REGIONAL DIRECTORATE OF PRIMARY AND SECONDARY EDUCATION OF CENTRAL GREECE

GENDER EQUALITY PLAN

2026–2029

Horizon Europe – Organisational Gender Equality Framework

DIRECTORATE OF PRIMARY AND SECONDARY EDUCATION OF CENTRAL GREECE

APPROVAL AND ADOPTION

This Gender Equality Plan (GEP) is adopted by the Regional Directorate of Education of Central Greece and applies for the period 2026–2029.

Field	**Details**
Organisation	Regional Directorate of Education of Central Greece
Type	Public Education Authority
GEP period	2026–2029
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Head of Organisation / Regional Director	Dr. Eleni Beniata
GEP Coordinator	Evangelia Oikonomou
Signature and official stamp	

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1. Executive Summary

The Regional Directorate of Education of Central Greece is committed to promoting gender equality, equal opportunities, non-discrimination and an inclusive organisational culture. This Gender Equality Plan (GEP) provides a structured framework for maintaining and strengthening these principles during 2026–2029.

The GEP is designed to support compliance with Horizon Europe requirements applicable to public bodies and to provide a practical organisational instrument for monitoring and improving gender equality.

The Plan addresses organisational culture, leadership and decision-making, recruitment and career development, work-life balance, gender considerations in education and European projects, prevention of gender-based violence and sexual harassment, training and awareness, and gender-sensitive communication.

The baseline assessment indicates that women constitute the majority of the reported workforce (65.5%) and hold 80% of the reported positions of responsibility. The GEP therefore focuses not on artificial numerical targets, but on ensuring transparent, fair and sustainable access to opportunities for all genders.

2. Organisational Profile

The Regional Directorate of Education of Central Greece is a public education authority responsible for supporting, coordinating and supervising educational structures and activities within the Central Greece region. Its work involves administrative staff, education personnel, school units, educational stakeholders and participation in national and European initiatives.

The organisation participates in European cooperation and funding programmes, including Horizon Europe. Gender equality is therefore relevant both to internal organisational practices and, where appropriate, to the design, implementation, monitoring and dissemination of European projects and educational activities.

3. Rationale for the GEP

The GEP establishes a systematic approach to identifying potential gender inequalities, preventing discrimination, promoting equal opportunities and strengthening an inclusive working environment.

- Ensures transparency and equal treatment in organisational procedures.
- Supports balanced participation in leadership, committees and decision-making.
- Promotes equal access to professional development and European project opportunities.
- Supports work-life balance and an inclusive organisational culture.
- Raises awareness of gender equality and unconscious bias.
- Prevents and addresses gender-based violence and sexual harassment.
- Uses sex-disaggregated data and indicators for monitoring and continuous improvement.

4. Legal and Policy Framework

This GEP takes into account the Horizon Europe gender equality requirements and the European Commission guidance on Gender Equality Plans, as well as applicable European and national principles concerning equality, non-discrimination, dignity at work and equal opportunities.

The organisation will review the GEP when relevant legislation, Horizon Europe requirements or institutional policies change.

5. Scope of the GEP

The GEP applies to the organisational structures and processes of the Regional Directorate of Primary and Secondary Education of Central Greece. It covers staff and, where relevant, persons participating in committees, working groups, European projects, training, professional development and other organisational activities.

Where the Directorate collaborates with schools, public bodies, universities or other partners, gender equality principles may also be promoted through project planning, partnership arrangements, dissemination and educational activities.

6. Baseline Gender Assessment

The following baseline data were provided for the preparation of the GEP. The category 'positions of responsibility' may overlap with the staff categories and is therefore presented separately rather than added to the overall workforce total.

Category	Men	Women	Total	Women (%)
Administrative staff	7	14	21	66.7%
Seconded staff	2	6	8	75.0%
Positions of responsibility	1	4	5	80.0%
Reported personnel total	10	19	29	65.5%

The baseline demonstrates a strong female representation in the reported workforce and in positions of responsibility. The GEP consequently prioritises equal access, transparency, professional development, prevention of discrimination and monitoring of participation rather than gender quotas.

7. GEP Governance and Responsibilities

Role	Main responsibilities
Head of Organisation / Regional Director	Formal adoption; institutional commitment; oversight.
GEP Coordinator	Coordinate implementation, monitoring, reporting and annual review.
Human Resources / Administrative units	Provide relevant data and support implementation of measures.
Managers / Heads of units	Implement actions within their areas and promote equal treatment.
Project / European Programme teams	Integrate gender equality considerations into relevant project activities.
All staff	Participate in training, support respectful conduct and report concerns through established procedures.

8. Strategic Objectives

Objective 1: Strengthen a gender-equal and inclusive organisational culture.

Objective 2: Maintain fair and transparent access to leadership and decision-making opportunities.

Objective 3: Ensure gender-sensitive and transparent recruitment, selection and career development processes.

Objective 4: Promote work-life balance and an organisational culture supportive of diverse needs.

Objective 5: Integrate the gender dimension, where relevant, into education and European projects.

Objective 6: Prevent gender-based violence, sexual harassment and other forms of discrimination.

Objective 7: Provide regular gender equality and unconscious-bias awareness activities.

Objective 8: Promote gender-sensitive, inclusive and non-stereotypical communication.

