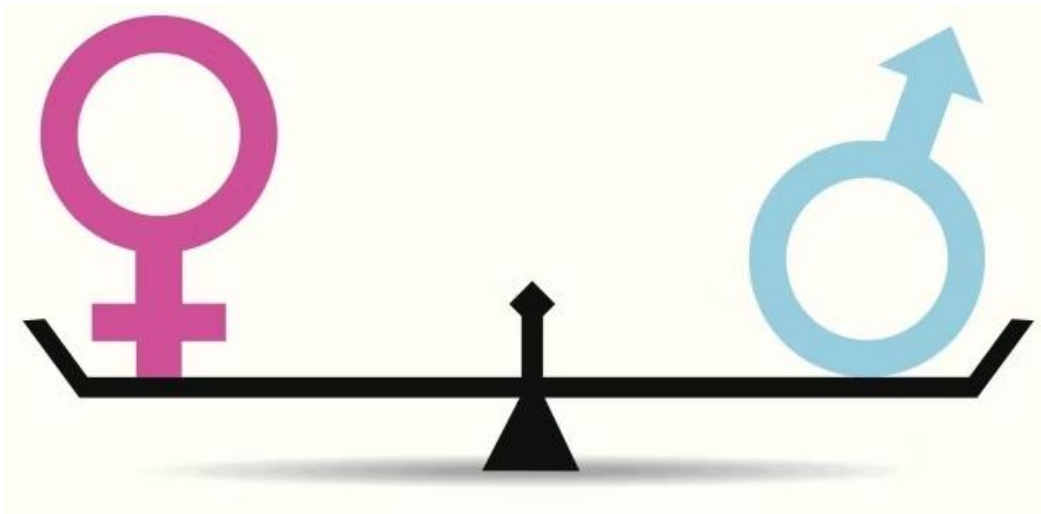


Gender Equality Action Plan
(GEAP)

2022 - 2025



kartECO - Environmental & Energy Engineering Consultancy

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1. INTRODUCTION

Gender equality is not a female issue. It is a universal, social, political and economic issue that affects all societies. Gender equality requires a society where men and women share equal goods, obligations and rights in all areas: work, politics, leadership, leisure, care, family and personal life.

Greece follows the strategic lines of the European Strategy for Gender Equality¹ and the requirements of the Council of Europe Convention on Action against Violence against Women and Domestic Violence (Istanbul Convention), which are reflected in the new National Action Plan for Gender Equality (NAPGE) for 2021-2025 by the General Secretariat for Demography and Family Policy and Gender Equality of the Ministry of Labor and Social Affairs.

The Law 4604/2019 on Substantial Gender Equality, is the main law that issued in Greece for the regulation of this issues. Additionally Circular No. 1/2020: 'Instructions for the application of the provisions of Law 4604/2019', provide guidelines for the adjustment of the Law 4601/2019.

In June 2021, Greek Government issued legislation 4808/2021. In this legislation, and specifically Part II, a framework is defined for the prevention of Violence and Harassment in the workplace. This legislation is the adoption by Greece of the International Labor Organization (ILO) Convention 190.

¹ https://ec.europa.eu/info/policies/justice-and-fundamental-rights/gender-equality/gender-equality-strategy_en

2. SCOPE

kartECO company, in the context of both the European's Union and Greece's strategy for gender equality, proceeded to develop the present Gender Equality Action Plan (GEAP).

The main axes of the plan follow the axes of the National Action Plan for Gender Equality (NAPGE) for 2021-2025², which is developed in four (4) thematic Priority axes:

- 1) Prevention and combating gender and domestic violence
- 2) Equal participation of women in the labor market
- 3) Equal participation of women in decision-making positions / leadership roles
- 4) Integration of gender dimension in sectoral policies.

KartECO's main axes of GEAP, include the following:

- 1) Equal participation of women in decision-making positions / leadership roles,
- 2) Equality of participation of women in the operation of the company,
- 3) Equality of participation in the process of undertaking and executing of projects,
- 4) Prevention of gender-based violence and sexual harassment.

² <https://isotita.gr/wp-content/uploads/2021/12/%CE%95%CE%A3%CE%94%CE%99%CE%A6-2021-2025.pdf>

3. kartECO's STAFF PRESENTATION

The team of kartECO consists of qualified engineers, environmentalists and foresters with diversified experience and background specialized on energy, environmental and natural resources protection and management, as well as research and development co-funded activities and initiatives.

Our team is constantly engaged in promoting scientific knowledge in environmental and energy related topics and increasing public awareness about eco-friendly, environmental and ecological protection solutions for modern society. Therefore, it is actively developing, and implementng stakeholder engagement plans, capacity building workshops, technology forums, academic lectures and other training events. Furthermore, proving that our work and progress is continuously approved from the scientific society, our team has already published numerous papers on environmental, forestry, remote sensing and energy topics in scientific journals and conferences

The following table provide information on staff for the current year since 2017.

Annual Manpower	2017	2018	2019	2020	2021	2022	2023	2024(so far)
Permanent staff	4	5	7	7	8	8	7	6
Female	2	3	3	3	3	3	4	4
Male	2	2	4	4	5	5	3	2

TARGET: The number of the female staff not to be reduced and if it's possible to be increased through the years.

