisational culture.

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<sup>1</sup> [https://euraxess.ec.europa.eu/sites/default/files/am509774cee\\_en\\_e4.pdf](https://euraxess.ec.europa.eu/sites/default/files/am509774cee_en_e4.pdf)



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## Dedicated Resources

The organisation has committed the following resources to implement its Gender Equality Plan.

**Resources:** The organisation encourages senior management and leadership to commit 10% of their annual working hours in the monitoring implementation of the Gender Equality Plan. This entails monitoring the GEP, updating relevant fields where and when necessary, undertaking training, and conducting quantitative and qualitative research contributing towards data collecting and monitoring.

**Gender Expertise:** The senior management responsible for the implementation of the Gender Equality Plan have acquired the necessary expertise through applied field practice, research conducted in the context of EU-funded projects, through gender-specific trainings offered by third parties and conferences as well as reviewing of relevant literature. Senior management has reported the importance of engaging in gender-specific trainings in regular intervals, as gender is a scientific area rapidly developing with new knowledge continuously produced, and regular trainings assist those committed to implementing the Gender Equality Plan with keeping abreast with all the latest knowledge, best practices and methods produced and applied in diverse contexts.

**Collaborations:** The organisation has also identified a number of local, national and EU organisations that are specialised in gender research and projects, and has struck collaborations with the intent of regularly exchanging knowledge, expertise and practices. The collaborations take the form of joint initiatives and projects, reciprocating invitations in events, and jointly organising and producing events that have gender components integrated and centralised in their agenda and/or implementation.



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## Data Collection & Monitoring

### **Leadership and gender distribution amongst staff**

Tracing back since the organisation's founding in 2016, data shows that LATRA has engaged male and female staff at an equal rate of 50%-50%. The data remain valid and consistent up to, and including 2022.

### **Discrimination**

Since the organisation's founding in 2016, there have no reports of discrimination by present or past staff either directly to the organisation, or to an external body.

### **Sexual Harassment**

Since the organisation's founding in 2016, there have no reports of sexual harassment by present or past staff either directly to the organisation, or to an external body.

### **Violations of Equality**

Since the organisation's founding in 2016, there have no reports of violations of equality by present or past staff either directly to the organisation, or to an external body.

### **Gender Based Violence**

Since the organisation's founding in 2016, there have no reports of gender based violence by present or past staff either directly to the organisation, or to an external body.

LATRA has assigned the role of Gender Equality Officer to its Director Ms. Evi Pappa. She has the primary responsibility for collecting data, monitoring and updating the organisation's Gender Equality Plan. She is also responsible for organisation information, raising awareness within or outside the organisation, and organising training actions in collaboration with external actors. The role of the Gender Equality Officer is monitored and evaluated by the organisation's Managing Director, Mr. Aris Papadopoulos, who is responsible for reviewing all data compiled by the Gender Equality Officer as well as reviewing, editing and approving the organisation's Gender Equality Plan for public distribution.



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## Training

The organisation continuously strives to educate itself and staff on the systemic challenges that are hindering the accomplishment of excellence in gender equality, diversity, equity and inclusion. In order to accomplish excellence in gender equality, all staff are encouraged to undertake the following activities which are intended to increase their capacity:

- Specific research for best practices on gender equality both at the organisational as well as project levels
- Participation in national and international forums addressing gender equality in organisation as well as research
- Inclusion of staff in designated working groups that enhance organisational practice, method and application in projects
- Participation and attendance of conferences, workshops and events aimed at enhancing the capacity of staff towards achieving excellence in gender equality.



