

GENDER EQUALITY PLAN

**Δήμος
Πρεσπών**



Municipality of Prespes

Laimos, 53077

PRESPE, GREECE

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A. Assessment of the existing situation in terms of Gender Equality

1.Introduction

From its inception, the Municipality of Prespes has prioritized gender equality, diligently working towards achieving gender balance and ensuring equitable access and opportunities for all staff members. Through the implementation of this Gender Equality Plan (GEP), our aim is to comprehensively address organizational practices and research objectives that further gender equality. This plan is designed to pinpoint existing disparities, recommend pertinent adjustments or enhancements in accordance with both international benchmarks and our internal criteria. Additionally, it outlines the establishment of an effective monitoring system to foster a lasting and gender-inclusive work culture within the Municipality of Prespes, thereby solidifying our commitment to fostering an environment where equality thrives.

2.Municipality of Prespes and Gender Equality

The Municipality of Prespes has implemented a comprehensive strategy to advance gender equality through a series of impactful actions, programs, and events. Firstly, the municipality has actively promoted women's participation in decision-making processes by encouraging their involvement in local governance structures and leadership positions. Through targeted programs and initiatives, such as mentorship programs and leadership training workshops, women have been empowered to take on active roles in shaping the development agenda of the municipality. Additionally, the municipality has launched awareness campaigns and educational initiatives aimed at challenging gender stereotypes, promoting gender-sensitive policies, and fostering a culture of inclusivity and respect. Furthermore, the municipality has collaborated with local stakeholders and civil society organizations to establish support services and resources for survivors of gender-based violence, ensuring that women have access to the necessary assistance and protection. Through these concerted efforts, the Municipality of Prespes has demonstrated its steadfast commitment to advancing gender equality and creating a more equitable and inclusive community for all residents.

Moreover, the Municipality of Prespes is actively involved in national and EU funded projects, with the ultimate goal of providing the best possible services to all citizens to improve their quality of life. Particularly the organization participates in projects such as INTERREG and CLIMAAX under HORIZON2020 program.

2.1 Community Center

The Municipality of Prespes in conjunction with the Municipality of Florina have established a Community Center since 2017 under the subsidized NSRF program in the Region of Western Macedonia which is scheduled to continue its operation during the GEP's timeline.

The Community Centre is a structure that provides integrated support to the residents of municipalities through a comprehensive set of services aimed at combating poverty, social exclusion and all forms of discrimination, as well as promoting employment. The aim is to become point of reception, registration, referral and referral of beneficiaries. The Community Centre, together with the Branches and the Mobile Units, is a structure complementary to the Social Services of the municipalities.

The Community Centre offers information, referral of citizens to welfare and social inclusion programs implemented at local, regional or national level. Social issues related to gender equality are covered by the Community Center. It is the first point of contact between a citizen and the social service of each municipality. From there, the citizen is informed about all the benefits to which he or she is entitled, all the institutions, services and programs that provide social care in any form, at the level of the Municipality, the Region or the territory. The Community Centre of can be contacted by all citizens of the area who are facing a social problem themselves or members of their family (unemployment, financial weakness, homelessness, living problems due to disability or old age) and need the assistance of the State. Moreover, the structure can provide counselling services on issues such as approaching the local market to find a job, creating opportunities for young people to start their professional life, problems of domestic violence or family disharmony, legal issues, learning support for children and adolescents, organization of local events with educational, informative and social content.

Due to special conditions of the small residential population of the Municipality of Prespes, the Community Center has been operating as an “antenna” center of the Community Center of the Municipality of Florina. The Municipality of Florina is a neighboring municipality with a larger residential population, so it is allowed under governmental procedures to operate its own individual Community Center that includes the “antenna” Community Center of the Municipality of Prespes. The center’s staff includes social workers and psychologists that are shared between the two municipalities to offer their services.

3.Regulatory Framework

The Gender Equality Plan is embedded within the municipality’s work and is monitored by all departments. This plan is in consistency with the national and European legislation and supports all initiatives that focus on equality of women and men, promotion of human rights, fighting discrimination, promoting equality and preventing workplace harassment via organizational social responsibility. Related articles and legislative frameworks are presented on *Table 1*.

Table 1: Regulatory Framework relative to Gender Equality issues

Legislation	Category	Content
EU Legislation	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

		<p>the worker receives directly or indirectly, in respect of their employment, from their employer. Equal pay without discrimination based on sex means:</p> <p>(a) that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement;</p> <p>(b) that pay for work at time rates shall be the same for the same job.</p> <p>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.</p> <p>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.”</p>
	Chapter of Fundamental Rights of EU	<p>Article 21(1) states: “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”.</p> <p>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 favor of the underrepresented sex”.</p>
	Directives	<p>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</p>

		<p>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</p>
Greek Legislation	Constitution	<p>Article 4(2) provides: 'Greek men and women have equal rights and obligations'</p> <p>Article 22(1)(b) states: 'All workers, irrespective of sex or other distinctions, have a right to equal pay for work of equal value'</p> <p>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'</p>
	Law	<p>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</p>

		<p>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</p> <p>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].</p> <p>Act 4097/2012, 'Implementation of the Principle of Equal Treatment of Men and Women Engaged in an Activity in a Self-Employed Capacity – Harmonization of the legislation with Directive 2010/41/EU of the European Parliament and the Council', OJ A235/3.12.2012 (Directive 86/613/EEC had not been transposed).</p> <p>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.</p> <p>Act 1756/1988, Code on the Status of Judges, OJ A 35/2.2.1988.</p> <p>Act 3896/2010, 'Implementation of the Principle of Equal Treatment of Men and Women in Matters of Employment and Occupation. Harmonization of Existing Legislation with Directive 2006/54/EC of the European Parliament and the Council', OJ A 207/8.12.2010.</p> <p>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</p> <p>Test-Achats judgment, OJ A 250/20.11.2012.</p> <p>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.</p> <p>Presidential Decree 105/2003, 'Adaptation of</p>
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		<p>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.</p> <p>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.</p> <p>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.</p> <p>Act 1483/1984, 'Protection and Facilitation of Workers with Family Responsibilities', as amended by Article 25 of Act 2639/1998, OJ A205/2.9.1998 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.</p> <p>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.</p> <p>Presidential Decree 1362/1981, 'Replacement of Paragraph 1 of Article 33 of Act 1846/1951 "on Social Security" in compliance with Directive 79/7/EEC', OJ A 339/30.12.1981. National General Collective Agreements (NGCAs).</p>
	Relevant National Legislation	<p>Act 4531/2018 (OJ A 62/5.4.2018) ratifying the Istanbul Convention on preventing and combating violence against women and domestic violence of the Council of Europe (IC), signed by Greece on May 2011.</p> <p>Act 4491/2017, 'Legal recognition of gender identity... etc', OJ A152/13.10.2017.</p> <p>Act 927/1979, OJ A 139/28.6.1979, implementing the CERD, as amended by Act 4285/2014, OJ A191/10.9.2014 and Act 4491/2017, OJ A 152/13.10.2017.</p>

4. Methodology

4.1 Available data evaluation and general assessment

Before formulating a pragmatic and impactful Gender Equality Plan (GEP), it's imperative to comprehensively evaluate the current state of gender equality promotion within the municipality. This initial assessment involves analyzing the municipality's existing practices, identifying any disparities or shortcomings related to gender equality within the organization, and only then proceeding to determine the necessary measures, objectives, and actions to be undertaken.

