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General Secretariat for Demographic  
and Family Policy and Gender Equality  
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Cooperation

Subject: Actions of the Gender Equality Committee (GEC), and the University of Crete (UoC) for the elimination of gender discrimination and the promotion of substantial equality (2015-2021)

## **Actions of the GEC and the UoC for the elimination of gender discrimination and the promotion of substantial equality (2015-2021)**

### **1.0 Tasks and Activities of the GEC of UoC**

#### **1.1 Establishment of the GEC of the UoC**

The GEC of the UoC was established by the Senate of the University of Crete in its regular meeting (No. 434 / 18.06.2020), based on its previous decision (No. 431/ 14.05.2020) and in accordance with the Greek Law (4589/19, Article 33) that states for the first time the establishment of Committees for Gender Equality in all Greek universities. The committee, in accordance with the above law and its Constitution, consists of nine regular members, among the members of the UoC, with the following composition: six (6) faculty members, one (1) scientific & teaching staff (EDIP) member, one (1) administrative employee and one (1) student. The committee is also supported by a Secretary, who is a member of the administrative staff. The members have a three year term, which terminates with the election of the members of the new Committee. The Rules and Statutes<sup>1</sup> of the GEC was approved by the Senate, decision 462/17.06.2021, in which it is stated the GEC of the UoC will consist of nine members as well as nine substitute members, according to the composition mentioned above.

The GEC is an advisory body to the university administration (the Senate, the administration of UoC Schools and Departments). Its mission is to promote substantive equality at all levels of the organization and operations of the University and in all processes and aspects of academic life. More specifically, the mission of the

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<sup>1</sup> Rules and Statutes, GEC/UoC, Approved by the Senate, decision 462/17.06.21 (to be published in the Government's Gazette)

GEC is to cultivate and strengthen the culture of gender equality in the academic, research and educational life of the University by taking the following actions: to propose measures to ensure gender equality in educational, research and administrative processes, to monitor with appropriate indicators the implementation of gender policies and actions at the institutional level, to suggest new policies and take measures for the prevention and the confrontation of discrimination cases based on gender, nationality, social origin, financial status, religion, health/disability or sexual orientation, for the prevention and treatment of sexism, sexual harassment and all types of harassing behavior, and finally to promote gender equality and diversity in educational programs and research.

The GEC of the UoC has according to the Greek Law (4589/19, Article 33) and its Rules and Statutes<sup>1</sup> the following responsibilities:

- a) prepares action plans for the promotion and ensuring of substantive equality in the educational, research and administrative procedures of the University;
- (b) suggests measures to the relevant bodies to promote gender equality and to combat all forms of sexism;
- c) provides information and training to members of the academic community on issues related to gender and equality;
- d) promotes the organization of graduate studies programs, the integration of the gender dimension in the study programs and the conduction of seminars and lectures focusing on gender studies;
- e) promotes the performance of studies and research on issues related to the scope of its responsibilities;
- (f) provides mediation services in cases of complaints of discrimination or harassment;
- (g) provides assistance to victims of discrimination when this is reported or when it is detected.

### **1.2 Create a GEC plan for the organization, design and implementation of its tasks and activities**

*(a) Institutional support, utilization of resources, structures and human resources of UoC*

- Cooperation with the administration (Vice Rector for Academic Affairs, Vice Rector for Research, Vice Rector for Student Affairs)
- Institutional support (administrative, legal, financial)
- Utilization of Human Resources (Faculty, Scientific & Teaching Staff administrative staff, students)

In this context, the following have been accomplished:

- Support to the GEC was received by the Units/Departments of the UoC (Statistical Service, Financial & Administrative Support Unit of the Special Account for Research Funds (ELKE), Secretariats of Academic Departments, Department of Human Relations, Computer and Information Technologies Center, etc.), by providing data for the recording/study of the situation in UoC on issues of gender equality in the Institution and in

research, support structures, anti-discrimination procedures, etc.

