



ΑΝΑΡΤΗΤΕΑ ΣΤΗ ΔΙΑΥΓΕΙΑ

ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ

ΥΠΟΥΡΓΕΙΟ ΥΓΕΙΑΣ

ΔΙΟΙΚΗΣΗ 7^{ΗΣ} ΥΓΕΙΟΝΟΜΙΚΗΣ ΠΕΡΙΦΕΡΕΙΑΣ ΚΡΗΤΗΣ

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Ηράκλειο, 13 Νοεμβρίου 2023

ΘΕΜΑ: Σχέδιο Δράσης για την Ισότητα των Φύλων (Gender Equality Plan)

Ο Διοικητής της 7^{ης} Υγειονομικής Περιφέρειας Κρήτης

λαμβάνοντας υπόψη:

Α. Τις διατάξεις:

1. του Ν. 3329/2005 «Εθνικό Σύστημα Υγείας και Κοινωνικής Αλληλεγγύης και λοιπές διατάξεις» (ΦΕΚ 81/Α'/4-4-2005), όπως τροποποιήθηκε και ισχύει
2. του Ν. 3527/2007 «Κύρωση Συμβάσεων υπέρ νομικών προσώπων εποπτευόμενων από το Υπουργείο Υγείας και Κοινωνικής Αλληλεγγύης και λοιπές διατάξεις» (ΦΕΚ 25/Α'/9-2-2007), όπως τροποποιήθηκε και ισχύει
3. του Ν. 4238/2014 «Πρωτοβάθμιο Εθνικό Δίκτυο Υγείας (Π.Ε.Δ.Υ.), αλλαγή σκοπού Ε.Ο.Π.Υ.Υ. και λοιπές διατάξεις» (ΦΕΚ 38/Α'/17-2-2014), όπως τροποποιήθηκε και ισχύει
4. του Ν. 4486/2017 «Μεταρρύθμιση της Πρωτοβάθμιας Φροντίδας Υγείας, επείγουσες ρυθμίσεις αρμοδιότητας Υπουργείου Υγείας και άλλες διατάξεις» (ΦΕΚ 115/Α'/07-08-2017), όπως τροποποιήθηκε και ισχύει
5. του Ν. 4808/2021 «Για την Προστασία της Εργασίας - Σύσταση Ανεξάρτητης Αρχής «Επιθεώρηση Εργασίας» - Κύρωση της Σύμβασης 190 της Διεθνούς Οργάνωσης Εργασίας για την εξάλειψη της βίας και παρενόχλησης στον κόσμο της εργασίας - Κύρωση της Σύμβασης 187 της Διεθνούς Οργάνωσης Εργασίας για το Πλαίσιο Προώθησης της Ασφάλειας και της Υγείας στην Εργασία - Ενσωμάτωση της Οδηγίας (ΕΕ) 2019/1158 του Ευρωπαϊκού Κοινοβουλίου και του Συμβουλίου της 20ής Ιουνίου 2019 για την ισορροπία μεταξύ της επαγγελματικής και της ιδιωτικής ζωής, άλλες διατάξεις του Υπουργείου Εργασίας και Κοινωνικών Υποθέσεων και λοιπές επείγουσες ρυθμίσεις» (ΦΕΚ 101/Α'/19-06-2021)
6. της υπ' αρ. Γ4β/Γ.Π.οικ. 47000/11-8-2022 Κοινής Υπουργικής απόφασης (ΦΕΚ 732/ΥΟΔΔ/18.8.2022, ΑΔΑ: Ψ8ΧΩ465ΦΥΟ-0Λ5) περί διορισμού του κ. Παπαβασιλείου Νεκτάριου ως Διοικητή της 7^{ης} Υ.Πε. Κρήτης.

Β. Τα κάτωθι έγγραφα:

1. General Annexes to Horizon Europe 2021-2022 work programme. European Commission Decision C(2022)2975 of 10 May 2022
(https://ec.europa.eu/info/funding-tenders/opportunities/docs/2021-2027/horizon/wp-call/2021-2022/wp-13-general-annexes-horizon-2021-2022_en.pdf)

Γ. Το γεγονός ότι:

1. η ύπαρξη και έγκριση Σχεδίου Δράσης για την Ισότητα των Φύλων (Gender Equality Plan (GEP)) έχει τεθεί από την Ευρωπαϊκή Επιτροπή ως βασική προϋπόθεση για τη συμμετοχή ενός οργανισμού σε χρηματοδοτικά εργαλεία έρευνας και καινοτομίας (πχ Horizon Europe)
2. η Διοίκηση της 7^{ης} Υγειονομικής Περιφέρειας Κρήτης συμμετέχει ενεργά στην κατάθεση προτάσεων και στην υλοποίηση (συγ)χρηματοδοτούμενων έργων έρευνας και καινοτομίας.

