



## Gender Equality Plan

### Context

In its Statement of University Values, the Board of Trustees expresses its expectation that students, faculty, and staff will be committed to “safeguarding and promoting the values of tolerance and diversity, academic integrity, [and] the free pursuit of knowledge...” It instructs the administrative officers and faculty to take measures to foster this atmosphere of free critical inquiry and protect the integrity of all members of the university community.

The University has already published a series of guidelines and regulations that implement this vision. These include policies on non-discrimination, sexual harassment, and non-academic misconduct. The institution, however, has recognized the need for a more pro-active stance that is purposefully focused on fostering greater diversity equity and inclusion in the University community.

In response to this need, University officers are now drafting a Diversity, Equity, and Inclusion Plan (DEI), which is expected to be completed by January 2023. The plan foresees components for faculty and staff recruitment and training, curricular review, hiring priorities, and the Gender Equality plan that is described in this document.

### Overview of the Plan

The Gender Equality Plan (GEP) is intended to address remaining weakness in gender equality at the University and promote a fair, trustworthy, and respectful work and learning environment. The GEP will be implemented in an Institutional Gender Equality Policy Document. This document will include commitments and relevant implementation actions to promote gender equality in the organization.

The GEP will be aligned with the European Gender Equality Strategy for 2020-2025 and the National Action for Gender Equality 2021-2025, as well as with relevant national and European laws, initiatives, and actions, as listed at the end of the document.

The Plan includes the following phases:

#### **Preparation**

This phase involves data collection, an audit and analysis of the current situation, self-reflection, and an evaluation of existing procedures and practices to identify areas of needed improvement in the equal treatment of the genders in all Institution’s activities.

**Output: identified weaknesses and areas for improvement.**

## **Implementation**

During this phase, we identify and implement innovative practices to overcome weaknesses and promote gender equality. Gender equality targets are translated into concrete actions.

**Output: List of concrete actions and respective time-plan.**

## **Monitoring and Assessment**

This phase foresees designing an assessment framework and key performance and impact indicators to assess the effectiveness and impact of practices vis-à-vis the aim of mainstreaming gender equality in all Institution's activities.

**Output: Assessment against targets and commitments.**

The outputs of the Gender Equality Plan will be codified in a Gender Equality Policy document addressing gender inequalities in the institution. The Policy will cover the following thematic areas:

- Work-life balance and organizational culture;
- Gender balance in leadership and decision-making;
- Gender equality in recruitment and career progression;
- Gender equality in research careers;
- Integration of the gender dimension into research and teaching content;
- Measures against gender-based violence, including sexual harassment.

To comply with the Horizon Europe eligibility criterion the Gender Equality Plan is designed to meet and satisfy four mandatory process-related requirements, namely, that the Plan will:

- be a public document;
- have dedicated resources;
- include arrangements for data collection and monitoring;
- be supported by training and capacity-building.

## Publication

The DEI initiative has been announced to the University faculty, staff and students by the University Provost Themis Kaniklidou. An official announcement has been published on the website and communicated to our wider community. The public web page

<https://www.haec.gr/en/aboutus/diversity-equity-and-inclusion> has been created to host existing and forthcoming, and official and working institutional documents related to the DEI initiative, including progress reports. Relevant published documents will be compliant with the general data protection regulation (GDPR).

## Commitment at an Institutional Level

We have ensured endorsement of the DEI initiative and commitment at the highest executive level. To highlight the importance of the Plan for the life of the Institution and its strategic development, President Leonidas Koskos has placed the planning initiative under the aegis of the Office of the President. As he noted, the commitment and support at the institution's highest executive level ensures that resources will be made available, and cooperation facilitated across the institution and at both the Athens and Nashua campuses.

### Dedicated Resources

The project team responsible for developing the plan involves a variety of stakeholders, including academic and executive officers, faculty and staff, members of the Board of Trustees, and students. The team incorporates expertise in gender equality and change management and is being organized so that it can work with the whole organization. The project is being conducted by the Office of Institutional Research and Assessment and the Office of Academic Affairs and is led by the Provost. Committed resources ensure proper implementation, monitoring, evaluation, and amendment, as and whenever needed, of the GEP.

### Data Collection and Monitoring

The preparation phase has been launched to audit and reflect on the current situation. To that end, the Institution is now conducting a Campus Climate Survey among students. The results of the survey are expected to provide insight into the extent to which attitudes, expectations, and behaviors of students, faculty, and staff contribute to an inclusive, welcoming, campus environment for all members of the community. The findings will give the project insightful information on the challenges that the plan needs to address. The launch of the survey, and the broader planning initiative of which it forms a part, was announced to students during the recent Town Hall meeting on February 16th.

A similar survey for academic and administrative staff is being drafted.

