

GENDER EQUALITY ACTION PLAN

BENAKI PHYTOPATHOLOGICAL INSTITUTE

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Introduction

Equality is one of the five values on which the European Union is based (*Articles 2 and 3 of the Treaty establishing the EU, Article 8 of the Treaty on the Functioning of the EU, and the Charter of Fundamental Rights that provides for equality and non-discrimination based on gender*) and the main objective of Law 4604/2019 on "*Promoting gender equality, prevention and combating gender-based violence - Arrangements for the granting of Citizenship - Provisions related to local elections -Other provisions*".

In line with the above legislation is also the communication from the European Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions, An Equality Union - Gender Equality Strategy 2020-2025. Our country has an advanced and adequate constitutional and legislative institutional framework for the formation of a comprehensive policy for the elimination of gender inequalities in scientific research and higher education. In addition, in the context of the implementation of the European Research Area (ERA), the Greek state has drawn-up a comprehensive National Road Map (EEA) with six key priorities, one of which is gender mainstreaming in the field of research.

According to the report by the European Commission in 2019, which includes data on the employment of researchers in the 27 EU member states, Greece is deviates in the field of gender equality in universities and scientific research. Our country has one of the lowest percentages of women among the academic staff in universities (35% are women, when the average in the European Union is 41%).

Benaki Phytopathological Institute (BPI), recognizing the need to comply with EU directives and practices governing its operation and existing structure, emphasizes the adoption of measures to integrate the gender dimension in its functions (gender mainstreaming).

In pursuit of gender equality and non-discrimination, it focuses on three key areas:

1. Addressing gender bias in the field of human resource management (recruitment, employment, and professional development)
2. Addressing gender inequalities in decision - making processes and structures
3. Strengthening the gender dimension in innovation and research programs in BPI

In this context, BPI, following a decision of the Administrative Committee (no. II/10th Meeting/20.9.2021) decided to proceed in the Institute's Gender Equality and Anti-Discrimination Policy, in order to promote equality and combat discrimination in the implementation of provisions of law 3528/2007. It also decided to set up and staff the Gender Equality Committee (GEC), tasked to prepare a Gender Equality Action Plan for the Institute.

By drawing up its own Gender Equality Action Plan (GEAP), BPI identifies specific goals, strategies and actions for gender mainstreaming, and implements targeted actions, adapted to the structures and needs of the Institute, to address disparities and gender inequalities. GEAP consists of two distinct parts. The first part (Part A) presents the current situation at the Institute in terms of gender (gender equality audit) based on quantitative and qualitative data, aiming at an objective assessment of gender inequalities that may exist. In the second part (Part B), the GEC proposes actions (GEAP) adapted to the specific characteristics, problems and practices of

the Institute, setting specific objectives for the alleviation of the inequalities that have been identified.

Below (Fig. 1) is a schematic representation of the entire business cycle of GEAP which will be implemented by the GEC of BPI in collaboration with the General Directorate.

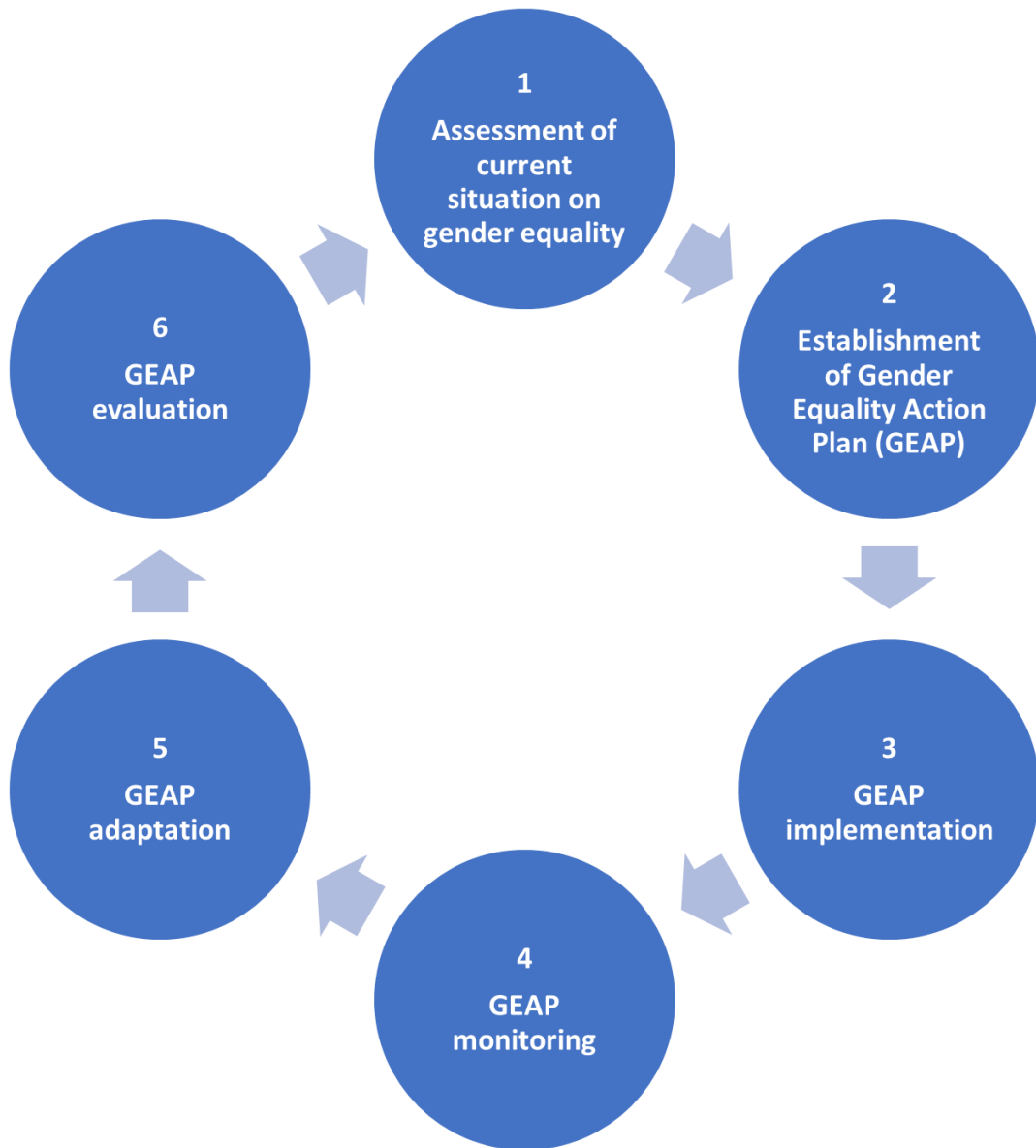


Fig. 1. Business cycle action plan

Part A: Current status of gender representation in BPI staff

A.1 Human resources in BPI

A.1.1 Data collection

Data regarding the women and men representation in several categories of BPI staff were collected for years 2017-2021 as follows:

- (A) BPI staff,
- (B) Staff in Scientific Directorates (researchers, scientists and technical staff)
- (C) Staff in Administrative Directorate, Financial Directorate and Directorate of Total Quality and Project Management
- (D) Administrative Committee
- (E) Director General

The results are summarized in Table 1 below.