ΑΠΟΦΑΣΙΖΕΙ

Την έγκριση του Σχεδίου Δράσης για την Ισότητα των Φύλων (Gender Equality Plan) 2023-2026, Έκδοση 1.0 (Νοέμβριος 2023) της Διοίκησης της 7^{ης} Υγειονομικής Περιφέρειας Κρήτης, το οποίο αποτελεί αναπόσπαστο τμήμα της παρούσας απόφασης.

Ο ΔΙΟΙΚΗΤΗΣ

7^{ΗΣ} ΥΓΕΙΟΝΟΜΙΚΗΣ ΠΕΡΙΦΕΡΕΙΑΣ ΚΡΗΤΗΣ

ΝΕΚΤΑΡΙΟΣ ΠΑΠΑΒΑΣΙΛΕΙΟΥ

Συνημμένα: Σχέδιο Δράσης για την Ισότητα των Φύλων (Gender Equality Plan) 2023-2026, Έκδοση 1.0 (Νοέμβριος 2023)

Εσωτερική Διανομή: Γραφείο Διοίκησης, Δ/νσεις 7ης ΥΠΕ Κρήτης

Gender Equality Plan (GEP) 2023-2026



The Gender Equality Plan (GEP) has been approved by the Manager of the Administration of the 7th Healthcare Region of Crete on the 13th of November 2023.

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Editorial: Health Policies Planning and Implementation Directorate

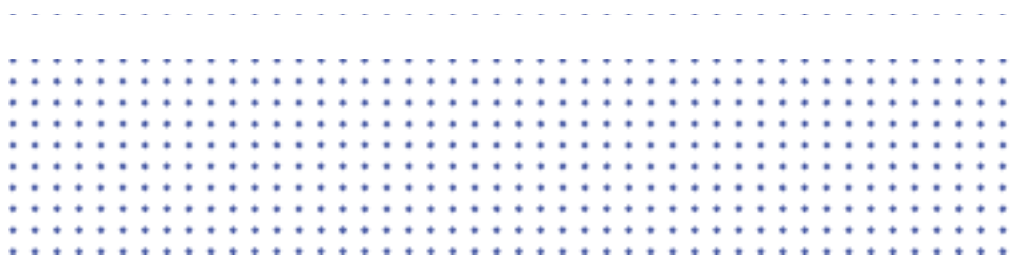
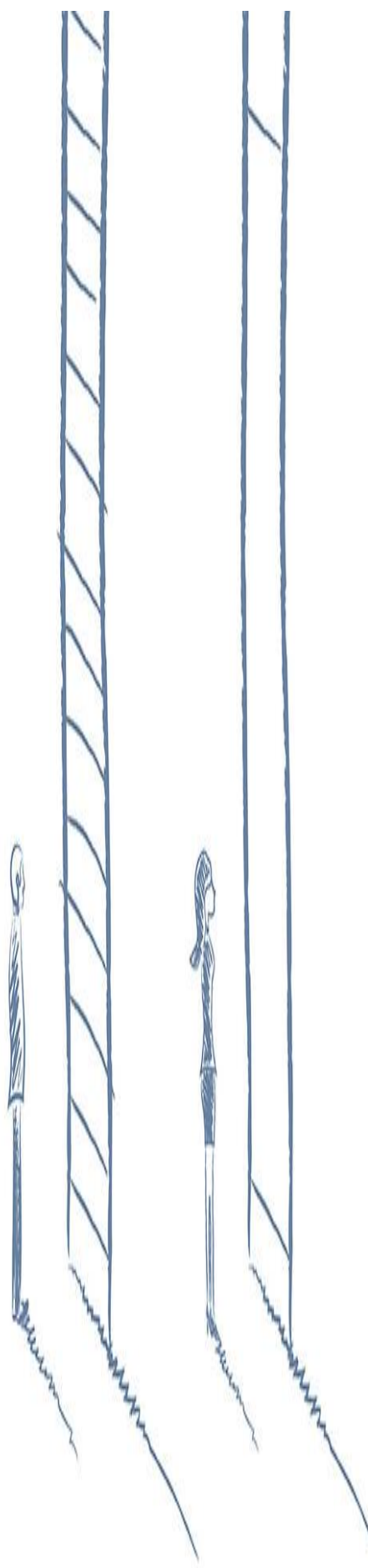
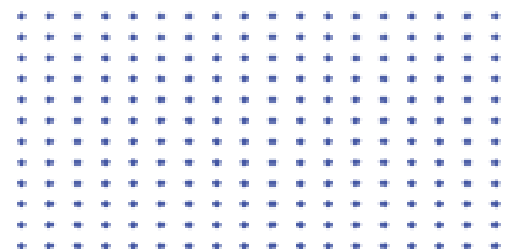


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1. GLOSSARY



The scope of this section is to explain the terms used in this document to ease understanding. The definitions provide a short overview of relevant terms in connection with gender equality plans (GEPs). If not stated otherwise, they are taken from the [glossary and thesaurus](#) of the European Institute for Gender Equality (EIGE), which is a terminology tool focusing on the area of gender equality¹.

