



RESEARCH  
CENTRE for the  
HUMANITIES

ΚΕΝΤΡΟ ΕΡΕΥΝΑΣ  
για τις ΑΝΘΡΩΠΙΣΤΙΚΕΣ  
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# GENDER EQUALITY PLAN (GEP)

RESEARCH CENTRE FOR THE HUMANITIES

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# 1. The Gender Equality Plan

The general purpose of the Gender Equality Plan (GEP) is to promote equality for all employees regardless of their gender and promote gender mainstreaming within the internal workings as well as research outputs of our Research Centre for the Humanities (RCH).

The Research Centre for the Humanities (RCH) was established in Athens, Greece on January 5<sup>th</sup>, 2015 and its legal status is a Non-Profit Organization. The aims of the Centre are the funding of research in the Humanities, with an emphasis on Digital Humanities, the articulation of an agenda for the multifarious significance of the Humanities, the public discussion and further dissemination of research results, the creation of a space for the development of new trends that are being discussed within the international community of the relevant fields, the close collaboration with similar Centres and Institutes abroad.

RCH has a far-reaching experience in the organization of academic events (international and regional conferences, workshops, training seminars, experts' meetings etc.), drawing the attention of PhD students, post-doctoral researchers and academics inside and outside of the wider academic environment thus engaging with scholars as well as the wider public.

RCH has a limited number of staff engaged in its activities at any point in time. At the same time, it collaborates with a large circle of external academics, fellows, associates as well as practitioners who actively engage with its research outputs.

The GEP is part of a bigger initiative of the RCH seeking broader engagement towards gender equality. Subsequently, the objectives and underlying principles of the GEP, as well as the measures which will be proposed and adopted by the RCH to meet the set objectives, are listed below. Proceeding from the activities and possibilities for improving the state of gender equality, the five main objectives for the period 2024-2028 are as follows:

- Raising gender awareness among the employees and among collaborators and fellows of the RCH.
- Adhering to the principles of equal treatment.
- Improving gender balance among the applicants and recipients of research grants, awards, and funding.
- Implementing a gender-sensitive communication strategy.

GEP serves both as a guide for improving existing practices, as well as a guiding board for developing new practices and measuring progress towards set goals. The current Action Plan formulates Gender Equality into an explicit goal of the RCH. By implementing a set of concrete actions, this GEP initiates a longer-term process of embedding a gender-sensitive culture in RCH's internal operations and in the approach and content of its research proposals.

## 1.1. Development of the Gender Equality Plan

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The development and implementation phases of the GEP are in line with the steps of the tool for Gender Equality in Academia and Research, as described in the Horizon Europe guidelines and specifications. These include:

**Audit phase:** Includes the collection of gender-disaggregated data and internal processes, in order to identify gender-based inequalities and areas of improvement. At this stage relevant national laws are also reviewed and taken into consideration. The audit phase took place throughout 2024. Final results were presented to the Board initiating also the planning phase.

**Planning phase:** Set objectives and measures to address issues that have been identified at the audit phase.

**Implementation phase:** Publish the Plan and implement activities according to the timeline. This phase includes awareness raising and training actions to achieve the GEP objectives across the institution.

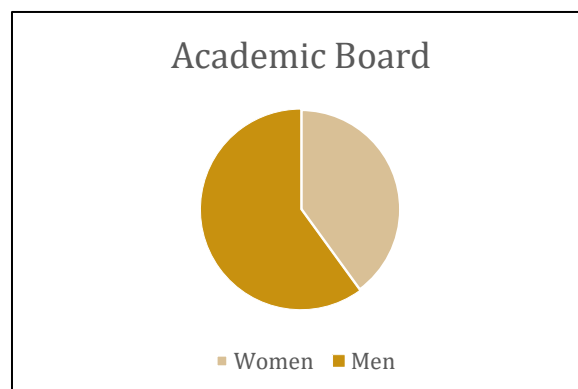
**Monitoring and evaluation phase:** An ongoing review of progress will take place and an annual gender report will be made available reflecting on actions taken. An updated GEP will be produced biannually.