Sex/gender disaggregated data on personnel and students are available and continuously updated. Available data will establish the baseline situation for gender equality analysis. Against this baseline situation the effectiveness and impact of GEP action implementations will be measured and assessed.

### Training and Capacity Building

Awareness-raising and capacity-building initiatives are tools to increase people's sensitivity to gender equality while giving them the knowledge and skills to recognize gendered and discriminatory stereotypes and behaviors, and to act to mainstream gender equality. To accompany existing training offers, our Institution will develop and deliver training for students and staff on topics such as:

- good practices in gender mainstreaming
- understanding gendered & discriminatory practices in academia, research, and innovation
- the role of organizational culture and how to change it
- breaking gender stereotypes: explicit bias & implicit bias
- including the gender dimension into research design and teaching curricula.

Awareness-raising initiatives include workshops for students and staff; talks delivered by gender equality experts and women scientists, scholars, and academic leaders; and sessions for staff onboarding and student orientation programs.

### Development of a Gender Equality Action Plan

The institution's GE Action Plan is developed with the aim to mainstream gender equality in all of its activities and promote gender equality through proper training and transformation of organizational processes and structures, cultures and attitudes that sustain gender stereotypes and biases and lead to imbalances and inequalities.

The GE Action Plan anticipates an on-going process for ensuring and improving gender equality in the organization. Following the preparation phase that includes auditing and planning, the implementation

and monitoring & assessment phases will be feeding each other in a continuous loop to enable learning from experiences and adjustments - improvements to interventions. Systematic reviews will aim to:

- Maintain and enhance the visibility and prioritization of the GEP, in the institution's community including at senior levels;
- Adjust key objectives and action plans to address weaknesses and mitigate risks.

The GE Action Plan evolves around the Institution's gender equality Targets and Sets of Actions to implement them. The definition of Key Performance and Impact Assessment Indicators will enable monitoring, assessment, and drive appropriate adjustments.

### GE Targets and Desired Outcomes

Equality is not just a matter of gender balance, but also one of equal opportunities and fair distribution of resources. The achievement of equality between the genders requires having a long-term, genuine desire to bring about change. Gender equality issues are cross cutting the institution's activities. Each member of the institution's community must take non-discrimination and equality issues into consideration and promote non-discrimination and equality in their work and activities.

Research organizations and higher education institutions (HEIs) are organizations that are made up of people, but at the same time also work for people. They contribute to training future female and male professionals and also investigate a diverse spectrum of topics that affect the lives of women and men. That is why it is very important that both dimensions – gender representation and gender responsive content - need to be taken into consideration in all phases of the GE policy-making process.

The following concrete targets have been set:

- Gender Balance in Leadership and Decision Making
- Gender Balance and Equality in Organizational Culture
- Gender Balance and Equality in Education and in Research and Innovation (R&I), processes and content
- Flexible and Agile Work conditions to ensure work-life balance
- Gender equality in recruitment and career progression, including gender equality in R&I careers
- Measures against gender-based discriminations and violence including sexual harassment.

Desired outcomes relate to the implementation of institutional change relating to human resources management, funding, decision-making, education and research programmes. The main objectives of institutional change are to enhance women's representation and retention at all levels of their scientific careers and to promote the integration of the gender dimension in education, research, and innovation content.

### GE Action Plan Methodology

The GE Action Plan is viewed as a tool for structural change that facilitates:

1. setting goals and monitoring progress via identified indicators
2. identifying and implementing innovative approaches and practices to correct any bias
3. conducting impact assessments against indicators
4. conducting audits of procedures, processes, and practices to identify gender bias.

A holistic and integrated approach will be followed as the identified areas of intervention are interdependent and address issues relevant for the whole community and organizational system. For each of the identified Targets, the following are defined:

- ⇒ sets of SMART<sup>1</sup> sub-goals, the implementation of which will hit the targets,
- ⇒ sets of actions necessary to implement the sub-goals,
- ⇒ sets of Key Performance Indicators, against which the gender dimension is monitored and studied
- ⇒ sets of Impact Assessment Indicators, against which impact of GE measures and actions is validated and assessed
- ⇒ a time plan of the actions
- ⇒ the personnel responsible for each action
- ⇒ the relevance of the Targets to UN's Sustainable Development Goals (SDGs).

In the present version Targets are analyzed into sub-goals and sets of actions to achieve them, as well as their relevance to SDGs. In subsequent versions the action plan will be completed with key performance and impact assessment indicators, time scheduling of actions, and responsible personnel.

The following sources have been used. The development of the Plan has closely followed the HE Guidance on GEPs [4] and relevant elements of [1,2,3 and 5]. A number of GEPs have been studied and consulted on the definition of sub-goals to be addressed and actions to be implemented in each of the identified targets [6, 7, 8].