Gender: Social attributes and opportunities associated with being female and male and to the relationships between women and men and girls and boys, as well as to the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context- and time-specific, and changeable. Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies, there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, and decision-making opportunities. Gender is part of the broader sociocultural context. Gender is also an important term to understand in the context of gender identity.

Gender equality: equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, thereby recognizing the diversity of different groups of women and men. Gender equality is not a women's issue, but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.

Gender equity: Provision of fairness and justice in the distribution of benefits and responsibilities between women and men.

Gender mainstreaming; Systematic consideration of the differences between the conditions, situations and needs of women and men in all policies and actions.

¹ Gender Equality in Academia and Research - GEAR tool: <https://eige.europa.eu/gender-mainstreaming/toolkits/gear/terms-and-definitions>

Equal opportunities for women and men: Absence of barriers to economic, political and social participation on grounds of sex and gender.

Equal treatment of women and men: A state of no direct or indirect discrimination based on sex and gender, including less favorable treatment for reasons of pregnancy and maternity.

Diversity: Differences in the values, attitudes, cultural perspectives, beliefs, ethnic background, sexual orientation, gender identity, skills, knowledge and life experiences of each individual in any group of people. It is important to consider the lived realities of women and men in all their diversity.

Intersectionality: Analytical tool for studying, understanding and responding to the ways in which sex and gender intersect with other personal characteristics/identities, and how these intersections contribute to unique experiences of discrimination. Gender analysis considers the different experiences of women and men depending on their different characteristics, such as age, socioeconomic background, poverty, race, ethnicity, location (rural/urban), disability, sexual orientation (lesbian, gay, bisexual, transgender and others) or religion. This intersectional analysis of the characteristics that affect women's and men's daily lives is essential to understand inequality.

Intersectional discrimination: Discrimination that takes place on the basis of several personal grounds or characteristics/identities, which operate and interact with each other at the same time in such a way as to be inseparable.

Inclusion: The practice or policy of including and integrating all people and groups in activities, organizations, political processes, etc., especially those who are disadvantaged, have suffered discrimination or are living with disabilities.

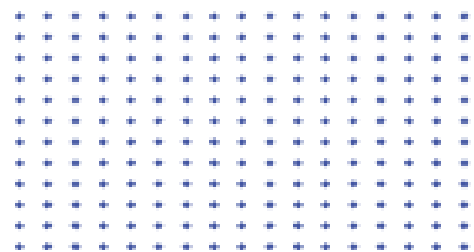
Gender identity: Each person's deeply felt internal and individual experience of gender, which may or may not correspond to the sex assigned at birth, including the personal sense of the body (which may involve, if freely chosen, modification of bodily appearance or function by medical, surgical or other means) and other expressions of gender, including dress, speech and mannerisms.

Institutional or structural change: Institutional change is a strategy aiming to remove the obstacles to gender equality that are inherent in the research and innovation (R & I) system itself and to adapt the practices of organizations. Within an institutional change approach, the focus is on the organization. The current policy instrument to promote institutional change in Research & Innovation is [GEPs](#), which organizations that want to apply for R & I grants in Horizon Europe need to have in place. 'Institutional change' was originally known as 'structural

change'. Furthermore, structural change has been complemented with the terms 'structural and cultural change' and 'organizational change'. While the concept of structural, cultural and organizational change can still be found in several documents, publications and research papers, it is now referred to as 'institutional change' in European research area communications and EU Council conclusions. For this document, these concepts are used interchangeably.

Gender Equality Plan: a set of commitments and actions that aim to promote gender equality in an organization through a process of structural change.

2. INTRODUCTION



The respect for human rights and equality of opportunity constitute fundamental obligations of every state. For public healthcare organizations, human rights respect and equity of access to health must dominate not only the organizational and administrative aspects of the organizations themselves but also the way healthcare services are being delivered to citizens, thus promoting health inclusion and universal coverage.

Gender equality is among the basic values shared by the member states of the European Union. To remove the obstacles to gender equality that are inherent in the Research and Innovation (R & I) system itself and to assist institutional change in Research and Innovation organizations, the adoption of a Gender Equality Plan has become an inclusion criterion for Research and Innovation funding in Horizon Europe.