In the Municipality of Prespes, located in the region of Western Macedonia, the demographic composition reflects an almost equal distribution between men and women. As of the latest statistics (Census Results of Population and Housing, ELSTAT 2021) regarding the Municipality of Prespes, women constitute approximately 47,9% of the population, while men represent around 52,1% of the total population. This balanced gender distribution underscores the municipality's commitment to fostering inclusivity and ensuring equitable representation across its community.

4.2 Tools for Quantitative and Qualitative KPIs

This initial status analysis was based on both quantitative and qualitative data that derived via two different tools:

1. The first tool focused on quantitative data that was derived by the organization's records. There were 14 different data categories evaluating the women and men status inside the organization in terms of role type, work terms, programs/events participation, payroll, turnover and family issues.

2. The second tool focused on qualitative data that was derived by an anonymized online survey that was distributed to all personnel. The 15 questions of the survey mainly focused on evaluating the personal experience of the staff in terms of equal opportunities, professional development, work-life balance, feeling of safety in terms of sexist and abusive behaviors inside the organization.

The results of both evaluation tools are presented in the next chapter.

4.3 Results and evaluation

The results and ratios of the quantitative data that were collected by the first tool of evaluation are presented below in *Table 2*.

Quantitative Data

Table 2: Quantitative Data

Quantitative Data				
	Female	Male	Ratio	Comments
<i>A. Number of employees in 2023</i>	22	14	61,11	% female
<i>A1.1. Number of employees in manager roles</i>	2	2	50,00	% female
<i>A1.2. Number of employees in staff roles</i>	20	12	62,50	% female
<i>A2.1. Number of employees with fixed-term contract</i>	8	4	66,67	% female
<i>A2.2. Number of employees with permanent contract</i>	1	0	100,00	% female
<i>B. Number of employees participating in research projects from 2020 to 2023</i>	0	0	0,00	% female
<i>B.1. Number of employees participating in conferences etc. from 2018 to 2023</i>	12	8	60,00	% female
<i>C. Annual average wage of employees for 2023</i>	18000	15600	1,15	female/male
<i>C.1. Annual average wage of managers for 2023</i>	20400	18000	1,13	female/male
<i>C.2. Annual average wage of staff for 2023</i>	12600	13200	0,95	female/male
<i>D. Number of employees who have left the organization (resigned, terminated, etc.) from 2013 to 2023</i>	16	12	57,14	% female
<i>D.1. Number of employees who have left the organization (resigned, terminated, etc.) in 2023</i>	2	4	5,56	% turnover rate (female)
<i>D.1. Number of employees who have left the organization (resigned, terminated, etc.) in 2023</i>			11,11	% turnover rate (male)
<i>E. Number of employees that were given childbirth leave from 2017 to 2023</i>	3	1	75,00	% female
<i>E.1. Number of employees that were given childbirth leave in 2023</i>	3	0	100,00	% female

According to the quantitative evaluation results (*Table 2*), there is a relative balance between the two genders regarding the fundamental data needed to assess the situation in the Municipality of Prespes. The data collected refer to multiple periods, from a 10-year span to one year (2023). The fact that the municipality keeps records of data that date far back is important in order to present a more integrated picture of the overall situation.

According to Group A (general work-related KPIs), there is almost equal accumulation of males and females on each indicator with most of them to present excess in females than males, like “A. Number of employees in 2023”, where 61% is represented by women.

Group B (research related KPIs) presents that no one of the employees took part in research projects during the last 4 years, but there were slightly more females (60%) to participate in conferences during the last 6 years.

Group C (wage related KPIs) depicts a small imbalance in favor of females for the annual average salary at all levels of hierarchy. The ratio (female/male) of annual average wage of all employees for 2023 is 1,15 and the ratio of annual average wage of managers for 2023 is 1,13 which indicates that women overall and women managers achieved a higher salary than men. However, the ratio of annual average wage of staff for 2023 is 0,95 which indicates that men staff achieved a slightly higher salary than women staff. This result is important to highlight due to the repetitive over-the-years gender pay gap that has been recorded in most companies and organizations in the country. The Municipality of Prespes appears to be meritocratic and highly supportive of equal rights between women and men.

Group D (job retention related KPIs) presents the turnover rate as a percentage where females had 5,56% and males had 11,11% turnover rate for the year 2023. This result is positive because it indicates a low number of women and men leaving the organization in relation to the total number of employees working at the municipality during the year.

Finally, according to Group E (childbirth related KPIs) the results gravitate heavily towards women on taking a childbirth leave that was 75% in a 7-year period and 100% in the year 2023 alone.

All the results of the quantitative analysis derived from the first tool of evaluation show a very positive first assessment on gender issues for the Municipality of Prespes. The overall situation appears to be in favor of women rather than men.

Qualitative Data

The second tool of evaluation presents the results derived from the qualitative data that were collected from an online anonymous survey distributed to all personnel of the municipality. The Questionnaire consists of 16 questions related to demographic and gender equality issues at workplace mostly. The data gathered and presented below derive from a sample that represents the 16,7% of total employees of the municipality that answered voluntarily all questions.

1a. The survey was answered by 50% females and 50% males, as shown in *Figure 1*.

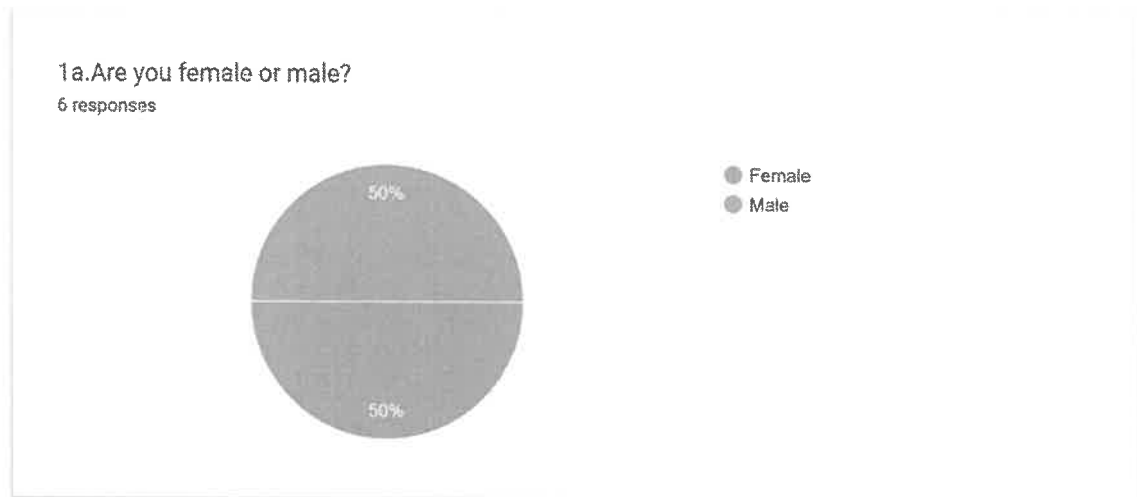


Figure 1: Female and male distribution

1b. The age range of the employees answered is depicted in *Figure 2*. The employees aged 35-45 years old are 50% and those aged 45-55 years old are 50%. About the gender distribution in these categories, in 35-45 years old 66,7% are women and 33,3% are men and in 45-55 years old 33,3% are women and 66,7% are men. Consequently, in youngest age range women are more than men and in oldest age range the opposite happens.

