



INFORMATION AND DOCUMENTATION CENTRE
on Racism, Ecology, Peace and Non-Violence

Gender Equality Plan

2022

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1. A dual organizational perspective on gender

Gender equality plans tend to cover different areas critical for gender equality. These normally are governance and decision making, selection procedures, working leaves, public events and the design of activities towards the public and the promotion of gender equality within the organization. ANTIGONE is a relatively small non-profit organization, hence some of these areas have more weight than others. Nonetheless, ANTIGONE has a strong interaction in his projects with Greek civil society in an increasingly multicultural context. Therefore, the present Gender Equality Plan understands ANTIGONE's position and conceives the promotion of gender equality values dually, both inside the organization and outside in the civil society close to UN's [Sustainable Development Goals on Gender Equality \(SD5\)](#) and the Greek and European Law (See legal framework section 4).

Internally, ANTIGONE promotes equality and diversity in the workplace embracing a gender-based notion of care which situates in the center the reconciliation between work and personal life with an equal distribution between men and women. Regarding decision-making, the presence of women in the planning and organization of the strategies, applications and implementation of projects is for years notable at all levels even with favorable ratio over man.

As a research-based organization, ANTIGONE scientific work wants to systematically include a gender perspective in the projects that will be part of for the next years. Most of this line of action has not been formally the product of a plan rather the result of the informal adherence of the organization to these values. The present plan wants to translate this adherence to a formal organizational document.

The work of ANTIGONE has an important public projection in civil society in different spheres: democratic and civic education in schools, research interviews working with other organizations in matters such as refugee rights or integration, publications in the press and academic journals and organization of events in which experts and discriminated communities are often brought together. Given the varied nature of

public activities that ANTIGONE undertakes and the different social groups that addresses, often discriminated (race, class, sexuality, migrants, refugees etc.), it is necessary to define an approach to gender equality that encompasses different inequalities as well as ANTIGONE's internal gender equality promotion. Hence, the present gender equality plan aims at holistically address both inside and outside the organization along with other forms of discrimination that very often degrade gender balance. For that reason, this plan conceives gender from a perspective of intersectionality¹.

With this internal and external strategic setting, the objectives of ANTIGONE's Gender Equality plan are the following.

¹ Intersectionality refers to the way in which multiple forms of discrimination – based on gender, race, sexuality, disability, and class, etc. – overlap and interact with one another to shape how different individuals and groups experience discrimination.

2. Objectives

Internal

Workplace

1. Formalize a gender-based plan for parental and maternal leaves.
2. Formalize a recruitment and a gender-equality based career progression plan and pay equity.
3. Develop a protocol to internally denounce any cases of harassment, gender related-bias or sexual orientation discrimination

Government

4. Develop a normative for a gender-balanced governing board and in decision-making at all levels of the organization
5. Develop a pool of data on gender to monitor the evolution of ANTIGONE's Gender Equality Plan.

Research Area

6. Train researchers on the basics of gender theories to develop gender perspective research.
7. Develop an archive to document and monitor gender discrimination from an intersectional perspective in the Greek context.

External

8. Formalize a gender-balanced presence in the events organized by ANTIGONE with other organizations
9. Add gender perspective in the upcoming projects along with other forms of discrimination within a general intersectionality framework to comprehend the different spheres of discrimination.
10. Add a gender perspective in the upcoming democratic education projects of the organization.

3. Implementation and timeline

The Antigone Gender Equality plan will become part of the internal regulations of the organization. The signature of the governmental board will imply the complete commitment of the organization for the pursue and achievement of the aforementioned goals.

The objectives 1 and 2 represent the formalization of informally implemented actions. Hence, as will be accomplished as soon as the normative comes into force. Objective 3 and 4 will be accomplished in the course of the present year (2022).

The data collection for objective 5 will started to be collected this year but this objective will always be pursued since the pool of data will be always mounting (2022 –).

When it comes to the research area, objective 6 will be implemented next year (2023) by hiring a gender scholar to give to the researcher a seminar on gender theories. Objective 7 (gender discrimination archive) like objective 5, will of permanent pursue and an integral part of ANTIGONE's research to create a pool of data on this matter out from the different projects that ANTIGONE participates. (2022 –).

When it comes to the objectives conceived for the many external activities ANTIGONE organizes along with other organizations, objective 8 can be accomplished this year (2022) and objective 9 and 10 will begin to be addressed in 2023 after the ANTIGONE research team have got familiar with gender theory (Objective 6).

4. Legal Framework on Gender Equality

EU Legal framework

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”.

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 ofthe principle of equal pay for men and women Greek Law

Greek Legal Framework

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'

Law

- 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.
- 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.
- 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.

Relevant national legislation:

- Act 4531/2018, (OJ A 62/5.4.2018) ratifying the Istanbul Convention (IC) on preventing and combating violence against women and domestic violence of the Council of Europe, signed by Greece on May 2011.
- Act 4491/2017, 'Legal recognition of gender identity... etc.', OJ A 152/13.10.2017.



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