Equality of rights, responsibilities and opportunities is core to the 7th Healthcare Region's (7HRC) mission and gender balance arises as a basic component to ensure fair access and equality for its technical, administrative, research, medical and support personnel. Being a public body organization responsible for the supervision of the National Health System at all levels of care in the Region of Crete, 7HRC incorporates these principles in its priorities and everyday operations. Furthermore, the active participation of the organization in Horizon Europe projects and the need to leverage existing resources to implement its research and implementation/innovation strategies have been driving forces for the delivery of an effective Gender Equality Plan (from now on referred to as GEP).

The 7HRC's GEP has been aligned to the 4 mandatory process-related requirements, i.e.:

- a) it is a public document, approved by the top management and published on the Greek Government's "DIAVGEIA" and 7HRC's websites;
- b) it has dedicated resources;
- c) it includes arrangements for data collection and monitoring;
- d) it is supported by training and capacity-building.



The central aim of 7HRC's GEP is to:

- provide mechanisms for early detection of gender-based violence and to successfully encounter it
- to challenge gender stereotypes
- to promote equal opportunities
- to promote equal gender representation
- to record the current situation to identify possible gaps or weaknesses in the equal treatment of genders.

The 7HRC's GEP is based on a strategy comprising Key Areas, objectives, measures, targets and Key Performance Indicators (KPIs). A detailed description and a respective timeline for the realization of the strategy are presented in the following pages.

Gender Equality Plan (GEP) as an inclusion criterion for funding

According to Horizon Europe, the new framework for Research and Innovation (2021-2027) of the Council of Europe, as well as broad EU policies for the promotion of gender equality and the elimination of gender inequality and discrimination, sexual harassment and gender-based violence, all organizations requesting funding from EU for R&I activities are obliged to prepare and implement Gender Equality Plans. Thus, with the introduction/start of Horizon Europe, the European Commission made gender equality plans (GEPs) a basic requirement for participation in its research framework program.

The new framework of Horizon Europe 2021-2027 has as its priority commitment to gender equality in research and innovation with an emphasis on three points: a) having a Gender Equality Plan becomes an eligibility criterion for certain categories of legal entities of the Member States of the European Union, b) gender integration into research and innovation content is a requirement by default, an award criterion evaluated under the excellence criterion (unless the topic description explicitly specifies otherwise), and c) aiming at increasing gender balance throughout the program with a target of 50% women in Horizon Europe boards, expert groups and evaluation committees, and introducing gender balance in research teams as a ranking criterion for proposals with the same score.

3. REGULATORY FRAMEWORK

The present Gender Equality Plan (GEP) abides by the guidelines of Horizon Europe, the new Framework for Research and Innovation (2021-2027) of the Council of Europe, whereby gender equality in research and innovation becomes a requirement for all involved entities. Furthermore, the 7HRC's GEP is set up according to the national and European laws and aligns with national initiatives and actions focusing on equality of women and men, rights, discrimination banning, equality treatment, harassment in the workplace, social responsibility of organizations etc.

The purpose of this section is to refer to the (EU-wide and national) regulatory framework on gender equality having been taken into account during GEP creation.

International Regulatory Framework²

Gender equality is a universal right ratified by **International Treaties** (e.g. the Charter of the United Nations of 1945, the Universal Declaration of Human Rights of 1948, the International Covenant on Civil and Political Rights of 1961, the International Covenant on Economic, Social and Cultural Rights of 1962, the United Nations' Convention on the Elimination of All Forms of Discrimination against Women (CEDAW - 1979), the Beijing Declaration and Platform for Action (Beijing, 4 - 15 September 1995), the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (Istanbul, 11 May 2011)), by **International Labour Organization Conventions**, with arrangements for maternity protection and facilitation of employability for workers with family responsibilities (International Labour Organization Conventions 100, 103, 111, 156), by **European Union Treaties** (the Treaty of Rome of 1957, which established the European Economic Community, and the Treaty of Amsterdam of 1999, which introduced the principle of gender equality and the elimination of discrimination on the basis of sex and sexual orientation to the EU Treaties),

² Source: Gender Equality Plan 2022-2026. Gender Equality Committee - National and Kapodistrian University of Athens. <https://hub.uoa.gr/gender-equality-plan-2022-2026-nkua/>

and by **European Regulations** and **European Community Directives** for the promotion of gender equality in the workplace and employment.

European Union Law³

1. **Treaty on the Functioning of the European Union (TFEU): Article 157 TFEU** states that 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. For 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: that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement; and that pay for work at time rates shall be the same for the same job. 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. To ensure 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 to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional careers.

2. **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".