Table 1. Gender representation in BPI staff (%), for every category of employment/occupation

A. Directorate's personnel				
	Year	Nr of employees	Men (%)	Women (%)
1. Total BPI staff, across all Directorates	2021	204	34	66
	2020	199	34	66
	2019	189	33	67
	2018	164	36	64
	2017	151	34	66
2. Scientific Directorates (researchers, scientists and technical staff)	2021	110	35	65
	2020	108	35	65
	2019	104	33	67
	2018	85	37	63
	2017	78	36	64
3. Administrative Directorate, Financial Directorate, Directorate of Total Quality and Project Management	2021	36	33	67
	2020	33	30	70
	2019	33	33	67
	2018	29	31	69
	2017	30	30	70
B. Decision making and top management positions				
	Year	Nr of members	Men (%)	Women (%)
1. ADMINISTRATIVE COMMITTEE	2021	5	80	20
	2020	5	60	40
	2019	5	60	40
	2018	5	80	20
	2017	5	80	20

2. DIRECTORATE GENERAL	2021	2	50	50
	2020	2	50	50
	2019	2	50	50
	2018	2	50	50
	2017	2	50	50
C. Students				
	Year	Nr of students for internship	Men (%)	Women (%)
1. Undergraduate students	2021	14	50	50
	2020	20	40	60
	2019	40	58	43
	2018	39	44	56
	2017	28	25	75
	Year	Nr of students for dissertation	Men (%)	Women (%)
	2021	5	40	60
	2020	1	0	100
	2019	7	29	71
	2018	10	0	100
	2017	9	33	67
2. Postgraduate students (MSc)	Year	Nr of students	Men (%)	Women (%)
	2021	2	100	0
	2020	1	100	0
	2019	7	43	57
	2018	8	13	88
	2017	3	33	67
3. PhD students	Year	Nr of students	Men (%)	Women (%)
	2021	0	0	0
	2020	2	0	100
	2019	7	14	86
	2018	5	20	80
	2017	3	0	100
4. Volunteer students	Year	Nr of students	Men (%)	Women (%)
	2021	3	0	100
	2020	4	0	100
	2019	8	63	38
	2018	9	67	33
	2017	8	38	63

The data summarized in the above table are presented in the diagrams below (Figure 1-3).

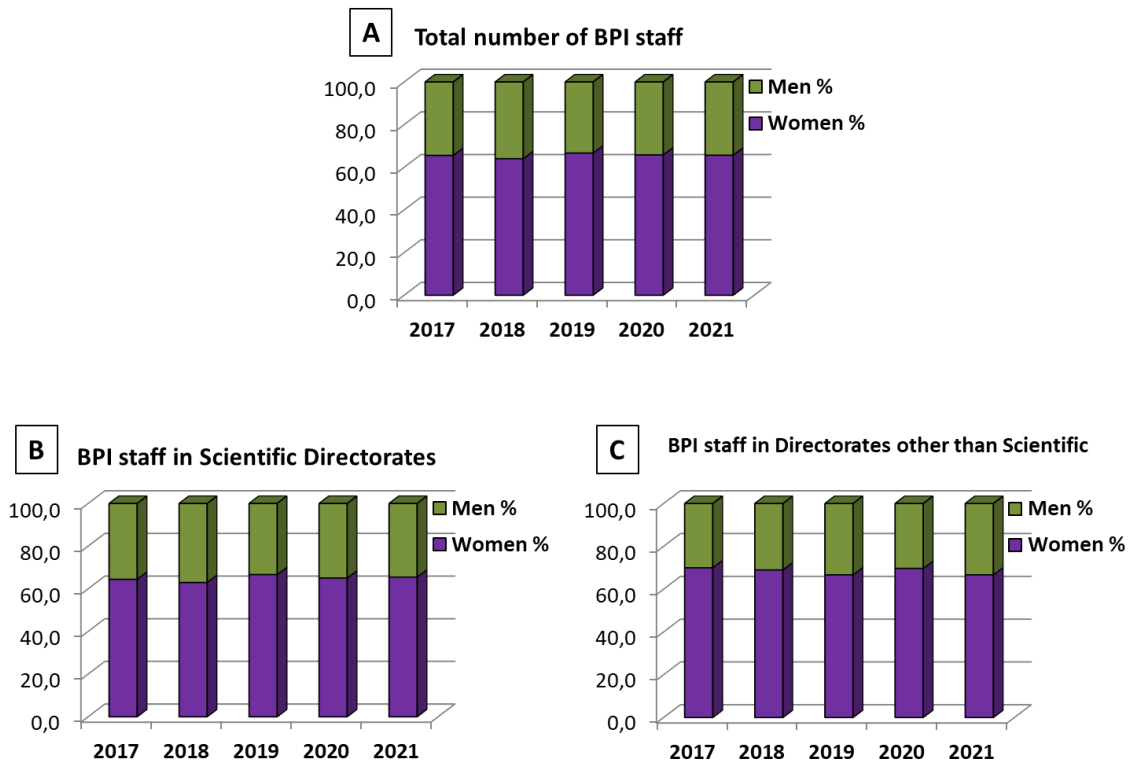


Fig. 2. Men and women (%) in, A) BPI staff, B) Scientific Directorates and C) Directorates other than Scientific, during 2017-2021.

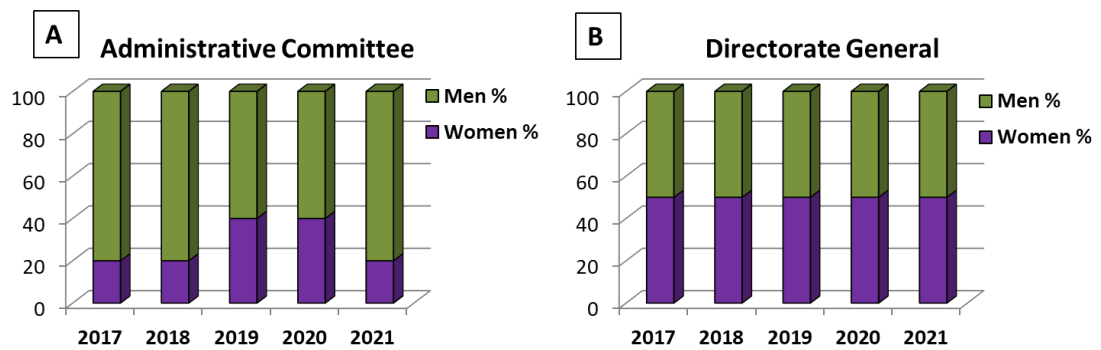


Fig. 3. Men and women (%) in, A) Administrative Committee and B) Directorate General of BPI, during 2017-2021.