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## **Work-life balance and organisational culture**

Through self-evaluative forms completed by present and past staff of the organisation, the following challenges have been identified in regards to work-life balance:

- **Maternity & Paternity Leave:** Staff identified that flexible options for maternity and paternity leave are offered by the organisation and staff are encouraged from the organisation to take their maternity & paternity leave. However the work undertaken requires almost continuous monitoring and oversight, and as a result staff find it challenging to establish boundaries when on maternity and paternity leave. Due to the often high-level of expertise required for the undertaking of Research and Innovation projects, it is challenging to delegate the work, and as a result certain tasks 'stay' with staff even when on maternity and paternity leave.
- **Childcare:** Staff identified that children are welcome in the workplace, and a designated space for children has been provided in order to accommodate the needs of staff. However the long working hours and frequent travel engagements both nationally as well as within the EU, creates childcare challenges for staff.
- **Mental well-being:** Staff identified that going to or returning from paternal leave, or the challenges associated with rearing children in tandem with working, can cause deterioration of their well-being.

In order to overcome those challenges the organisation has taken the following measures:

- The organisation financially supports its staff to include their families and children in work trips whenever possible in relation to their family commitments. Staff have reported that it eases the burden on their mental health and well-being to have the capacity to take their families along their work trips, as it reduces their anxiety of leaving home, particularly when for prolonged periods of time. The organisation also financially supports staff with the cost of childcare outside the workplace.
- In order to improve the mental well-being of staff the organisation offers (i) flexible working patterns both in terms of location (e.g. working from home) as well as time allocation (ii) direct psychological support by external experts when requested so. Together with a safe and nurturing workplace environment that is welcoming to children and new parents, the organisation takes those measures in order to holistically and systemically support staff.
- Reviews the work-life balance integration measures that it implements on a regular basis, to ensure that they remain relevant and useful to staff.
- Provides initiatives, economic incentives and financial support to both women and men as means of encouraging them to take parental leave.
- Supports women coming back to work from parental leaves by offering reduced work load and work times.
- Places emphasis on organising informal events that are welcoming and inclusive to all staff.





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## Gender balance in leadership and decision-making

The organisation implements the following measures to ensure gender balance in leadership and decision-making:

- Women are firmly and openly positioned at the top of the organisation, both in terms of leadership roles as well as active decision-making.
- Leadership by women is recognised and celebrated both in the context of the organisation, as well as in those of partners and collaborators.
- Encourages, supports and finances the networking between women leaders and decision-makers across organisations and networks with the objective of creating a supportive peer network.
- Provides leaders and decision-makers -particularly those in positions responsible for strategic decision-making- with gender equality training.
- Supports women employees to achieve leadership and decision-making goals.
- Recognises and openly addresses the barriers that might prevent women from reaching decision-making and leadership positions and encourages the participation in trainings and capacity building events that will allow managers and decision-makers to deconstruct those.
- Sets clear, achievable and robust targets for promoting women in leadership and decision-making roles across the organisation, and also within projects.
- Organising workshops to enhance transparency about selection and promotion process.
- Taking parental leave periods into consideration when assessing and evaluating recruitment and promotion decisions.
- Regularly reviewing the recruitment and promotion process for identification of potential gender bias.
- Develop an exit questionnaire to understand and evaluate the rationale of staff leaving the organisation.
- Provide training and advice to women to apply and write funding applications.



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## Gender equality in recruitment and career progression

The organisation combines gender equality in recruitment and career progression alongside measures taken to ensure gender balance in decision-making, measures promoting work-life balance and measures for good organisational culture. In order to ensure that gender equality is an integral and focal part in recruitment and career progression the organisation takes the following measures:

- Conducts open and publicly advertised recruitment.
- Candidates are encouraged to send standardised curriculum vitae.
- Search and appointment panels are gender-balanced and led by women.
- Re-advertise the job offer if there are no women in the initial applicant pool.
- Proof-read job advertisements to ensure that gender biased language and expressions are removed.
- Ensures that job advertisements are published by media and channels followed by women
- Provides search and appointment committees with established best practices and methods for searching, evaluating and selecting candidates.
- Encourages search and appointment committees to take into consideration a number of criteria during their selection, such as assessing soft skills, accounting for career breaks, accounting for intensity of work, etc.
- Encourages search and appointment committees to participate in trainings in order to thoroughly understand and address unconscious or implicit bias.
- Eliminate the gender pay gap.
- Monitor and evaluate gender quotas.
- Utilise the cascade model for the promotion of women at each qualification model by simultaneously minting the proportion of women at the level below.
- Take into consideration The Declaration on Research Assessment (DORA)<sup>2</sup> when assessing and evaluating researchers and their outputs.