³ Source: Gender Equality Plan. Gender Equality Committee. Hellenic Mediterranean University. <https://hmu.gr/en/quality-assurance-unit/h-m-u-s-policies-and-strategies/gender-equality-policy/>

3. 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
- **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

- **Act 4604/2019**, “On the promotion of substantive gender equality etc.”, Government Gazette 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 (...)”, Government Gazette A 232/9.12.2016 [replacing Act 3304/2005 which had initially transposed Directives 2000/43/EC and 2000/78/EC], Government Gazette 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”, Government Gazette 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”, Government Gazette 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/E”, Government Gazette 138/14.6.2012.
- **Act 1756/1988**, “Code on the Status of Judges”, Government Gazette 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”, Government Gazette 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, Government Gazette A 105/1.7.2009, as amended by Article 162 of Act 4099/2012 implementing the CJEU Test-Achats judgment, Government Gazette 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, Government Gazette 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”, Government Gazette 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”, Government Gazette A 150/15.7.1997, as amended by Decree 41/2003, Government Gazette 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, Government Gazette 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, Government Gazette 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”, Government Gazette A339/30.12.1981.
- **National General Collective Agreements (NGCAs)**
- **Act 4531/2018** (Government Gazette 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 in May 2011. Law No. 4531/2018 (Government Gazette 62/A/5.4.2018), The Convention is the first legally binding international text which sets out criteria for the prevention of gender-based violence and at the same time calls for violence against women to be included in the list of recognized crimes of the European Union.
- **Act 4491/2017**, “Legal recognition of gender identity... etc”, Government Gazette A 152/13.10.2017.
- **Act 927/1979**, Government Gazette A 139/28.6.1979, implementing the CERD, as amended by Act 4285/2014, Government Gazette A 191/10.9.2014 and Act 4491/2017, Government Gazette A 152/13.10.2017.

National Gender Equality Plan

In May 2021 the National Gender Equality Plan was published and submitted to a public consultation in July 2021. The Action Plan sets out 4 priority areas:

- preventing and combating gender-based and domestic violence,
- equal participation of women and men in decision-making positions,
- equal participation of women and men in the workforce
- gender integration into policies

Inter alia, the National Gender Equality Plan provides for the implementation of the provisions of the Istanbul Convention, the implementation of the pilot program “Eleni Topaloudi” on sexual harassment of female students in a university setting, awareness-raising campaign on sexual harassment in the workplace in the public and private sectors, the preventing and combating violence against women and girls with disabilities, legislative actions and awareness-raising campaigns for the promotion of women in leadership positions, the encouragement of women and girls to participate in the fields of science, technology, engineering, math and ICT, the promotion of "gender budgeting" and the promotion of non-sexist use of language in public documents.



4. The Strategy for Gender Equality at the 7th Healthcare Region Of Crete

The 7HRC's GEP is approved by the top management, ie the Manager of the 7th Healthcare Region of Crete. The development of 7HRC's GEP was undertaken by the Health Policies Planning and Implementation Directorate with the help of the Human Resources Directorate. The Health Policies Planning and Implementation Directorate is responsible for the continuous monitoring and versioning of the GEP.

4.1 Current situation

The 7th Healthcare Region of Crete is the tactical vector control and management public body of the National Health System at the Region of Crete, under the supervision of the Greek Ministry of Health. It is the regional authority responsible for the specification, development and implementation of health policies in the Region of Crete by supervising, coordinating and controlling the operation of 8 HOSPITALS (1 University, 4 General, 3 General Hospitals – Health Centers), 19 PRIMARY HEALTH CENTERS, 12 LOCAL HEALTH UNITS and 132 REGIONAL MEDICAL CENTERS. Under its supervision are also all 40 public mental health facilities operating in the health region of Crete.

The 7th Healthcare Region of Crete, operating at a regional level, is responsible for:

- planning, coordinating, supervising and controlling the operation of all Health Service Providers at all levels (primary, secondary, tertiary), namely hospitals, primary health care units (Health Centers, Rural GP offices and local health units), mental health services, as well as other legal entities under public and private law supervised by the Minister of Health
- submitting proposals to the Greek Ministry of Health to achieve more efficient provision of health services to the population of the Region of Crete
- monitoring the implementation of policies assigned by the Greek Ministry of Health at the regional level

- promoting health promotion actions and coordinating the delivery of primary healthcare services.