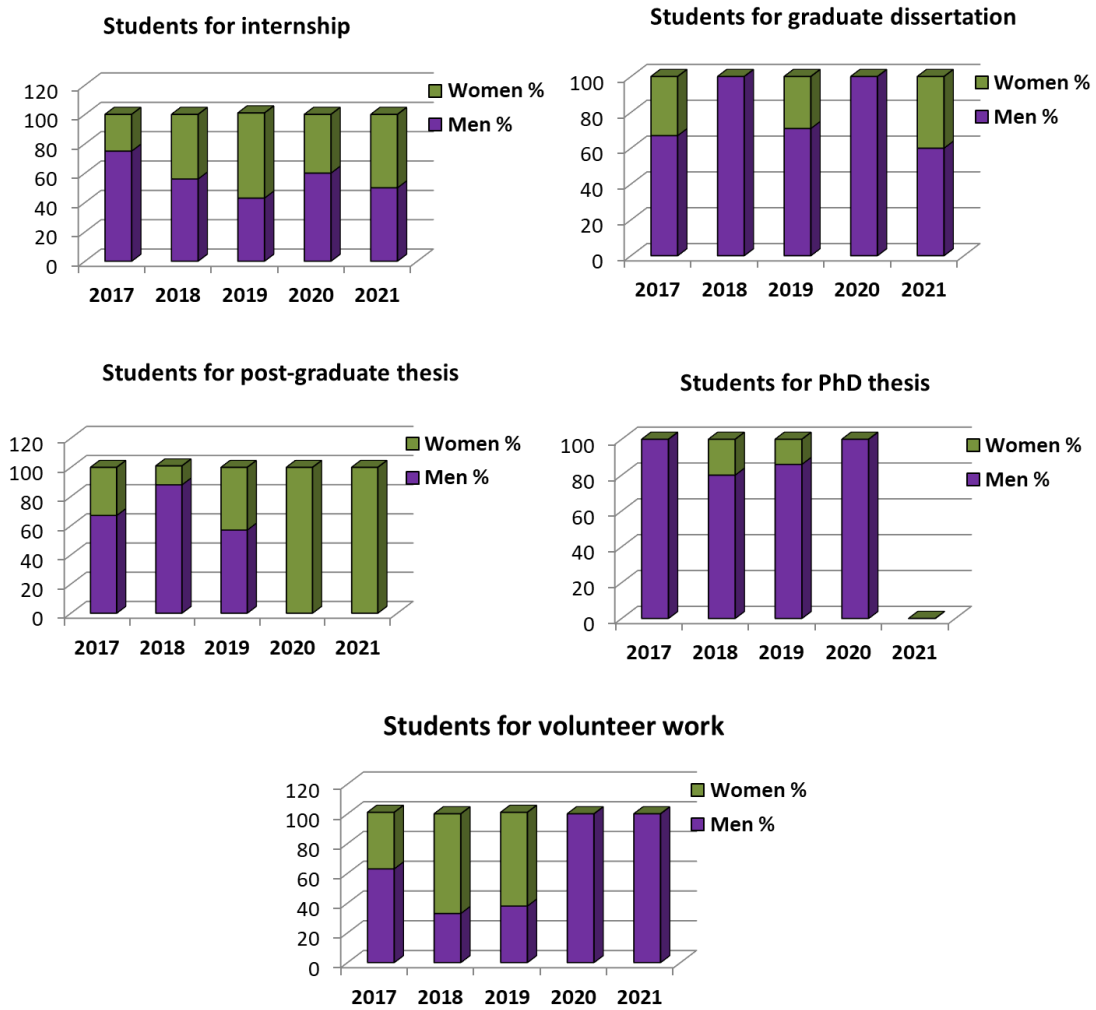


Fig. 4. Male and female students (%) in BPI during 2017-2021 for, A) internship, B) graduate dissertation, C) post-graduate thesis (MSc), D) PhD thesis and E) volunteer work.

In addition, the distribution of researchers and Research Scientists (RS) is presented in Table 2 and Figure 5 as absolute numbers of men and women in the years 2020 and 2021.

Table 2. Distribution of Researchers and Research Scientists by gender in different ranks

RESEARCHERS PER CATEGORY AND RESEARCH SCIENTISTS							
		Research Directors	Senior Researchers	Associate Researchers	Cadet Researchers	Research Scientists	Total
2021	Women	5	7	9	1	2	24
	Men	8	3	5	1	1	18
	Total	13	10	14	2	3	42
2020	Women	4	8	3	3	0	18
	Men	8	2	3	2	0	15
	Total	12	10	6	5	0	33