- Legal support to the GEC from the Legal Service of UoC for composing its statutes (GEC, Rules and Statutes), and the interventions in the official Rules and Regulations Documents of the University
- Financial support by Special Account for Research Funds (ELKE) in an account solely for the support of the needs of the GEC

*(b) GEC Working Groups, comprised by its members and collaborating members from the staff of UoC*

The following Working Groups were created:

- Drafting and composing of the GEC Constitution
- Design and update the GEC Website
- Compose a Guide for the use of a non-sexist/neutral language
- Researching and recording views and attitudes towards equality/diversity among members of the UoC academic community
- Gender mapping of the UoC community (statistical data on all human resources of the Institute)
- Investigation and application of mediation procedures and support all kinds of discrimination
- Inclusion of the gender equality/diversity in research
- Organization of a series of lectures, workshops, conferences on gender issues
- Diffusion of the work of GEC & public interventions
- Development of the UoC Gender Equality and Diversity Plan

*(c) Develop GEC voluntary support groups*

### **1.3 Implementation - Activities**

#### **1.3.1 Creation of the Rule and Statutes of the GEC**

- The Rules and Statutes of the GEC have been composed and approved by the UoC Senate

#### **1.3.2 Record/study the present status of gender equality in UoC**

- Mapping of the gender balance in the UoC: processing the statistical data of male/female students, faculty, Scientific & Teaching Staff (EDIP), Specialized Teaching Personnel (EEP), administrators and administrative bodies for the acad. yrs. 2015/16 -2018/19. Study, analyze statistical data and draw conclusions for the strategic planning of measures and actions regarding implementation and narrowing the gender biased differences. The gendered map has been completed and uploaded in the GEC website

- Mapping of gender equality in research in the UoC (in progress)

#### **1.3.3. Interventions for the research equality policy.**

- The UoC GEC has contributed with its interventions in the Financing and Management Guide (FMG) of ELKE, UoC, and in the Research Funding Regulation (contribution concerning the use of non-sexist language, new articles and provisions).
- The UoC GEC has also drafted a Code of Ethics for Gender Equality in Research as an Annex to the FMG.

#### **1.3.4 Interventions in the general Regulatory Documents of UoC.**

- The UoC GEC has contributed with its interventions in central regulatory texts of the Institution. It incorporated the principles of gender equality and non-discrimination in the Code of Ethics [in collaboration with the team responsible for its revision]
- Language editing of the Code of Ethics by the GEC is imminent (upon the completion of the revised version of the Code of Ethics) with the aim to ensure equality in gender visibility in the language of the text.

#### **1.3.5 Educational Activities on gender in UoC**

- The UoC, at the educational level, offers about 50 undergraduate and post graduate courses on gender taught in the Departments/Schools of the Institution. The GEC has recorded these courses and presents them (course title, teacher, Department, School) via its Website to the student, and general, population of the UoC, for their information. These courses are organized in two categories: "courses that have gender, gender relations and hierarchies as their main axis" and "courses that contain sections or extensive references to gender, gender relations and hierarchies".
- The GEC, "Lecture, Seminar, and Conference Working Group" is organizing a series of scientific activities, workshops and lectures, with the participation of experts from Greece and abroad, from national and European Bodies and Organizations, for the next academic year (2021-2022).

#### **1.3.6 Actions and interventions in the procedures for investigating and dealing with discrimination and sexual harassment cases**

The UoC GEC based on its Rules and Regulation:

- Participates in the existing Institutional procedures for the investigation of

incidents of discriminatory and sexist behavior and sexual harassment. Based on the above institutional role, The GCE has participated in two cases of gender abuse investigations, in one as an advisory body and in the other as a member of Preliminary Investigation Committee.

- The GEC receives reports (incident complaints) and for this reason has formed an electronic report form, taking all the necessary actions to secure personal data according to General Regulation on Data Protection) (EC 95/46). The reports / complaints are made electronically and are managed in advance by a three-member committee, which then refers the incident to the relevant Office of the UoC, in accordance with existing procedures.
- The GEC via its Website informs all members of the UoC community of the kinds of existing discriminatory behavior, the institutional offices that are responsible for dealing with such behaviors and provides the platform for reporting incidents of gender inequality and abusive behavior.

