

# **Impact Hub Athens** **Gender Equality Plan** **2024-2027**





The Gender Equality Plan of Impact Hub Athens is a practical commitment to the principles of gender equality and ensures that we will continue to work actively to integrate these principles into all our activities and to ensure equal opportunities between women and men.

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## **1. Introduction**

Equality of opportunity is fundamental to Impact Hub Athens' (IHAth) mission, and achieving gender balance is a vital element for the organization to ensure equitable access and equality among its staff, communities and our wider network. Since its establishment, IHAth has integrated these principles into its core priorities and daily operations, also echoing the universal values that underpin our [global network](#) of Impact Hubs. Today, in response to current imperatives and in alignment with acts drawn both at national level (Action for Gender Equality 2021-2025) and European level (Gender Equality Strategy for 2020-2025, Gender equality in the European Research Area), IHAth is dedicated to formalizing its practices by implementing a robust Gender Equality Plan (GEP).

With its Gender Equality Plan (GEP), IHAth seeks to set priorities for advancing gender equality within the organization and throughout its engagement with communities and broader local ecosystems. The GEP functions as a strategic roadmap, guiding the integration of gender equality into all future initiatives. It delineates clear objectives and a timeframe for ongoing monitoring, ensuring the effective implementation of gender equality measures.

IHAth's approach to equality adheres to international, national and community standards, addressing not only gender bias but also considering other grounds of inequality such as disability, age, sexual orientation, religion, or ethnicity (Appendix 1).

This plan, therefore, upholds a commitment to building on good practices and fostering a work environment that promotes respect, diversity, equality, and inclusion, not only reflecting IHAth's dedication to gender equality but also aligning with broader societal and research community initiatives, ensuring that the organization actively contributes to a more inclusive and equal future.

## **2. Regulatory framework**

IHAth's Gender Equality Plan (GEP) is crafted to adhere to and comply with both Greek and European legislation. It seamlessly aligns with national initiatives, championing equality between women and men, safeguarding rights, prohibiting discrimination, ensuring equal treatment, addressing workplace harassment, and promoting the social responsibility of organizations, among other critical facets. The ensuing sections outline key EU and Greek legislation and policies.

### **2.1. International Regulatory Framework**

Gender Equality is a universal right upheld by International Treaties, including the Charter of the United Nations (1945), the Universal Declaration of Human Rights (1948), the International Covenant on Civil and Political Rights (1966), the International Covenant on Economic, Social and Cultural Rights (1966), the United Nations' Convention on the

Elimination of All Forms of Discrimination against Women (CEDAW - 1979), the Beijing Declaration and Platform for Action (1995), and the Council of Europe Convention on Preventing and Combating Violence against Women and Domestic Violence (2011). GE is further affirmed by International Labour Organization Conventions<sup>1</sup> and European Directives, such as those addressing maternity protection and the facilitation of employability for workers with family responsibilities<sup>2</sup>. European Union Treaties, such as the Treaty of Rome (1957) established by the European Economic Community and the Treaty of Amsterdam (1999) introducing the principle of gender equality and the elimination of discrimination based on sex and sexual orientation to the EU Treaties, also underpin this universal right. Additionally, European Regulations and Community Directives contribute to the promotion of Gender Equality in the workplace and employment.

The European Union's dedication to the principle of gender equality and its ongoing endeavors to eradicate gender discrimination culminated in the establishment of the European Institute for Gender Equality in 2010. This decentralized organization is committed to advancing gender equality through research activities and the dissemination of data and best practices. The European Institute for Gender Equality plays a crucial role in monitoring the European Union's compliance with its international commitments on gender equality, aligning with the Beijing Platform for Action.

## **2.2. National Regulatory Framework**

In the realm of National Law, the Greek Constitution safeguards gender equality through Article 4, paragraph 2, which explicitly states, "Greek men and women have equal rights and equal obligations." Furthermore, Article 116, paragraph 2, empowers the implementation of positive measures, such as gender quotas, to advance gender equality, emphasizing the non-discriminatory nature of such measures. Specifically addressing the realm of employment, Article 22, paragraph 1 of the Constitution ensures equal pay for work of equal value, irrespective of gender or other forms of discrimination.