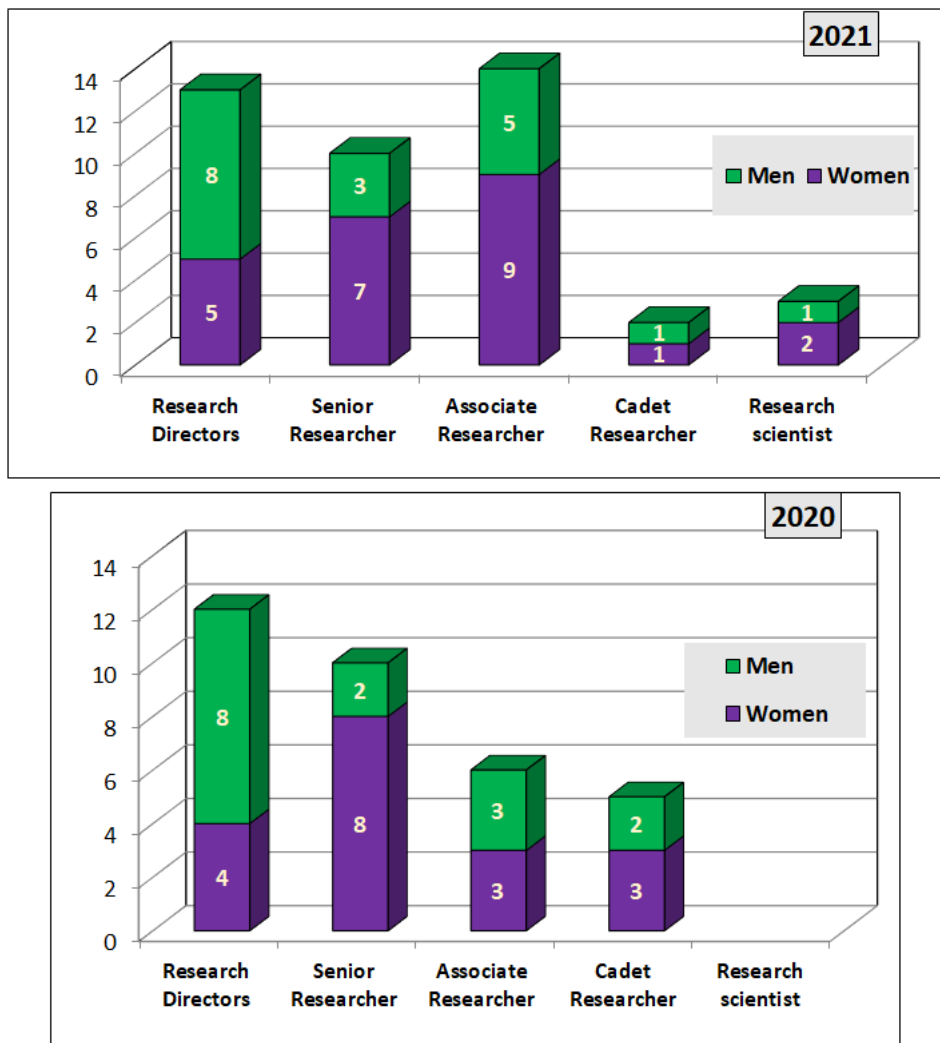


Fig. 5. Number of men and women researchers and Research Scientists across all ranks, during A) 2021 and B) 2020.

A.1.2 Comments and conclusions

The data collected for the years 2017-2021 showed that, in the total number of BPI employees there is a stable ratio between the two sexes with most employees being women (64 - 67% women, 33-36% men). The same proportion is observed in the total staff of the Scientific Directorates throughout the five-year reporting period (63-67% women, 33-37% men), while a minor increase is observed in the number of women in the other Directorates of BPI (Administration, IT) for the same period.

During the reporting period the Administrative Committee (AD) of the Institute was consisted of men in a larger percentage. It is noted that the AD composition is directly related to the Founding Act of BPI, according to which it consists of: i) the General Director of BPI, ii) members of the E. Benaki family and iii) a representative of the Ministry of Rural Development & Food.

There is no difference in the representation of the two sexes in the General Directorate of BPI. Also, there is no difference between the students selected for internship. Among those students who complete part of their dissertation at BPI (undergraduate, postgraduate, and doctoral level) as well as those who work voluntarily at the Institute, appears that one of the two sexes prevails in some categories and in specific years (*e.g.*, postgraduate work - 100% men for the years 2020-2021, doctoral thesis 100% women for the year 2020). However, in all cases the absolute number of students is very small (1 to 3) and the prevailing gender depends on supply and not demand or choice, *i.e.*, it depends on whether more women or more men choose to come at BPI to fulfil their dissertation or to work as volunteers, and this offer affects the final statistics.

Finally, the number of women in the lower Research ranks (B' and C') is greater than or equal to that of men. At the highest level (Researcher rank A'), there are more men than women researchers (62% and 67% of the research personnel for the years 2021 and 2020 respectively).

A.2 Level of horizontal integration of the gender dimension in the language of basic operating documents of the BPI

A.2.1 Data collection

The basic operating documents of BPI are the:

- i. Founding Law 4160/1929,
- ii. Government Gazette 3559/2020 for transfer of responsibilities,
- iii. Government Gazette 2628/2020 of the Organization,
- iv. Code of Ethics and Conduct (CEC),
- v. Total Quality Management Systems documents.

A.2.2 Comments and conclusions

After revision of the BPI basic operating documents, it was observed that there is a need for horizontal integration of the gender dimension in them, using gender-neutral language to address the identified references to gender equality.

A.3 Level of horizontal integration of the gender dimension in the code of conduct or attitude of BPI

A.3.1 Data collection

BPI has a CEC since June 2015.

A.3.2 Comments and conclusions

The CEC endorsed by BPI since June 2015, has a clear statement on gender equality. Specifically, CEC Article 6 states the following:

“ARTICLE 6. Respect for the Rights of Third Parties:

The researchers and the scientific staff of BPI during the conduct of the investigations should respect the dignity and rights of third parties involved in the research activity. More importantly, they should respect their private and family life, and maintain absolute confidentiality. Researchers should avoid any discrimination against citizens based on ethnic origin, language, gender, religion, private life, physical ability or socio-economic status”

In addition, CEC **Article 9** states:

"Researchers and scientific staff are committed to the generally recognized principles of human rights, equality, public health, and protection of children and vulnerable groups".

Regarding the degree of integration of Gender Equality in the structure of BPI, by decision of the Administrative Committee of the Institute (decision no. II / 10th Meeting / 20.9.2021), Gender Equality and Anti-Discrimination Policy was approved, and the GEC of the Institute was appointed.

The GEC of the Institute is in the process of preparing the present action plan to promote and ensure substantial equality in the research and administrative processes of BPI. The committee's first annual report is currently being prepared, describing the current situation.

A.4 Level of gender equality in the language used for internal and external communication of BPI

A.4.1 Internal BPI communication, data collection, observations and conclusions

The internal communication of BPI is carried out mainly through (i) electronic messages (e-mail), (ii) documents and (iii) work programs, work reports. After reviewing the above media, the following emerged:

Internal communication - emails:

All BPI staff receives emails mainly from the Administrative and Financial Directorates. The emails sent by the Finance Directorate are personal and no address is used. Regarding the electronic messages sent by the Administrative Directorate to BPI personnel, until 2020 most of the e-mails were addressed using a male connotation ("αγαπητοί συνάδελφοι") as opposed to a gender-inclusive option (e.g., "αγαπητοί/-ές συνάδελφοι"), raising an issue of reference to gender equality. This is not an issue After 2020, since emails to personnel are sent using a gender-inclusive address.

Regarding other internal emails, most of the e-mails sent to the personnel of each Directorate by the corresponding Director, are not addressed with an equal reference to gender. In addition, the Scientific Directorate of Pesticides' Control & Phytopharmacy personnel, receives e-mails from the Secretarial Support Department, which are not addressed with an equal reference to gender.

Internal communication - documents:

BPI personnel receives documents mainly from the Administrative and Financial Directorates. These documents are personal, addressed to the name of the recipient and therefore have no issues on equal reference to gender.

Internal communication – annual work program reports:

After revision of the annual work program reports, there was no issue identified on gender equality.

