

OMEGA INNOVATIONS - GENDER EQUALITY PLAN

GENDER EQUALITY PLAN

Introduction

Equality of opportunity is core to OMEGA's mission and gender balance is a critical component for the company to ensure fair access and equality for its research, technical, administrative and support personnel. Since its establishment, OMEGA incorporates these principles in its priorities and everyday operations. However, responding to the current demands and following acts drawn up both at national level (Action for Gender Equality 2021-2025) and at European level (Gender Equality Strategy for 2020-2025, Gender equality in the European Research Area), OMEGA commits to systematizing its practices through the delivery of an effective Gender Equality Plan (GEP). The aims of the GEP are:

- Recording the current situation as formed by the procedures and practices applied in OMEGA, in order to identify possible gaps or weaknesses in the equal treatment of genders.
- The identification and application of corrective practices.
- The setting of targets and their monitoring through specific indicators.

The Regulatory Framework

This GEP legitimates and protects every strategy aiming to achieve gender equality at OMEGA. It is devised according to national and European laws and aligns with national initiatives and actions focusing on equality of women and men rights, discrimination banning, equal treatment, harassment in the workplace and social responsibility of organizations. Specific articles, policies and directives can be found below:

European Union Law

Treaty on the Functioning of the European Union (TFEU)

Article 157 TFEU states:

- 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 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:
 - that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement;
 - 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. 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

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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)** states: "Any discrimination based on any ground such as sex, race, color, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited".
- **Article 23** states: "Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favor of the 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 careers 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

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- **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

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 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.

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- **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
- **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.

Objectives

OMEGA's GEP has aims toward the following objectives:

- Embedding a gender-aware culture.

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- Improving the **research quality** by having heterogeneous research groups.
- Practicing **excellence** through female personnel (researchers, technical or administrative personnel) career development and training.
- Making **decision-making more inclusive** by including more women in the process thus ensuring diversification of views.
- Strengthening **links with industry** by encouraging women to translate their research into tangible products.
- Becoming an attractive employer for female experts and talents in science and engineering from Greece and abroad.
- Contributing to the national and European needs for female STEM experts.
- Assisting in **reversing brain - drain** by attracting highly-skilled females from abroad.

Dedicated Resources

This GEP has been drafted, discussed, finalized, and approved by OMEGA's Partners. During its operational phase the Partners are responsible for collecting data and monitoring the process. The Partners are also responsible for awareness raising/trainings on gender equality and unconscious gender biases for staff and decision-makers. The company is also obliged to commit the necessary human resources in order to ensure the plan's implementation.

Data Collection and Monitoring

Data collection and monitoring is performed in accordance with the General Data Protection Regulation (EU) 2016/679. The process is also documented in all employee's contract.

Training

The company offers to decision makers and to its Human Resources proper training and participation to educational seminars or programs for constant awareness in the fields of gender equality, opportunities, and employee equality in all forms and in all its operations.

Work life Balance and Organizational Culture

Omega considers important to include in the present GEP policies and measures related to a) the transformation of organizational culture to ensure gender equality and b) work-life balance such as parental leave policies, flexible working time arrangements and support for caring responsibilities.

Sub-area A: Organizational culture

- use actively and encourage the use of neutral language in the communication within the institution
- use of neutral language on the institution's texts

Sub-area B: Work-life balance policies and measures

- introduce flexible working time arrangements;

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- support for caring responsibilities, including childcare and care for other dependents (e.g. people with disabilities, elderly relatives);
- ensure reintegration after career breaks;
- offer advice and support on work–life balance.

Gender Balance in Leadership and Decision-Making

This part of the GEP sets specific voluntary targets to ensure a proportional gender representation in key leading positions and in decision making committees as these are appointed by the administration of the institution.

Objectives:

- Ensure proportional number and share of women in leadership and decision-making positions to ensure gender balance.
- Examine the existence of potential barriers to ensure that women are represented in decision-making and leadership positions, including structural, institutional and individual barriers.
- Adapt processes for selection and appointment of collaborators on committees.
- Ensure gender balance in submitted candidatures for leadership and decision-making positions.
- Support from management/leadership is highly important for success of the objective.

Gender Equality in Recruitment and Career Progression

Omega is an equal opportunities employer. The company aims to preserve this approach and build more in women's carrier progression. In this sense, it is necessary to review selection procedures and remedy any biases to ensure that women and men get equal chances to develop and advance their careers.

Objectives:

- Review existing selection processes and procedures at all stages and remedying any biases.
- Identify fields underrepresented by women.
- Ensure gender balance in selection of personnel.
- Ensure gender balance in career progression.
- Ensure equality in payment rate.
- Consider establishing personnel selection codes of conduct.

Integration of Gender Dimension into Research Content

Omega conforms to the guidelines set by the European Institute for Gender Equality, considering that knowledge is the basis on which future generations will build their societies, it is crucial that the knowledge that is created through research and transferred through education is free of gender bias.

Objectives:

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- Integrate gender dimension in research and gender content.
- Eliminate gender bias in knowledge that is created through research.
- Ensure that research activities consider, encourage, and promote gender equality.
- Balanced gender representation in research articles published.
- Balanced gender participation in research activities.

Measures against Gender-Based violence including sexual harassment

Omega has zero tolerance towards sexual harassment and gender-based violence. The institution is subject to the provisions of law 4808/2021 – GG A 101 (art. 4 – 8, 13, 14, 15 and mutatis mutandis art. 12) and all relevant national laws and regulations.

Objectives:

- Establish clear institutional policies on sexual harassment and other forms of gender-based violence.
- Establish a culture of zero tolerance toward sexual harassment and violence, including behavior that violates any individual's dignity or that creates an intimidating, hostile, degrading, humiliating or offensive environment.
- Take measures to outline how personnel can report instances of gender-based violence.
- Introduce specific contact point for reporting the event.
- Ensure that potential victims or witnesses of harassment are not deterred from reporting incidents.
- Provide information and support to victims or witnesses.
- Communicate to the personnel the established policies.

Conclusions and Approval

This document presents the Gender Equality Plan of Omega Innovations and its revised on a yearly basis. It has been approved by the company's partners and it is signed by Dr. Malamati Louta, Legal Representative and Managing Director.

5/12/2022

Legal Representative



Malamati Louta

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