### **1.3.7 Policy and Strategies for Equality in UoC**

- The GEC is presently working on the creation of the Gender Equality and Diversity Plan (GEDP) for the UoC, in collaboration with the Departments / Faculties and the Administrative Services of the Institution for the collection of the necessary information and data.

### **1.3.8 Public Presence, Participation in Conferences/Activities Organized by Third Parties**

- GEC website ([www.eif.uoc.gr](http://www.eif.uoc.gr)). The aim of the GEC is to provide, via its website, information about its role and mission regarding gender equality in the UoC to all members of the UoC community and to provide a platform to promote the communication process amongst the UoC community and the GEC
- Public statement for an incident of sexist behavior in UoC
- Public intervention with a Press Release on the International Day for the Elimination of Violence against Women (UoC News, national and local newspapers, websites)
- Publications in NEWSUOC –eNewsletter
- Two (2) Radio interviews on topics: (a) "Gendered Violence" and (b) "Gender Equality Committees in Universities & Women's History Issues"

## **2.0 Infrastructure and Activity in the UoC Concerning Gender Equality and Diversity**

### **2.1 Centers for Research on Gender Issues**

- (a) **The Laboratory for Gender Studies of the University of Crete**, hosts and supports studies and research on Gender and Equality since its establishment in 2004



(Government Gazette 1523, TB / 15-10-03, number 109733 / B1) in collaboration with the Departments of History and Archeology, and Philosophical and Social Studies. Since 2009 the Laboratory has joined the Department of Sociology and is hosted in the premises of the *Research Center of the University of Crete for the Humanities, Social Sciences, and Education Sciences* (KEME).

The Laboratory for Gender Studies focuses on research, hosts research meetings, and organizes scientific activities (national and International workshops, conferences and lectures). With its activities promotes actions that contribute to gender awareness of the entire university community, as well as the local and wider community.

#### **(b) Laboratory for Educational Research and Teaching Practice (EDAEE)**

[Government Gazette 177 / 2.8.2000]

The mission of the EDAEE is to explore contemporary and historical education issues, women's education and gender in Education and History. Objectives of the workshops are: The promotion of research in topics: (a) History of women's education (institutions, teachers-students as subjects of history, education policy, biographies), (b) history of women's literacy (female press, publications), (c) women's social interventions (associations, feminism and politics, sexuality and education) (Ottoman Empire, Balkans, Greece), (d) Teaching methodology, teaching practice, curricula, action research.

In this context, research projects have been implemented in the laboratory (see below), while Theses and Doctoral Dissertations have been prepared, while conferences and workshops have been organized by the Researchers of the EDAEE.

Website: <https://keme.uoc.gr/index.php/en/ergastiria/anthropistikes-epistimes/didaktikis-askisis-kai-ekpaideutikis-ereunas>

## **2.2. Research Activity**

Funded research projects focusing on gender and equality issues are recorded among the projects managed by the UoC ELKE. Accurate data on the numbers of these projects are expected from the ongoing recording, which is being processed by the respective working group of the GEC.

Indicatively, some of the research projects focusing on gender and run by the two Laboratories mentioned in the 1.3.1 session, are presented below: .

- Title: “The Impact of the Economic Crisis on Gender Relations in Greece”. Duration: 2014-2015, Funding agent: ELKE PK [Laboratory for Gender Studies]
- Women in Power in Decision Making: Duration: 2015, Funding Agent: European Institute of Gender Equality (EIGE) [eige.europa.eu/rdc/eige-publications/gender-equality-power-and-decision-making-report](http://eige.europa.eu/rdc/eige-publications/gender-equality-power-and-decision-making-report) [Laboratory for Gender Studies]
- «Ottoman Women's Press: The Construction of the *Kypseli* database, as a digital research tool”, (December 2016- February 2018), funded by the “Special Account for Research”, University of Crete)..
- Project within the frame of Erasmus+ International Mobility. The project concerns collaboration in teaching and research on Digital Humanities between the Department of Philosophy and Social Studies, University of Crete, and the Faculty of Philology of the University of Belgrade. Duration: 26 months (June 1<sup>st</sup>, 2017 –June 1<sup>st</sup> 2019).