A.4.2 External communication, data collection, observations and conclusions

The external communication of BPI is carried out mainly through (i) electronic messages (e-mail), (ii) documents and (iii) the website of the Institute.

The emails and documents are mainly personal, addressed to specific recipients and usually the name of the recipient is mentioned.

Regarding the BPI website, the GEC carried out an audit of the texts of all the pages of the website (www.bpi.gr). During the audit it was found that the texts do not make equal reference to gender. The points that need correction were collected in a separate file to be notified to the Informatics Department of the Administrative Directorate of BPI for further actions.

The GEC also inspected the following documents, that are available on the BPI website:

- Call for expression of interest
- Tender announcements
- Applications-information leaflets
- Instructions for sampling
- Announcements (elections, recruitment, etc.)

During the inspection, it was noted that in the above forms there is no equal reference to gender.

However, the language used in recently posted documents (after 12/11/2021) has an equal reference to gender (*e.g.* Call for expression of interest).

A.5 Management of human resources, decision-making procedures, and committees

Initially, a survey on fields, objectives, and areas of data collection was conducted to create the knowledge base for finding and removing institutional barriers, as well as for promoting the professional development of women and equal gender representation in the decision-making procedures and committees of BPI.

The recruitment of new employees, the type of employment, the promotion of the employees belonging to the research, scientific and administrative staff, as well as the gender representation in the composition of the decision-making committees of BPI was considered intervention areas.

During the initial assessment of the situation established in BPI, the following data and information were collected and analyzed:

- ▶ detailed data about the gender representation in all areas and levels concerning the recruitment of new staff, employee retention, and career development,
- ▶ detailed statistic data concerning the gender representation in the highest and middle administrative levels, as well as in the decision-making committees,
- ▶ information about the recruitment procedures, the professional promotion, the human resource management policies, the policies that promote a work/personal life balance, etc.

A.5.1 Recruitment of new personnel/Promotion

The collection and analysis of data about the recruitment procedures in BPI, is intended to answer the following question: *“Is there a gender bias in the established procedures of BPI that concern the recruitment of new personnel and the promotion to higher professional levels?”*

To answer the abovementioned question, quantitative and qualitative data about the following topics were collected and analyzed:

1. Standard procedures that are followed in BPI for the recruitment of new personnel.
2. Official policy of BPI regarding the procedures on the avoidance of gender bias and the promotion of gender equality.
3. Procedures followed to ensure that the recruitment decisions are based on clearly stated and objective criteria, which apply in the same way to each candidate in a gender-independent way.
4. Gender representation in the composition of the recruitment committees.
5. Training of the recruitment committees about gender equality topics.

A.5.1.1 Data collection

The data in relation to the recruitment of new personnel, the final selection among candidates, and the promotions for the years 2020 and 2021 were collected and analyzed in the following quantitative criteria:

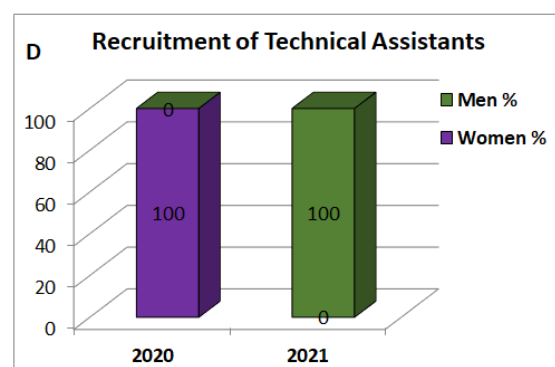
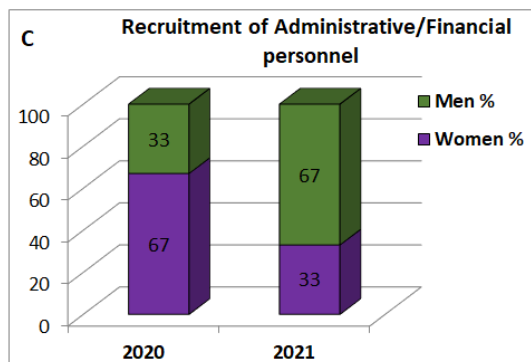
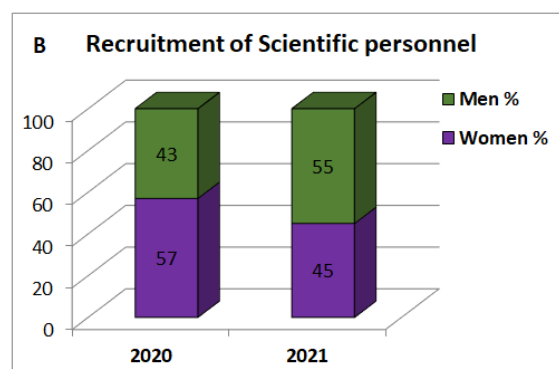
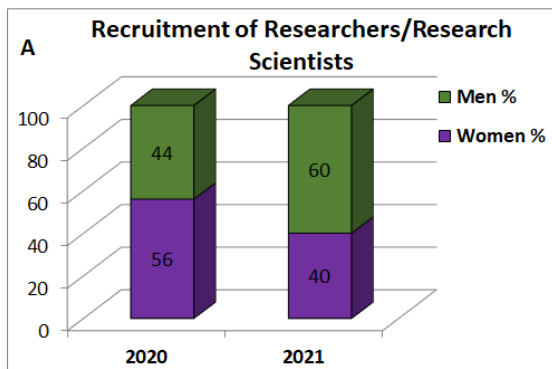
- Percentage of women/men among the candidates that were selected as new employees per category of employment, namely, Researchers, Research Scientists, Administrative/Financial staff, Technical Assistants, and employment under Private Law contracts of Indefinite Duration.
- Percentage of women/men among the members of the recruitment committees.
- Percentage of women/men Senior Researchers that were promoted to Research Directors (highest rank).

The results are presented in the following tables and graphs.

