



**ΚΑΠΕ
CRES**

CENTRE FOR RENEWABLE
ENERGY SOURCES AND SAVING

GENDER EQUALITY PLAN

2022-2024

I. INTRODUCTION

1. About CRES

The Centre for Renewable Energy Sources and Saving (CRES) is the Greek organisation for Renewable Energy Sources (RES), Rational Use of Energy (RUE) and Energy Saving (ES). CRES has been appointed as the national co-ordination centre in its area of activity.

CRES was founded in September 1987 by Presidential Decree 375/87. It is a public entity, supervised by the Ministry of Environment and Energy and has financial and administrative independence.

Its main goal is the research and promotion of RES/RUE/ES applications at a national and international level, as well as the support of related activities, taking into consideration the principles of sustainable development.

The Centre is managed by a five-member Administrative Council, which includes representatives from the General Secretariat of Research and Technology (Ministry of Education and Religious Affairs, Culture and Sports), the Public Power Corporation and the Hellenic Federation of Enterprises.

CRES has a scientific staff of more than 120 highly qualified and experienced multidisciplinary scientists and engineers.

Since 1992, CRES is located on its wholly owned premises in Pikermi, Attica, where in addition to over 2000 square meters of main office space, it has experimental outdoor installations, specialised laboratories for energy technologies, a mechanical shop, conference rooms and a library. CRES maintains a strong computing infrastructure.

CRES has installed a demonstration Wind Park in the area of Agia Marina in Lavrio, Attica. The Wind Park is connected to the distribution network and has an installed capacity of 3MW.

In the facility of the Wind Park, CRES operates the Park of Energy Awareness (PENA), a new demonstration site for Renewable Energy Sources. In PENA everyone has the opportunity to observe real small scale RES plants in operation, while young visitors can learn about environmental friendly technologies through innovative educational tools.

CRES' funding is mainly provided by National, European and International projects, as well as projects carried out on behalf of the industrial, hotel, construction sector, etc.

2. About Gender Equality Plan (GEP)

The Gender Equality Plan (GEP) of CRES is a policy document covering the next three years with which CRES aims to describe the measures already in place that reduce gender inequalities and to present any further actions and projects that enhance diversity. At a time when many of the certainties and paradigms of our society have been shaken to the core, we appreciate the importance of an inclusive working community that perceives gender equality as a valuable resource that can yield positive benefits. In this perspective, the GEP represents an effective tool which also addresses the negative effects of the pandemic that, as several recent studies show, is significantly affecting women and risks reversing the positive trends of recent years .

As a research organization of the public sector, we need to lay the foundations for a professional world that satisfies and encourages the hopes and expectations of those who work in our Center. The Gender Equality Plan is a tool designed to build an honest work environment where people are treated equally, there is no discrimination, a community which conveys trust, a sense of belonging and shared goals. Consequently, this community has enabled the entire organization to grow.

For this reason, rather than simply reflecting the uncritical acceptance of a European requirement, this Gender Equality Plan is an enthusiastic response to the call of the Research and Innovation Directorate General of the European Commission which envisages the requirement for all public institutions to have a GEP if they wish to access research funding within the framework of the next Horizon Europe programme. GEP is a document that publicly acknowledges the goal of gender equality, which is a fundamental and shared value of the European public institutions.

The structure of the plan is in line with the five minimum areas indicated by the Commission which are broken down into different objectives.

The first area concerning work-life balance seeks to achieve a balance between work, parenting and/or care-taking activities and aims to combat gender stereotypes.

The second area pursues gender balance in decision-making bodies, promoting the implementation of measures to support gender balance in the decision-making process.

The third area pursues gender equality in recruitment and career progression, promoting gender equality in the assessment and selection committees.

The fourth area focuses on gender and intersectionality in research.

The fifth area focuses on combatting gender-based violence and sexual as well as moral harassment through preventive actions and initiatives to raise awareness.

It is clear that the GEP is not a project aimed only at women. It is instead a plan based on the value of equal democracy which calls on all those working in CRES and who want to see it evolve and modernize. Like any planning document, it sets high and ambitious goals and is sustained by the aspirations of those who will work to implement it.

II. WORK ENVIRONMENT AND CONDITIONS

AREA 1: WORK-LIFE BALANCE

The need to reconcile work and family life has traditionally affected women more than men. Although more fathers have begun to take parental leave in recent years, women still take most of the available parental leave. This may indirectly weaken their status at work. Not all families have two parents of different gender; there are also single-parent families, same-sex parents, multi-parent families and stepfamilies. This diversity gives rise to a wide range of issues involving the reconciliation of work and family life.

Goals

CRES works actively to create working conditions that enable women and men employees to share responsibility for children and the home. Employees on parental leave should be given the opportunity to stay in contact with their workplace and receive information during their absence. Attention should be given to the working conditions of parents with small children. Scheduling should take into account employees who have children that need to be taken care of.

The reconciliation of work and family will be supported regardless of gender and the type of family. CRES will endorse flexible work arrangements when such arrangements are necessary for the provision of care. This must not result in employees being placed in an unequal position in the distribution of duties, rewards for services or career advancement.

Measures

- Implementation of the innovative provisions of the newly adopted law 4808/2021, such as the 14-day paid paternity leave and the 4-month parental leave for each parent. Moreover, for a certain period the law promotes flexible working arrangements for parents, in order to be able to support their family needs and for the first time the law introduces a 6 month protection from work dismissal for the father starting from the birth of the child.
- Maternity leave (pregnancy - maternity leave) for pregnant employees. The duration of the leave is seventeen (17) weeks, i.e. (119) calendar days. From these 56 days (i.e. 8 weeks) must be given before the probable day of delivery and the remaining 63 (i.e. 9 weeks) after the delivery.



