



GENDER EQUALITY PLAN



NOVEMBER 2024
VERSION 3.0

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About this version

The differences on this version vs the previous one, is that the analysis and the matrices on paragraphs 9.1 and 9.2 based on updates data provided by the HR Dept. at **Oct 30, 2024**.

In addition, an attempt for quantitative comparison of the current updated data to the ones from the previous year is given in **APPENDIX**.

Finally, this version is the first in which an attempt has been made to use inclusive (non-sexist) language.

1 Introduction

This plan describes CTI's understanding on the gender equality issue and how it identifies related activities and monitors relevant action plans. While equality of opportunity is fundamental to our organizational mission and gender balance is a critical component for insuring fair access and equity for our research, managerial, technical, administrative and support staff. CTI following national, international and internal standards is strongly committed to the promotion of gender agnostic equality of opportunities in its principles and priorities.

2 Greek and European Legislation framework

This GE Plan sets the foundation for the legitimacy and protection of every strategy scoping to reduce and minimize any gender discriminations at CTI. The GE Plan is devised in accordance to national and European laws and legislations and aligns with national initiatives and actions focusing on a gender agnostic equality, rights, discrimination banning, equality treatment, non-harassment in workplace, social responsibility of organizations etc. Specific articles, policies and directives can be found below.

2.1 Greek Constitution

<https://www.hellenicparliament.gr/UserFiles/f3c70a23-7696-49db-9148-f24dce6a27c8/FEK%20211-A-24-12-2019%20NEO%20SYNTAGMA.pdf>

- *Article 4, par. 2: Greeks have equal rights and obligations.*
- *Article 22, par. 1: All employees, regardless of gender or other discrimination, have the right to equal pay for provided work of equal value.*
- *Article 116, par. 2: Taking positive measures to promote equality between men and women is not a discrimination on grounds of sex. The State takes care to remove the inequalities that exist in practice, especially to the detriment of women*

2.2 Law 4604/2019 - Promotion of the essential equality of the sexes etc.

<https://www.e-nomothesia.gr/autodioikese-demoi/nomos-4604-2019-phek-50a-26-3-2019.html>

It is the main Law for Gender Equality in Greece (articles 1-30).

As CTI belongs to the General Government, we refer to article 4.2.c according to which the General Secretariat for Gender Equality "supports and coordinates the development of the actions of the central and regional services of the State, the Legal Entities under Public Law, and the Legal Entities under Private Law belonging to the General Government, for the promotion of Gender Equality"

Also, we refer to Article 13 for the collection and maintenance of gender statistics:

"Public services, legal entities under public law, as well as legal entities under private law belonging to the General Government, collect and maintain mandatory statistics based on gender for their areas of responsibility. These data are sent at least annually to the Department of Documentation, Research and Digital Support (Observatory) of the GSF. The

latter keeps a relevant file which is used for the operation of the Observatory for Gender Equality.”.

2.3 European Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32006L0054>

Transposed into Greek legislation by **Law 3896/2010**

It is applied by the Personnel dept. of CTI and prevents sex discrimination in relevant topics i.e. leave requests, salary, insurance etc.

2.4 European Directive 2010/41/EU on the prohibition of direct and indirect (sex) discrimination to self-employment

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32010L0041>

Transposed into Greek legislation by **Law 4097/2012**

It is Applied by the Personnel dept. of CTI.

2.5 European Directive 92/85/EEC on work of pregnant workers and workers who have recently given birth or are breastfeeding

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A31992L0085>

Adopted to Greek legislation by **P.D. 176/1997**

It is applied by the Personnel dept. of CTI, e.g. Article 7 on Night work and Article 8 on Maternity leave.