## 2. The current situation at RCH

### 2.1. Decision-making bodies & administration

The organizational structure includes an **Academic Board (AB)**, which acts as an expert advisory body for matters pertaining to general trends in the field, including developments in research, funding, and networking in the fields of Humanities, Digital Humanities and Social Sciences.

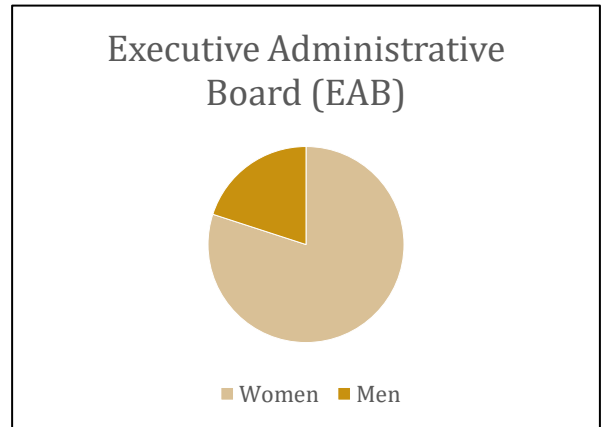
Academic Board	Number	%
Women	2	40,00%
Men	3	60,00%



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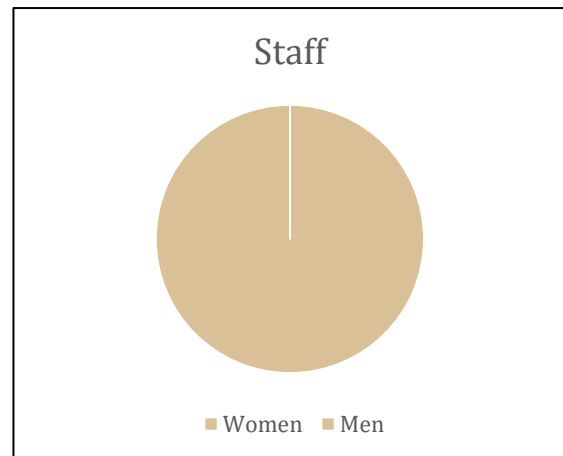
The organizational structure also includes an **Executive Administrative Board (EAB)**. The EAB has the overall responsibility for the implementation of the decisions as well as for the running of the Centre. The current structure of the EAB is made up of one male and four female members of which one is the President. It is a positive step that the President of the EAB is female, tangible evidence of the Centre's efforts to promote female leadership.

Executive Administrative Board (EAB)	Number	%
Women	4	80,00%
Men	1	20,00%



The RCH has limited **Staff** and at this period they are all women. Should the RCH expand its administrative and management positions in the future, in line with the incorporate of the gender dimension in hiring practices (see section 3), an effort will be made to incorporate a more balanced staff, between men and women.

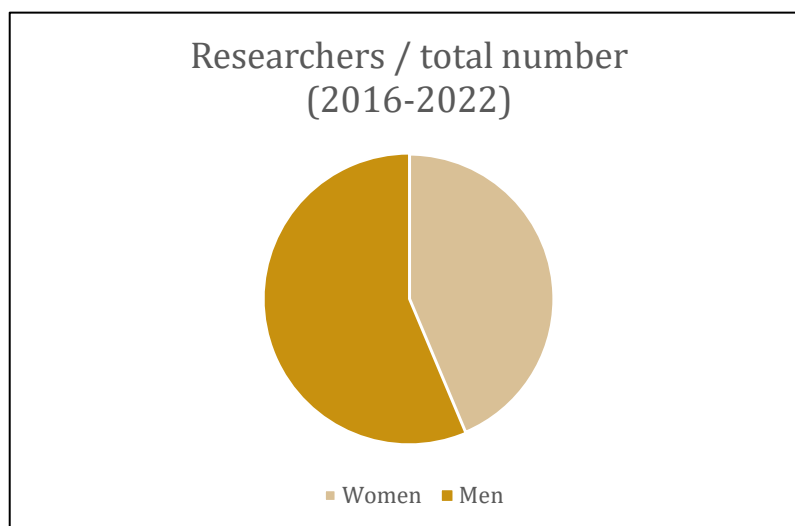
Staff	Number	%
Women	5	100,00%
Men	0	0,00%