To identify the current status (2023) of the gender equality practices in 7HRC within the areas identified, the following practices were used:

- Aggregation of the woman/man personnel data for the year 2023 in the central administration and primary healthcare units;
- Aggregation of the composition of the management levels for the year 2023 in the central administration;

Gender distribution across the 7th Healthcare Region of Crete

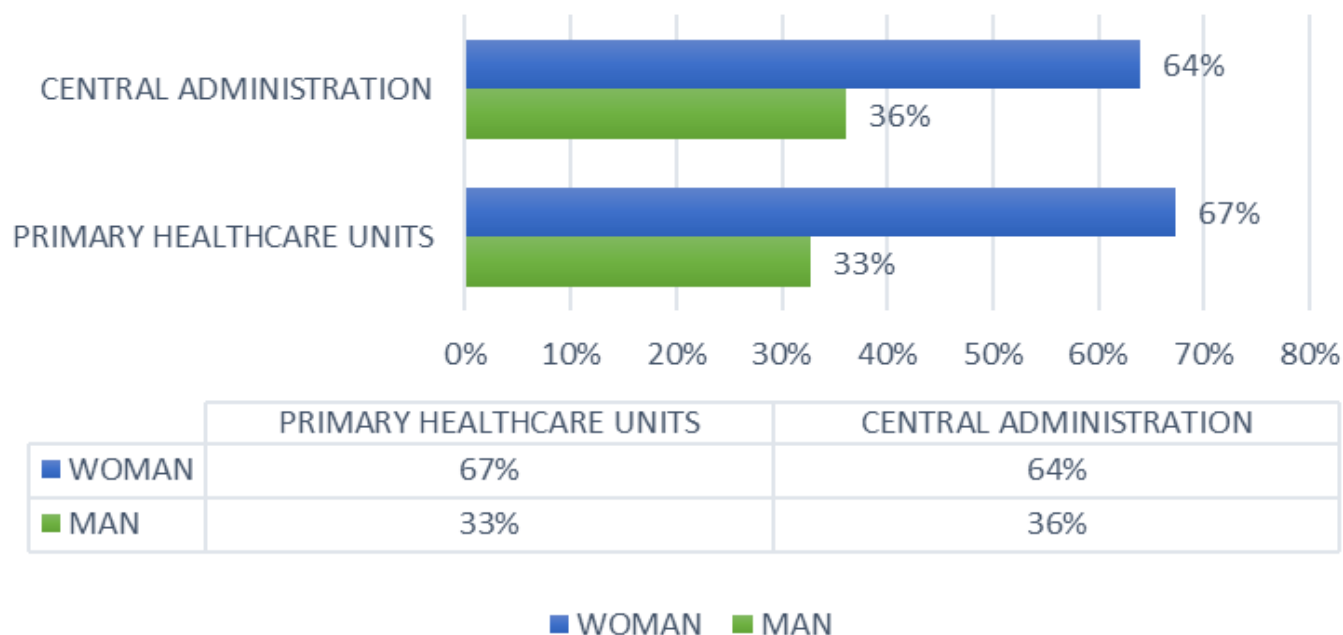
The **aggregation of the woman/man personnel data for the year 2023** in the central administration and primary healthcare units administered by the 7HRC is presented in the following table.

Gender distribution	PRIMARY HEALTHCARE UNITS		CENTRAL ADMINISTRATION	
MAN	350	33%	35	36%
WOMAN	720	67%	62	64%
	1070		97	

In total, 1070 employees work in primary healthcare units, e.g. Health Centers, Regional Offices and Local Health Units, of which 720 (67%) are women and 350 (33%) are men. Almost the same gender distribution applies to the employees working in the Central Administration of the 7th Healthcare Region. Out of the 97 employees, 62 (64%) are women and 35 (36%) are men.

Visually, the following image graphically represents the gender distribution at the central offices and the primary healthcare units.