The constitutional provision allowing for quotas, articulated in Article 116, has been enacted to enhance the involvement of women in decision-making bodies and research. Aligning with the EU principles on gender equality instructing public research bodies, Greek policy documents related to research, innovation, technology, and higher education, including the latest National Strategy for the European Research Area (2015-2020), are aiming "to establish Gender Equality Plans and to include relevant provisions in their internal regulations and strategic plans".

Following the passing of Law 4604/2019 on the promotion of substantive gender equality and amidst vibrant interactions on social media regarding sexual abuse and gender-based violence and domestic violence of #metoo in Greece, in May 2021 the National Gender

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<sup>1</sup> International Labour Organization Conventions 100, 103, 111, 156

<sup>2</sup> Directive on Pregnancy: (92/85/EEC); Parental Leave Directive (2010/18/EU); Part-time Work Directive (97/81/EC); Racial Equality Directive (2000/43/EC); Employment Equality Directive (2000/78/EC)

Equality Plan was published and submitted to a public consultation in July 2021. Among other initiatives, the National Gender Equality Plan encompasses the implementation of Istanbul Convention provisions, the execution of the pilot program "Eleni Topaloudi" addressing sexual harassment of female students in a university setting, awareness campaigns on workplace sexual harassment in both public and private sectors, prevention and combat of violence against women and girls with disabilities, legislative actions, and awareness campaigns promoting women in leadership roles. Additionally, it encourages the participation of women and girls in science, technology, engineering, math, and ICT fields, advocates for "gender budgeting," and promotes non-sexist language use in public documents.

### **3. Gender Distribution at the Impact Hub Athens**

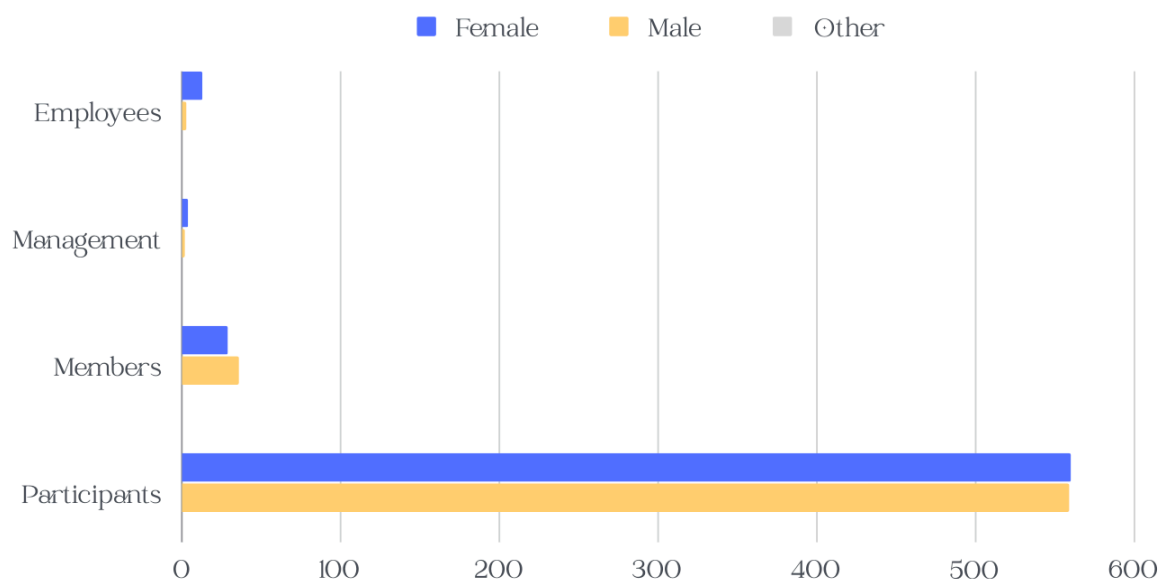
IHAth consistently tracks the gender distribution and gender balance across its members, employees & founders, along with the programme participants through the global annual member survey. It also employs Key Performance Indicators (KPIs) for ongoing tracking for every programme that is being delivered, which are monitored and reported upon throughout the cycle of the programme. Additionally, gender balance indicators are included in the annual & programme reports.