2.6 European Directive 2019/1158 for paternity leave, parental leave, care leave.

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32019L1158>

Transposed into Greek legislation by **Law 4808 /2021** on labor protection

<https://www.e-nomothesia.gr/kat-ergasia-koinonike-asphalise/nomos-4808-2021-phek-101a-19-6-2021.html> (Repeals old Directive 2010/18/EU) (Καταργεί την παλαιά Οδηγία 2010/10/EE)

It is applied by the Personnel dept. of CTI. Article 25 of Law 4808 /2021(Article 2 of Directive 2019/1158) mentions a wide application spectrum, specifically:

“...all working parents, natural, adoptive parents, sponsors, as well as to presumed mothers of article 1464 of the Civil Code who have a child through the process of surrogacy, as well as to careers, according to the definitions of article 26, who are employed in the private sector, the

public sector, the n.p.d.d., the O.T.A. and the wider public sector, as defined in article 14 of law 4270/20 (A' 143), with any employment relationship or form of employment, including part-time and fixed-term contracts, contracts or temporary employment relationships of article 115 of Law 4052/2012 (A '41) and the paid order, regardless of the nature of the services provided."

2.7 European Directive 97/81/EC on Part-time Work

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A31997L0081>

Excerpts relevant to part-time employment:

"4. underlined the need to take measures to promote both employment and equal opportunities for women and men, and called for measures..."

5. The Parties to this Agreement attach importance to measures that will facilitate access to part-time work for men and women in order to prepare for retirement, to combine work and family life, and to use education and training opportunities to improve their skills and career opportunities for the mutual benefit of employers and employees and in a way that would help business development"

2.8 European Directive 2000/78/EC covering religion or belief, disability, age and sexual orientation.

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32000L0078>

Transposed into Greek legislation by Law **4443/2016**

It is applied to CTI. We mention the excerpt:

"(2) The principle of equal treatment between men and women has been established by an important body of Community law, in particular Council Directive 76/207 / EEC of 9 February 1976 on the application of the principle of equal treatment between men and women with regard to access to employment, vocational training and promotion and working conditions"

2.9 Finally, implicitly relevant is the Directive 2000/43 / EC on equal treatment between persons irrespective of racial or ethnic origin

<https://eur-lex.europa.eu/legal-content/EN/TXT/?uri=celex%3A32000L0043>

Transposed into Greek legislation by Law **4443/2016** (same as above)

3 POLICIES / PROCEDURES / INITIATIVES – PROJECTS

3.1 POLICIES

CTI implements policies, which in synergy with each other, tend to form an integrated framework in favor of the policy of gender equality and the elimination of discrimination. Indicatively we could mention:

3.1.1 Policy to Prevent and Combat Violence and Harassment at Work

Aligned to the **Ministerial Decision 82063/2021 - Government Gazette 5059 / 01.11.2021**, the Board of Directors of CTI, approved a policy document for the prevention and fight against violence and harassment at work (<https://www.cti.gr/el/2022-01-10-13-20-20>). An updated gender agnostic version of the policy documents is available...

The purpose of the policy, as defined by the legal framework, is to prevent and address all forms of violence and harassment, including violence and sexual harassment and sexual harassment at work, whether related to it or arising therefrom.

The text reflects: The Institution's commitment to tackling and eliminating discrimination, violence and harassment in the workplace, taking preventive measures, and implementing processes of investigating and dealing with incidents.

3.1.2 Balance between work and family life

As a public sector organization, the CTI implements all existing legislation (labor law, civil service code) to ensure and strengthen the balance between work and family life (indicatively the recent **law 4808/2021** mentioned in Sect 2 par. 6 above, under **European Directive 2019/1158**), as defined in measures e.g. in favor of motherhood and fatherhood, for all staff members. In cases where there is room for flexibility in the legal framework, the management of the institution may agree to specialized arrangements, for a certain period, in order to serve the specific needs of employees.

In the framework of the Gender Equality Plan, and mainly through the analysis of qualitative data, with the contribution of the CTI Workers' Union, it will be investigated whether there are elements, beyond the legal framework, that relate to the culture of the organization which can be improved and adapted, strengthening the balance between work and family life.

3.2 PROCEDURES

CTI has standardized the procedures related to its activity, a significant part of which is served by specialized information systems. On top of that CTI has been certified according to ISO27001:2013 on Information Security, ISO27701:2019 on personal data protection and ISO9001:2015 on Quality and ISO22301:2019 on business continuity. The solid procedures in the administration lifecycle and the transparent use of corresponding information systems, contribute to ensure the implementation of the legal framework governing the operation of the organization, helping among others to avoid discrimination based on gender or sexual preference.

