



*CERTH Gender Equality and Anti-
Discrimination Committee*



CERTH
CENTRE FOR
RESEARCH & TECHNOLOGY
HELLAS

Gender Equality and Anti- Discrimination Action Plan

Centre for Research and
Technology Hellas

2026 – 2028

Thessaloniki, January 2026

Gender Equality and Anti-Discrimination Action Plan

Based on the assessment of the current situation at CERTH, via a survey with a questionnaire, and the open issues or weaknesses identified and described in the previous chapter, the following Action Plan is proposed for the three-year period from **01/01/2026 to 31/12/2028**. In this Action Plan, the proposed actions are grouped according to each GEADC Working Group, while some horizontal actions that apply across all themes are also described. For each action, the plan specifies its description, timeline, indicator or milestone, and the individuals responsible for its implementation.

1. Demographics

Action number	Description of Action	Timeline	Indicator/Milestone	Action Lead
1.1	Mechanism for observation and continuous recording of the Center's staff (e.g. the size, the distribution of personnel by gender, etc.) with the aim of formulating relevant policies	Q4 2026	Indicator: Observation and continuous recording of the Center's staff Milestone: Operation of the mechanism in CERTH IT system (MyCerth)	Action Lead: Central Directorate Participant: GEADC
1.2	Analysis of the data collected in Action 1.1 and preparation of the related report	Q3 2028	Indicator: Data analysis Milestone: Report with the analysis of the results	Action Lead: GEADC Participant: Central Directorate

2. Working conditions - Work-life balance

Action number	Description of Action	Timeline	Indicator/Milestone	Action Lead
2.1	Recording employees' suggestions (using a questionnaire) for improving their work environment.	Q4 2026	Indicator: Collection and evaluation of suggestions Milestone: Report with employees' suggestions	Action Lead: GEADC
2.2	Design of staff psychological support services	Q2 2027	Indicator: 1. Securing funding for implementation 2. Agreement with the existing team of Dr. Christina Karamanidou – health psychologist and head of the Psychology Laboratory at INAB Milestone: Report on the	Action Lead: Psychology Laboratory INAB, Central Directorate

			design of psychological support services	
2.3	Feasibility of establishing childcare/support infrastructure for parents	Q1 2028	Indicator: Feasibility of establishing childcare/support infrastructure Milestone: Report on the feasibility of establishing childcare (parental care) facilities	Action Lead: Central Directorate Participants: SEEKETA, GEADC

3. Perception of justice and equality in everyday work life at CERTH

Action number	Description of Action	Timeline	Indicator/Milestone	Action Lead
3.1	Unified Equality and Non-Discrimination Policy for the entire center, Publish the Equality and Non-Discrimination Policy at GEADC and CERTH's websites	Q1 2027 Q4 2028	Indicator: Consultation on the adoption of a unified Equality and Non-Discrimination Policy for the entire Center Milestone: Establishment of the Equality and Non-Discrimination Policy, Approval by the Board of Directors of CERTH, Publish the Policy on the GEADC and CERTH's websites	Responsible for the action: GEADC, Central Directorate, Board of Directors
3.2	Code of Ethics and Conduct, Publish the Code of Ethics and Conduct at GEADC and CERTH's websites	Q2 2027 Q4 2028	Indicator: Consultation on the adoption of a Code of Ethics and Conduct Milestone: Code of Ethics and Conduct, Approval by the Board	Responsible for the action: GEADC, Central Directorate, Board of Directors

			of Directors of CERTH, Publish the Policy on the GEADC and CERTH's websites	
3.3	Establishment and strengthening of a structured Human Resources office (HR)	Q2 2026	Indicator: Establishment of Human Resources office (HR)	Responsible for the action: Central Directorate
3.4	Employee rights guide for maternity, parenthood, and caregiving responsibilities, with clear and transparent procedures for maternity and paternity leave, flexible working arrangements and telework options, and reintegration measures	Q3 2027	Indicator: Consultation for the preparation of the Guide Milestone: Employee Rights Guide, Approval by the Board of Directors of CERTH, Publish the Policy on the GEADC and CERTH's websites	Responsible for the action: GEADC, Central Directorate, Board of Directors
3.5	Strengthening trust through accountability and monitoring mechanisms	Q2 2028	Indicator: Design and implementation of related actions Milestone:	Responsible for the action: Central Directorate

			Report on the actions taken to strengthen trust	
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4. Bullying and harassment in the workplace

Action number	Description of Action	Timeline	Indicator/Milestone	Action Lead
4.1	Preparation of a concise informational guide, including guidelines for identifying different forms of harassment and the contact details of responsible persons.	Q4 2027	Indicator: Recording and analysis of incidents for the preparation of the guide Milestone: Completion of the guide and publication on the website of the Gender Equality and Anti-Discrimination Committee (GEADC)	Responsible for the action: GEADC
4.2	Development of a reporting platform or integration into a whistleblowing platform	Q3 2026	Indicator: The platform meets the technical requirements for the confidential and secure handling of reports Milestone: Launch of the platform	Responsible for the action: Central Directorate

4.3	Establishment of a committee for handling reports	Q2 2026	Indicator: Definition of the committee's composition and appointment of its members Milestone: Appointment of the committee by the Board of Directors of CERTH	Responsible for the action: Central Directorate
4.4	Development of an action protocol with guidelines on available support mechanisms	Q1 2027	Indicator: Preparation of the protocol Milestone: Completion of the protocol, Approval by the Board of Directors, Publication on the website of the GEADC	Responsible for the action: GEADC Participants: Central Directorate Board of Directors of CERTH