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<sup>2</sup> <https://sfdora.org/read/>



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## Integration of the gender dimension into research

LATRA is committed to integrating gender as a mandatory research field in all its projects, programs and research and takes the following steps towards achieving that:

**Capacity Building:** The organisation encourages and finances the continuous education, training and networking of its staff in areas relevant to gender, so they can apply best practices and methods both in its projects as well as in its organisational culture. The education, training and networking might come through relevant events organised by third and/or external parties, meetings with experts, attendance of events organised by both the European Commission as well as EU-funded projects addressing gender topics in diverse fields of R&I, and the reviewing of relevant literature.

**Collaboration:** The organisation support and finances the active collaboration between its staff, and gender experts across the European Union. The collaboration might come in the form of pursuing shared projects, sharing openly research, and bilateral invitations to attend relevant events and table top exercises. The organisation also encourages the collaboration on a project-basis, meaning the active outreach and open exchange of knowledge and practice, stemming from specific projects, with a particular focus on EU-funded projects.

**Design and Integration:** The organisation actively seeks to design and implement projects and programs that have sex and gender as an integral part that is researched and monitored throughout the project lifecycle. This is particularly pertinent to the organisation's work, as through its programs and projects diverse and marginalised citizens are engaged, and an intersectional lens assists in the lean integration, participation and engagement.

**Awareness Raising Activities:** The organisation actively supports the raising of awareness advocating for the integration of gender and sex in all aspects of research, ranging from academia and teaching to practice-orientated research. Awareness raising activities which are encouraged to be undertaken are participation in conferences, production of and participation in multilateral events at the local and national level, trainings, production of and participation in themed workshops, social media campaigns, etc.



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## **Measures against gender-based violence including sexual harassment**

LATRA complies with all relevant and national and EU laws and regulations that cover dignity and harassment at work. Since its establishment, the organisation has consistently maintained a culture of zero tolerance towards gender-based violence including sexual harassment. In order to achieve that, the organisation acknowledges gender-based violence including sexual harassment, explicitly states that it does not tolerate it both in its own workplace, as well as to that of its partners, collaborators, providers and vendors, and expresses support for victims. Furthermore the organisation takes the following specific measures to actively prevent gender-based violence and sexual harassment in the workplace including behaviour that violates any individual's dignity or that creates an intimidating, hostile, degrading, humiliating or offensive environment:

**Education:** All staff are encouraged and financially supported to participate in trainings offered by external third parties and experts that are aimed at educating participants at policy, processes and practical steps on how to respond to cases of sexual harassment and gender based violence in the workplace.

**Clear Reporting Procedure:** The organisation has created a clear, visible and transparent reporting process for cases of gender-based violence including sexual harassment. The process is aimed at retaining the anonymity of those who have experienced gender-based violence including sexual harassment, increasing their confidence that their report will be taken seriously and will be followed through, as well as understanding what steps will be taken to investigate the reports. Staff are provided both with a dedicated address they can send their report to, as well as with a list of relevant local and national authorities they can also refer to.

**Transparent Investigating:** In order to ensure that reported cases of gender-based violence including sexual harassment are adequately followed up and investigated, the organisation has created a step-by-step timeline that outlines the procedure that will be followed, following a report. The procedure is tied to a specific timeline, so that those reporting cases do not feel that their case is stalling. Furthermore the organisation is committed to hiring external investigators and evaluators in cases where gender-based violence including sexual harassment is reported, in order to maintain transparency and confidence in the procedure and response.