3.2.1 Regulation of Administrative and Technical Procedures

Within legal framework, the Board of Directors of CTI approved at the 63rd board meeting (30/10/2015) the Regulation of Administrative Procedures, through which are standardized internal procedures related to human resources (notifications, contracts, etc.), project implementation or to financial-managerial/administrative issues. These procedures have a general application, in all the human resources of the organization (specialized of course by category: regular, temporary staff, etc.), ensuring the elimination of discrimination e.g. during the contracting process or for the granting of licenses, for matters of training / education etc. Standardized forms support the procedures, preventing any deviations. Finally, it should be

noted however that the legal framework does not provide for a quota for women in filling regular or managerial posts.

3.2.2 Information systems

The Directorate of Administrative and Financial Services has several information systems available for the implementation of Regulation Procedures mentioned above. The following systems serve different issues related to project management or human resources, ensuring on one hand the observance of the same procedures for all, and on the other the protection of personal data (<https://www.cti.gr/el/general-privacy-statement>), where this is required.

- ERP – Commitment Register
- +ERGO
- HCM
- Project Leasing Proposal Submission System
- Electronic Protocol

3.3 INITIATIVES – PROJECTS

CTI participates as a founding member in the specialized initiative of the state for gender equality, namely, the ***Greek Innovation Lab for Women - # GIL4W***

#GIL4W intends to become the leading Greek ecosystem to adopt a gender-sensitive approach to research, innovation and entrepreneurship, integrating the female talent into the sustainable, green and digital Post-Covid recovery of the Greek economy. The #GIL4W Initiative has its roots in the EEAGRANTS "Innovation and Employability for Women" outcomes project (Project Nr.: GR07 / 3889, SAE 013/8, 2016-2017). i.e. Women was awarded by EU authorities as a milestone initiative and included to the DESI 2017 Country profile for Greece and aimed in a collaborative and participatory way, to design innovations that include women as service and innovation providers end users, to adapt implementation approaches to ensure that innovations meet the needs of women and to evaluate gender-responsive impacts by using a data-driven approach.

Among the projects undertaken and implemented by CTI there are European and national initiatives that focus or incorporate actions in favor of gender equality and the elimination of discrimination. These are projects within European frameworks, in particular STEM / STEAM projects, and entrepreneurship which aim at the empowerment of girls and women, in order to eliminate stereotypes and enable the pursue of studies and careers in the fields of STEAM. Examples include: STEAMonEDU (<https://steamonedu.eu/>), CRAFT: Co-working in rural areas to prepare young people for future trends (<https://craft-project.eu/>), Entrepreneurship4Woman-E4W (Erasmus +, 2018-1-LT01-KA204-047019), etc.

Since Sep 5, 2024 CTI's Committee for Gender Equality (CGE) is a member of the network of the Committees for Gender Equality & Combating Discrimination (C.G.E.C.D.) of the research centers & institutes. The participation of CTI's CGE to the network will enable it to collaborate with other Research Centers and Institutes, share best practices and explore new initiatives that will benefit its work.

4 The Digital Gender Divide

The above regulatory framework serves the pressing national and European need for a digital future that will be based on the equal involvement of both men and women. Women's participation is crucial for the development of a sustainable, fair and equitable digital economy and society. In the European digital economy women are underrepresented and as statistics reveal, only 1 in 6 ICT specialists is a woman, while only 1 in 5 becomes an ICT entrepreneur. Overall, the increasing demand of Europe in men and women digital experts is over 1 million with more than 53% of European companies reporting difficulties in finding such experts.

In Greece the Ministry of Digital Governance has designed the Digital Transformation Strategy for 2020-2025 as an attempt to address such inequalities. The Strategy was devised in close cooperation with stakeholders from the public and private sector, the academic community and civil society, sets priorities for the digital transformation of the country, and goals for the development of the digital skills of the Greek society regardless gender, at all levels and ages. CTI's vision is in line with the objectives of this strategy and aims through its research and training activities to contribute to national and European needs in ICT reskilling and upskilling.