Table 3. Collection of quantitative and qualitative data about the recruitment of new personnel and the promotion to higher professional level

Category of Recruitment	YEAR	Nr of employees	Men %	Women %
1. Researchers and Research Scientists	2021	5	60	40
	2020	9	44	56
2. Scientific personnel (contracted)	2021	11	55	45
	2020	28	43	57

3. Administrative and Financial personnel (contracted)	2021	3	67	33
	2020	6	33	67
4. Technical Assistants (contracted)	2021	2	100	0
	2020	1	0	100
5. Private Law contracts of Indefinite Duration	2021	2	0	100
	2020	0		
Promotion				
6. Senior Researchers promoted to Research Directors	2021	-	-	-
	2020	2	50	50



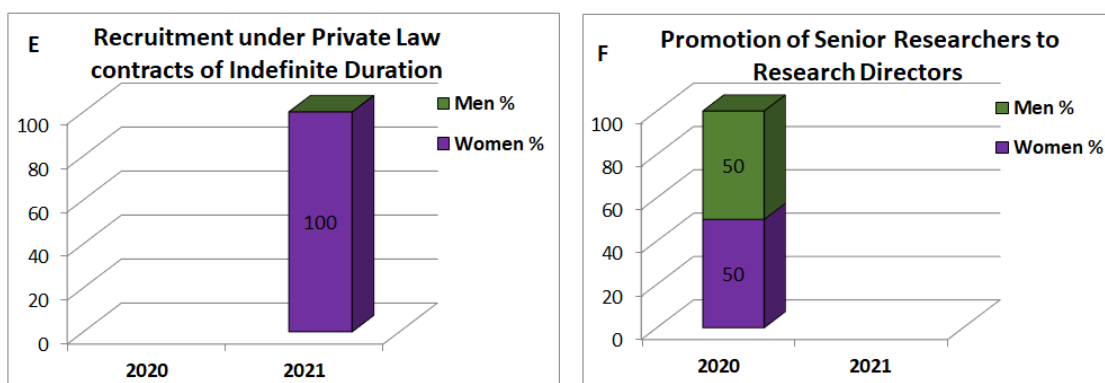


Fig. 6. Percentage of women and men that were recruited in BPI as, A) Researchers, B) Scientific personnel, C) Administrative /Financial personnel, D) Technical Assistants, E) employees under Private Law of Indefinite Duration contracts during 2020-2021, and F) percentage of men and women Senior Researchers that were promoted to Research Directors during the same period.

A.5.1.2 Comments and Conclusions

No gender bias was observed in the recruitment of personnel of all categories (Researchers, Research scientists, Scientific personnel, Administrative/Financial personnel, Technical Assistants, and employees under Private Law contracts of Indefinite Duration). Although during 2021 women were fewer in some categories, the gender representation was reversed in the same categories during 2020, indicating the absence of a specific trend.

Moreover, in some categories only men were hired (*e.g.*, technical assistants in 2021) or only women (*e.g.*, technical assistants in 2020 or staff with a private law relationship of indefinite duration), but in all cases the absolute number of these employees were extremely low (one or two employees per category).

A.5.2 Equal Participation of Women and Men in decision-making bodies

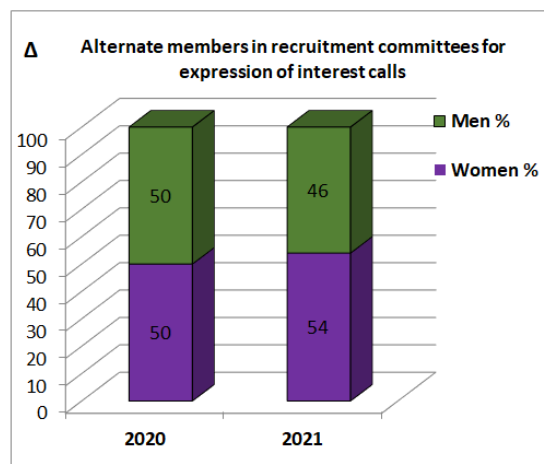
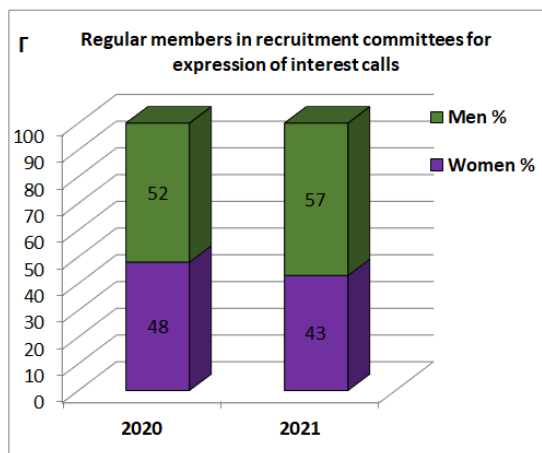
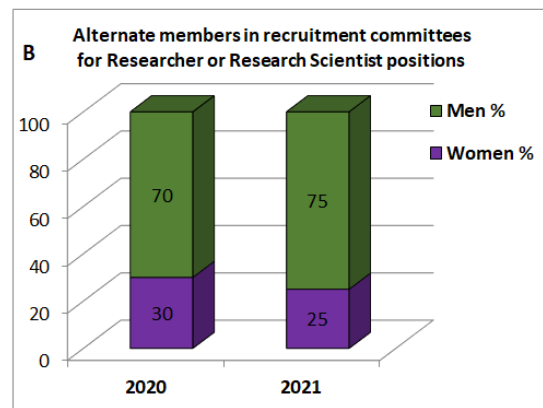
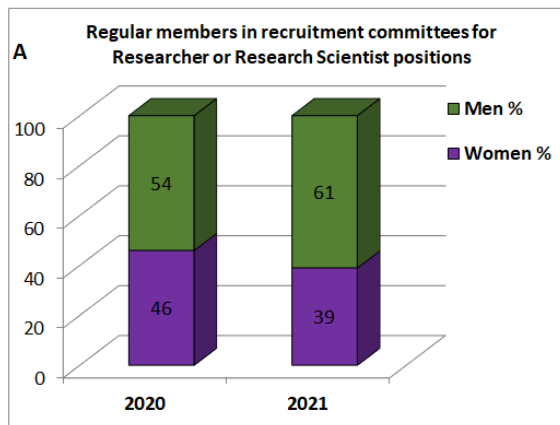
Data showing the gender representation in the composition of decision-making bodies and gender equality in decision-making processes is presented in the Table below.

A.5.2.1 Data collection

Table 4. Quantitative & qualitative data on the gender composition of the Recruitment and Promotion Committees' regular and alternate members

Type of Committee	YEAR	Total number of members	Men: %	Women: %
1. Committees for Researcher or Research Scientist positions				
a. Regular members	2021	56	61	39
	2020	112	54	46
b. Alternate members	2021	28	75	25

	2020	56	70	30
2. Committees for expression of interest calls				
a. Regular members	2021	72	57	43
	2020	117	52	48
b. Alternate members	2021	72	46	54
	2020	117	50	50
3. Committees for employment of staff under Private Law contracts of Indefinite Duration				
a. Regular members	2021	15	60	40
	2020	-	-	-
b. Alternate members	-	-	-	-
	-	-	-	-