5. Internal and external communication at CERTH

Action number	Description of action	Timeline	Indicator/Milestone	Action Lead
5.1	Promotion of CERTH's activities and mechanisms on gender equality through CERTH's communication channels (website, social media, etc.).	Throughout the implementation period of the Action Plan.	Indicator: Promotion of CERTH's activities and mechanisms on gender equality	Action Lead: Central Directorate

6. Horizontal actions

Action number	Description of Action	Timeline	Indicator/Milestone	Action Lead
6.1	Composition of the internal regulation of CERTH's GEADC.	Q3 2026	Indicator: Drafting of GEADC's internal regulation. Milestone: Finalization of the internal rules of procedure for CERTH's GEADC.	Action Lead: GEADC
6.2	GEADC's website creation and update with the actions of the Committee.	Q1 2026	Indicator: Website preparation. Milestone: The website is working.	Action Lead: GEADC
6.3	Information, empowerment, mentoring, and dissemination activities: - Information session for CERTH's staff on permits and updates in accordance with the applicable legislation. - Staff development seminars. - Promotion of a culture of open	Q4 2028	Indicator: Preparation of information and dissemination activities Milestone:	Action Lead: Central Directorate, GEADC

	dialogue, where equality-related issues can be discussed without fear of stigma, through structured meetings, workshops, or anonymous feedback tools. • Development of support mechanisms for employees belonging to vulnerable or underrepresented groups, as well as the active promotion of women's participation in leadership positions through targeted empowerment actions, mentoring, and transparent selection procedures. • Organization of informational seminars on forms of discrimination or bias in the workplace based on gender or diversity, for the employees of CERTH. • Organization of information days to inform staff about the CERTH's activities related to workplace equality. • Organization of short workshops with role-playing, where employees can practice practical ways of responding to incidents of bullying or harassment. • Informing staff about the launch and functionalities of the whistleblowing platform.		Implementation of the actions	
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6.4	Production of informational material	Q1 2027	Indicator: Preparation of informational material, Funding from Central Directorate. Milestone: Printing of informational material.	Action Lead: GEADC Participants: Central Directorate
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Timetable for actions completion

Q1 2026	Q2 2026	Q3 2026	Q4 2026	Q1 2027	Q2 2027	Q3 2027	Q4 2027	Q1 2028	Q2 2028	Q3 2028	Q4 2028
6.2	3.3	4.2	1.1	4.4	2.2	3.4	4.1	2.3	3.5	1.2	3.1 (2)
	4.3	6.1	2.1	6.4	3.2 (1)						3.2 (2)
				3.1 (1)							6.3



EVANGELOS BEKIARIS
05/03/2026 09:49

ΕΛΛΗΝΙΚΗ ΔΗΜΟΚΡΑΤΙΑ

ΕΘΝΙΚΟ ΚΕΝΤΡΟ ΕΡΕΥΝΑΣ ΚΑΙ ΤΕΧΝΟΛΟΓΙΚΗΣ ΑΝΑΠΤΥΞΗΣ

**ΑΚΡΙΒΕΣ ΑΠΟΣΠΑΣΜΑ ΠΡΑΚΤΙΚΟΥ Δ.Σ. / Ε.Κ.Ε.Τ.Α.
ΑΡ. ΠΡΑΚΤΙΚΟΥ 732 / 27.02.2026**

Στη Θέρμη, Θεσσαλονίκη σήμερα 27/02/2026 και ώρα 11:00 συνήλθε σε συνεδρίαση το διοικητικό συμβούλιο ύστερα από πρόσκληση του Προέδρου.

ΠΑΡΟΝΤΕΣ : Μπεκιάρης Ευάγγελος, Βουτετάκης Σπυρίδων, Χατζηδημητρίου Αναστασία, Δάρας Πέτρος, Μπανιάς Γεώργιος, Κεχαγιάς Διονύσιος, Ασημακοπούλου Ακριβή, Παπαδόπουλος Νικόλαος (Εκπρόσωπος ΥΠΙΑΝ)

ΑΠΟΝΤΕΣ : Πάνου Μαρία

Αφού διαπιστώθηκε ότι υπάρχει η προβλεπόμενη απαρτία, προχώρησε στα θέματα ημερησίας διάταξης.

ΘΕΜΑΤΑ ΗΜΕΡΗΣΙΑΣ ΔΙΑΤΑΞΗΣ :

1. ΑΝΑΚΟΙΝΩΣΕΙΣ
2. ΟΙΚΟΝΟΜΙΚΑ ΘΕΜΑΤΑ
3. ΘΕΜΑΤΑ ΠΡΟΣΩΠΙΚΟΥ
4. ΔΙΑΓΩΝΙΣΜΟΙ ΚΑΙ ΑΛΛΑ ΘΕΜΑΤΑ

ΘΕΜΑ 1: ΑΝΑΚΟΙΝΩΣΕΙΣ

12. Έγκριση Σχεδίου Δράσης Ισότητας των Φύλων & Καταπολέμησης των Διακρίσεων (2026 - 2028)

Το Δ.Σ. ενέκρινε, σε συνέχεια της εισήγησης του Διευθυντή Κ.Δ. και Προέδρου του Δ.Σ. κου Ε. Μπεκιάρη (ως ηλεκτρονικά προσβάσιμο Παράρτημα) το Σχέδιο Δράσης Ισότητας των Φύλων & Καταπολέμησης των Διακρίσεων του ΕΚΕΤΑ για την περίοδο 2026 - 2028.

Ο Πρόεδρος Δ.Σ.

Μπεκιάρης Ευάγγελος