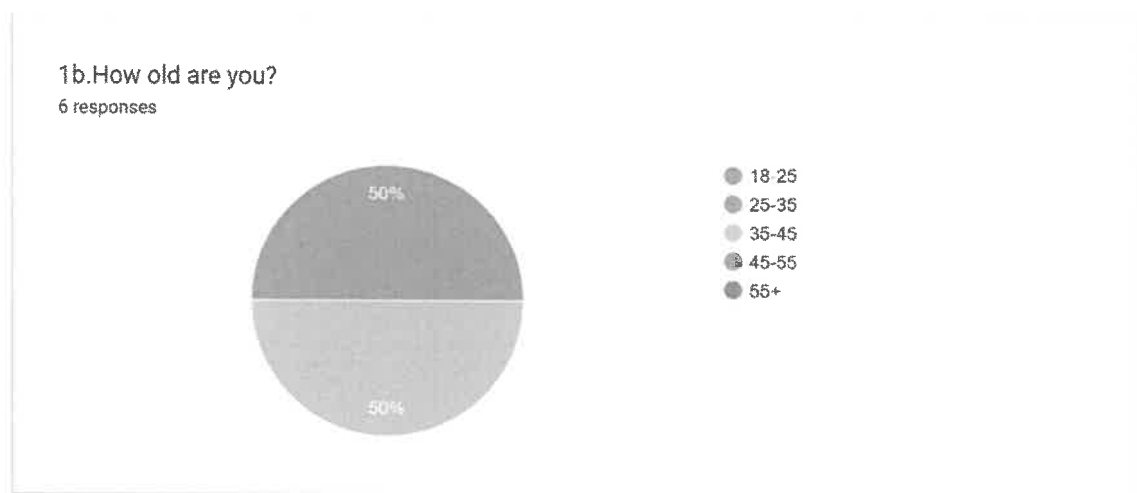


Figure 2: Age range distribution

1.c Regarding the hierarchical position of the employees answered the results are shown in *Figure 3*. Out of all participants in the survey, 16,7% are managers and the rest 83,3% are staff. About the gender distribution in these categories, in manager positions are men and in staff positions 60% are women and 40% are men.

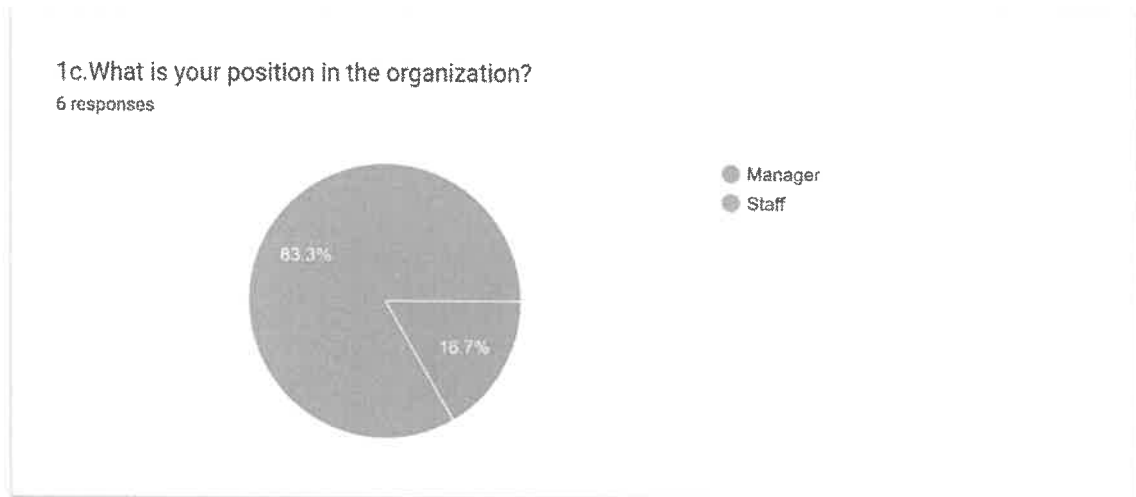


Figure 3: Hierarchical position distribution

2. Concerning the total duration of consecutive work in the organization there are various answers depicted in *Figure 4*. Out of all people answered, 16,7% are working for 5-10 years, 66,7% are working for 10-20 years and 16,7%, work for more than 20 years in the Municipality of Prespes. About the gender distribution in these categories, in 5-10 years of work 100% is women, in 10-20 years 50% are women and 50% are men, and in 20+ years 100% are men with manager feature.

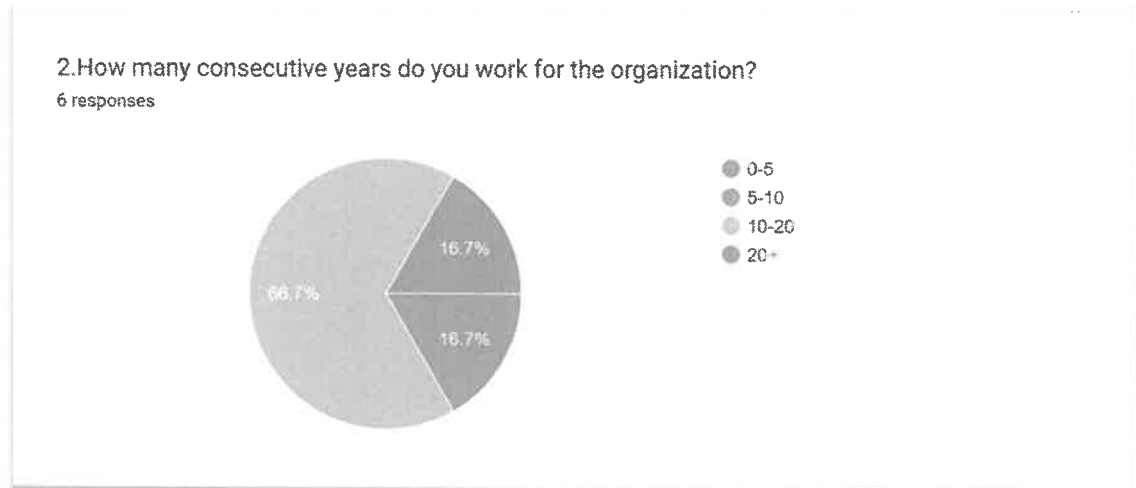


Figure 4: Personnel job retention distribution

3. The results of whether the employees are given the opportunity to evolve professionally are presented in *Figure 5*. Most participants, 66,7%, answered yes while 33,3% answered no. About the gender distribution in these categories, yes was answered by 25% women and 75% men, and no was answered by 100% women. Consequently, more attention on promoting opportunities for women to evolve professionally should be given.