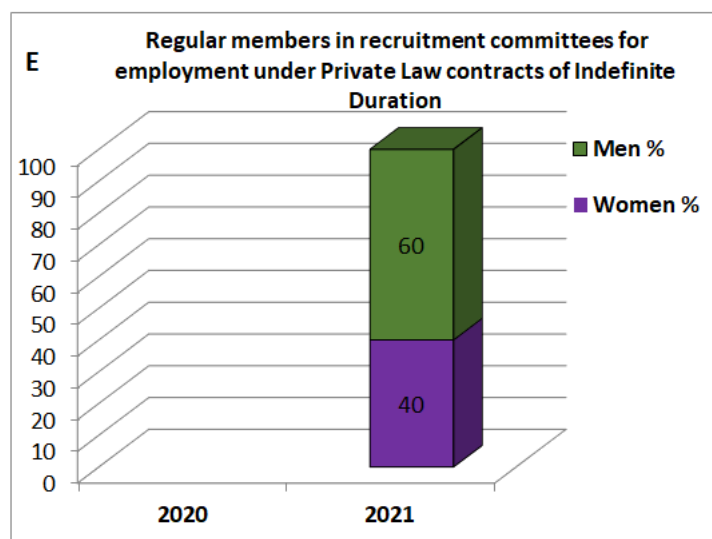


Fig. 7. Percentage of women and men assigned during the period 2020-2021, as: A) regular and B) alternate members in recruitment committees for Researcher or Research Scientist positions, as C) regular (C) and D) alternate members in recruitment committees for expression of interest calls, and as E) regular members in recruitment committees for employment under Private Law contracts of Indefinite Duration.

A.5.2.2 Comments and conclusions

From the above it can be concluded that the recruitment committees for Researchers and RS positions (regular or alternate members) are composed of more men than women. Respectively, the percentage of men appointed as regular members in the Committees for Expression of Interest calls, is higher than that of women. The percentages of women are similar (year 2020) or higher (year 2021) to those of men in these committees only when appointed as alternate members in these committees. Finally, in recruitment committees for employment under Private Law contracts of Indefinite Duration, men are more than women.

It is worth mentioning that the procedures for the composition of the recruitment committees are defined by the relevant legislation and the organization of the BPI and the selection of the members of the committees is related to the subject of the position. Also, the final decision depends on the candidates who have applied based on the scientific criteria set in the announcement/invitation.

A.5.3 Duration of staff employment

The available data on the duration of employment at the Institute, were reviewed to answer the question: "Are there any gender differences in terms of duration of employment at BPI?".

A.5.3.1 Data collection

Documents and data related to BPI personnel employment were collected and analyzed, according to the following quantitative criteria:

- Average time of employment of men and women in all positions and ranks, from their recruitment until December 31/12/2021.
- Number of men and women who resigned from BPI in 2020 and 2021, per rank or position, or employment relationship they held at the time of their resignation.

The collection and processing of data is presented below:

➤ Employment duration in BPI

Table 5. Quantitative & qualitative data on the employment duration of BPI personnel until the end of 2021.

Employment duration (years)	Nr of men	Nr of women
0-2	17	26
2 - 5	11	29
5 - 10	15	36
10 -15	13	12
15-20	9	11
20-25	2	6
25-30	0	4
30 - 35	1	3
>35	1	5

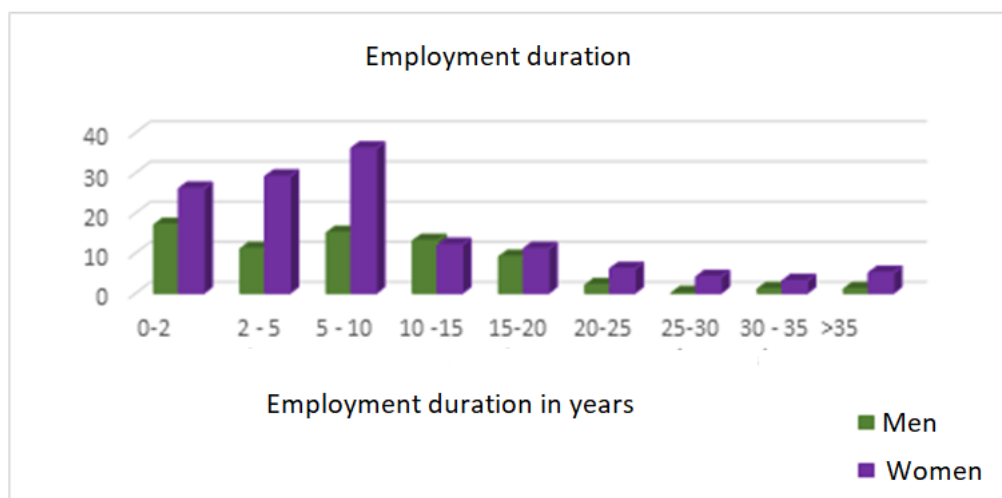


Fig. 8 Employment duration of men and women at BPI across all personnel categories and employment contract types.

➤ Resignations from BPI

Table 6 Quantitative & qualitative data on BPI personnel resignations during 2020-2021.

YEAR	Total number of resignations	Men (%)	Women (%)
2021	15	8.7	6.7
2020	11	5.9	5.4

