



# NATIONAL TECHNICAL UNIVERSITY OF ATHENS

## Gender Equality Plan 2022

### Gender Equality Committee

*Responsible*

*for text composition:*

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## 1. Introduction

This Gender Equality Plan (GEP) was prepared by the Gender Equality Committee (GEC) of the National Technical University of Athens, which was established and started its work in accordance with the provisions of article 33 of Law 4589/2019 (Government Gazette 13/A'/29-01-2019). GEP - NTUA received the approval and support from Rectory Authorities according to Senate Decision of 24/02/2022.

Responsible for the implementation of GEP - NTUA is GEC - NTUA, which is in direct cooperation with Mr. D. Gintidis, Vice Rector for Administrative Affairs, Academic Affairs and Student Support. The occupation of GEC for the design and implementation of this GEP is part of its existing tasks. In addition, GEC will cooperate with the Quality Assurance Unit – QAU NTUA, in particular regarding the identification and collection of quantitative data (indicators) of gender equality, in order to expedite the process. In parallel with the implementation of GEP, its dissemination and communication actions within the Institution are foreseen, with the support of the Rector's authorities (See Section 9). Corresponding resources have been provided for the implementation of GEP. As mentioned above, GEC is responsible for the implementation of GEP. GEC, where it deems necessary, can mobilize staff from all over the Institution to participate in various implementation steps (quantitative data collection, data collection through questionnaires, participation in working groups, etc.).

NTUA, following the international, European and domestic standards, through the design and implementation of the GEP, sets as goals:

- Ensuring, strengthening and integrating substantial equality in teaching, research and administrative procedures of the Institution.
- Promoting gender equality within the Institution through institutional and organizational change.
- Providing training to members of the Institution on issues related to gender and equality and the development of corresponding skills.
- Promoting equality and fight against stereotypes and sexism in all areas of operation of the Institution (communication, teaching, research, decision-making positions, etc.).
- Integrating gender equality dimension in research and teaching.
- Cultivating and encouraging a culture of peaceful coexistence, cooperation and dialogue between sexes.

It is noted that the concept of "gender equality" includes any relevant self-identification.

In order to achieve the above goals, NTUA focuses on five thematic areas, following the guidelines of the European Commission (EC, 2021). These thematic areas, as will be developed in the following sections, are the following:

1. Work – life balance and organizational culture.
2. Gender Balance in leadership and decision-making positions.
3. Gender Equality in recruitment and career progression.
4. Integration of the gender dimension into research and teaching content.
5. Measures against gender-based violence, including sexual harassment.

At the same time, the European Institute for Gender Equality is taken into account with the aim of "recognizing and implementing innovative strategies for promoting cultural change and equal opportunities in Academic and Research Organizations" (EIGE, <https://eige.europa.eu/>).



GEP has a dynamic character and this document is going to be updated every year, with the appropriate modifications, corrections and updates, as they ensue from the analysis of the annual data. In particular, the 1st Report 2022 aims to:

- Investigate and record the current situation in matters of gender equality in NTUA, through the identification and calculation of quantitative and qualitative indicators
- Conduct training and information one-day conferences
- Implement dissemination actions of the plans and activities of GEC.

The data collected from the implementation of the 1<sup>st</sup> Report will feed the 2<sup>nd</sup> Report 2023, which will contain targeted actions to strengthen equality where necessary. The forthcoming Reports will be based on data that will be collected annually and will contain improvements, corrections and updates as they will arise from the actions, information exchange during the one-day conferences, recording of the relevant material, etc.

This GEP of NTUA consists of an introduction and seven sections. The Introduction (Section 1) is followed by the presentation of the Methodology (Section 2). The following are the main objectives, the qualitative and quantitative indicators to be calculated and the implementation time schedule for each of the 5, under study, thematic areas for gender equality (Section 3-7).

Finally, there is a Section with joint dissemination actions (Section 8), namely actions that do not fall into any thematic area and that aim to inform the academic community and the wider dissemination of GEP.

The reference to numerical proportions aims to contribute to the study and understanding of the current situation and to the promotion of proposals for its improvement.