## 2.2. Academic/Research positions

The RCH's number of **Researchers** between 2016-2022 is as follows:

Researchers	Total Number (2016-2022)	
	Number	%
Women	31	43,66%
Men	40	56,34%



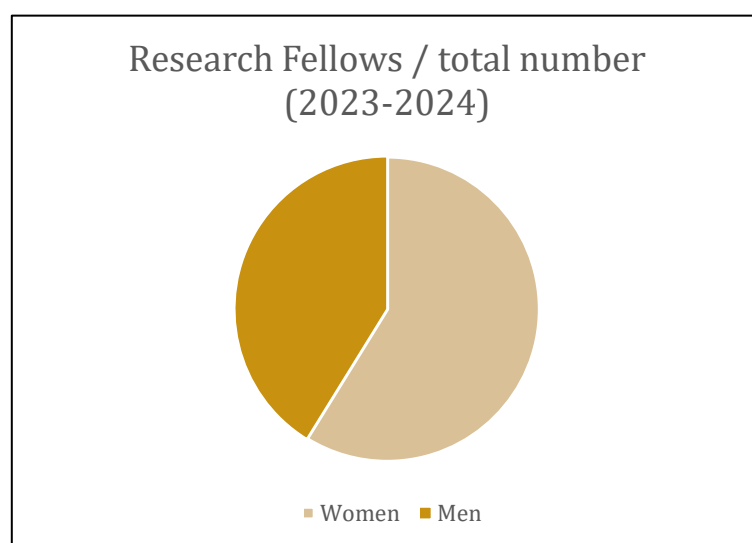
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*Annual Analysis of Researchers' data:*

R	2016		2017		2018		2019		2020		2021		2022	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
Women	3	25%	5	41,67%	6	66,67%	5	41,67%	5	55,56%	4	36,36%	3	50,00%
Men	9	75%	7	58,33%	3	33,33%	7	58,33%	4	44,44%	7	63,64%	3	50,00%

The RCH's number of **Research Fellows** for the years 2023-2024 is as follows:

Research Fellows						
	Total		2023		2024	
	Number	%	Number	%	Number	%
Women	10	58,82%	4	57,14%	6	60,00%
Men	7	41,18%	3	42,86%	4	40,00%



The structure of the RCH seeks to establish internal checks and balances. The RCH is open to all who wish to become Researchers and Research Fellows, irrespective of their gender. Though gender balance cannot be guaranteed in an Open Call, it can nevertheless be promoted by encouraging more women to participate in Fellowship and other Open Calls and work as external collaborators in the various research projects of the Centre.