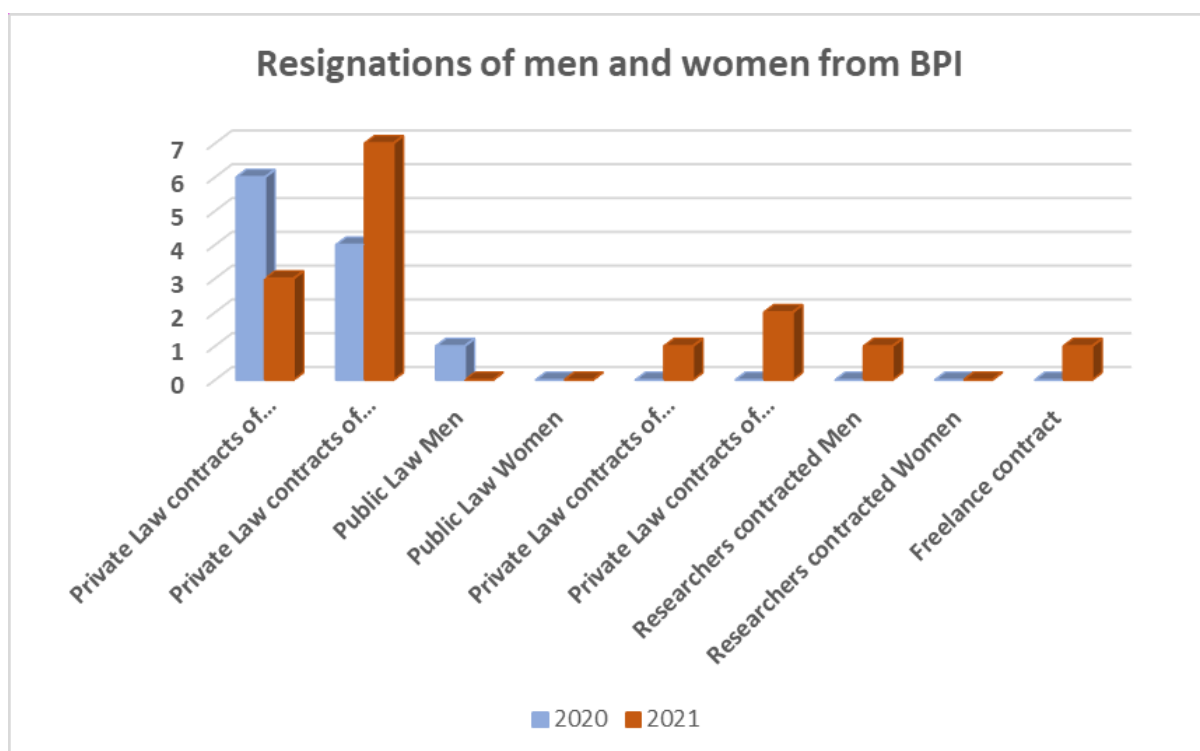


Fig. 9. Resignations of men and women from BPI during the years 2020 and 2021, based on the employment relationship they had at the time of their resignation.

A.5.3.2 Comments and conclusions

There appear to be no particular gender-based trends toward personnel resignations from BPI during 2020 and 2021.

The only differences observed were in 2020 for positions under private law of definite duration (Fig. 9) when more men than women resigned from BPI, while in 2021 almost twice as many women resigned, than men.

Part B. Proposed Actions

The implementation of the following proposed actions is based on the participation of BPI staff and the continuous feedback (and revision, if necessary) of the objectives and actions. In the first stage, BPI will identify the priorities and objectives of the GEAP. These will be formed taking into account the initial assessment of the current situation regarding gender inequalities in the Institute, which was carried out and is presented in Part A.

Part B describes a series of "good practices" covering the three areas of intervention:

- a) Removal of gender-related institutional barriers to professional careers (human resources)
- b) Balanced participation and representation in decision-making bodies and procedures, and
- c) Gender mainstreaming in research content

B.1. Management commitment for the implementation of the Action Plan

The support of BPI administration is essential for a successful Gender Equality Action Plan (GEAP).

As described in detail in the Gender Equality and Anti-Discrimination Policy of the Institute, which has been approved by the Administrative Committee of BPI (decision no. II/ 10th Meeting/ 20.9.2021), the Administrative Committee, the General Directorate, the Directors and Supervisors will be committed to ensuring all of the above, in order to contribute to the success of the Gender Equality Action Plan in BPI.

B.2. Setting goals and prioritizing actions

The compilation of the GEAP and the establishment of its objectives will be based on the data from the initial assessment of the current situation in BPI. There should be a close relationship between the results of the initial assessment of the situation and the main objectives identified in the GEAP.

The first step involves developing clear goals. The goals for gender equality should be clearly defined, measurable and monitored to see if they are achieved. The second step involves developing a set of actions related to the objectives set to resolve the inequalities identified. The actions required for the implementation of the objectives, as well as those responsible for implementation and the relevant timetable for their implementation and monitoring are proposed below. The proposed procedure will be submitted to the General Directorate in order to be finalized and implemented.

Data collection on gender equality should be continuous. Regular data collection (on an annual basis) is necessary to monitor the implementation of objectives and their impact. Based on this monitoring, actions and goals for gender equality can be adjusted accordingly.

Goal 1: Investigation of the gender inequality trend at the highest research level (Research Director).

Goal overview			
Implementation	Impact		
	Low	Medium	High
Easy			
Moderate			
High			x

Proposed actions: Further investigation and analysis of existing data on the already observed tendencies to identify the parameters responsible (wherever possible) and propose solutions for their gradual normalization.

Implementation manager: GEC

Implementation/monitoring timeline: Until the end of the term of the GEC.

Goal 2: Operational and communicational forms and documents (internal & external) of BPI referencing gender equality.

Goal overview			
Implementation	Impact		
	Low	Medium	High
Easy			
Moderate		x	
High			

Proposed actions: Review the operational and communicational forms and documents of BPI to implement gender equality.

Implementation manager: Administrative Directorate.

Implementation/monitoring timeline: It will be appointed in collaboration with the Head of the Administrative Directorate.

Goal 3: Content of BPI website with gender-sensitive language.

Goal overview			
Implementation	Impact		
	Low	Medium	High
Easy		x	
Moderate			
High			

Proposed actions: The BPI website will be reviewed/updated to address all identified issues and implement gender-sensitive language.

Implementation manager: Department of informatics.

Implementation/monitoring timeline: It will be appointed in collaboration with the Head of the Administrative Directorate.

Goal 4: Personnel briefing with regards to gender-sensitive language in written and verbal communication.

Goal overview			
Implementation	Impact		
	Low	Medium	High
Easy			x
Moderate			
High			

Proposed actions: A written notification will be sent to all BPI staff members to inform them about the use of gender-sensitive language in their communication with other colleagues.

Implementation manager: GEC

Implementation/monitoring timeline: 1st Quarter of 2022.

Goal 5: Reflection of BPI staff views on gender equality matters in the work environment (questionnaire survey, Appendix 1).

Goal overview			
Implementation	Impact		
	Low	Medium	High
Easy			
Moderate			x
High			

Proposed actions: BPI staff will be asked to fill in a questionnaire, regarding their opinion on gender equality issues within the work environment of the institute. The questionnaire will be filled-in anonymously. A draft version of the questionnaire is presented in Appendix 1 of this document. The final version could be updated on an annual basis.

Implementation manager: GEC in collaboration with the General Director and the IT department of the Administrative Directorate.

Implementation/monitoring timeline: The first questionnaire will be answered by the end of 2022, and thereafter on an annual basis.

Goal 6: Information/training of BPI staff on gender and equality matters.

Goal overview			
Implementation	Impact		
	Low	Medium	High
Easy			
Moderate			x
High			

Proposed actions: Training sessions for the staff will be organised, with experts specialised on gender equality issues.

Implementation manager: GEC in collaboration with the events committee of BPI.

Implementation/monitoring timeline: Within 2022.

Goal 7: Initiation of mediation processes in cases of discrimination or harassment complaints.

Goal overview			
Implementation	Impact		
	Low	Medium	High
Easy			
Moderate			x
High			

Proposed actions: A procedure will be initiated which will provide in detail the way of handling potential complaints of discrimination or harassment. This procedure will be forwarded to all BPI staff to inform them about the mode of action in such cases.

Implementation manager: GEC in collaboration with the legal department of BPI.

Implementation/monitoring timeline: 1st semester of 2022.