As part of the global Impact Hub network, IHAth also adheres to the Impact Hub Network Diversity, Equity, and Inclusion Global Commitments, which were published in 2023:

1. Gather and update insights into the makeup of your local context and representation as regularly as necessary to ensure its relevance.
2. Identify and set representation and equity targets.
3. Do something with your Impact Hub team that educates and builds a culture of inclusion within the team, and share this with our network.

Building on our previous work, for the purposes of this Gender Equality Plan IHA undertook initial work to map and understand the current status, with the aim to address imbalances across paid staff, the community and its programme participants.

The table below outlines the gender distribution among employees, senior staff and community members and programme participants for 2023. Some disparities with regards to gender representation are mainly prominent within the paid staff (employees) and management, while members demonstrate a slight imbalance in female representation (although this is dynamic with a high turnover), whereas programme and event participants are equally distributed.



	Female	Male	Other
Employees	13	3	0
Senior Management	4	2	0
Community Member	84	104	0
Programme Participants	560	559	0

Additional data has been collected with regards to a number of programmes, such as programme ‘Momentum’ which was addressing the empowerment of female entrepreneurship and 100% of participants were women, or programme ‘Open Beehive’, an entrepreneurial program for migrant women entrepreneurs, where we trained 20 refugee entrepreneurs in partnership with IOM. Our ongoing [Impact Hub Academy](#) programme engages 60% of female founders, entrepreneurs and professionals, addressing the vast underrepresentation in the sector in Greece<sup>3</sup>.

#### 4. Monitoring and Implementation

Building on the existing monitoring and tracking practices for gender distribution, IHATH has designated a Gender Equality Officer to play a pivotal role in overseeing, developing, and assessing the effectiveness of the Gender Equality Plan. This officer is tasked with crafting the plan's framework, actively monitoring its implementation, and conducting periodic evaluations to identify areas for improvement and necessary adjustments. Beyond these

<sup>3</sup> <https://eige.europa.eu/gender-equality-index/2023>

responsibilities, the Gender Equality Officer will spearhead initiatives aimed at fostering awareness, providing information, and delivering training sessions across various divisions and programs within IHAth.

A noteworthy aspect of the Gender Equality Officer's role is the establishment of the voluntary position of the 'Gender Equality Allies.' This initiative encourages employees and community members to actively participate in promoting and supporting gender equality within the organization. Nominations for these roles will be actively sought from across the spectrum of IHAth's workforce and community involvement.

To gauge the effectiveness and impact of the Gender Equality Plan, IHAth already tracks the gender balance between members, their employees & founders, along with the programmes participants through the global annual member survey and employs Key Performance Indicators (KPIs) for ongoing tracking to every programme after its completion. Additionally, gender balance indicators are included in the annual & programme reports. This concluding assessment serves as a comprehensive review, providing insights into the progress made, informing stakeholders about the current state of gender equality within the organization, and offering valuable guidance for shaping the objectives and strategies of subsequent Gender Equality Plans.

## **5. Priority areas, Objectives and Timeframe**

The following tables present needs-based objectives for IHAth, monitor progress in relation to equal representation through KPIs and targets, create actions to address any shortcomings, provide the respective timeline and assign responsibility to the personnel for each action.

While we recognise we have come a long way in our efforts to be an inclusive and equal recruiter, events organiser and research partner, networks catalyst and communities conveners, always challenging our biases, learning from and evolving together with the communities we work with and support (such as the LGBTQA+ community, , People with Disabilities, the Migrant and Refugee communities, Women Entrepreneurs and groups, younger and older groups, urban and rural communities).