## 2. Methodology

This GEP of NTUA follows the methodology presented in Figure 1. In more detail, the steps are the following:



Figure 1: Methodology GEP – NTUA

Reference: EC, 2021



- **Review:** This specific step involves identifying and recording gender equality data through qualitative and quantitative indicators and collecting them. It also reviews gender equality policies pursued by the Institution or points out their lack. The main objective is to capture the situation within the Institution (strengths and/or weaknesses) regarding gender equality issues, as opposed to the current situation at social and institutional level (European and National legal framework) (CALIPER, 2020).

The specific report of GEP - NTUA will identify the indicators that will be studied in order to capture the current situation in matters of gender equality in the Institution (Sections 3-8) as well as the corresponding goals and actions to be implemented. The data for the first year (review of the current situation) will start to be available as soon as their collection is completed (Implementation period: February 2022 - July 2022). However, beyond the first year, the quantitative and qualitative indicators need to be calculated annually, in order to control on the one hand the efficiency of GEP and on the other hand the progress made in the Institution. The collection of data quantitative and qualitative indicators will be done through the study of data already collected at NTUA, as well as by conducting questionnaires and interviews, where necessary. The determination and data collection will be implemented by the working group of GEC with the assistance of QAU. The analysis of the data will be carried out by the GEC, with the assistance of Rectory Authorities. Finally, the data analysis will be published on the website of the Institution and the GEC as an annual report.

- **Planning:** During the planning phase and taking into account the review of the current situation at institutional level, goals are set to achieve gender equality. According to these objectives, the appropriate actions as well as measures to promote gender equality are evaluated and determined. In addition, the persons responsible for the implementation of the GEP are appointed, the time schedule of the actions, as well as the indicators for observing the implementation.
- **Implementation:** This step envisages the implementation of the actions to promote and strengthen gender equality, as defined in the previous planning step. These include actions that are going to support and strengthen the GEP such as e.g. dissemination actions, information one-day conferences, trainings etc.
- During the **Observation** and **Evaluation** phase, the implementation observing indicators are calculated (Planning step) and GEP is evaluated according to the objectives that have been initially set. The corrections, additions and modifications of the publications of GEP – NTUA arise from the results of the evaluation.

More specifically, in each thematic area, observing indicators have been set according to the objectives and the corresponding actions. The data for the observing indicators are collected during the implementation of the actions while each observing indicator also has its implementation time schedule. The data collection will be realized by the GEC and by persons in charge who may be appointed, always depending on the type of action. From the evaluation of the observing indicators, which will be realized on an annual basis, the next future, annual editions of GEP - NTUA will ensue, which will include the appropriate modifications and updates.



### 3. Thematic Area 1: Work – life balance and organizational culture

In this specific thematic area, the existence or non-existence of a balance between personal and professional life is investigated. In order to implement this step of the plan, it is necessary to calculate not only quantitative indicators (e.g. ratio of men - women receiving parental leave), but also qualitative indicators. In this way, the perception of the members of the Institution regarding the existence or non – existence of balance is reflected. The ultimate future goal is for this research to be the basis for setting future goals (where we are and where we want to be), as well as for finding the right actions to achieve a satisfactory work-life balance for the sexes. Finally, it is necessary to define the appropriate indicators for observing the actions in order to evaluate the success or failure of the GEP and to improve and modify it appropriately.

Determination of indicators related to:	Objectives:	Actions:
<ul style="list-style-type: none"> <li>Provision of parental leave</li> <li>Possibility of flexible working hours (part- time work, tele-work, etc.)</li> <li>Career interruption and/or resignations, reintegration</li> <li>Support in matters of work – life balance,</li> <li>Existence of conflicts between professional and personal life</li> </ul> <p>(Implementation period: February 2022 - July 2022)</p>	<ul style="list-style-type: none"> <li>Investigation of the current situation regarding the balance between professional and personal life and organizational culture.</li> <li>Spreading the importance of gender equality in organizational culture.</li> </ul> <p>(Implementation period: February 2022 – December 2022)</p>	<ul style="list-style-type: none"> <li>Adoption, calculation and analysis of thematic area 1 indicators (Implementation period: February 2022 - July 2022),</li> <li>Conducting an information one-day conference to address sexist behavior and stereotypes in the workplace (Implementation period: March 2022 - December 2022<sup>1</sup>).</li> </ul>

<sup>1</sup> Dates of one-day conferences/ trainings and other dissemination actions can be changed according to the current COVID-19 health protocols