3. Do you believe that the organization has provided adequate opportunities to evolve professionally?

6 responses

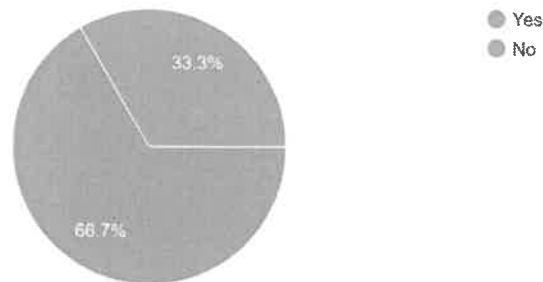


Figure 5: Distribution on having adequate opportunities to evolve professionally

4. The level of difficulty in work-life balance is assessed differently among the personnel answered this question, as shown in Figure 6. More than half of them (66,7%) answered negatively, 16,7% are not quite certain and 16,7% answered positively. About the gender distribution in these categories, yes was answered by 100% women, maybe was answered again by 100% women and no was answered by 25% women and 75% men. Consequently, more attention should be given to women who need a better work-life balance.

4. Do you have difficulty in balancing your professional and personal life?

6 responses

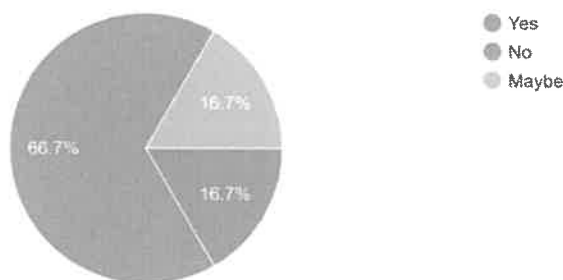


Figure 6: Thoughts on work-life balance distribution

5. Figure 7 presents the results regarding feeling secure about maintaining a job in the future. Out of all participants, 83,7% do not feel insecure about their working future while 16,7% feel insecure. About the gender distribution in these categories, yes was answered by 100% women and no was answered by 40% women and 60% men. Consequently, more effort should be made for women to feel more secure about their future.

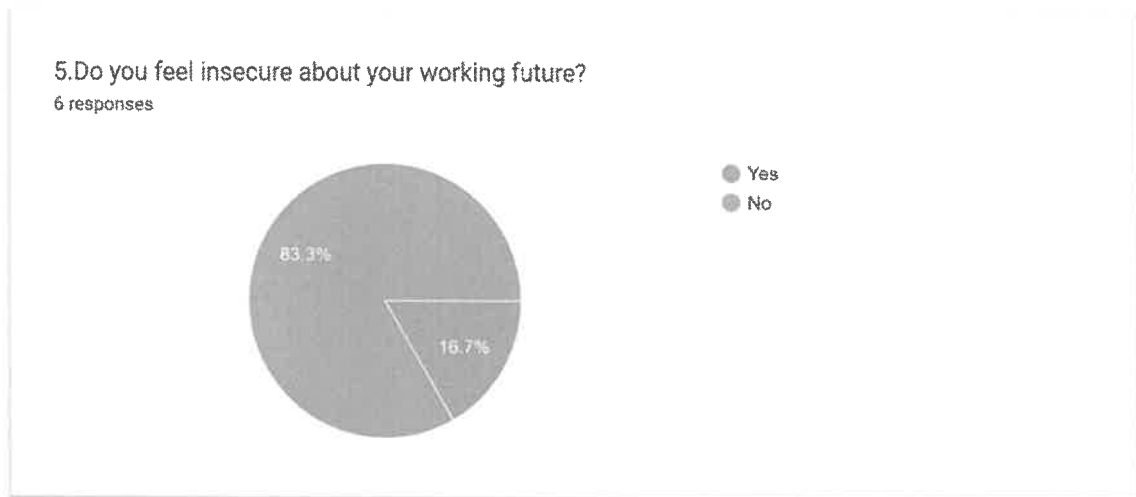


Figure 7: Insecurity about working future distribution

6. Concerning the matter of having a child and if it presents or will present obstacles at the workplace, the results are shown in Figure 8. From the eligible answers, 83,3% do not have such issues, while 16,7% stated that they face some obstacles. About the gender distribution in these categories, yes was answered by 100% women and no was answered by 40% women and 60% men. Consequently, more effort should be made by the organization, for women to feel more positive about having a child and working at the same time.

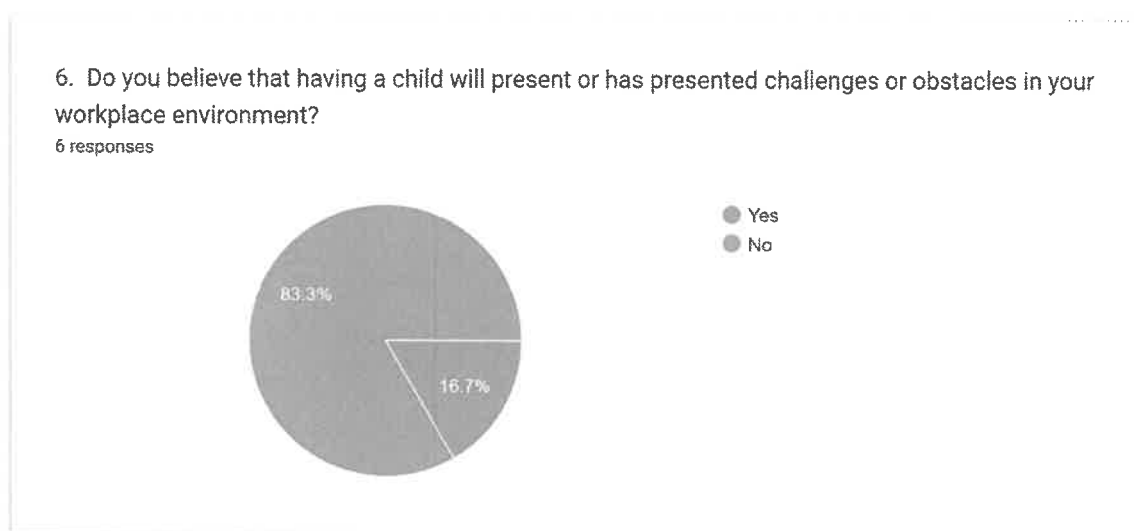


Figure 8: Distribution of whether a child presents or will present obstacles in workplace environment

7. The question of awareness about gender equality protocols or training programs has been answered as shown in Figure 9. Out of all employees who answered, the majority of them, 66,7%, said no and only 33,3% said yes. About the gender distribution in these categories, yes was answered by 100% men, and no was answered by 75% women and 25% men.

Consequently, there is not adequate information and communication to market these events especially on women, so more effort could be made by the organization.