**Victim Support:** The organisation is prepared to support victims by financing their psychological support, as well as providing them with a list of governmental authorities and non-governmental organisations they can refer to for different matters pertaining to their case of gender-based violence or sexual harassment.

**Disciplinary Measures:** The organisation is committed to removing any members of the organisation for whom a case of gender-based violence or sexual harassment is proven against. Furthermore the organisation will refer all cases to the relevant local or national governmental authorities, in order for perpetrators to be prosecuted and held accountable.



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In implementing the above measures, the organisation has taken into consideration, the recommendations<sup>3</sup> on gender-based violence in R & I. produced by The European Research Area and Innovation Committee (ERAC) Standing Working Group on Gender in Research and Innovation. These are:

- Acknowledge gender-based violence in research and higher education as an unacceptable problem.
- Step up the work for gender equality through GEPs, in line with the EU gender equality strategy 2020–2025<sup>4</sup>
- Build alliances with key stakeholders, both nationally and transnationally
- Devote at least the same level of attention and volume of resources to gender-based violence as to research misconduct.
- Cultivate sensitivity to the issue and awareness of measures through communication campaigns.

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<sup>3</sup> <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/measures-against-gender-based-violence-including-sexual-harassment>

<sup>4</sup> <https://unisafe-gbv.eu>



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## Diagnosis

Since its initial production in 2019, the Gender Equality Plan, has helped LATRA, diagnose gender issues which are pertinent to the organisation and need to be addressed consistently through a clear set of objectives, which are tied to specific activities and indicators, and they are monitored both by the Gender Equality Officer, as well as senior management. These objectives are:

**Objective 1:** Raising awareness on gender equality issues and reinforcing diversity within the organisation.

**Objective 2:** Enhancing the capacity of women to progress and develop their careers

**Objective 3:** Enhancing equality and diversity in recruitment

**Objective 4:** Enhancing the capacity of staff for maintaining a healthy life-work balance

**Objective 5:** Prioritising the integration of gender into research and projects undertaken by the organisation

**Objective 6:** Support gender balance leadership and decision making

**Objective 7:** Measures against gender-based violence including sexual harassment



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## Objectives, Activities & Key Performance Indicators

<b>OBJECTIVE 1</b> Raising awareness on gender equality issues and reinforcing diversity within the organisation.	
Activities	Indicators
Gathering and publishing data on gender equality both at the organisational level as well as at the project level	Percentage of female-male staff at the organisational and project levels
Production of internal workshop meetings on gender equality issues	Three meetings per year
Participation in workshops and conferences covering gender equality issues	Each member of staff should participate in a minimum of three events per annum
Trainings for men and women members of staff in gender equality and anti-discrimination regulatory framework	Training to be received once per annum, or when new staff are hired. Awareness measured through surveys conducted at the end of the training
Establishing cooperation with other organisation with respect to the exchange of practices and methods in achieving gender equality	A minimum of one new partnership per annum
Distribution of content created by the organisation, covering gender equality issues	A minimum of 3 publications (e.g. social media, newsletter) per annum
Redistribution of content created by third party organisations covering gender equality issues	A minimum of 3 publications (e.g. social media, newsletter) per annum
Distributing the Gender Equality Plan to existing and new staff within the organisation	Each member of staff should receive the Gender Equality Plan once per annum after it has been updated
Production of seminar aimed at new staff to familiarise themselves with the Gender Equality Plan	One seminar per annum, or when new staff are hired
Posting leaflets and posters within the organisation that raise awareness on gender equality rights	Leaflets and information kits updated annually or when new information becomes available
Posting information kits within the organisation that highlight the process to be followed in cases of violations of gender equality issues	Information kits updated annually or when new information becomes available
Responsible Person(s)	Gender Equality Officer & Senior Management