Gender distribution



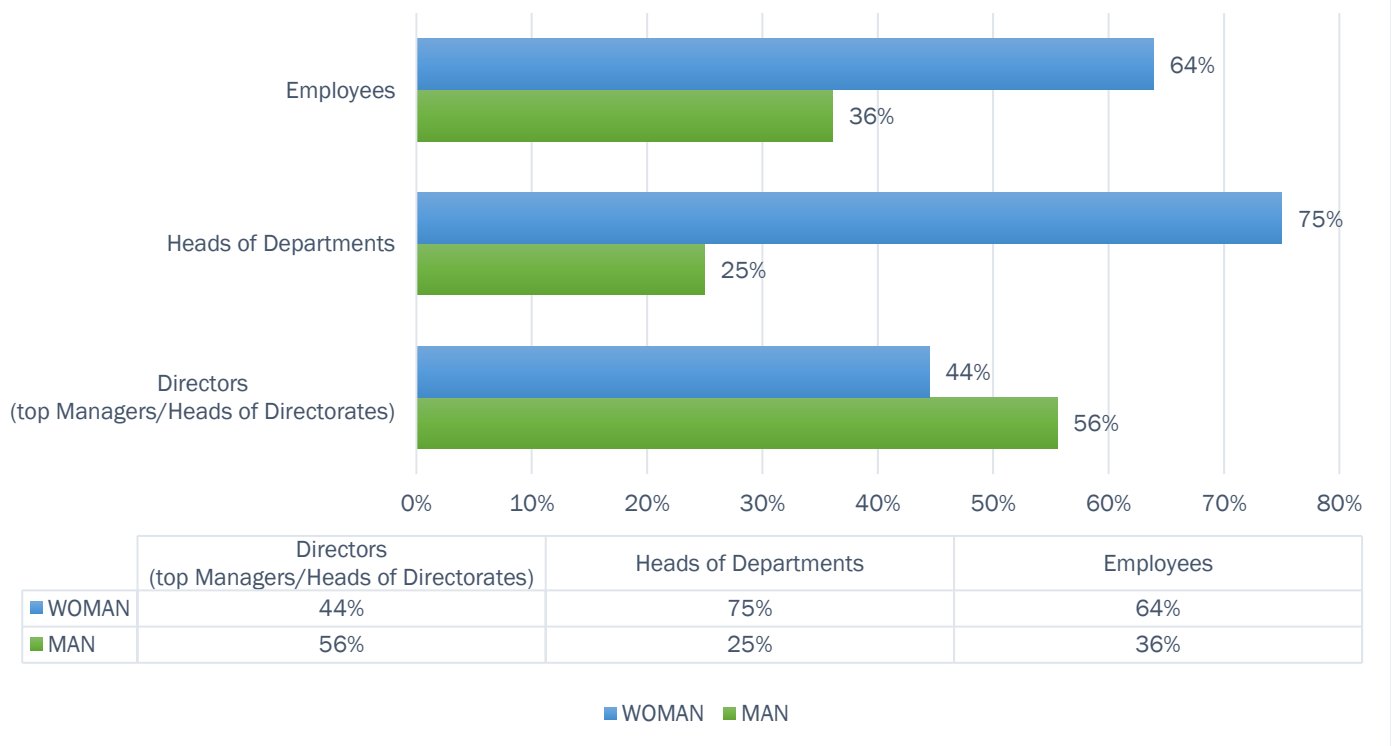
The **aggregation of the composition of the management levels by gender for the year 2023** in the central administration is represented by the following table.

Gender distribution	Directors (top Managers/Heads of Directorates)		Heads of Departments		Employees	
	MAN	5	56%	4	25%	26
WOMAN	4	44%	12	75%	46	64%
	9		16		72	

Regarding top-level management gender distribution, 5 out of 9 employees are men, which corresponds to 56% of the top managerial staff, thus considering top management to be gender-balanced. Women outrank both department management and employees. Out of 16 Heads of departments, 12 (75%) are women and 4 (25%) are men. The same tendency exists for staff, of which 46 (64%) are women and 26 (36%) are men.

Visually, the following image graphically represents the gender distribution at all levels of management.

Gender distribution by management levels



4.2 Gender Equality in the 7th Healthcare Region of Crete

Prompted by the fact that gender equality is a fundamental human right, the 7th Healthcare Region of Crete has initiated the implementation of new policies and activities to promote gender equality.

In this context, 7HRC, with respect to:

- Constitutional declarations
- National and European law framework
- The current status of gender distribution within the organization
- The laws regarding staff hiring and service procurement

declares its responsibility to ensure gender equality, to eliminate gender discrimination and unequal treatment based on bias, prejudice and stereotypes about gender, gender identity and/or sexual orientation, to address discriminatory and/or abusive behavior, sexual harassment and/or sexist behavior. Any incident of gender inequality and discrimination will

be properly reported and encountered with maximum attention by top management. Incident reports will be gathered and administered by the Occupational Health and Safety Department of the Public Health Directorate.

4.3 Gender Equality Policies in the 7th Healthcare Region of Crete

By establishing a Gender Equality Plan, 7HRC aims to develop a unified policy for the promotion of equality at all levels and procedures of daily practice.

The 7HRC's GEP has four tangible **objectives**, towards:

- Embedding a gender-aware culture in the organization by shifting traditional perceptions both at the administration and health services' delivery levels.
- Supporting career development and training for female staff when gender distribution within the organization indicates so.
- Sustaining the inclusive decision-making by engaging women in the process.
- Contributing to the national and European needs for female researchers when implementing research and innovation projects.

To achieve those objectives, 7HRC will focus on six **key areas**:

- **Key Area 1:** Governance and decision making
- **Key Area 2:** Recruitment, Selection Procedures, and Career Progression
- **Key Area 3:** Flexible and Agile Working
- **Key Area 4:** Gender Strategy in Research
- **Key Area 5:** Gender in events, courses and activities
- **Key Area 6:** Gender in Organisation Culture

The selected Key Areas, comprise sets of objectives, measures, targets and Key Performance Indicators (KPIs), where the gender dimension will be studied and monitored, the respective timeline and the personnel responsible for each action. Through these Key Areas, 7HRC will aim to contribute to reducing the Gender Divide at an institutional/administrative and local level.