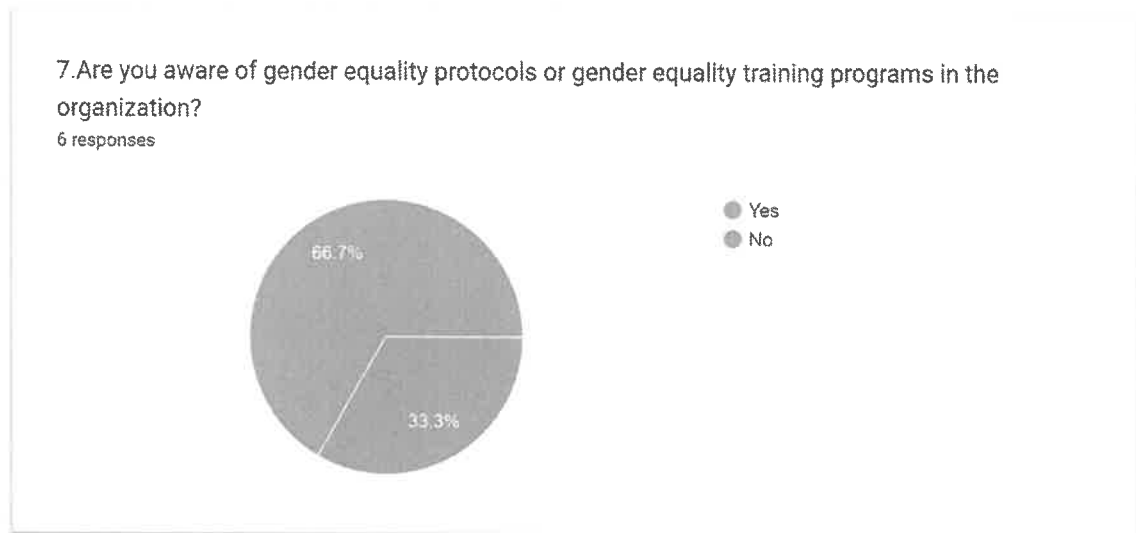


Figure 9: Awareness on gender equality protocols or training programs distribution

8. The results of having awareness about existence of protocols in reporting and dealing with harassment incidents are shown in Figure 10. Most people are not aware of such protocols as 66,7% answered no and only 33,3% answered yes. About the gender distribution in these categories, yes was answered by 100% men, and no was answered by 75% women and 25% men. Consequently, there is not adequate information or communication available about the issue especially to reach out to women, so more effort could be made by the organization.

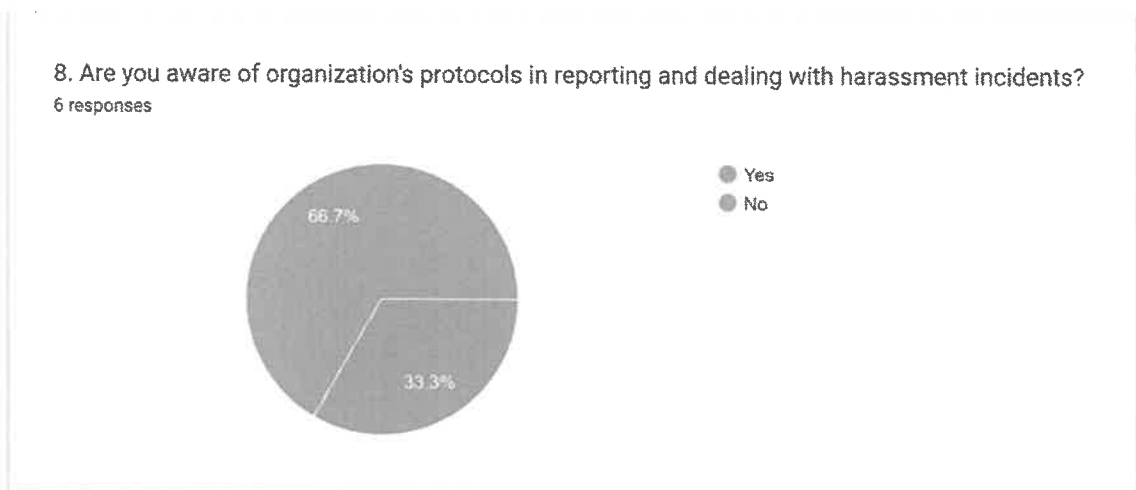


Figure 10: Awareness on protocols about reporting and dealing with harassment incidents distribution

9. Concerning knowledge about awareness raising activities and/or educational activities for the use of oral/written language sensitive to gender issues, the results are depicted in Figure 11. Most people (66,7%) stated that they do not know about such activities and only 33,3%

answered positively. About the gender distribution in these categories, yes was answered by 100% men, and no was answered by 75% women and 25% men. Consequently, there is not adequate information or marketing of such activities so more effort could be made by the organization to reach female audience.

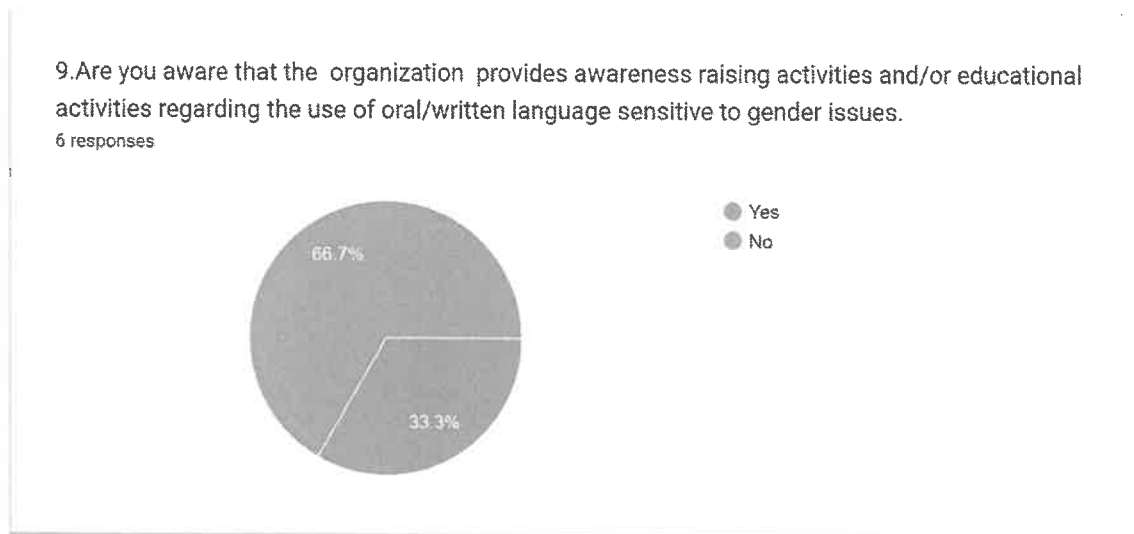


Figure 11: Distribution of knowledge about awareness raising activities and/or educational activities regarding the use of oral/written language sensitive to gender issues.

10. Regarding having knowledge on any communication actions for the promotion of women working in the organization, the results are in Figure 12. Out of the employees that answered, 33,3% admit to have knowledge while 66,7% have not heard about such actions. About the gender distribution in these categories, yes was answered by 100% men, and no was answered by 75% women and 25% men. Consequently, there is not adequate information or marketing of such actions so more effort could be made by the organization to promote women.