The Computer Technology Institute and Press "Diophantus" is a research and technology organization focusing on research and development in Information and Communication Technologies (ICT). Particular emphasis is placed on education, by developing and deploying conventional and digital media in education and lifelong learning; publishing printed and electronic educational materials; administrating and managing the Greek School Network; and supporting the organization and operation of the electronic infrastructure of the Greek Ministry of Education and Religious Affairs and all educational units. Since its establishment in 1985, and in the past decades of rapid technological development, CTI has actively contributed to many of the advances that today are taken for granted.

As CTI is a research and technology organization in the country dedicated solely to digital technologies, its mandate is to provide an enabling environment to both male and female researchers to excel in cutting edge research fields such as Advanced Technologies (AI, etc.), Robotics, STEM, etc. Capacities and services offered within its premises, allow researchers to innovate and exploit their research for addressing educational, societal and industrial challenges, meeting the demands and policies set at national and European levels. Through this Plan, CTI establishes concrete gender-oriented measures and interventions that contribute to the reduction of the Digital Gender Divide observed by empowering female researchers and providing them with the necessary resources to advance their careers.

5 Gender Equality Committee - Operational regime

The Plan is monitored by the Committee for Gender Equality (CGE) with support by, a) the Board of Directors and b) the CTI's Administration Services. The GE Plan was approved on the 05-05-2022 during the 29th meeting of the Board of Directors of the Institute.

6 Objectives

The CTI Plan has eight tangible objectives, towards:

- Aware about key problems at stake regarding gender in research and innovation
- Familiarize with the concept of a Gender Equality Plan and its main stages

- Inform about prerequisites and key success factors
- Introduce the notion of resistances to change
- Build capacity for on-going Gender Equality Plan monitoring
- Practicing excellence at all levels through female career development and training of researchers, managers and support staff
- Achieving inclusivity in decision-making by inviting women in the process thus ensuring diversification of views

To achieve those objectives CTI focuses on six key areas, following the guidelines of the European Institute for Gender Equality (EIGE) aiming to “identify and implement innovative strategies to promote cultural change and equal opportunities in Universities and Research Centers” (EIGE, <http://eige.europa.eu>).

Through these Key Areas CTI contributes to reducing the Digital Gender Divide also at an institutional level:

- **Key Area 1:** Governance and decision making
- **Key Area 2:** Recruitment, Selection procedures, and Career Progression
- **Key Area 3:** Flexible and Agile Working
- **Key Area 4:** Gender Strategy in Research
- **Key Area 5:** Gender in events, courses and activities
- **Key Area 6:** Gender in Organization Culture

7 Methodology

The CGE based the methodology for the compilation of the Plan on the GEAR toolkit (Gender Equality in Academia and Research) designed by EIGE (<https://eige.europa.eu/gender-mainstreaming/toolkits/gear>).

A Gender Equality Plan can be broken up in different steps or phases, each requiring specific types of interventions:

- An **analysis** phase, in which sex-disaggregated data is collected; procedures, processes and practices are critically assessed with a view to detect gender inequalities and gender bias;
- A **planning** phase, in which objectives are defined, targets are set, actions and measures to remedy the identified problems are decided, resources and responsibilities are attributed and timelines are agreed upon;
- An **implementation** phase, in which activities are implemented and outreach efforts are undertaken so as to gradually expand the network of stakeholders;
- A **monitoring** phase, in which the process and the progress are regularly followed through and assessed. Findings from the monitoring exercise(s) allow to adjust and to improve interventions, so that their results can be optimized.

7.1 Analyzing and assessing the state-of-play in the institution

The best starting-point for developing an effective set of actions is to have a thorough understanding about how CTI is doing regarding the promotion of gender equality. After assessing the modus operandi for CTI, we will know which measures need to be implemented.

As a first step towards this direction, CTI established the Gender Equality Committee (CGE) on February 2022 consisting of 5 members (3 women and 2 men). The CGE set up an informal focus group consisting of female researchers from CTI to advocate its establishment and objectives across all sites of the organization.

The CGE members considered on the types of data / indicators that need to be assessed as well as the corresponding gathering procedures, in a series of online meetings with the focus group.

The CGE has collected data and monitored Gender aspects for the year 2021. The Plan constitutes a living document that CGE commits to update at the end of every year.

Additional sets of qualitative data will be collected for the next version of the Plan through questionnaires and interviews reflecting researchers' and employers' responses on their sense of belonging in the workplace.

7.2 A planning phase

After carrying out an initial assessment of the gender equality modus operandi for CTI, we start setting up the Gender Equality Plan. The findings of the initial analysis allow identifying the areas of intervention to be addressed in our Gender Equality Plan.

Not all areas can however be tackled at the same time, and some may be more pressing than others. We set out the priorities for CTI considering this initial assessment as well as the available resources.

7.3 Implementing a Gender Equality Plan

Having set up the Gender Equality Plan, we are ready to start implementation. We put the measures of the Gender Equality Plan in motion according to the defined timeline. During the implementation of the GE Plan, CTI will try to embed and institutionalize as many actions proposed as possible in order to ensure their sustainability. The CGE will meet regularly to plan activities in a participatory way, discuss progress, achievements and aspects that can be improved. Trainings and meetings with senior management, human resources staff, events and communications office will be also foreseen to maximize the impact of the GE Plan's actions and provide with insights about the measures implemented.

This will help:

- Creating ownership of the Gender Equality Plan.
- Motivating the staff involved.
- Strengthening the potential of the Plan.
- Maximizing the impact of the Plan's actions.

Beyond those, other activities such as events, communication actions and employment of digital means will ensure constant visibility of the Plan, promote its main areas of intervention and layout the timeframe for compliance purposes.

7.4 Monitoring progress and evaluating a Gender Equality Plan

A Gender Equality Plan is meant to address several issues at once, and to rely upon a complex set of measures. Hence, from its earliest stage, monitoring and evaluation instruments are to be foreseen. Such instruments allow among others to assess the progress that is made towards targets, based on indicators.

CGE is committed to report annually about the progress towards gender equality and share the findings with the organization. The monitoring will be based on derived qualitative and

quantitative indicators and on follow-up instruments adapted to the purposes of the proposed actions.

Evaluation is often conceived only as ex-post. Yet, Gender Equality Plans are better designed if relying upon a comprehensive assessment of the status of gender equality.

This assessment can take different forms. An audit can be carried out with the support of external and impartial expertise. Internal knowledge about gender and the institution itself can also be mobilized. Different tools can be used for investigating gender inequalities, bias and imbalances at all levels, including pilot studies, surveys, focus groups, interviews or ethnographic observation.

8 Key areas of study

The following tables present needs-based objectives for CTI, track the development in the gender distribution of personnel at different stages of their careers within the organization, monitor CTI's progress.

8.1 Key Area 1: Governance and decision making

Governance and decision making are the responsibility of CTI's Board of Directors (BoD).

The following tables present the composition of the BoD and the Directors for the period 2010-2023.

1. The composition of the BoD (*)

CTI	2010 - 2020	2021	2022	2023	2024
TOTAL	9	9	9	9	9
WOMEN	1	2	2	2	3
MEN	8	7	7	7	6

2. The composition of the Directors (*)

CTI	2010 - 2020	2021	2022	2023	2024 (**)
TOTAL	7	7	7	7	5
WOMEN	2	2	2	2	2
MEN	5	5	5	5	3

It is worth noting, as an outcome of the above two tables, that women representation is low in governance and decision making

(*): The above 2 tables are the only ones showing a historical progress in gender equality in the top management of CTI

(**): The reduction on the number of Director is a result of structural changes on CTI

3. Employees with managerial or not managerial duties.

Key positions (Managerial Duties)	WOMEN	MEN	% WOMEN	% MEN
BoD members	3	6	33,33%	66,66%
Directors / Deputy Directors	2	3	40%	60%
Head of Department	8	8	50%	50%
TOTAL	13	17	43,33%	56,67%
Personnel with no managerial duties - total	127	133	48,9%	51,1%
TOTAL:	140	150	48,3%	51,7%

It displays the participation of women and men with managerial duties in CTI, incorporating lower administrative positions (Head of Department) and personnel without managerial duties.

The participation rate of women compared to men, with or without managerial duties, is about the same and in the area of 45% - 55%.

4. Employees that are scientific or deputy scientific project managers.

Key positions (scientific managers)	WOMEN	MEN	% WOMEN	% MEN
Scientific project managers (and deputies)	10	26	28%	72%

We can observe a significant lack of women in the area of Scientific Project Managers.

8.2 Key Area 2: Recruitment, Selection procedures, and Career Progression

The following tables depict the gender distribution of CTI's personnel on 30/10/2023, in relation to several parameters like expertise, level of education, type and years of employment and age.

5. CTI's personnel in STEM professions /job positions

CATEGORY of EXPERTISE	WOMEN	MEN	% WOMEN	% MEN
STEM professions	51	125	29%	71%
Science, Technology, Engineering, Mathematics	51	125	29%	71%
Non STEM professions	85	25	77%	23%
Social Sciences, Humanities & Art	23	7	77%	23%
Legal Sciences	1	2	33%	67%
Financial, Administrative & Secretarial Personnel	59	14	81%	19%
Other	2	2	50%	50%

We can see a significant lack of women in STEM professions whereas the exact opposite appears in Financial, Administrative & Secretarial as well as in Social Sciences, Humanities & Arts.

6. CTI's vs Level of Education

LEVEL of EDUCATION	WOMEN	MEN	% WOMEN	% MEN
PHD	15	35	30%	70%
Engineering wt Postgraduate Degree	6	23	21%	79%
University & Postgraduate Degree	38	31	55%	45%
Engineering Degree	9	23	28%	72%
University Degree	33	13	72%	28%
Technical Education & Postgraduate Degree	9	11	45%	55%
Technical Education	15	3	83%	17%
Second grade Education	11	11	50%	50%

We can observe a significant lack in the number of women holding a PHD or Engineering wt Postgraduate Degree or Engineering Degree, whereas women holding University Degree or Technical Education the percentages are higher.

7. CTI's Type of Employment

EMPLOYMENT/WORKING STATUS	WOMEN	MEN	% WOMEN	% MEN
Indefinite Time Employment	19	18	51%	49%
Fixed Time Employment	48	19	72%	28%
Members of the Laboratory Teaching Staff	2	0	100%	0%
Working Contract Personnel	20	34	37%	63%
Freelance Workers	20	42	32%	68%
Members of BoD	3	6	33%	67%
Members of Teaching Staff	2	11	15%	85%
Employees Paid with Documents of Services Provided	1	5	17%	83%
Civil Servants	19	15	56%	44%
Secondmented Civil Servants	2	0	100%	0%

Mixed results. Excluding Members of Teaching Staff & Employees Paid with Documents of Services Provided categories, women are almost majority.

8. CTI's vs Age

AGE (in years)	WOMEN	MEN	% WOMEN	% MEN
<27	2	5	29%	71%
27-30	6	12	33%	67%
31-35	13	14	48%	52%
36-40	32	27	54%	46%
41-45	16	22	42%	58%
46-50	20	18	53%	47%
51-55	19	19	50%	50%
56-60	18	24	43%	57%
61-64	8	7	53%	47%
>65	2	5	29%	71%

There are no any major differences regarding gender equality according to age.

9. CTI's vs Years of Employment

YEARS of EMPLOYMENT	WOMEN	MEN	% WOMEN	% MEN
<5	84	67	56%	44%
5-9	12	19	41%	59%
10-14	11	17	39%	61%
15-19	3	11	21%	79%
20-25	14	27	34%	66%
25-29	6	6	50%	50%
>29	6	3	67%	33%

There are no major issues regarding gender equality in this area of control, with the exception of zones 10-25 year of employment were men percentage exceeds 60%.

10. CTI's vs Geographical Location of Employment

GEOGRAPHICAL LOCATION of EMPLOYMENT	WOMEN	MEN	% WOMEN	% MEN
Athens site - Mitropoleos	39	42	48%	52%
Patras site - Rio	78	92	46%	54%
Aspropyrgos site	8	8	50%	50%
Teleworking	11	8	58%	42%

There are no any major issues regarding gender equality in this area of control.

11. CTI's Structure(/Division/Unit) of Employment and Personnel Duties

STRUCTURE	WOMEN	MEN	% WOMEN	% MEN
165-Management	8	14	36%	64%
157-Directorate of Financial and Administrative Services	21	4	84%	16%
180-Infrastructure & networks Directorate	32	48	40%	60%
174-Publications Directorate	26	16	62%	38%
181-Information Systems, Applications & Cybersecurity Directorate	26	33	44%	56%
182- Directorate of Educational Technologies, Training & Certification	21	26	45%	55%
Internal Control	0	1	0%	100%
Research Unit	2	8	20%	80%

The structure with the higher percentage of women is Directorate of Financial and Administrative Services with 84%, followed by Publications Directorate with 62%. The remaining structures are relative balanced.

STRUCTURE	WOMEN	MEN	% WOMEN	% MEN
	With responsibility position			
165- Management	3	6	33%	67%
157- Directorate of Financial and Administrative Services	6	1	86%	14%
180- Infrastructure & networks Directorate	1	4	20%	80%
174- Publications Directorate	0	2	0%	100%
181- Information Systems, Applications & Cybersecurity Directorate	1	3	25%	75%
182- Directorate of Educational Technologies, Training & Certification	2	1	67%	33%

Once more, Directorate of Financial and Administrative Services has the larger percentage of women in responsibility position with 86%, having also 46% of the total number of women in responsibility positions in all structures. Directorate of Educational Technologies, Training & Certification follows with 67% percentage of women in responsibility positions.

STRUCTURE	WOMEN	MEN	% WOMEN	% MEN
	Without responsibility positions			
165- Management	5	8	38%	62%
157- Directorate of Financial and Administrative Services	15	3	83%	17%
180- Infrastructure & networks Directorate	31	44	41%	59%
174- Publications Directorate	26	14	65%	35%
181- Information Systems, Applications & Cybersecurity Directorate	25	30	45%	55%
182- Directorate of Educational Technologies, Training & Certification	19	25	43%	57%
Internal Control	0	1	0%	100%
Research Unit	2	8	20%	80%

The structure with the greater percentage and number of women without responsibility positions is also Directorate of Financial and Administrative Services with 83%, followed by Publications Directorate with 65% also having the greater number of women employees without responsibility positions.

APPENDIX

Quantitative comparison of the current updated data to the ones from the previous year (2023), emphasized to data concerning women gender.

1. The composition of the BoD			
Gender	2023	2024	Variation
WOMEN	2	3	50%
MEN	7	6	-14%

Slight but positive variation in true number men-women representation within the Top Management.

2. The composition of the Directors			
Gender	2023	2024	Variation
WOMEN	2	2	0%
MEN	5	3	-40%

No real variation as to the composition of the Management. The reduction of structures had an effect to the number of men managers.

3. Employees with managerial or not managerial duties.						
Key positions (Managerial Duties)	WOMEN			MEN		
	2023	2024	Variation	2023	2024	Variation
BoD members	2	3	50%	7	6	-14%
Directors / Deputy Directors	2	2	0%	5	3	-40%
Head of Department	9	8	-11%	8	8	0%
Personnel with no managerial duties - total	109	127	17%	145	133	-8%

Micro-variations in real numbers for key positions personnel. The total number of women in key positions have not change, but number of men in key positions has diminish. There is also an increase in the number of women personnel without responsibility positions, and a lesser diminish in the number of male personnel.

4. Employees that are scientific or deputy scientific project managers.			
Scientific project managers (and deputies)	2023	2024	Variation
Women	10	10	0%
Men	31	26	-16%

No variation in the number of women been Scientific project managers (and deputies). A small decrease in the number of men. The women-to-men ration remains to almost 1:3.

5. CTI's personnel in STEM professions /job positions						
CATEGORY of EXPERTISE	WOMEN			MEN		
	2023	2024	Variation	2023	2024	Variation
STEM professions						
Science, Technology, Engineering, Mathematics	51	51	0%	128	125	-2%
Non STEM professions						
Social Sciences, Humanities & Art	35	23	-34%	14	7	-50%
Legal Sciences	2	1	-50%	1	2	100%
Financial, Administrative & Secretarial Personnel	25	59	136%	8	14	75%
Other	9	2	-78%	14	2	-86%

No change in the number of women in the critical category of STEM professions (Science, Technology, Engineering, Mathematics), reductions in Non STEM professions with the exception of Financial, Administrative & Secretarial Personnel whereas a great increase exist (more than double).

6. CTI's vs Level of Education						
LEVEL of EDUCATION	WOMEN			MEN		
	2023	2024	Variation	2023	2024	Variation
PHD	12	15	25%	50	35	-30%
Postgraduate Degree	47	53	13%	66	65	-2%
Engineering Degree	9	9	0%	17	23	35%
University Degree	26	33	27%	14	13	-7%
Technical Education	19	15	-21%	4	3	-25%
Second grade Education	1	11	1000%	1	11	1000%

Relative increase in the number of women with PHD, Postgraduate & University Degree. No variation in Engineering Degree. Huge increase in number of women with Second grade Education.

7. CTI's Type of Employment						
EMPLOYMENT/WORKING STATUS	WOMEN			MEN		
	2023	2024	Variation	2023	2024	Variation
Indefinite Time Employment	21	19	-10%	20	18	-10%
Fixed Time Employment	31	48	55%	18	19	6%
Members of the Laboratory Teaching Staff		2			0	
Working Contract Personnel	32	20	-38%	48	34	-29%
Freelance Workers	14	20	43%	25	42	68%
Members of BoD	2	3	50%	7	6	-14%
Members of Teaching Staff	2	2	0%	22	11	-50%
Employees Paid with Documents of Services Provided	18	1	-94%	24	5	-79%
Civil Servants	0	19		1	15	1400%
Secondmented Civil Servants		2			0	

Substantial increase in the number of women Fixed Time Employment contracts. Also to the Freelance Women Workers. Diminish to Working Contract female Personnel.

8. CTI's vs Age						
AGE (in years)	WOMEN			MEN		
	2023	2024	Variation	2023	2024	Variation
<27	0	2		0	5	
27-30	5	6	20%	8	12	50%
31-35	13	13	0%	11	14	27%
36-40	29	32	10%	28	27	-4%
41-45	20	16	-20%	32	22	-31%
46-50	20	20	0%	24	18	-25%
51-55	12	19	58%	24	19	-21%
56-60	15	18	20%	27	24	-11%
61-64	6	8	33%	5	7	40%
>65	2	2	0%	6	2	-67%

Substantial increase in the number of women personnel in the 51-55 years old age zone. Smaller variation in the other age zones.

9. CTI's vs Years of Employment						
YEARS of EMPLOYMENT	WOMEN			MEN		
	2023	2024	Variation	2023	2024	Variation
<5	61	84	38%	68	67	-1%
5-9	20	12	-40%	22	19	-14%
10-14	10	11	10%	23	17	-26%
15-19	4	3	-25%	12	11	-8%
20-25	18	14	-22%	33	27	-18%
25-29	6	6	0%	7	6	-14%
>29	6	6	0%	3	3	0%

Average increase in the number of women in the <5 years of employment zone. In the rest of the years of employment zone either stagnancy or small positive or negative variations.

10. CTI's vs Geographical Location of Employment						
GEOGRAPHICAL LOCATION of EMPLOYMENT	WOMEN			MEN		
	2023	2024	Variation	2023	2024	Variation
Athens site - Mitropoleos	32	39	22%	44	42	-5%
Patras site - Rio	72	78	8%	102	92	-10%
Aspropyrgos site	4	8	100%	6	8	33%
Teleworking	14	11	-21%	13	8	-38%

Substantial variation (doubling) in the number of women per geographical location of employment for Aspropyrgos site. Smaller variations in the other sites.

Note: Due to the alteration of CTI's structure, a reliable quantitative comparison analysis of the data in the fields of the "11. CTI's Structure (/Division/ Unit) of Employment and Personnel Duties" matrix is not possible.