Who?	Observing Indicators	
<ul style="list-style-type: none"> <li>GEC - NTUA with the support of the Senior Administration of the Institution</li> <li>Quality Assurance Unit– QAU NTUA</li> </ul>	<ul style="list-style-type: none"> <li>Number of participants and agenda of one-day information conference (Implementation period: March 2022 - December 2022)</li> <li>Report of indicators' results (Implementation period: August 2022 – October 2022)</li> <li>2<sup>nd</sup> updated GEP - NTUA report (addition of objectives and appropriate actions) (Implementation period: December 2022)</li> </ul>	

## 4. Thematic Area 2: Gender Balance in leadership and decision-making positions

The purpose of this thematic area is to investigate whether there is an under-representation of women in academic and administrative decision-making positions in the Institution, in order to determine the appropriate objectives for the promotion of equality as well as the adapted actions to achieve them.

Determination of indicators related to:	Objectives:	Actions:
<ul style="list-style-type: none"> <li>Composition by gender (men - women) of boards, committees, senate, representation of men/women as Rector/Dean/Vice-Rector, heads of units and strategic working groups.</li> <li>Number of women in leadership positions.</li> <li>Existence of strategies / policies / guidance services to enhance gender balance in decision-making processes.</li> </ul>	<ul style="list-style-type: none"> <li>Investigation of the current situation regarding gender balance in leadership and decision-making positions.</li> <li>Spreading the importance of supporting women's representation in leadership and decision-making positions.</li> </ul> <p>(Implementation period: February 2022 – December 2022)</p>	<ul style="list-style-type: none"> <li>Adoption, calculation and analysis of thematic area 2 indicators (Implementation period: February 2022 - July 2022),</li> <li>Conducting information and training one-day conference to support and enhance gender balance in leadership and decision-making positions.</li> </ul>



(Implementation period: February 2022 - July 2022)		(Implementation period: April 2022 – December 2022).
<b>Who?</b>	<b>Observing Indicators</b>	
<ul style="list-style-type: none"> <li>GEC - NTUA with the support of the Senior Administration of the Institution.</li> <li>Quality Assurance Unit– QAU NTUA</li> </ul>	<ul style="list-style-type: none"> <li>Agenda of one – day training conference on supporting and enhancing gender balance in leadership and decision-making positions and number of participants (Implementation period: April 2022 – December 2022)</li> <li>Report of indicators’ results (Implementation period: August 2022 – October 2022)</li> <li>2<sup>nd</sup> updated GEP - NTUA report (addition of objectives and appropriate actions) (Implementation period: December 2022)</li> </ul>	





## 5. Thematic Area 3: Gender Balance in recruitment and career progression

The main aim of the 3rd thematic area is to investigate whether there are equal proportions of sexes in recruitment, the existence or not of horizontal and / or vertical separation, as well as the possibilities of development for both men and women, members of the Institution. The ultimate goal is on the one hand to set specific objectives for the recruitment/attracting women and their development to higher positions and on the other hand, to detect the appropriate actions for the implementation of these objectives. In particular, regarding permanent employees' recruitment field, the fact that NTUA is a Legal Entity under Public Law is taken into account and, as such, is supervised and is subject to specific procedures defined by the Greek Ministry of Education and Religions.

Determination of indicators related to:	Objectives:	Actions:
<ul style="list-style-type: none"> <li>Gender ratio (men - women) for the academic staff (In the ranks: Professor, Associate Professor, Assistant Professor and Temporary contracts - contracts of permanent duration (e.g. Academic Scholars, 407),</li> <li>Percentage of women in academic staff per grade (grade A / B / C),</li> <li>Apportionment by gender (men-women) of administrative and academic staff, by scientific field and level,</li> <li>Average apportionment by gender (men-women) in the recruitment and/or promotion committees in the last 3 years (elective committees, staff development committees),</li> <li>Number of women and men who have achieved promotion in the last 3 years (academic, administrative, research, technical staff),</li> </ul>	<ul style="list-style-type: none"> <li>Investigation of the current situation regarding gender equality in recruitment and professional development. (Implementation period: February 2022 - July 2022)</li> </ul>	<ul style="list-style-type: none"> <li>Adoption, calculation and analysis of thematic area 3 indicators. (Implementation period: February 2022 - July 2022)</li> </ul>