- “Women’s Press - Women of the Press: Women’s Periodicals and Women Editors in the Ottoman Space”. Duration: October 2018 –December 2020. Funding agent: private and public entities (General Secretariat for Gender Equity, Regional Unit of Rethymno, Ecumenical Federation of Constantinopolitans, European Reliance General Insurance). Goals of the Project: Visualization of the research results: Exhibition on Women’s Press and Women editors of the Christian millet in Ottoman Space.
- «Kypseli - Digital Research Database: Women’s Press in the Ottoman Empire (1845-1923)». Duration: 15/4/2020- 31/12/2021. Funding agent: Special Account for Research, University of Crete. Goals of the project: Continuation of entering data and metadata in the database, focusing on the biographies of the contributors (<http://kypseli.fks.uoc.gr/>).

### 2.3 Actions - Seminars for information - awareness on gender equality

- Project "Βεγγέρα-" Women's Exchange Communities" (<http://sociology.soc.uoc.gr/?p=10732>)
- Seminar by Mrs. Irini Aboumogli, Postgraduate Student of the Department of Sociology of the University of Crete and member of the "Team for the investigation of mediation procedures and means of support in cases of discrimination" of the GEC on "Weggera-Women Communities of Exchange: A feminist project in a village of Crete", in the context of seminars of young researchers of KEME-UoC in collaboration with the Gender Laboratory, Rethymnon, December 11 2020
- Seminar by Dr. Christina Tsakistraki, Postdoctoral Researcher, Department of Sociology, University of Crete, on "Defending the Human Rights of Women in a Life Without Violence: The Holistic Approach to the Istanbul Contract", as part of the Brown seminar series of research papers. Co-organization KEME-PK and Social Gender Studies Laboratory, Rethymno, 23 November 2020
- Conference on gender-based violence, its occurrences and ways to combat it, organized by The Students' Association of the Department of Sociology, with the participation of the GEC and the Gender Laboratory, 25 November 2020.
- Summer School in Computer Science, Technology, Engineering and Mathematics (<https://www.csd.uoc.gr/~wistem2019/>), 1-3 July 2019
- 1st Women Entrepreneurship Laboratory (<http://sociology.soc.uoc.gr/?p=8527>) 12-13 April 2019, Heraklion.
- Awareness Action: Gender and Advertising. Gender themeweek. Secondary education. Rethimno, 8 May 2018.
- Lecture: "The reproductive rights battleground in Poland: socio-cultural contexts, legal frameworks and human consequences" Katarzyna Zielinska, Dr hab. Institute of Sociology, Jagiellonian University.
- Lecture on: “Sex and gender in research design and reporting” Carolyn Ells, Associate Professor, Medicine Biomedical Ethics Unity, McGill University, Montreal, Canada, in collaboration with DEFORM 2nd International Workshop Governance of Science and Research Integrity: Agencies , Researchers, Case



Studies. September 8, 2017, KEME Rethymno.

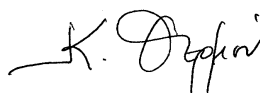
- Book presentation: Gender in History. Valuations and Examples. Speakers: Androniki Dialeti (Department of History, Archeology and Social Anthropology, University of Thessaly), Eleftheria Zei (Department of History and Anthropology, University of Crete) Eleni Fournaraki, Department of Sociology, University of Crete) Coordinator: V / 3/2017, Xenia Student Cultural Center, Rethymnon.
- The University of Crete collaborates with the “WOMENTORS Program: Empowerment of Young Women” (<https://www.womentors.gr/>) implemented within the framework of the Active Citizens Fund program, with the Lambraki Foundation as the implementing body and the "Mission Man" as organization partner

Chair of GEC



Katerina Dalakoura  
Associate Professor in History of Education and Gender

Vice-Chair



Kyriaki Thermos (K. Thermou)  
Professor of Pharmacology