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## GENDER EQUALITY PLAN (GEP)



The Gender Equality Plan was approved revised by the Board of Directors of Athens Anaplassis S.A. on the 2nd of February 2023 (42st Meeting)

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## Introduction

This action plan sets out organizational priorities for addressing gender equality, identifies activities and monitoring plans. Equal opportunities are fundamental for our mission and gender balance is a critical component for the company to ensure fair access for our staff of all levels. Athens Anaplassis S.A. commits to promoting equality of opportunities between women and men in its principles and priorities by following international and internal standards.

## Regulatory - Institutional Framework

The GEP of Athens Anaplassis S.A. legitimates the strategy aiming to achieve gender equality. Gender Equality Plan (GEP) is devised according to national and European laws, which refer to gender equality, preventing discrimination and harassment and equal treatment. Key regulations are mentioned below:

### 1. Chapter of Fundamental Rights of the EU

- **Article 21, paragraph 1 states:** “Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited”.
- **Article 23 states:** “Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favor of the under-represented sex”.

### 2. European Union Law - Treaty on the Functioning of the European Union (TFEU)

#### **Article 157 (ex Article 141 TEC)**

1. Each Member State shall ensure that the principle of equal pay for male and female workers for equal work or work of equal value is applied.
2. For the purpose of this Article, ‘pay’ means the ordinary basic or minimum wage or salary and any other consideration, whether in cash or in kind, which the worker receives directly or indirectly, in respect of his employment, from his employer.

Equal pay without discrimination based on sex means:

- (a) that pay for the same work at piece rates shall be calculated on the basis of the same unit of measurement.

- (b) that pay for work at time rates shall be the same for the same job.
3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure, and after consulting the Economic and Social Committee, shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for equal work or work of equal value.
  4. With a view to ensuring full equality in practice between men and women in working life, the principle of equal treatment shall not prevent any Member State from maintaining or adopting measures providing for specific advantages in order to make it easier for the underrepresented sex to pursue a vocational activity or to prevent or compensate for disadvantages in professional career

### 3. EU Directives

- **Directive (EU) 2019/1158** of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU
- **Council Directive 2010/18/EU** of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (Text with EEA relevance)
- **Directive 2010/41/EU** of the European Parliament and of the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC
- **Directive 2006/54/EC** of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)
- **Council Directive 2000/78/EC** of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- **Council Directive 2000/43/EC** of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- **Council Directive 96/34/EC** of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- **Council Directive 92/85/EEC** of 19 October 1992 on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC)
- **Council Directive 79/7/EEC** of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security
- **Council Directive 76/207/EEC** of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions
- **Council Directive 75/117/EEC** of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women Greek Law

#### 4. Constitution of Greece

- **Article 4, paragraph 2 declares that:** “Greek men and women have equal rights and obligations”
- **Article 22, paragraph 1, passage b states:** “All workers, irrespective of sex or other distinctions, have a right to equal pay for work of equal value”
- **Article 116, paragraph 2 declares that:** “Adoption of positive measures for promoting equality between men and women do not constitute discrimination on grounds of sex. The State shall take measures to eliminate inequalities existing in practice, in particular to the detriment of women”

