

## **ARTICLE: GENDER EQUALITY IN FORTH**

In matters of gender equality, FORTH operates by implementing the directive of the European Parliament 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation.

FORTH is a research environment where gender equality is promoted, and there is respect for diversity, regardless of gender, sexual identity, origin and religious beliefs, always maintaining the standards of excellence that govern its operation. Particular emphasis is placed on the following:

### **1. Professional development issues**

FORTH promotes gender equality in work and employment issues and in particular gender access, professional development and vocational training in working conditions, including pay and insurance.

- In the context of gender equality in access to work/employment, FORTH encourages and promotes the strengthening of their representation by increasing the participation of women in the registers of research staff selectors and in the establishment of collective evaluation bodies for the recruitment/promotion of its staff or employees. It also promotes gender neutral criteria for evaluating staff and employees.
- It promotes information/awareness-raising of staff and employees on matters of unconscious bias. (Information may be done through an approved educational video or other material)

### **2. Professional and personal life balance**

FORTH is interested in its staff, regardless of gender, for:

- the application of rules of respect for any particularities and / or problems
- the recognition and establishment of any solutions related to life and work quality
- the establishment of a creative and enjoyable research/working environment where everyone may work effectively.
- the equality related to recognition and scientific prestige regardless of gender.

FORTH implements the current legislation on maternity leave and parental leave for all genders.

### **3. Scientific matters**

- In all FORTH research activities and where possible, we promote approaches based on which study and analysis are carried out in all genders, in order to maximise the impact of scientific findings.
- All funded research proposals supported by FORTH, the study design and data analysis must incorporate the gender dimension, unless specific research activities clearly show that the gender dimension is not relevant to the proposed topic. Gender analysis should be one of the evaluation criteria of the research proposal as this approach affects the quality of the research.

## **Recommendation of FORTH Gender Equality Committee**

1. By decision of the Board of Directors of FORTH, a Gender Equality Committee is established as an advisory body of the Board of Directors for the promotion of equality at all levels of operation and in all FORTH procedures. The Committee aims to implement gender equality policies and remove gender stereotypes, inequalities, sexism and gender-based violence.
2. The committee is unpaid and consists of nine (9) members, one from each FORTH Institute and one from the Department of Biomedical Research (Ioannina).
3. The members have a three-year (3) term and are appointed by the Board of Directors following a call for expressions of interest published on the FORTH website. The applications are evaluated by a three-member committee formed following a decision of the FORTH Board of Directors. The committee draws up a ranking list of the applications and submits it to the Board. The selection of members takes into account the work, the genuine interest of participation and in general the contribution of the candidates in matters of gender equality, fighting inequalities and discrimination and tackling social exclusion.
4. The committee has the following responsibilities:
  - (a) suggest to the competent bodies measures to promote equality and the fight against sexism;
  - (b) prepare action plans for the promotion and ensuring of substantial equality in the research and administrative procedures of the Foundation and prepare an annual report, which it submits to the Board of Directors of FORTH;
  - (c) provide information and training to FORTH members on issues related to gender and equality;
  - (d) provide mediation services in cases of complaints of discrimination or harassment;
  - (e) promote seminars and lectures focusing on the study of gender;
  - (f) provide assistance to victims of discrimination when they report discrimination
  - (g) promote the preparation of studies and researches on issues related to the field of its competence;
  - (h) organise and conduct Coaching and Mentoring actions for young researchers with the financial support of FORTH
5. The committee may prepare and submit its operating status to the Board of Directors for approval.