## OBJECTIVE 2 Enhancing the capacity of women to progress and develop their careers

Activities	Indicators
Cooperate with other organisations to establish networking groups for women professionals and enhance the participation of women staff in networking groups.	Establish at least one new cooperation with an organisation per annum and ensure that women staff participate in at least one network and one networking event per annum.
Organise internal workshops to recognise and celebrate the achievements of staff, and propose ideas on how to progress and develop the capacity of women in the workplace.	Organise one workshop per annum
Provide appointment committees with established best practices and methods for searching, evaluating and selecting candidates for internal promotion.	Appointment committee should receive update on practices once per annum or before promotion process commences.
Encourage appointment committees to take into consideration a number of criteria during their promotion selection, such as assessing soft skills, accounting for career breaks, accounting for intensity of work, etc.	Appointment committee should receive update on criteria for consideration once per annum or before promotion process commences.
Encourage appointment committees to participate in trainings in order to thoroughly understand and address unconscious or implicit bias.	Appointment committee should participate in one training per annum, or before promotion process commences.
Eliminate the gender pay gap.	Monitor data annually to ensure that the gender pay gap is eliminated.
Monitor and evaluate gender quotas.	Monitor data annually to ensure that gender quotas are met, and evaluate data.
Utilise the cascade model for the promotion of women at each qualification model by simultaneously minting the proportion of women at the level below.	Monitor data annually to ensure that the cascading model is applied.
Take into consideration The Declaration on Research Assessment (DORA) when assessing and evaluating researchers and their outputs.	Appointment committee should receive update on DORA once per annum or before promotion process commences.
Responsible Person(s)	Gender Equality Officer & Senior Management





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## OBJECTIVE 3 Enhance equality and diversity in recruitment

Activities	Indicators
Conducts open and publicly advertised recruitment.	Publish open call in at least 5 separate external platforms.
Search and appointment panels are gender-balanced and led by women.	Monitor data annually to ensure quota are met.
Re-advertise the job offer if there are no women in the initial applicant pool.	Re-advertise the job offer at least two additional times if no women apply.
Ensures that job advertisements are published by media and channels followed by women	Publish open call in at least 3 platforms targeting women professionals.
Provides search and appointment committees with established best practices and methods for searching, evaluating and selecting candidates.	Search and appointment committee should receive update on practices once per annum or before promotion process commences.
Encourages search and appointment committees to take into consideration a number of criteria during their selection, such as assessing soft skills, accounting for career breaks, accounting for intensity of work, etc.	Search and appointment committee should receive update on criteria for consideration once per annum or before promotion process commences.
Encourages search and appointment committees to participate in trainings in order to thoroughly understand and address unconscious or implicit bias.	Search and appointment committee should participate in one training per annum, or before promotion process commences.
Proof-read job advertisements to ensure that gender biased language and expressions are removed.	Proof-read job advertises prior to the commencement of each recruitment cycle
Responsible Person(s)	Gender Equality Officer & Senior Management



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## OBJECTIVE 4 Enhance the capacity of staff for a healthy work-life balance

Activities	Indicators
Financially support staff to include their families and children in work trips whenever possible.	Financially support 100% the attendance of family and children during work trips.
Offer flexible working patterns in terms of location (e.g. working from home).	Monitor data annually to ensure requests by staff are met at a rate no smaller than 85%.
Offer flexible working patterns in terms of time allocation.	Monitor data annually to ensure requests by staff are met at a rate no smaller than 85%.
Offer direct psychological support by external experts when requested so.	Financially support 100% of psychological support whenever requested so.
Review the work-life balance integration measures on a regular basis, to ensure that they remain relevant and useful to staff.	Review data annually.
Provide initiatives, economic incentives and financial support to both women and men as means of encouraging them to take parental leave.	Review initiatives, economic incentives and financial support annually alongside staff to ensure that quota and requests have been met effectively.
Responsible Person(s)	Gender Equality Officer & Senior Management



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## OBJECTIVE 5 | Integration of gender dimension into research