#### 5. Greek Laws

- **Act 4808/2021**, “On the protection of the work - Establishment of the Independent Authority “Labour Inspectorate”- Ratification of International Labor Organization Convention 190 on the Elimination of Violence and Harassment in the world of work - Ratification of International Labor Organization Convention 187 on the Framework for the Promotion of Safety and Health at Work- Implementation of Directive (EU) 2019/1158 of the European Parliament and of the Council of 20 June 2019 on the balance between work and private life, other provisions of the Ministry of Labor and Social Affairs and other urgent arrangements’, OJ A 101/19.6.2021,
- **Act 4604/2019**, “On the promotion of substantive gender equality etc.’, OJ A 50/26.3.2019”
- **Act 4491/2017**, "Legal recognition of gender identity National Mechanism for the Elaboration, Monitoring and Evaluation of Action Plans on the Rights of the Child and other provisions", OJ A 152/13.10.2017.
- **Act 4531/2018**, "(I) Ratification of the Council of Europe Convention on preventing and combating violence against women and domestic violence and adaptation of Greek legislation (...)", OJ A 62/5.4.2018.
- **Act 4443/2016**, “1) Transposition of Directive 2000/43/EC on the implementation of the principle of equal treatment between persons irrespective of racial or ethnic origin, of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation and of Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers (...)', OJ A 232/9.12.2016 [replacing Act 3304/2005 which had initially transposed Directives 2000/43/EC and 2000/78/EC], OJ A 16/27.1.2005].
- **Act 4097/2012**, ‘Implementation of the Principle of Equal Treatment of Men and Women Engaged in an Activity in a Self-Employed Capacity – Harmonisation of the legislation with Directive 2010/41/EU of the European Parliament and the Council’, OJ A 235/3.12.2012 (Directive 86/613/EEC had not been transposed).

- **Act 4075/2012**, Articles 48-54, 'Incorporation into Greek Law of Directive 2010/18/EU of the Council of the EU Implementing the Revised Framework Agreement on Parental Leave Concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and Repealing Directive 96/34/EC', OJ A 89/11.4.2012.
- **Act 1756/1988**, Code on the Status of Judges, OJ A 35/2.2.1988.
- **Act 3896/2010**, 'Implementation of the Principle of Equal Treatment of Men and Women in Matters of Employment and Occupation. Harmonisation of Existing Legislation with Directive 2006/54/EC of the European Parliament and the Council', OJ A 207/8.12.2010.
- **Act 3769/2009**, 'Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Goods and Services and Their Supply', transposing Directive 2004/113/EC, OJ A 105/1.7.2009, as amended by Article 162 of Act 4099/2012 implementing the CJEU Test-Achats judgment, OJ A 250/20.11.2012.
- **Act 3488/2006**, 'Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Employment, Professional Training and Evolution and Terms and Conditions of Work', transposing Directive 2002/73/EC, OJ A 191/11.2006.
- **Presidential Decree 105/2003**, 'Adaptation of Domestic Law to Directive 97/80/EC on the Burden of Proof in Cases of Sex Discrimination,' OJ A 96/23.4.2003; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.
- **Presidential Decree 87/2002**, 'Implementation of the Principle of Equal Treatment of Men and Women in Occupational Social Security Schemes in Compliance with Directives 96/97/EC and 86/378/EEC'; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.
- **Presidential Decree 176/1997**, 'Measures for the Improvement of the Safety and Health at Work of Pregnant Workers and Workers Who Have Recently Given Birth or are Breastfeeding in Compliance with Directive 92/85/EEC', OJ A 150/15.7.1997, as amended by Decree 41/2003, OJ A 44/21.2.2003.
- **Act 1483/1984**, 'Protection and Facilitation of Workers with Family Responsibilities', as amended by Article 25 of Act 2639/1998, OJ A 205/2.9.1998 implementing Directive 96/34/EC and by Article 46 of Act 4488/2017,7 and Article 54(1) of Act 4075/2012 transposing Directive 2010/18/EU.
- **Act 1414/1984**, 'Implementation of the Principle of Equal Treatment of the Sexes in Employment Relationships', transposing Directives 75/117/EEC and 76/207/EEC, OJ A 10/2.1984.
- **Presidential Decree 1362/1981**, 'Replacement of Paragraph 1 of Article 33 of Act 1846/1951 "on Social Security" in compliance with Directive 79/7/EEC', OJ A 339/30.12.1981.
- **National General Collective Agreements (NGCAs)**

## Operational Framework

The Gender Equality Action Plan is embedded within the operational framework of the company and is monitored by the Gender Equality Board (GEB) with the support of the Directorate-General, the Administrative Services Department, the Legal Department and the Financial Services Department. The Plan has been approved by the Board of Directors of Athens Anaplassis S.A. and it will be revised at least once a year and whenever it is deemed necessary to update it with regard to anti-discrimination issues.