### Sources

1. EIGE - European Institute for Gender Equality, <https://eige.europa.eu/gender-mainstreaming?lang=en>, <https://eige.europa.eu/gender-mainstreaming/methods-tools>
2. EIGE's Gender Equality in Academia and Research, GEAR tool
3. H2020 SAGE project, SAGE – Systemic Action for Gender Equality, “GEP Implementation Guidelines”
4. Horizon Europe Guidance on Gender Equality Plans (GEPs), European Commission, Directorate-General for Research and Innovation, Directorate D — People, Unit D4 — Democracy and European values
5. EUROPEAN COMMISSION, Enhancing excellence, gender equality and efficiency in research and innovation, Report of the Expert Group on Structural Change
6. The Gender Equality Plan (GEP) of the Alma Mater Studiorum - University of Bologna
7. The Gender Equality Plan for the University of Warsaw
8. The Gender Equality Plan (GEP) of ICCS, NTUA, Greece
9. Gender equality law in Europe. How are EU transposed into national laws in 2018?, Directorate General for Justice and Consumers, 01.2019.

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<sup>1</sup> S.M.A.R.T.: Specific, Measurable, Achievable, Relevant and Time-based.

### *Gender Balance in Leadership and Decision Making*

Statistics show that women remain underrepresented in academic and administrative leadership and decision-making positions in universities and research institutions across Europe. The Target is to improve gender balance in leadership and decision-making.

Sub-Goals	Actions	SDGs
<b>Support gender balance in senior management and governance bodies</b>	Review and amend regulation and policy frameworks on possible gender biases in the appointment of members of bodies and committees.	SDG5 <sup>2</sup> , SDG10 SDG16
	Add Provisions on the need to guarantee gender balance in boards, committees, and other governance bodies	
	Audit the work and decision making of bodies to ensure inclusiveness of their practices and outcomes.	
<b>Ensuring gender balance in places to be filled in</b>	Targeted advertising of calls for positions towards female candidates	SDG5, SDG10 SDG16
	Actively seeking and identifying women candidates suited to roles in decision-making and leadership positions	
	Transparent publication of openings, conditions for applying and evaluation criteria	
<b>Understanding gender dynamics in interactions and decision making</b>	Provide committee members and chairs with gender equality training	SDG5, SDG10 SDG16
	Guidelines on the promotion of equal opportunities and gender balance in the composition of working groups and committees	

### *Gender Balance and Equality in Organizational Culture*

Aiming to cultivate a respectful, open, and welcoming organizational culture sensitive to a variety of gender identities. Actions in relation to organizational culture include measures to ensure that all staff feel valued and welcomed at work. Closely related to the Work-life balance Target and the Measures against gender-based discriminations and violence including sexual harassment Target.

Sub-Goals	Actions	SDGs
<b>Create awareness on gender equality issues in the institution</b>	Monitor the application of the Gender Equality Plan and compliance with policies	SDG5
	Gather data on gender equality	
	Analyze data and produce statistics	
	Publication of results, statistics, and progress reports	
	Produce and annual Gender Equality Report in Greek and in English	
<b>Capacity building on</b>	Training for employees and students on	

<sup>2</sup> SDG3: Good Health and Well-being, SDG5: Achieve gender equality and empower all women and girls, SDG10: Reduce inequality within and among countries, SDG11: Sustainable Cities and Communities, SDG16: Peace, Justice and Strong Institutions

<b>gender equality issues</b>	<ul style="list-style-type: none"> <li>- developing knowledge on gender-based discriminatory and violence phenomena</li> <li>- developing skills related to identifying and responding to these phenomena</li> </ul>	SDG5
	Organization of events providing reliable and accessible information to build a better understanding of gender equality as a core value of democratic societies.	
<b>Adoption of a gender fair language</b>	Application of gender-fair language in all institution's communications	SDG5, SDG10 SDG16
	Review and adapt existing institutional documentation, to the extent needed	
<b>Appraisal of GE promotion activities</b>	Organization of annual initiatives to promote best practices and feature positive testimonials of male and female leadership under whom gender stereotypes in professional settings have been reduced.	SDG5, SDG10 SDG16

*Gender Balance and Equality in Education and in Research and Innovation (R&I), processes and content*

Integrating the gender dimension into educational activities, including teaching curricula as well as public engagement, is crucial for the proper training of the next generations of professionals, researchers and innovators, Addressing gender equality and the incorporation of sex and/or gender analysis through the entire R&I cycle brings added value in terms of research excellence, rigor, reproducibility and creativity, and enables in-depth understanding of all people's needs, behaviors and attitudes, and enhances the societal relevance and acceptability of research and innovation.