Activities	Indicators
Encourage and finance the continuous education, training and networking of its staff in areas relevant to gender,	(i) Participate in one training event (ii) Participate in one networking event (iii) Review 5 literature sources
Support and finance the active collaboration between its staff, and gender experts across the European Union.	Strike three relevant collaborations per annum.
Design and implement projects and programs that have sex and gender as an integral part that is researched and monitored throughout the project lifecycle.	Design three projects per annum and implement at least one project per annum.
Support the raising of awareness advocating for the integration of gender and sex in all aspects of research, ranging from academia and teaching to practice-orientated research.	Participate in one conference and/or produce and participate in one multilateral event, and/or produce or participate in one themed workshop per annum.
Responsible Person(s)	Gender Equality Officer & Senior Management



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## OBJECTIVE 6 Gender balance in leadership and decision-making

Activities	Indicators
Women are firmly and openly positioned at the top of the organisation, both in terms of leadership roles as well as active decision-making.	Review data once per annum to ensure validity of gender equality in leadership and decision-making roles.
Provides leaders and decision-makers -particularly those in positions responsible for strategic decision-making- with gender equality training.	Participate in one training per annum.
Sets clear, achievable and robust targets for promoting women in leadership and decision-making roles across the organisation, and also within projects.	Review targets annually to ensure they remain relevant and organise one workshop every three months to review targets.
Provide training and advice to women to apply and write funding applications.	Ensure that women are involved in the writing of 100% of the applications submitted by the organisation.
Responsible Person(s)	Gender Equality Officer & Senior Management



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<b>OBJECTIVE 7</b> Measures against gender based violence including sexual harassment	
Activities	Indicators
Encourage and financially support staff to participate in trainings offered by external third parties and experts that are aimed at educating participants at policy, processes and practical steps on how to respond to cases of secular harassment and gender based violence in the workplace.	Financially support 100% of staff expenses to participate in trainings and encourage staff to participate in a minimum of one training per annum
Create a clear, visible and transparent reporting process for cases of gender-based violence including sexual harassment.	Review process annually and together with staff in order to ensure that it meets its objectives
Create a step-by-step timeline that outlines the procedure that will be followed, following a report.	Review timeline annually and together with staff in order to ensure that it meets its objectives
Support victims by financing their psychological support, as well as providing them with a list of governmental authorities and non-governmental organisations they can refer to for different matters pertaining to their case of gender-based violence or sexual harassment.	Financially support 100% of staff expenses to engage in psychological support. Review list of organisations provided to staff annually.
Disciplinary Measures: The organisation is committed to removing any members of the organisation for whom a case of gender-based violence or sexual harassment is proven against. Furthermore the organisation will refer all cases to the relevant local or national governmental authorities, in order for perpetrators to be prosecuted and held accountable.	Review disciplinary measures annually and ensure that commitments have been met.
Responsible Person(s)	Gender Equality Officer & Senior Management



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## Regulatory Framework

The Gender Equality plan takes into account and is compliant with the following European and national regulatory framework.

### European Union Law

#### TFEU

**Article 157 TFEU** states:

“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 worker receives directly or indirectly, in respect of his employment, from his 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.”

### Chapter of Fundamental Rights of the EU

**Article 21(1)** states: “Any discrimination based on any ground such as sex, race, colour, 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** states: “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 favour of the under-represented sex”.



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## Directives

**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

**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 (Text with EEA relevance)

**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

**Directive 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** of 29 June 2000 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  
Greek Law

## Greek Constitution

**Article 4(2)** provides: 'Greek men and women have equal rights and obligations'

**Article 22(1)(b)** states: 'All workers, irrespective of sex or other distinctions, have a right to equal pay for work of equal value'



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**Article 116(2)** states that: ‘Positive measures aiming at promoting equality between men and women do not constitute discrimination on grounds of sex. The State shall take measures to eliminate inequalities existing in practice, in particular those detrimental to women’