## Objectives

Taking into account the Priority Areas of the National Action Plan for Gender Equality 2021-2025 and based on the qualitative and quantitative data collected through the Gender Equality Committee, ANAPLASI ATHINAS S.A. has initially set as priorities the main objectives related to the issues of gender inequalities. More specifically, the Action Plan for Gender Equality of the company Anaplassis Athens S.A. defines six clear and tangible objectives, which are:

- 1) Embedding an equal treatment culture and eliminating unconscious gender biases in human resource management (e.g.: traditional perceptions of gender)
- 2) Ensuring gender equality in the recruitment and selection procedures and professional development of employees
- 3) Facilitating work and family life balance and strengthening paternity
- 4) Ensuring “equal pay for equal work” for all employees
- 5) Providing equal opportunities for training and professional development
- 6) Implementing a gender-sensitive communication strategy

## Objective 1: Embedding and incorporating an equal treatment culture

### Measures

Equal treatment is mandatory for Athens Anaplassis. S.A. and the following measures are implemented in order to ensure it:

- Following relevant rules and regulations by mandatory for all staff.
- Collecting feedback on the adherence to the principles of equal treatment in the decision-making processes.
- All decisions will be made according to well - documented criteria and analyzed data and will not be gender biased.
- Providing information on violence and harassment in the workplace and the response to corresponding incidents.

**Responsible** for the implementation of the above measures are:

- The Board of Directors
- The Chef Executive Officer
- The Gender Equality Board

In contact with:

- The Directorate-General
- The Department of Legal Services
- The Department of Administrative Services

### Control throughout the years

Despite the fact that the company was established in 2018 relevant data is only available from the year 2021 onwards



## Objective 2: Ensuring gender equality in the recruitment and selection procedures and professional development of employees

### Measures

In order to recruit a new employee or select a new associate or professionally develop an employee, Athens Anaplassis S.A. will only consider:

- The objective, fair recruitment procedures, as regulated by legislation for public companies, without restrictions on gender.
- The academic knowledge, the curriculum vitae of the candidates and, the professional experience and skills of the candidate in relation to the subject of the work, without taking into account gender.
- The personality traits of potential employees.
- Enhancing gender balance in positions of responsibility and decision-making processes.
- Promoting training of women in leadership and management.

**Responsible** for the implementation of the above measures are:

- The Board of Directors
- The Chef Executive Officer
- The Gender Equality Board

In contact with:

- The Directorate-General
- The Department of Legal Services
- The Department of Administrative Services

### Control throughout the years

Despite the fact that the company was established in 2018 relevant data is only available from the year 2021 onwards

### Objective 3: Facilitating work and family life balance and strengthening paternity

#### Measures

Athens Anaplassis S.A. ensures that its personnel can easily combine work and family life by implementing the following measures:

- Allowing for flexible working hours when feasible.
- Taking into consideration personal circumstances, which call for care duties for family members especially children.
- Providing family and sicken children leave when necessary.
- Encouraging fathers to use the facilities and participate in parental care.

**Responsible** for the implementation of the above measures are:

- The Board of Directors
- The Chef Executive Officer
- The Gender Equality Board

In contact with:

- The Directorate-General
- The Department of Legal Services
- The Department of Administrative Services

#### Control throughout the years

Despite the fact that the company was established in 2018 relevant data is only available from the year 2021 onwards

## Objective 4: Ensuring “equal pay for equal work”

### Measures

Athens Anaplassis S.A sets the following remuneration policy:

- The amount of any kind of remuneration is gender unbiased.
- Professional experience, studies and job description and requirements will determine the level of earnings.