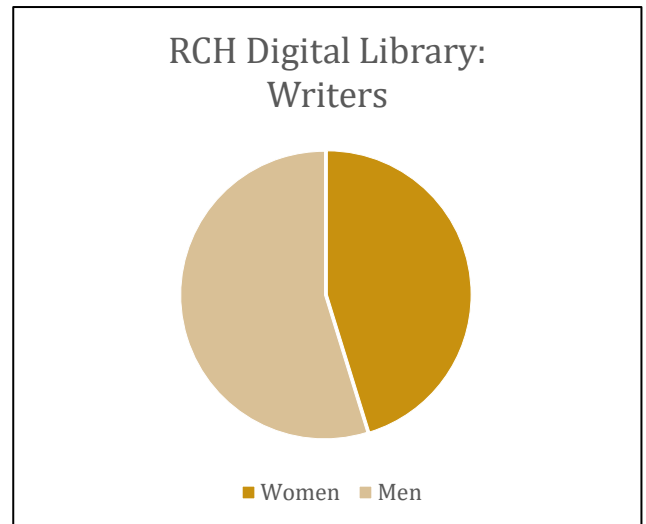
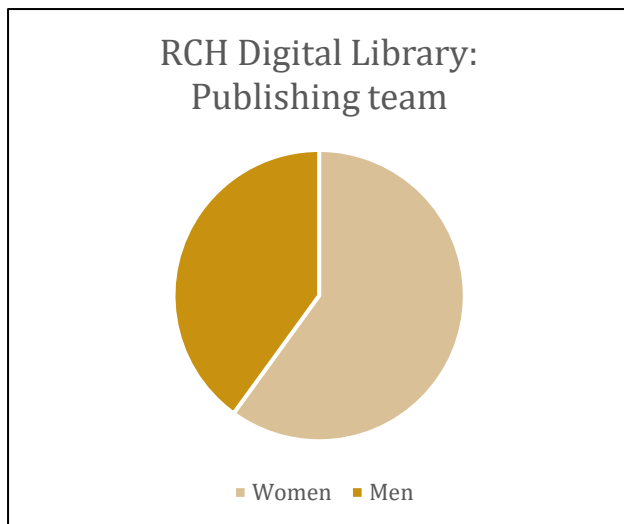


Additionally, at the various academic research projects that RCH undertakes, the balance between female and male external collaborators is not yet ideal but is satisfactory. Following are some examples:

### RCH Digital Library

Publishing Team		
	Number	%
Women	3	60,00%
Men	2	40,00%
Writers		
	Number	%
Women	19	45,24%
Men	23	54,76%

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## 1821 Digital Archive

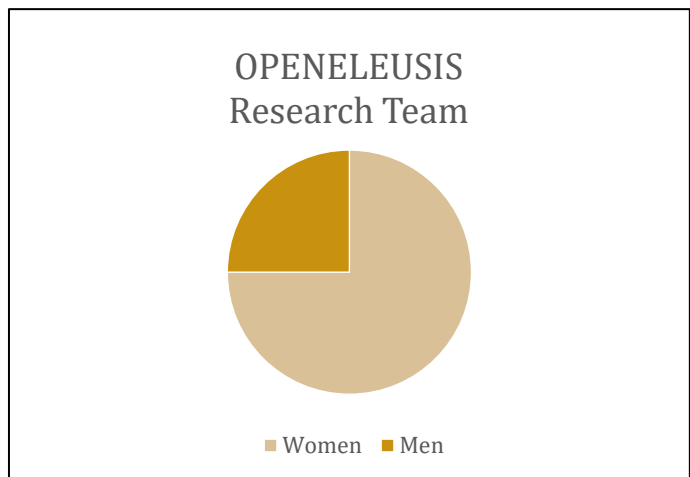
1821 Digital Archive Research team & Collaborators		
	Number	%
Women	17	44,74%
Men	21	55,26%



## OPEN ELEUSIS

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OPENELEUSIS Research Team		
	Number	%
Women	3	75,00%
Men	1	25,00%

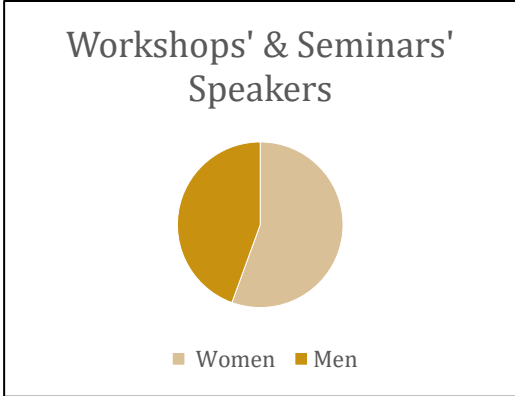


Women’s presence in academia has steadily and significantly increased over time in the national context. It has increased primarily among PhD graduates but also among university staff, including top academic positions, even if the latter continue to be characterised by a persistent gender gap across most scientific disciplines. Nearly all organisations under consideration had a gender balance in their staff overall, and in some cases even a majority of women. At the same time, women dominated mid-level administrative positions, with their presence substantially reduced in decision-making and top management positions. In some of the southern countries at least, factors such as care and family responsibilities and the prevalence of networks of male scientists (especially in decision-making and institutional structures) constrain female researchers from reaching high-rank positions (Hatzopoulos, Kambouri, & Kikis-Papadakis, 2016, pp. 13–14).