## Greek Laws

**Act 4808/2021**, ‘On the protection of the work - Establishment of the Independent Authority “Labour Inspectorate”- Ratification of International Labor Organization Convention 190 on the Elimination of Violence and Harassment in the world of work - Ratification of International Labor Organization Convention 187 on the Framework for the Promotion of Safety and Health at Work- Implementation of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on the balance between work and private life, other provisions of the Ministry of Labor and Social Affairs and other urgent arrangements’, OJ A 101/19.6.2021,

**Act 4604/2019**, ‘On the promotion of substantive gender equality etc.’, OJ A 50/26.3.2019,

**Act 4443/2016**, ‘1) Transposition of Directive 2000/43/EC on the implementation of the principle of equal treatment between persons irrespective of racial or ethnic origin, of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation and of Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers (...)’, OJ A 232/9.12.2016 [replacing Act 3304/2005 which had initially transposed Directives 2000/43/EC and 2000/78/EC], OJ A 16/27.1.2005].

**Act 4097/2012**, ‘Implementation of the Principle of Equal Treatment of Men and Women Engaged in an Activity in a Self-Employed Capacity – Harmonisation of the legislation with Directive 2010/41/EU of the European Parliament and the Council’, OJ A 235/3.12.2012 (Directive 86/613/EEC had not been transposed).

**Act 4075/2012**, Articles 48-54, ‘Incorporation into Greek Law of Directive 2010/18/EU of the Council of the EU Implementing the Revised Framework Agreement on Parental Leave Concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and Repealing Directive 96/34/EC’, OJ A 89/11.4.2012.

**Presidential Decree 80/2012**, ‘Granting of Parental Leave and Leave of Absence to Workers under a Contract of Maritime Work on Vessels Bearing the Greek Flag, in accordance with Directive 2010/18/EU’, OJ 138/14.6.2012.

**Act 1756/1988**, Code on the Status of Judges, OJ A 35/2.2.1988.

**Act 3896/2010**, ‘Implementation of the Principle of Equal Treatment of Men and Women in Matters of Employment and Occupation. Harmonisation of Existing Legislation with Directive 2006/54/EC of the European Parliament and the Council’, OJ A 207/8.12.2010.

**Act 3769/2009**, ‘Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Goods and Services and Their Supply’, transposing Directive 2004/113/EC, OJ A 105/1.7.2009, as amended by Article 162 of Act 4099/2012 implementing the CJEU Test-Achats judgment, OJ A 250/20.11.2012.





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**Act 3488/2006**, 'Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Employment, Professional Training and Evolution and Terms and Conditions of Work', transposing Directive 2002/73/EC, OJ A 191/11.2006.

**Presidential Decree 105/2003**, 'Adaptation of Domestic Law to Directive 97/80/EC on the Burden of Proof in Cases of Sex Discrimination,'  
OJ A 96/23.4.2003; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.

**Presidential Decree 87/2002**, 'Implementation of the Principle of Equal Treatment of Men and Women in Occupational Social Security Schemes in Compliance with Directives 96/97/EC and 86/378/EEC'; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.

**Presidential Decree 176/1997**, 'Measures for the Improvement of the Safety and Health at Work of Pregnant Workers and Workers Who Have Recently Given Birth or are Breastfeeding in Compliance with Directive 92/85/EEC', OJ A 150/15.7.1997, as amended by Decree 41/2003, OJ A 44/21.2.2003.

**Act 1483/1984**, 'Protection and Facilitation of Workers with Family Responsibilities', as amended by Article 25 of Act 2639/1998, OJ A 205/2.9.1998 implementing Directive 96/34/EC and by Article 46 of Act 4488/2017,7 and Article 54(1) of Act 4075/2012 transposing Directive 2010/18/EU.

**Act 1414/1984**, 'Implementation of the Principle of Equal Treatment of the Sexes in Employment Relationships', transposing Directives 75/117/EEC and 76/207/EEC, OJ A 10/2.1984.