9. Action Plan

Action area	Key measures	Responsible	Timing	Monitoring
1. Organisational culture	Annual communication of GEP principles; integrate equality considerations into relevant internal procedures.	GEP Coordinator / Management	Annual	Evidence of communication; staff awareness
2. Leadership	Monitor gender representation in committees, working groups and responsibility roles.	Management / GEP Coordinator	Annual	Gender-disaggregated participation data
3. Recruitment & careers	Use transparent criteria and equal-opportunity principles in recruitment, selection and professional development.	Management / Administrative units	Ongoing	Procedures reviewed; participation data
4. Work-life balance	Promote measures supporting work-life balance in accordance with applicable rules and operational needs.	Management	Ongoing	Measures communicated; feedback
5. Education & projects	Consider gender dimension where relevant in educational content, project design, target groups, participation and evaluation.	Project teams / GEP Coordinator	Ongoing	Project records; monitoring indicators

6. Harassment prevention	Make information on prevention, reporting and support mechanisms accessible to staff.	Management / GEP Coordinator	Annual	Information available; actions recorded
7. Training	Organise or promote at least one gender-equality awareness/training activity per year.	GEP Coordinator	Annual	Number of activities and participants
8. Communication	Use inclusive, non-stereotypical and gender-sensitive language and visuals in organisational communications.	All units	Ongoing	Communication materials reviewed

10. Data Collection and Monitoring Framework

The organisation will monitor gender equality using available sex-disaggregated data, while respecting applicable data-protection requirements. Data collection will be proportionate to the purpose and will not involve unnecessary processing of personal data.

- Staff composition by gender.
- Gender representation in positions of responsibility and decision-making bodies.
- Participation in training and professional development.
- Participation in European projects and project roles, where relevant.
- Use of equality-related procedures and awareness activities.
- Reported implementation of GEP actions and corrective measures.

11. Key Performance Indicators

KPI	Target / Monitoring criterion	Frequency
GEP adoption	Formal approval and publication	Once / update when revised
Staff communication	100% of relevant staff informed of GEP	At adoption and updates
Annual monitoring	One documented gender-monitoring exercise	Annual
Training / awareness	At least one activity per year	Annual
Leadership participation	Gender-disaggregated monitoring of relevant bodies	Annual
European projects	Gender-disaggregated participation monitoring where feasible and relevant	Per project / annual review
Harassment prevention	Information on prevention and reporting mechanisms accessible to staff	Annual review
GEP review	Documented annual review and actions for next cycle	Annual

12. Implementation Matrix

Period	Priority actions	Main output
2026	Adoption, publication, communication, baseline and initial training	Approved GEP; baseline record; communication evidence
2027	Monitoring, training, review of procedures and project-related actions	Annual monitoring report
2028	Continued implementation, data analysis and corrective measures	Annual monitoring report; improvement actions
2029	Final evaluation and preparation of next GEP cycle	Final GEP evaluation and recommendations

13. Resources

Implementation will rely primarily on existing organisational structures and resources. The organisation will designate responsibility for GEP coordination and will allocate reasonable staff time and, where available, financial resources for training, communication, monitoring and related activities.

External expertise or training may be used where specialised support is required and resources permit.

14. Monitoring and Evaluation

The GEP Coordinator will coordinate an annual review of progress. Findings will be documented and presented to management. Where implementation gaps are identified, corrective actions, responsible persons and indicative timelines will be recorded.

A final evaluation will be undertaken in 2029 to assess achievements, identify remaining challenges and inform the next GEP cycle.

15. Communication and Publication

The final adopted GEP will be made publicly available through the organisation's official communication channels, subject to applicable accessibility and administrative requirements. Internally, staff will be informed of the Plan and of relevant procedures.

Communication materials should use inclusive and gender-sensitive language and imagery and avoid stereotypes.

16. Commitment Statement

The Regional Directorate of Primary and Secondary Education of Central Greece is committed to equal treatment, equal opportunities, dignity at work, non-discrimination and an inclusive organisational culture. Through this GEP, the organisation establishes a practical framework for monitoring gender equality, addressing potential inequalities and strengthening gender-sensitive practices in its internal operations and relevant European activities.

The Plan will be implemented in good faith, monitored annually and revised when necessary to reflect organisational needs, legal developments and Horizon Europe requirements.

17. References

- European Commission, Directorate-General for Research and Innovation. (2025). Horizon Europe guidance on gender equality plans (GEPs). Publications Office of the European Union.
- European Commission, Directorate-General for Research and Innovation. (2026). Gender equality plans (GEPs): How to be ready for ex-post checks. Publications Office of the European Union.
- European Commission. (2025). Gender equality plans (GEPs): Frequently asked questions – Work Programme 2026–2027 updates.
- European Commission. Gender equality in research and innovation. Horizon Europe policy guidance.

Annex I – Baseline Data

Indicator	Men	Women	Total
Administrative staff	7	14	21
Seconded staff	2	6	8
Positions of responsibility	1	4	5
Reported personnel total	10	19	29

Annex II – Annual Monitoring Template

Indicator	Baseline	Year 1	Year 2	Year 3	Comments
Staff composition by gender					
Leadership / responsibility positions					
Training participation					
European project participation					
GEP actions completed					
Awareness / communication activities					
Corrective actions					

Annex III – GEP Action Monitoring Table

Action	Responsible	Deadline	Status	Evidence / comments
Organisational culture				
Leadership and decision-making				
Recruitment and career development				
Work-life balance				
Education and European projects				
Harassment prevention				
Training and awareness				
Communication				

Annex IV – Annual GEP Review Cycle

- 1. Collect available gender-disaggregated data.
- 2. Review implementation of actions and KPIs.
- 3. Identify achievements, gaps and emerging needs.
- 4. Agree corrective or additional actions.
- 5. Record responsibilities and indicative deadlines.
- 6. Communicate relevant results internally.
- 7. Update the GEP where necessary.