In order to improve the indicators of gender equality, it is imperative to tackle these issues systematically. The aim of the RCH is to pay attention to more aspects of gender in all its activities.

So far in Workshops, Seminars and Conferences the gender balance among speakers and delegates has been satisfactory.

Workshops & Seminars		
	Number	%
Women	5	55,56%
Men	4	44,44%



Conferences		
	Number	%
Women	89	50,57%
Men	87	49,43%



The audit showed that further effort must be made to keep the balance between the participation of men and women in the different thematic fields and strive towards the visibility of both men and women researchers. At the same time, further effort must also be made to push forward with measures on gender in research content, diffuse the principle of gender balance in RCH strategic documents and all our activities, including recruiting or granting procedures.

### 3. Gender equality in recruitment, career progression and work-life balance

As regards **recruitment**, RCH strives to be an equal opportunity employer and is committed to promoting equal opportunities when recruiting new associates and/or administrative staff. In this, it is in line with Greek Laws 4443/2016 and 4808.2021, and any other respective legislation, applying the principles of equal opportunities and treatment irrespective of gender. RCH is committed to building a diverse and inclusive workplace for colleagues of all backgrounds. We welcome and encourage applications and collaborations from interested individuals regardless of age, sex, gender identity, disability status, sexual orientation, race, religion and/or belief. This is already reflected in the diversity of the academic/scientific associates as well as researchers and research fellows. Although the above are implemented in practice, the internal audit showed the need for such protocol to be established formally for the

recruitment procedures. RCH will explicitly state its commitment to equal hiring practices on its website and any and all recruitment as well as collaboration announcements going forward.

RCH will establish in the internal regulation categories for professional progression (indicative example is research associate, senior research associate) an internal 'review' process that will allow for **career development** and growth reflective also in project salaries. Since the majority of RCH's research associates are external with temporary (project based) contracts, the aim is providing clarity for career progression, emphasizing the equal treatment irrespective of gender.

Finally, RCH has placed a strong emphasis already on the **work-life balance** of its staff and associates. There is already flexibility in working hours and physical presence in the office, adjusting to the preferences and needs of the employees and associates. All this and more will be formalized in the internal regulation including some of the suggestions made during the internal audit. The aim is to distribute the internal regulation to all associates and staff and provide it along with the contract to any future employees.

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#### **4. Gender-based violence and complaints mechanism**

The RCH prides itself on the good working relationship of all its staff and associates. Thus far, there have been no reported issues concerning diversity, inclusivity, and gender-based violence. RCH offers a safe workplace for women where they feel comfortable to grow professionally and communicate their needs and there is zero tolerance towards gender violence.

The aim is to establish a formal mechanism for complaints factoring in the expected growth. The present GEP addresses this by establishing a new position at RCH BoD, of a GEP responsible Person. Employees and associates who feel exposed to any form of unwanted action will be encouraged to report such incident(s) to the GEP Officer. The individual appointed by the BoD will

receive appropriate training to function as the designated point for staff and associates. The individual shall be responsible for informing the members of BoD issues and/or incidents, in order for them to undertake necessary measures. The GEP Officer shall also function as the inbetween throughout the process, informing those launching the complaint of the steps undertaken, progress and decisions of the BoD.

## **5. Establishing the institutional side for the GEP**

In order to maximize the impact of GEP at the institutional level, RCH's GEP Officer will also be responsible for monitoring the mainstreaming of gender equality in the Centre, coordinating and monitoring the implementation of commitments undertaken in the GEP, collecting the relevant progress data for the annual gender report.

The GEP will be made known to all employees and associates of the Centre by making it visible and available online on RCH's website.