<ul style="list-style-type: none"> <li>Existence of gender sensitive protocols/policies for attracting and hiring (also concerns researchers),</li> <li>Existence of measures to support the career development of the under-represented gender at institutional level,</li> <li>Women's career development (examines at what stage of their career women tend to leave and why).</li> </ul> <p>(Implementation period: February 2022 - July 2022)</p>		
Who?	Observing Indicators	
<ul style="list-style-type: none"> <li>GEC - NTUA with the support of the Senior Administration of the Institution.</li> <li>Quality Assurance Unit – QAU NTUA</li> </ul>	<ul style="list-style-type: none"> <li>Report of indicators' results (Implementation period: August 2022 – October 2022)</li> <li>2<sup>nd</sup> updated GEP - NTUA report (addition of objectives and appropriate actions) (Implementation period: December 2022)</li> </ul>	

## 6. Thematic Area 4: Integration of the gender dimension into research and teaching content

This specific thematic area has as its main goal the integration of gender dimension in the research and teaching field of the Institution, where this is possible. In this way, the contribution of gender equality in research and innovation is recognized and promoted in the research and teaching field of the Institution.



Determination of indicators related to:	Objectives:	Actions:
<ul style="list-style-type: none"> <li>• Number of research projects started in the last 3 years that focus on or take into account gender issues in relation to all research projects,</li> <li>• Number and percentage % of master's and doctoral dissertations that incorporate gender dimension in their subject in the last 3 years,</li> <li>• Number and percentage % of scientific publications that incorporate gender dimension in their subject in the last 3 years,</li> <li>• Ratio of women – men Scientific Officers in the last 3 years,</li> <li>• Number and percentage % of academic courses dealing with gender issues in the last 3 years,</li> <li>• Existence of policies and / or guidelines for the integration of gender analysis in research and / or curricula,</li> <li>• Existence / Use of gender-sensitive teaching instructions for academics,</li> <li>• Gender prejudices in teaching.</li> </ul> <p>(Implementation period: February 2022 - July 2022)</p>	<ul style="list-style-type: none"> <li>• Investigation of the current situation regarding the integration of gender dimension in the research and teaching content,</li> <li>• Spreading the importance of gender dimension's integration in research and teaching content.</li> </ul> <p>(Implementation period: February 2022 – December 2022)</p>	<ul style="list-style-type: none"> <li>• Adoption, calculation and analysis of thematic area 4 indicators. (Implementation period: February 2022 - July 2022),</li> <li>• Training of NTUA members on ways to integrate the gender equality dimension in research and teaching field. (Implementation period: May 2022 – December 2022).</li> </ul>
Who?	Observing Indicators	



<ul style="list-style-type: none"> <li>GEC - NTUA with the support of the Senior Administration of the Institution.</li> <li>Quality Assurance Unit – QAU NTUA</li> </ul>	<ul style="list-style-type: none"> <li>Agenda and number of participants in training on how to integrate the gender equality dimension (Implementation period: May 2022 – December 2022)</li> <li>Report of indicators' results (Implementation period: August 2022 – October 2022)</li> <li>2<sup>nd</sup> updated GEP - NTUA report (addition of objectives and appropriate actions) (Implementation period: December 2022)</li> </ul>	
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## 7. Thematic Area 5: Measures against gender-based violence, including sexual harassment

The main objective of this thematic area is to examine the ways in which gender-based violence is taken into account and/or is being confronted, including sexual harassment within academia. The results will examine whether or not further action is needed in order to ensure clear organizational policies and measures for gender-based violence and sexual harassment in relation to behaviors, complaints, support and combat processes. The ultimate goal is to establish a culture of zero tolerance for gender-based violence and sexual harassment.

Determination of indicators related to:	Objectives:	Actions:
<ul style="list-style-type: none"> <li>Number of training seminars on gender-based harassment/gender-based violence in the last 3 years</li> <li>Statistics of recorded cases of harassment in the last 3 years</li> </ul>	<ul style="list-style-type: none"> <li>Investigation of the current situation regarding measures against gender-based violence, including sexual harassment</li> <li>Establishing a culture of zero tolerance for gender-based violence and sexual harassment (Implementation period: February 2022 - December 2022)</li> </ul>	<ul style="list-style-type: none"> <li>Adoption, calculation and analysis of thematic area 5 indicators, (Implementation period: February 2022 - July 2022),</li> <li>Informing about GEC's position regarding gender-based violence and sexual harassment in the context of the GEC's information start-</li> </ul>