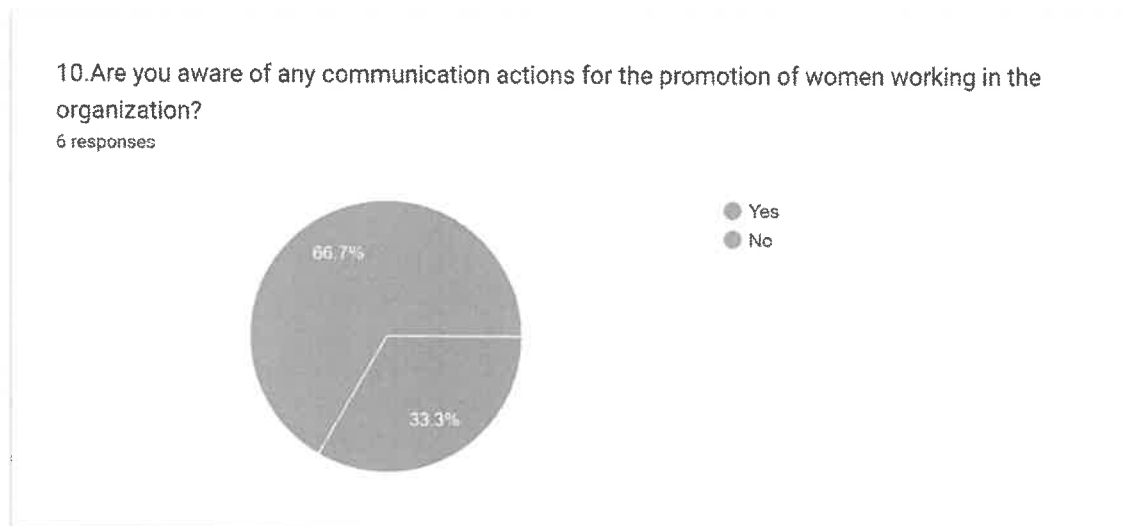


Figure 12: Distribution of knowledge on communication actions for the promotion of women working in the organization

11. The following question concerns a deeply sensitive matter of experiencing sexual harassment in the organization. According to the results (*Figure 13*), 100% of the survey participants have not had such an experience at their workplace. Consequently, there are no people to state that have been a victim of sexual harassment in the organization which is a positive outcome.

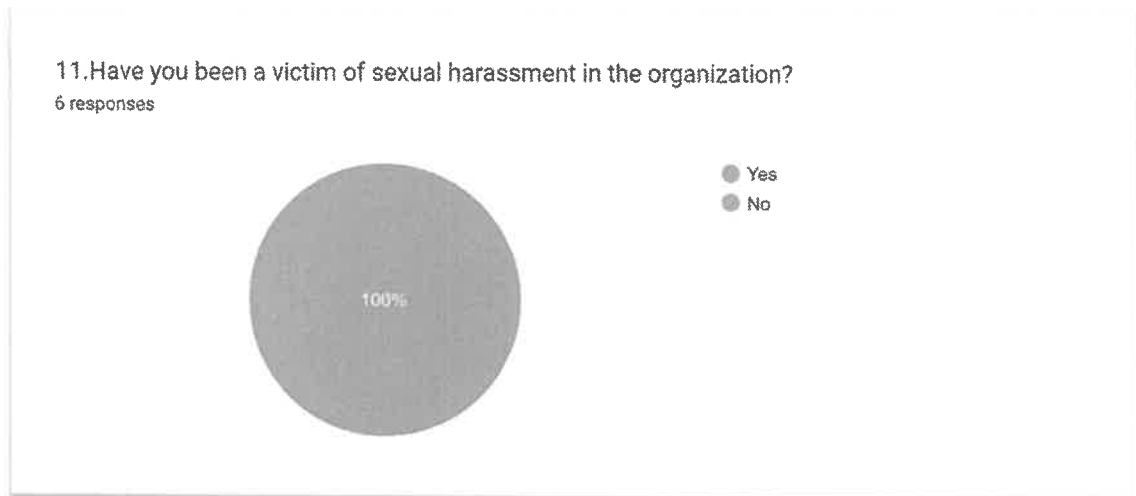


Figure 13: Distribution of experiencing sexual harassment in the organization

12. Concerning the question of witnessing incidents of sexual harassment in the organization, the results are shown in *Figure 14*. Out of all participants, 83,3% answered negatively while 16,7% answered positively. About the gender distribution in these categories, yes was answered by 100% women and no was answered by 40% women and 60% men. The percentage that answered yes is aged 35-45 years old and is in staff category in the organization while the percentage that answered no is aged 35-55 years old and includes both staff and manager positions. Consequently, there is a small percentage (women) that has witnessed incidents of sexual harassment so more effort should be made by the organization to eliminate such incidents, particularly for women.

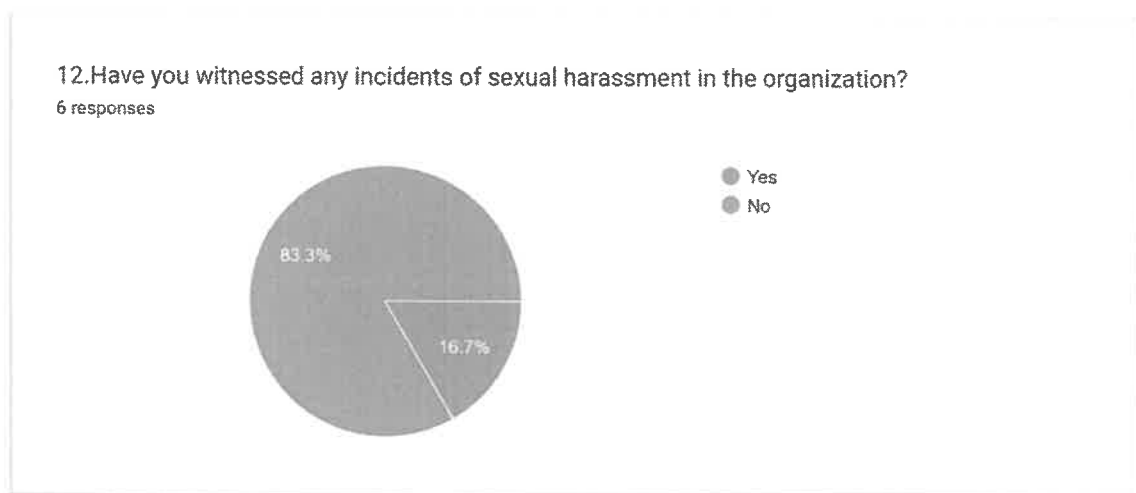


Figure 14: Distribution on witnessing incidents of sexual harassment in the organization

13. Upon question on whether the employees believe that in their Department the workload is distributed in a meritocratic and fair way between men and women, the results are shown in *Figure 15*. Most people (66,7%) answered yes while the rest (33,3%) answered no. About the gender distribution in these categories, yes was answered by 50% women and 50% men, and no was answered by 50% women and 50% men. Consequently, women and men equally believe or don't believe that workload is not equally distributed so more effort should be made to clarify the situation inside the organization.