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## **6. Integration of the gender dimension into research and gender-inclusive language**

The RCH designs and implements research on Humanities, Digital Humanities and Social Sciences. Effort has been made already to incorporate the gender dimension in many of the reports/publications produced. Though many researchers and practitioners acknowledge the importance of the gender dimension, they are not always clear on how the gender dimension can be incorporated in their respective analysis and/or research projects. To mainstream gender in the research outputs of the Centre, training seminars will be offered to associates to facilitate the integration of the gender dimension in the research proposals and outputs prepared.

RCH is aware of the need to use gender inclusive language, particularly on its website and publications. Use of non sexist language is actively encouraged and adopted by staff and associates. Awareness on these issues will also be strengthened through the trainings planned for research associates and staff in line with the gender mainstreaming in research.

Finally, an effort will be made for RCH not only to incorporate gender in the various research and publications it produces, but also to participate in projects with an explicit gender dimension incorporated and/or gender focused.

## 7. Objectives of the GEP for the period February 2024-January 2026

The overall responsibility for the implementation of the GEP is with the President and the GEP Officer. All RCH employees and associates will receive information on the GEP and be invited to participate in the training activities. RCH commits to making the GEP accessible via its website and to producing biannual reports assessing progress towards mainstreaming gender equality in all institutional and research aspects of the organization.

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### 7.1. Objectives of the GEP on leadership and administration

Objective	Action by	Target	Tasks/Responsibility	Timeline
Develop organizational capacity to mainstream gender equality within RCH	President of RCH + Members of BoD	All staff and associates	The GEO will be responsible for implementing the GEP within the institution. A description of the position and responsibilities will be drafted and circulated	2024

			to all staff and associates.	
GEP Officer (GEPO)	BoD	All	The GEPO will be the initial contact point and responsible for the complaint mechanism. A description of the position and responsibilities will be drafted and circulated to all staff and associates.	2024
Internal Regulation	President of RCH + GEPO	Approval by BoD	Drafting and approving an internal regulation that includes salary brackets for career progression, protocol for recruitment, ethical guidelines and work life balance policies within RCH, and description of GEPO's role, tasks and responsibilities.	2025
Gender equality training	President of RCH + GEPO	1 training seminar	Training for implementation of the GEP with particular emphasis on gender discrimination and violence in the workplace.	2025
Commitment to non discrimination and hiring practices	GEPO	Website and all recruitment positions	At the website and any recruitment posts the following message will be included in EN & GR:  <i>RCH strives to be an equal opportunity employer. We are committed to building a diverse and inclusive workspace for colleagues of all backgrounds. We welcome and encourage applications</i>	2024



			<i>and collaborations from interested individuals regardless of sex, age, gender, identity, disability status, sexual orientation, race, religion or belief.</i>	
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## 7.2. Objectives of GEP on research for the period February 2024 - January 2026

Objective	Action by	Target	Tasks/Responsibility	Timeline
Gender inclusive language of website and all forms of dissemination	Responsible Staff+ GEPO	Gender neutral and/or gender balanced language on the website and all forms of dissemination	Review available information and make recommendations for changes oversight over the development of the English language website	2024
Gender equality training through workshops and seminars for capacity building	External	1 training seminar	Training to associates how to mainstream gender equality in research, with emphasis on EU funded programmes	2025-2026
Mainstream the gender dimension in the research proposals submitted	GEPO	Ensure the gender dimension is incorporated in the research proposals submitted	Research proposals incorporate the gender dimension	2025-2026
Gender integrated in existing research themes	GEPO	Mainstream gender issues in the different thematic areas	Integrate the gender dimension in the research	2025-2026

		of work		
Public events (workshops/conferences) of RCH	GEPO	Commitment to Keep balanced participation of women/men in the public events (workshops/conferences) of RCH to achieve balanced panels. Engage female participants as speakers rather than moderators	Establish appropriate contact lists where relevant academics/practitioners etc. can be invited in public engagements	2025-2026