- Childcare leave - Breastfeeding leave. Working mothers are entitled to a period of thirty months from the expiration of maternity leave, either to arrive later or to leave one (1) hour earlier each day, at their option. Alternatively, with the consent of the Administration of the Center, the daily mothers' working hours may be reduced by two hours per day for the first twelve (12) months and one hour for an additional six (6) months. The leave in question for reasons of child care is also entitled to father unless the working mother uses it. The right of late arrival or early departure can also be exercised by the parents who adopt a child up to six (6) years old, under the same conditions, with the date of the adoption being considered as the starting point. Single parents are also entitled to childcare leave.
- Right to paid leave up to 4 days per calendar year for employees with children who attend classes of primary or secondary education, in order to visit the school of their children.
- Right to unpaid children-raising leave up to 3 ½ months for each parent, which can also be exercised by the parents of adopted children.
- Right to unpaid leave of absence up to 12 days per calendar year, for illness of dependent family members.
- Right to paid leave up to 6 days per calendar year for single parents with children up to 12 years old (or up to 8 days in case of single parents with 3 or more children).
- Flexible working arrangements for employees with children.
- Choice to work from home for employees belonging to vulnerable groups.

AREA 2: GENDER BALANCE IN DECISION MAKING BODIES

Women are under-represented in decision-making positions worldwide. However, gender equality and diversity are recognized to have beneficial effects on organizations and institutions, as different views are synthesized in order to achieve the goals of the organization.

Goals

CRES will adopt the measures mentioned below in order to ensure the equal participation of both sexes in the decision-making procedures and the better representation of the underrepresented gender.

Measures

- Selection of the members of CRES's decision-making committees based on purely objective criteria regardless of gender.
- Ensure the participation of employees of both sexes in at least one third of the members of the decision-making committees.
- Use of gender-neutral language in calls for expressions of interest to participate in the organisation's decision-making committees.

AREA 3: GENDER EQUALITY IN RECRUITMENT & CAREER PROGRESSION

CRES's staff represent women and men fairly evenly. In terms of regular staff, 56% (52 employees) are men and 44% (41 employees) women, while in terms of contract staff, 59% (17) are men and 41% (12) women.

Goals

Regarding recruitment of regular staff CRES implements the national legislation for the recruitment on the basis of open and objective competition procedures (laws: 2190/1994, 4765/2021). In terms of contract staff, CRES recruits contractors after open calls, where equal opportunities for both genders and fair assessment of the candidates based on objective & purely professional criteria are ensured.

Within the period of the present plan, CRES aims to ensure equal opportunities for both sexes in the recruitment process, better balance between male and female employees and equal opportunities in career progression, by implementing the measures below.

Measures

- Use of gender-neutral language in open calls for expressions of interest for the recruitment of personnel on contract.
- Avoid criteria that will indirectly favor candidates of one sex over the other.
- Representation of both sexes, at least by one third, in the staff recruitment committees that assess the applicants to be hired on contract.
- Ensure equal opportunities for both sexes to claim CRES's administrative positions, in case of vacancy, ensuring that criteria that will indirectly favor candidates of one sex over the other will not be included.

AREA 4: GENDER & INTERSECTIONALITY IN RESEARCH

CRES ensures equal participation of all researcher members in the research projects conducted at its facilities. Researchers are selected according to the needs of the Center on the basis of objective criteria (as mentioned in the previous section), regardless of gender or other characteristics.

Goals

Within the period of the present plan, CRES aims to include, if possible, intersectionality in research, so as researchers from different backgrounds can synthesize their knowledge in order to achieve better and more inclusive results.

Measures

- Ensure equal opportunities for the recruitment of researchers, by using the measures mentioned above (area 3).
- Promote intersectionality by offering attractive opportunities to researchers from different gender, cultural, social and academic backgrounds.

AREA 5: COMBAT GENDER-BASED VIOLENCE AND SEXUAL AND MORAL HARASSMENT

CRES focuses on promoting a healthy work environment that is free from gender-based violence as well as sexual and moral harassment. To this extent the Center already implements the national and European legislation, including the newly adopted Law 4808/2021, the recent changes of the Penal Code and the measures mentioned at the National Plan for Gender Equality 2021-2025, to combat possible cases of gender-based violence as well as sexual and moral harassment.

Goals

The goal of CRES to promote gender equality is based on the premise that no employee shall be subjected to gender-based violence and sexual or moral harassment. Everyone will be treated professionally in a healthy work environment. A first step is to attempt to reduce the number of people who feel that they have been subjected to gender-based violence and sexual or moral harassment. Another goal is to ensure that everyone knows where to turn when they feel harassed.

The General Director has a responsibility to prevent and investigate gender-based violence and sexual or moral harassment, as well as to take action to end ongoing cases.

Furthermore, all employees are responsible for their own attitudes, values and actions, and are expected to act when someone in their vicinity is subjected to gender-based violence and sexual or moral harassment. If you are subjected to gender-based violence and sexual or moral harassment, you can contact the General Director or the Legal Counsel.

Measures

- Inform the staff about the legal framework and the rights of the employees in cases of gender-based violence and sexual and moral harassment.
- Establish an internal procedure for reporting and handling such cases.

III. IMPLEMENTATION - REVISION

This Plan has been approved by the Board of Administration (Decision nr 440/21.12.2021) and shall come into effect as of 1.1.2022.

Compliance with this Plan shall be reviewed annually by the Department of Human Resources, which also provides all the necessary data.

The revision of this Plan will be carried out before the end of year 2024, on the basis of internal changes and/or significant external changes (e.g. legal or regulatory framework).