PRIORITY AXIS 1: Work-life balance and organizational culture

PRIORITY AXIS 2: Gender balance in leadership and decision-making

PRIORITY AXIS 3: Gender equality in recruitment and career progression

PRIORITY AXIS 4: Integration of the gender dimension into research and teaching content

PRIORITY AXIS 5: Measures against gender-based violence<sup>4</sup> including sexual harassment<sup>5</sup>

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[https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-based-violence/what-gender-based-violence\\_en#:~:text=Examples%20of%20gender%20Dbased%20violence,-Domestic%20violence%20includes&text=Sex%20Dbased%20harassment%20includes%20unwelcome,since%20the%20age%20of%2015.](https://commission.europa.eu/strategy-and-policy/policies/justice-and-fundamental-rights/gender-equality/gender-based-violence/what-gender-based-violence_en#:~:text=Examples%20of%20gender%20Dbased%20violence,-Domestic%20violence%20includes&text=Sex%20Dbased%20harassment%20includes%20unwelcome,since%20the%20age%20of%2015.)

<sup>5</sup> <https://eur-lex.europa.eu/LexUriServ/LexUriServ.do?uri=CELEX:32002L0073:EN:HTML>



## Work-life balance and Organizational Culture

### Objectives

- Raised awareness of rights, opportunities and practices for flexible and agile working
- Enhancement of flexible and agile working practices and infrastructure
- Nurture a work culture that enables achieving work-life balance

### Actions

- Expand the use of existing digital tools (e.g. Google Suite; Asana etc) for remote working to improve staff member connectivity and provide training and support of staff
- Build on existing inclusive organizational culture and practices on work-life balance for parenthood; mental health and leave entitlement
- Create safe spaces (meetings, input, staff surveys, feedback) for addressing issues and improving work-life balance
- Monitor and track implementation

### Who

- All Managers
- New and existing staff
- Gender Equality Officer

### KPIs

- Discuss at Annual Team Planning Meeting
- Review regularly with existing and new staff

### When

Ongoing

## Governance and Decision Making

### Objectives

- Proportional Gender representation in key leading positions and governance bodies
- Proportional Gender representation in decision making
- Gender balance in submitted candidatures for leadership positions

### Actions

- Monitor gender balance in key leading positions, governance bodies and decision-making committees
- Encourage balanced gender presentation across teams (career progression pathways)
- Organize events that establish direct contact with corresponding role models
- Monitor gender balance in key leading positions and across teams

### Who

- Leadership team
- Recruitment team

### KPIs

- Increase male representation across staff and leadership
- Support in career progression pathways

### When

Ongoing  
(and as per new staff appointments)

## **Recruitment, Selection Procedures, and Career Progression**

### **Objectives**

- Balanced gender representation across teams
- Gender balance in job applications
- Equality in staff retention and career progression
- Equality in payment rates

### **Actions**

- Encourage balanced gender representation in job applications through gender-neutral vacancy descriptions and presentation of IH's inclusive profile
- Support balanced gender representation in job applications through the design of attractive employment packages (with emphasis on flexibility at the workplace and benefits beyond financial compensation)
- Design and use of a detailed payment rate methodology for fixed term contract staff
- Monitor gender balance across staff, as well as retention rates, career progression and remuneration

### **Who**

- Leadership team
- Recruitment team

### **KPIs**

- Increase in gender representation in job applications
- Apply a gender neutral selection processes
- Annual report on staff retention and progression

### **When**

At every recruitment cycle

## Gender in events, training and activities

### Objectives

- Continue monitoring and achieving a balanced gender participation in events, workshops, activities and programmes

### Actions

- Continue implementing gender balanced targets across all programme and event participants
- Continue monitoring gender active and passive participation in IHA events, workshops, programmes

### Who

- Events team
- Hosts

### KPIs

- Use of inclusive language across all web, social media, and event brochures
- Train and monitor new and existing hosting staff

### When

Ongoing

## Measures against gender-based violence including sexual harassment

### Objectives

- Zero-tolerance towards GBV and sexual harassment
- Safe space and processes for staff and members to reply any concerns

### Actions

- Establish a confidential incident reporting mechanism
- Organise training sessions for all staff
- Apply a zero-tolerance policy for any GBV or harassment incidents, to all staff, members and event participants
- Link up with other organisations and support groups

### Who

- Gender Equality Officer
- All staff

### KPIs

- Establish a confidential incident reporting mechanism

### When

By the end of 2025

## **Appendix 1**

Equality Act 2010 outlines the following nine protected characteristics. IHAth is committed to stand against all acts of discrimination against the protected characteristics.

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation