

GENDER EQUALITY PLAN

2026 – 2030

Organisation:	ALLILENGYI GIA TI GYNAIKA NON PROFIT CIVIL LAW COMPANY ΑΛΛΗΛΕΓΓΥΗ ΓΙΑ ΤΗ ΓΥΝΑΙΚΑ Α.Μ.Κ.Ε. (Solidarity for Women)
Legal Form:	Non-Profit Civil Law Company (ASTIKI MI KERDOSKOPIKI ETAIREIA)
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1. Introduction and Commitment

ΑΛΛΗΛΕΓΓΥΗ ΓΙΑ ΤΗ ΓΥΝΑΙΚΑ (Solidarity for Women) is a non-profit civil law company established in Thessaloniki, Greece, dedicated to supporting women through social services, psychological counselling, educational seminars, and advocacy. As an organisation whose core mission is women's empowerment and gender equality, we are deeply committed to implementing and promoting gender equality both within our organisation and in all our activities.

This Gender Equality Plan (GEP) sets out our commitment, objectives, and concrete measures to advance gender equality in accordance with the requirements of the European Commission for Horizon Europe and other EU funding programmes.

2. Legal and Policy Framework

This GEP is aligned with:

- The Treaty on European Union and the Charter of Fundamental Rights
- The EU Gender Equality Strategy 2020-2025
- Horizon Europe requirements for Gender Equality Plans
- Greek Law 4604/2019 on substantive gender equality
- The Istanbul Convention on preventing violence against women

3. Governance and Resources

3.1 Responsible Person

The Managing Director, Ms. Ioanna Markou, is responsible for the implementation, monitoring, and evaluation of this Gender Equality Plan. As the legal representative and sole manager of the organisation, she has full authority to allocate resources and implement measures.

3.2 Dedicated Resources

The organisation commits to dedicating appropriate resources, including staff time, training budget, and operational funds, to implement the measures outlined in this plan. A minimum of 5% of the annual operational budget is allocated to gender equality measures and training activities.

4. Data Collection and Monitoring

The organisation commits to collecting and analysing sex-disaggregated data on:

- Staff composition by gender at all levels
- Participation in training and professional development by gender
- Beneficiaries of programmes and services by gender
- Decision-making positions and governance roles
- Pay equity analysis (when applicable with growth)

Data will be reviewed annually and used to assess progress, identify gaps, and adjust measures accordingly.

5. Thematic Areas and Measures

5.1 Work-Life Balance and Organisational Culture

Objectives:

- Foster a supportive work environment that enables all staff to balance professional and personal responsibilities
- Promote flexible working arrangements
- Ensure equal access to parental and care-related leave

Measures:

- Offer flexible working hours and remote work options where feasible
- Support staff with family responsibilities through understanding scheduling
- Create an inclusive organisational culture free from gender stereotypes

5.2 Gender Balance in Leadership and Decision-Making

Objectives:

- Maintain gender-balanced representation in governance and leadership
- Ensure women's voices are central to organisational decision-making

Measures:

- Current leadership: 100% women (Managing Director and founding partners)
- Ensure future growth maintains at least 50% women in leadership roles
- Actively seek women's leadership in collaborative projects and partnerships

5.3 Gender Equality in Recruitment and Career Progression

Objectives:

- Ensure gender-neutral recruitment processes
- Provide equal opportunities for professional development

Measures:

- Use gender-neutral language in all job postings and descriptions
- Ensure interview panels include diverse perspectives
- Provide equal access to training, conferences, and capacity-building
- Conduct annual pay equity reviews (as organisation grows)

5.4 Integration of Gender Dimension in Activities

Objectives:

- Integrate gender analysis in all programmes and projects
- Address the specific needs of women and marginalised groups

Measures:

- Apply gender mainstreaming in project design and implementation
- Collect and analyse gender-disaggregated data from all activities
- Ensure educational materials and seminars address gender dimensions
- Consider intersectionality (age, disability, ethnicity, socioeconomic status)

5.5 Measures Against Gender-Based Violence and Harassment

Objectives:

- Create a zero-tolerance environment for gender-based violence and harassment
- Support survivors and raise awareness in the community

Measures:

- Establish clear anti-harassment and anti-discrimination policies
- Provide confidential reporting mechanisms
- Offer training on recognising and preventing gender-based violence
- Partner with specialised organisations to support survivors
- Conduct awareness campaigns as part of our core mission

6. Training and Capacity Building

The organisation commits to providing regular training on gender equality, including:

- Unconscious bias awareness for all staff and volunteers
- Gender mainstreaming in project design
- Prevention of gender-based violence and harassment
- Inclusive communication and language

7. Monitoring and Evaluation

Progress on this Gender Equality Plan will be monitored through:

- Annual review of sex-disaggregated data and indicators

- Staff and beneficiary feedback surveys
- Regular reporting to the General Assembly of partners
- External evaluation in connection with EU-funded projects

This GEP will be reviewed and updated every two years, or sooner if required by regulatory changes or organisational needs.

8. Publication and Accessibility

This Gender Equality Plan is a public document and is available on our website at <https://solidarityforwomen.com>. It is accessible to all staff, partners, beneficiaries, and the general public.

Adopted and signed:

Ioanna Markou
Managing Director
ΑΛΛΗΛΕΓΓΥΗ ΓΙΑ ΤΗ ΓΥΝΑΙΚΑ Α.Μ.Κ.Ε.

Date