Sub-Goals	Actions	SDGs
<b>Incorporation of gender dimension in R&amp;I processes</b>	Study and inclusion of gender and diversity issues in scientific publications	SDG5, SDG10
	Inclusion of gender issues in research and innovation projects	
	Amend research evaluation criteria to include compliance with gender equality requirements	
	Training events and informative material on the incorporation of the sex/gender dimension into research methodologies and processes.	
	Monitor and ensure gender equality in the composition of research groups involved as partners in collaborative research projects	
<b>Integrating the gender dimension into research and education content</b>	Identification of gender relevant subjects in different disciplines and training on how to be properly addressed	SDG5, SDG10 SDG16
	Consideration of sex and gender aspects throughout all stages of the research cycle: from hypothesis to producing and validating research results. Examples: who decides on the research agenda; w interests and needs are served with the research; who will be the users of the knowledge that is to be produced; who can benefit and in which way from the research?	
	Develop teaching content and processes countering gender stereotypes and allowing for everyone to engage with science in all its aspects without constraints set by ungrounded preconceptions.	

<b>Develop training for the acquisition of GE knowledge and skills</b>	Creation of an e-learning training course on gender equality, diversity and inclusion, human rights, and fight against stereotypes and violence, open to all teaching staff, researchers, technical-administrative staff, and the entire student community	SDG5, SDG10 SDG16
	Organize relevant workshops and raising awareness events	

*Flexible and Agile Work condition to ensure work-life balance*

A key component of the institution’s culture that is relevant to all personnel and supports career advancement alongside personal advancement and responsibilities, including caring responsibilities.

Sub-Goals	Actions	SDGs
<b>Reconciling the demands of working and private lives</b>	Gradually replace remote and on-site working with “smart working”	SDG3, SDG5
	Work-load management, allocation, and distribution of assignments	
	Better planning of work activities and meetings	
	Guidelines on the right to disconnect from work and its benefits	
<b>Balance work and parenting /care-taking activities</b>	Analysis of feasibility of measures granting new parents release from specific tasks when returning from maternity leave or full-parental leave	SDG3, SDG5, SDG11
	Make provisions for technical-administrative staff to provide fixed term substitute workers to cover for staff members who are on on-going and full parental leave	
	Creation of temporary, short-term kids’ friendly space for personnel’s children	
	Free counselling service for students and staff to support those caring for children, the elderly and/or disabled relatives	

*Gender equality in recruitment and career progression, including gender equality in R&I careers*

Recruitment, selection, and career progression measures aim to ensure that women and men get equal chances to develop and advance their careers.

Sub-Goals	Actions	SDGs
<b>Recruitment and promotion measures to ensure GE</b>	Promote and maintain gender balance in selection committees for the recruitment of teaching and technical-administrative staff, and researchers	SDG5, SDG10
	Combat gender stereotypes in assessment and selection procedures	
<b>Evaluation and appraisal criteria to ensure GE</b>	Accounting for career breaks and discount leave periods when assessing research output	SDG3, SDG5
	Assessing soft skills as well as research outcomes	
	Defining criteria in new, unbiased ways, and if that is not possible, it should be considered whether biased criteria can be given a smaller weight.	
<b>Work-load planning</b>	promote transparency and fairness, by enabling an equitable and transparent spread of workload between academic/research staff that is consistent between departments	SDG3, SDG5



*Measures against gender-based discriminations and violence including sexual harassment*

Mobilize the whole organization to establish a culture of zero tolerance toward sexual harassment and gender-based violence. This includes activities and measures to ensure an inclusive and safe culture for the whole organization.

Sub-Goals	Actions	SDGs
<b>Raise awareness on the various forms of gender-based violence</b>	Institution Service offering anti-violence counselling and support	SDG3, SDG5, SDG16
	Organization of an annual seminar addressed to the entire community on dealing with gender-based violence, discrimination, and harassment	
	Wide availability of telephone numbers and e-mail addresses to contact in the event of suffering or witnessing violence	
	Direct part of the institution’s third mission activities to combat gender stereotypes, violence based on gender and gender identity, as well as sexual and moral harassment	
<b>Promoting measures against sexual and moral harassment</b>	Monitoring of the application of the sexual harassment policy, which describes procedures for identifying, reporting, and reviewing incidents of sexual harassment, and disciplinary measures for inappropriate conduct	SDG3, SDG5, SDG16

## Legal Framework

The GEP aims to comply with national and European laws and align with national initiatives and actions focusing on: equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, social responsibility of organizations etc.

⇒ European Union Law

Treaty on the Functioning of the European Union - Article 157:

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

2. For the purpose of this Article, ‘pay’ means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the 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): “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: “Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favor of the under-represented sex”.

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

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'

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'

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

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.

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 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.

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.

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).

Relevant national legislation

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.

Act 4491/2017, 'Legal recognition of gender identity... etc', OJ A 152/13.10.2017.

Act 927/1979, OJ A 139/28.6.1979, implementing the CERD, as amended by Act 4285/2014, OJ A 191/10.9.2014 and Act 4491/2017, OJ A 152/13.10.2017.