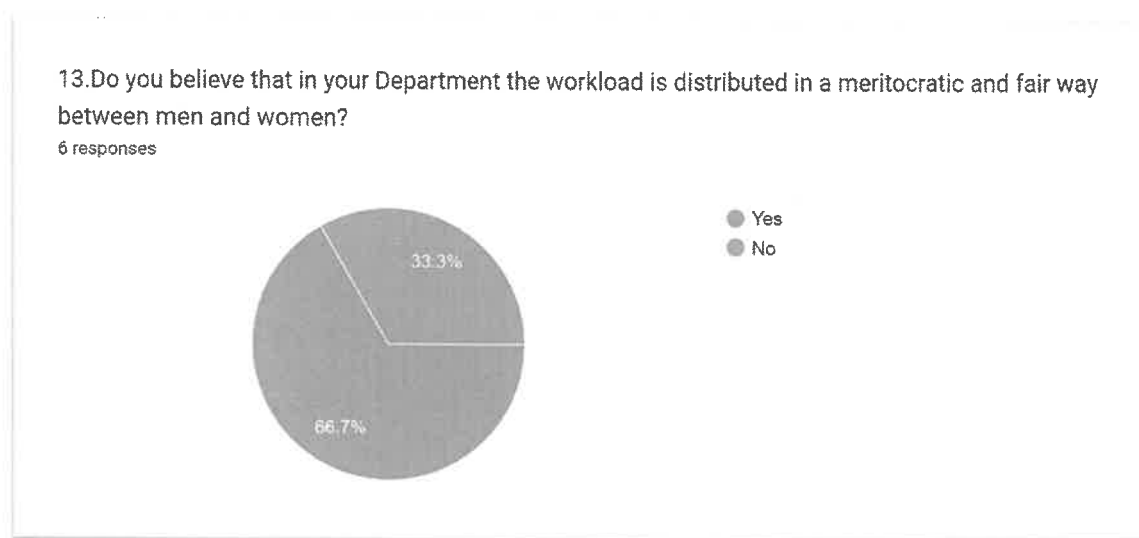


Figure 15: Results on workload fair distribution between men and women

14. Regarding the discouragement from seeking professional development/training from a senior, the results are in *Figure 16*. Out of all employees answered, 83,3% said no while 16,7% said yes. About the gender distribution in these categories, yes was answered by 100% women and no was answered by 40% women and 60% men. Consequently, more women believe that they have been professionally discouraged so more effort should be made by the organization to tackle the issue.

14. Have you been discouraged from seeking professional development/training opportunities from your hierarchical superior?

6 responses

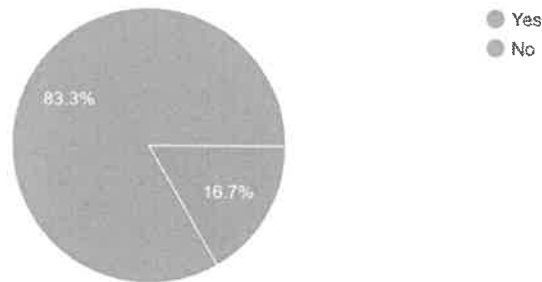


Figure 16: Results on being discouraged from seeking professional development/training opportunities from a hierarchical superior

In conclusion, some inequalities have been identified between genders concerning the qualitative data. The Municipality of Prespes takes these matters into consideration and will use any available information and resources to take actions for every issue that implies imbalance or unfair treatment in the organization.

B. Gender Equality Action Plan

1.Objectives

1.1 List of Objectives

Taking into consideration the KPIs evaluated above, the Municipality of Prespes has established 6 objectives that will support gender equality in the area under municipality's control:

1. Promote a gender aware culture to diminish existing biased traditional perceptions and procedures and establish gender equality protocols and campaigns that are visible to all personnel
2. Improve the research and program deployment related quality of the organization by promoting more mixed gender working groups
3. Promote female staff career development in all areas of the company, with particular focus on the area of research.
4. Promote women in the decision-making working positions to empower their role inside the organization and ensure diversification of views.
5. Establish an attractive municipality profile that can attract female experts and talents
6. Fight back or even achieve early prevention of sexist and biased practices by promoting an effective, well established and widely disseminated prevention and response mechanism in the organization.

For Municipality of Prespes to achieve the above-mentioned objectives, the organization will need to work systematically on six Areas. All six Areas agree with the guidelines established by the European Institute for Gender Equality (EIGE, <http://eige.europa.eu>) and entail several objectives and actions. They are presented below along with the personnel responsible for supporting each action. Via these Areas the organization is planning to tackle and mitigate the gender inequality issue at all levels:

- ✓ Area 1: Equal representation in all levels of decision making
- ✓ Area 2: Gender equality on recruitment and career development
- ✓ Area 3: Flexible, agile and balanced working environment
- ✓ Area 4: Gender equality in programs or events participation
- ✓ Area 5: Gender equality in terms of visibility and acknowledgment
- ✓ Area 6: A safe and equal working environment

1.2 Areas and related actions towards gender equality

Regarding the active mitigation of gender equality gap in the Municipality of Prespes, all Areas are analyzed below in tables separately that entail each sector's objectives and related actions over the last three years, which actors are involved and further comments.

Area 1 focuses in promoting equality at all levels and creating a supporting mechanism that will promote integrated gender equality across the municipality.

Table 3: Objectives and actions of Area 1

Area 1: Equal Representation in all levels of Decision Making						
Objectives	Actions	2021	2022	2023	2024	2025
I. Establishment of an entity dedicated to fostering gender equality	Operation of Gender Equality Team				x	x
	Train all employees on gender equality expertise				x	x
II. Gender equality in all decision-making levels	Equality, diversity and inclusion principles embedded into the organization					
III. Oversight of organizational processes in relation to gender		x	x	x	x	x
Actors involved: -Administrative/ Financial Department -Gender Equality Team -Municipal Council		Comments: The company has already established the Gender Equality Team, dedicated in promoting those actions				

Area 2 focuses on establishing gender equality on recruitment procedures and career progression opportunities for both men and women.

Table 4: Objectives and actions of Area 2

Area 2: Gender Equality on Recruitment and Career Development						
Objectives	Actions	2021	2022	2023	2024	2025
I. Gender proof recruitment selection	Equal career opportunities based on score-based evaluation achieved in written exams, interview outcome and overall qualifications without gender discrimination.					
II. Action plan & interventions for promoting careers of female professionals		x	x	x	x	x
	Sharing career best practices and promotion of female role models				x	x
III. Monitoring gender pay gaps	Offering attractive salary packages and	x	x	x	x	x

IV. Attract female applicants in senior-type jobs	acknowledgment to highly skilled female employees					
	Monitoring retention rate (RR) of female employees, substitution practices and career progression	x	x	x	x	x
	Organizing awareness activities for all employees				x	x
Actors involved: -Gender Equality Team -Administrative/ Financial Department -Municipal Council -ASEP		Comments: Most actions are currently being implemented as part of a highly structured selection process by The Supreme Council for Civil Personnel Selection (ASEP) Extra effort should be made in promoting employees and especially women, on participating in career development programs.				

Area 3 focuses on providing a flexible, agile working environment that will allow both men and women to achieve a desired level of work-life balance.

Table 5: Objectives and actions of Area 3

Area 3: Flexible, Agile Environment and Work-Life Balance						
Objectives	Actions	2021	2022	2023	2024	2025
I. Implement measures and protocols to assist employees with caregiving responsibilities.	Provision of flexible work models (part-time or remote options)	x	x	x	x	x
II. Promote work-life balance integration to current work model	Use of remote desktop software that allows users to access and control computers remotely	x	x	x	x	x
Actors involved: -Gender Equality Team -Administrative/ Financial Department -Municipal Council		Comments: Due to the COVID-19 restrictions, the organization adopted flexible working models for all personnel and support for remote working. More effort needs to be made for establishing flexible work models on a permanent base to improve work-life balance.				