<ul style="list-style-type: none"> <li>Existence and type of policies and initiatives to combat sexual harassment within the Institution</li> <li>Availability of counseling service for gender-based offenses and harassment</li> </ul> <p>(Implementation period: February 2022 - July 2022)</p>		<p>up one-day conference</p> <p>(Implementation period: March 2022 – December 2022)</p> <ul style="list-style-type: none"> <li>Carrying out an information one-day conference in the context of the International Day for the Elimination of Violence against Women</li> </ul> <p>(Implementation period: November 2022).</p>
Who?	Observing Indicators	
<ul style="list-style-type: none"> <li>GEC - NTUA with the support of the Senior Administration of the Institution.</li> <li>Quality Assurance Unit – QAU NTUA</li> </ul>	<ul style="list-style-type: none"> <li>Agenda and number of participants in GEC's start-up one-day information conference (Implementation period: March 2022 – December 2022)</li> <li>Report of indicators' results (Implementation period: August 2022 – October 2022)</li> <li>Agenda and number of participants in the one-day information conference in the context of the International Day for the Elimination of Violence against Women (Implementation period: November 2022).</li> <li>2<sup>nd</sup> updated GEP - NTUA report (addition of objectives and appropriate actions) (Implementation period: December 2022)</li> </ul>	



## 8. Joint Dissemination Actions

This specific section includes actions that do not belong to any of the above thematic areas, but aim to promote GEP - NTUA in the Institution's community. The specific actions underline the support of GEP - NTUA by the Senior Administration (Rectory Authorities, Senate, Teaching and Research Staff), while emphasizing the obligation that each member of NTUA has to adopt and/or implement the commitments and actions of GEP.

Objectives:	Actions:
<p>The main goals of this section are:</p> <ul style="list-style-type: none"> <li>• Support of GEP by the Senior Administration (Rectory Authorities, Senate, Teaching and Research Staff),</li> <li>• Informing the Institution's community and more, about the existence of the Plan for Gender Equality,</li> <li>• Hierarchy of the integration of Gender Equality dimension as a priority in NTUA agenda,</li> <li>• Promoting the message of zero tolerance in cases of sexism, cultivating gender stereotypes, etc.</li> <li>• Informing the Institution's community about the implementation process of GEP,</li> <li>• Mobilization and participation of all NTUA members in the implementation actions of GEP,</li> <li>• Education and training of NTUA members on gender equality issues. <b>(Implementation period: February 2022 – December 2022)</b></li> </ul>	<p>According to the goals set, the actions for 2022 are the following:</p> <ul style="list-style-type: none"> <li>• Signing of the 1st report of GEP - NTUA by the Senate. <b>(Implementation period: January 2022 – February 2022),</b></li> <li>• Posting of GEP - NTUA on NTUA website and on GEC website <b>(Implementation period: January 2022 – February 2022),</b></li> <li>• Organization and implementation of an one – day conference in order to inform the Institution's community and more about the start of implementing GEP - NTUA and the work of GEC, <b>(Implementation period: March 2022 – December 2022),</b></li> <li>• Publication of the report of indicators' results review on NTUA website and on GEC website <b>(Implementation period: August 2022 – October 2022),</b></li> <li>• Publication of the 2<sup>nd</sup> updated GEP - NTUA report (addition of objectives and appropriate actions) on NTUA website and on GEC website <b>(Implementation period: December 2022).</b></li> </ul>
Who?	Observing Indicators
<ul style="list-style-type: none"> <li>• GEC - NTUA with the support of the Senior Administration of the Institution.</li> </ul>	<ul style="list-style-type: none"> <li>• 1<sup>st</sup> and 2<sup>nd</sup> report of GEP – NTUA <b>(Implementation period: December 2021 - December 2022)</b></li> <li>• Number of «clicks» of 1<sup>st</sup> and 2<sup>nd</sup> report of GEP – NTUA</li> </ul>



	<ul style="list-style-type: none"><li>• Agenda and number of participants of the one-day conference aiming to inform the Institution's community and more about the start of implementing GEP - NTUA and the work of GEC (<b>Implementation period:</b> March 2022 – December 2022)</li><li>• Report of indicators' results review on NTUA website (<b>Implementation period:</b> August 2022 – October 2022)</li><li>• Number of «clicks» of the report of indicators' results review on NTUA website.</li></ul>
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