**Responsible** for the implementation of the above measures are:

- The Board of Directors
- The Chef Executive Officer
- The Gender Equality Board

In contact with:

- The Directorate-General
- The Department of Legal Services
- The Department of Administrative Services
- The Department of Financial Services

### Control throughout the years

Despite the fact that the company was established in 2018 relevant data is only available from the year 2021 onwards.

## Objective 5: Providing equal opportunities for training and professional development

### Measures

Employees' duties in the organization call for specialized knowledge, which staff can obtain by training or hands – on experience. For this reason, Athens Anaplassis S.A. ensures:

- Attending seminars, education and training programmes relevant to the company's activities and projects for both female and male employees.
- Ensuring flexibility for professional development of employees in relation to their role in the company.
- Training about their obligations and rights relevant to gender equality.

**Responsible** for the implementation of the above measures are:

- The Board of Directors
- The Chef Executive Officer
- The Gender Equality Board

In contact with:

- The Directorate-General
- The Department of Legal Services
- The Department of Administrative Services

### Control throughout the years

Despite the fact that the company was established in 2018 relevant data is only available from the year 2021 onwards.

## Objective 6: Implementing a gender-sensitive communication strategy

### Measures

Gender Equality can be also accomplished through communication activities. Athens Anaplassis S.A. remains aware of gender equality issues through all communication channel of communication and implements the following actions:

- Use appropriate language and avoid reproducing gender stereotypes.
- Ensure gender equality as a basic principle in existing texts, policies, procedures.
- Proceed from the principles of gender diversity when new projects and co-operations occur.
- Monitor the representation of men and women in all projects.
- Providing guidance for achieving gender equality in communication and dissemination activities.

**Responsible** for the implementation of the above measures are:

- The Board of Directors
- The Chef Executive Officer
- The Gender Equality Board

In contact with:

- The Directorate-General
- The Department of Legal Services
- The Department of Administrative Services

### Control throughout the years

Despite the fact that the company was established in 2018 relevant data is only available from the year 2021 onwards.

## Methodology

This GEP was developed following the methodological steps in the lifecycle of a GEP, which are:

- **Understanding**

Collecting of sex and/or gender-disaggregated data in order to identify gender inequalities and reviewing of relevant national and regional laws and regulations.

- **Planning**

Developing and forming measures and actions for achieving the respective objectives.

- **Implementing**

Putting into effect the planned measures and actions.

- **Monitoring**

Measuring and evaluating the progress of the plan, collecting feedback in order to make adjustments and improvements.

## Definitions

**Gender refers to** "the socially constructed characteristics of women and men – such as norms, roles and relationships of and between groups of women and men. It varies from society to society and can be changed."

**Gender Equality refers to** "a situation where individuals, regardless their sex and gender, are free to develop their personal abilities and make choices without the limitations imposed by strict gender roles. The different behaviors, aspirations and needs of everyone are considered, valued and favored equality"

**Gender Diversity refers to** a term used to recognize people who do not fall within the gender binary construct of male and female.

**Sex refers to** "the different biological and physiological characteristics of males and females, such as reproductive organs, chromosomes, hormones, etc."

## References

- 1) [https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation\\_en](https://ec.europa.eu/info/research-and-innovation/strategy/strategy-2020-2024/democracy-and-rights/gender-equality-research-and-innovation_en)
- 2) <https://op.europa.eu/en/publication-detail/-/publication/ffcb06c3-200a-11ec-bd8e-01aa75ed71a1/language-en/format-PDF/source-232129669>
- 3) <https://fra.europa.eu/en/eu-charter/title/title-iii-equality>
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- 5) [https://www.constituteproject.org/constitution/Greece\\_2008?lang=en](https://www.constituteproject.org/constitution/Greece_2008?lang=en)
- 6) <https://www.coe.int/en/web/gender-matters/sex-and-gender>
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- 8) <https://isotita.gr/esdif-2021-2025/>