Area 4 focuses on promoting gender equality in the area of research, academic excellence and European project implementation.

Table 6: Objectives and actions of Area 4

Area 4: Gender Equality in Research						
Objectives	Actions	2021	2022	2023	2024	2025
I. Equal gender accumulation in research projects	Monitoring female/male applications received for research positions					x
II. Promotion of women in research positions	Applying for funding in national/European calls for women involvement				x	x
III. Celebrate and acknowledge women over distinctions or milestones achieved	Promotion of women participation in research projects, scientific publications and conferences			x	x	x
	Monitor research or academic excellence progress on both genders				x	x
Actors involved: -Gender Equality Team -Administrative/ Financial Department -Municipal Council		Comments: The Municipality of Prespes needs to put more effort for general participation in research projects the following years and more women need to be given strong initiative to get involved.				

Area 5 focuses on achieving gender equality in terms of visibility. Ensure that men and women along with their professional accomplishments are equally promoted in activities and events that are characterized by high visibility.

Table 7: Objectives and actions of Area 5

Area 5: Gender Equality in Terms of Visibility and Acknowledgment						
Objectives	Actions	2021	2022	2023	2024	2025
I. Balanced gender participation in events, conferences and	Monitor gender participation ratio in all events,	x	x	x	x	x

II.	workshops Promote visibility of women in organization's activities	conferences and workshops					
III.	Promote female staff work and accomplishments in media and social media.	Promote the placement of women in key leadership roles of research and communication activities			X	X	X
		Advertise women 's presence and contribution to the results and success of the organization			X	X	X
Actors involved: -Gender Equality Team -Administrative/ Financial Department -Municipal Council		Comments: Mostly women (60%) were promoted in events with high visibility the last 6 years. The organization needs to put more effort in participating at events with strong female presence.					

Area 6 focuses on establishing a stable and effective roadmap for promoting gender equality culture inside the organization as well as preventing, detecting and resolving actions of discrimination and/or harassment.

Table 8: Objectives and actions of Area 6

Area 6: A Safe and Equal Working Environment						
Objectives	Actions	2021	2022	2023	2024	2025
I. Increase visibility of the GEP strategy including objectives and actions	Publication of current and future versions of GEP on municipality's website				X	X
II. Promote among the staff events and training workshops on sensitive topics and gender equality	Gender equality awareness events and training sessions on prevention of harassment				X	X
	Implementing a dedicated code of conduct that all staff members are required to				X	X

III. culture Enable and encourage employees to report harassment incidents	acknowledge and sign, ensuring uniform compliance and integration across the organization.					
	Creation of a support service for the prevention, detection and report of discrimination and behaviors of harassment or violence based on gender.	x	x			x
	Establishing a roadmap towards reporting and resolving such incidents and appointing a committee obliged to deal with such reports.				x	x
Actors involved: -Gender Equality Team -Administrative/ Financial Department -Municipal Council		Comments: The organization needs to increase employee awareness in the future. All supporting services, protocols and roadmaps should also be widely promoted to all personnel. The Gender Equality Team will be responsible for receiving and evaluating reports of harassment. During this procedure all GDPR obligations will be addressed.				

The aforementioned objectives, areas and actions are considered a pilot base to achieve the desired level of gender equality with room for improvement and corrective actions. Additionally, a monitoring tool is established by the municipality as a support mechanism and decision-making actor to tackle issues related to the matter, called the Gender Equality Team. This actor is of utmost importance to function independently in order to achieve the desired results.

The Gender Equality Team consists of multidisciplinary participants which are:

- Members of the Community Center of the Municipality of Prespes
- Director of the Administrative/ Financial Department
- Members of the Department of Social Protection, Education and Sports
- Gender Equality Office
- Deputy Mayor of Social Welfare

These objectives include promoting equal opportunities for all employees regardless of gender, ensuring a balanced representation of men and women in decision-making roles, implementing measures to prevent and address gender-based discrimination and harassment, providing support and resources for employees balancing work and caregiving responsibilities, and fostering a culture of respect and awareness regarding gender issues. Through these objectives, we aim to create a workplace where everyone feels valued and empowered to contribute their best, regardless of gender.

C. GEP Implementation, monitoring and evaluation

1. Implementation

The Municipality of Prespes has embarked on a proactive journey towards implementing its Gender Equality Plan, recognizing the importance of fostering inclusivity and fairness within its administrative practices. Central to this implementation is the establishment of policies and initiatives aimed at promoting equal opportunities for all employees, irrespective of gender. Through targeted recruitment and promotion strategies, the municipality ensures a balanced representation of men and women in decision-making roles, thereby enriching perspectives and enhancing overall governance effectiveness.

Furthermore, the implementation of the Gender Equality Plan at the Municipality of Prespes involves comprehensive training programs and awareness campaigns to prevent and address gender-based discrimination and harassment. These initiatives are designed to create a supportive and respectful work environment where every employee feels valued and empowered. Additionally, the municipality has introduced flexible work arrangements and support services to assist employees in balancing work and caregiving responsibilities, further advancing the principles of gender equality and fostering a culture of inclusivity and mutual respect within the organization.

2. Monitoring

The Municipality of Prespes adopts a structured methodology in overseeing the implementation of its Gender Equality Plan, ensuring diligent progress tracking and accountability. This involves the regular gathering and examination of data to evaluate gender representation across different municipal roles. Attention is focused on scrutinizing recruitment and promotion practices to uncover any gender-based disparities or obstacles. Moreover, mechanisms for collecting employee feedback are put in place, inviting insights into their experiences and views concerning gender equality within the workplace. Such ongoing vigilance enables the municipality to swiftly pinpoint areas needing enhancement and implement targeted measures to rectify identified issues or deficiencies in achieving gender equality goals.

3. Evaluation

For the evaluation of the Gender Equality Plan, a comprehensive assessment framework is utilized to measure the impact of initiatives and policies on promoting gender equality within the Municipality of Prespes. Key Performance Indicators are established to gauge progress towards predetermined goals and objectives outlined in the plan. This includes evaluating the effectiveness of training programs, awareness campaigns, and support services in fostering a more inclusive and equitable work environment. Feedback from employees, stakeholders, and relevant community members is also solicited through surveys and consultations to gather insights and perspectives on the municipality's gender equality efforts. Based on the findings of the evaluation, adjustments and refinements are made to the Gender Equality Plan to ensure its ongoing relevance and effectiveness in promoting gender equality and fostering a culture of respect and inclusivity within the municipality.

D. Summary

The Gender Equality Plan is designed as a dynamic instrument, subject to annual reviews and updates to reflect the progress achieved towards each stated objective, and to incorporate new goals and initiatives as necessary. To ensure comprehensive oversight, both quantitative and qualitative assessments will be conducted yearly, providing a clear measure of our advancement towards establishing gender parity. Furthermore, the Gender Equality Team will maintain ongoing collaboration with key stakeholders to champion and implement pertinent actions. This document has received formal endorsement from the Mayor of Prespes and has been ratified by the Municipal Council of Prespes, underscoring our collective commitment to fostering an inclusive and equitable work environment.

Made By



Dr. Michael Pretakos

Approval By

The Mayor



George Stergiou

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