The following tables present the measures decided by Key Area and Objective, as well as the responsible department/managerial body responsible for the monitoring of the measure and the respective KPI (Key Performance Indicator).

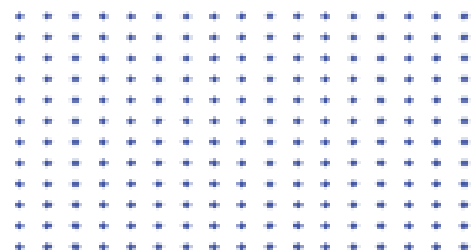
Key Area 1: Governance and decision making					
Objectives	Measures	2023	2024	2025	2026
I. Gender balance in all key decision-making bodies (when applicable)	1. Monitor the application of the Gender plan		X	X	X
II. Oversight of organizational processes in relation to gender	2. Equality, diversity and inclusion principles embedded into governance and annual Strategic Planning		X	X	X
III. Increase capacity building and service coordination at administrative and health services' delivery levels.	3. Implementation of a General Policy to prevent and combat violence and harassment at work (act 4808/2021)		X		
Responsible Units: 1. Health Policies Planning and Implementation Directorate 2. Manager 3. Public Health Directorate/Occupational Doctor	KPI and milestones: 1. Annual Revision of GEP (number of versions) 2. Number of measures for gender equality in the Annual Strategic Plan 3. Implemented by the end of the first semester of 2024				
Key Area 2: Recruitment, Selection Procedures, and Career Progression					
Objectives	Measures	2023	2024	2025	2026
I. Career advancement interventions for female professionals, health professionals, managerial and support staff	1. Analysis of applications vs admissions data to assess gender balance ratio		X	X	X

II. Amend organizational policies with a view to gender	2. Analysis of research applications vs admissions data to assess gender balance ratio		X	X	X
III. Gender-proof recruitment procedures	3. Gender-proof recruitment procedures		X	X	X
Responsible Units: 1. Human Resources Department 2. Special Research and Development Fund 3. Human Resources Department 3. Special Research and Development Fund	KPI and milestones: 1. Analysis of the personnel applications on an annual level 2. Analysis of the research personnel applications on an annual level 3. Annual Review and proof check of recruitment procedures				
Key Area 3: Flexible and Agile Working					
Objectives	Measures	2023	2024	2025	2026
I. Promote integration of work with family and personal life	1. Promote flexible working models (part-time, remote working, parental leave etc.)		X	X	X
II. Promote remote working	2. ICT-based systems for facilitating remote working	X	X	X	X
Responsible Units: 1. Human Resources Directorate 2. IT Directorate	KPI and milestones: 1. Number of permissions for flexible working models on an annual level 2. Continuous ICT support				
Key Area 4: Gender Strategy in Research					
Objectives	Measures	2023	2024	2025	2026
I. Gender monitoring in research processes	1. Women hired in research positions		X	X	X

Responsible Units: 1. Special Research and Development Fund	KPI and milestones: 1. Ratio of gender in research position applications on an annual level				
Key Area 5: Gender in events, courses and activities					
Objectives	Measures	2023	2024	2025	2026
I. Balanced participation of men/women in events/courses/ etc.	1. Monitoring participation of Men/Women in the organization's events/courses, etc.		X	X	X
II. Gender awareness training	2. Participation of at least 2 employees in a gender awareness training per year		X	X	X
Responsible Units: 1. Human Resources Directorate 1. Other Directorates 2. Human Resources Directorate 2. Other Directorates	KPI and milestones: 1. Gender ratio organization's events/courses, etc on an annual level 2. Number of employees participating in a gender awareness training per year				
Key Area 6: Gender in Organization Culture					
Objectives	Measures	2023	2024	2025	2026
I. Increase awareness and assist decision-making	1. Establish monitoring methodologies based on measurable gender-related indexes to evaluate the progress and the development of evidence-based strategic policies to eliminate gender and other diversity-related inequalities.		X		
II. Promote gender-based healthcare services	2. Promote women and childcare services at primary healthcare centers		X	X	X

III. Improve reporting of victimization and experience of discrimination	3. Establish a formal mechanism to map and handle incidents of gender-based violence and sexual harassment.		X		
IV. Ensure the use of non-sexist language in formal correspondence	4. Proof check that non-sexist language is used in formal correspondence	X	X	X	X
Responsible Units: 1. Health Policies Planning and Implementation Directorate 2. Health Policies Planning and Implementation Directorate 2. Public Health Directorate 3. Public Health Directorate 4. Manager	KPI and milestones: 1. Set of procedures/guidelines for each KPI 2. To the maximum extent 3. Implemented by the end of the first semester of 2024 4. Proof check before final signature				

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