4. INITIATIVES-GOOD PRACTICES

kartECO on the context of the current GEAP will adopt the following initiatives:

- Promote women as leaders and managers.
- Ensure gender diversity in business leadership and management teams in order to have better business outcomes.
- Increase the number of women in top management and on boards.
- Ensure greater gender balance and stakeholder interest in gender equality.
- Secure equal opportunities in all terms and conditions of employment, including recruitment, hiring, promotions, transfers, reassignments, training, career development and benefits.
- Promote women's participation in training events and stakeholders engagement during project implementation.

5. INTERNATIONAL ORGANIZATIONS AND GEP

International organizations have developed strategies in order to reinforce the gender equality plans.

katECO within pursuing projects procured by international organizations, funds and development programs (e.g. ESA, UNDP, WB, BSEC, EBRD, etc.) has developed strong links and co-operations mainly in the EU and in other rising economies outside Europe. For the implementation of these projects katECO is willing to follow the Standards of these organizations

A short description of the IFI Standards are listed below.

➤ World Bank (WB)

Gender equality is central to the WBG's own goals of ending extreme poverty and boosting shared prosperity in a sustainable manner³. The WBG's work on gender is an ambitious and shared commitment across the institution. In 2022, the Bank launched the year-long #AccelerateEquality initiative, which explores the progress made and lessons learned over the last 10 years in closing gender gaps and promoting girls' and women's empowerment and drives for transformative change in the future.

The following table summarizes the relevant requirements standard by standard under the Environmental and Social Framework (ESF), with the focus on ESS1, 2, 4, 5, 7 and 10 where gender equality and inclusion plays a key role.

Table 1. Environmental and Social Framework and Gender⁴.

Environmental and Social Standards	Gender issues
ESS1. Assessment and Management of Environmental and Social Risks and Impacts	<ul style="list-style-type: none"> - Threats to Human Security through the escalation of personal, communal or inter-state conflict, crime or violence (ESS1 para 28 (b) (i)). - Assess risks and impacts that project impacts fall disproportionately on the disadvantaged or vulnerable (which include inequalities between males and females) and any prejudice or discrimination toward such groups in providing access to development resources and project benefits. (ESS1 para 28 (b) (ii) and (iii)) - Ensure that projects do not inadvertently compromise existing legitimate rights for land and natural resource tenure and use (including collective rights, subsidiary rights and the rights of women) or have other unintended consequences, particularly

³ <https://www.worldbank.org/en/topic/gender/brief/gender-equality-at-a-crossroads>.

⁴ WB (October 2019). "Good Practices Note. Environment & Social Framework for IPF Operations. Gender". First edition.

Environmental and Social Standards	Gender issues
	<p>where the project supports land titling and related issues. (ESS1 footnote 29)</p> <ul style="list-style-type: none"> – Implement differentiated measures so that adverse impacts do not fall disproportionately on the disadvantaged or vulnerable, and they are not disadvantaged in sharing any development benefits and opportunities resulting from the project. (ESS1 para 29)
ESS2. Labor and Working Conditions	<ul style="list-style-type: none"> – Apply the principle of equal opportunity and fair treatment in the employment of project workers, so that there will be no discrimination with respect to any aspects of the employment relationship. (ESS2 para 13) – Provide appropriate measures of protection and assistance to address the vulnerabilities of project workers, including specific groups of workers, such as women, people with disabilities, migrant workers and children of working age. (ESS2 para 15) – Do not employ trafficked persons in connection with the project. Women and children are particularly vulnerable to trafficking practices. (ESS2 para 20 and footnote 15)
ESS4. Community Health and Safety	<ul style="list-style-type: none"> – Evaluate and address the risks and impacts of the project on the health and safety of the affected communities during the project life-cycle, including the vulnerable. (ESS4 para 5) – Avoid or minimize the potential for community exposure to water-borne, water-based, water-related, and vector-borne diseases, and communicable and non-communicable diseases that could result from project activities, taking into consideration differentiated exposure to and higher sensitivity of vulnerable groups. (ESS4 para 15) – Applying the concept of universal access in environmental design may increase women's safety and security. (ESS4, paras 7 and 9)
ESS5. Land Acquisition, Restrictions on Land Use and Involuntary Resettlement	<ul style="list-style-type: none"> – Ensure in the consultation process that women's perspectives are obtained and their interests factored into all aspects of resettlement planning and implementation. Addressing livelihood impacts may require intra-household analysis in cases where women's and men's livelihoods are affected differently. Women's and men's preferences in terms of compensation mechanisms, such as replacement land or alternative access to natural resources rather than in cash, should be explored. (ESS5 para 18) – Documentation of ownership or occupancy and compensation payments in the names of both spouses or single heads of households as relevant, and other resettlement assistance, such as skills training, access to credit, and job opportunities, should be equally available to women and adapted to their needs. Where national law and tenure systems do not recognize the rights of women to hold or contract in property, measures should be considered to provide women as much protection as possible with the objective to achieve equity with men. (ESS5 footnote 18) – Establish in the resettlement action plan the entitlements of affected persons and/or communities, paying particular attention to gender aspects and the needs of vulnerable segments of communities, and ensure that these entitlements

Environmental and Social Standards	Gender issues
	<p>are provided in a transparent, consistent, and equitable manner. The plan will incorporate arrangements to monitor the effectiveness of livelihood measures during implementation, as well as evaluation once implementation is completed. (ESS5 para 33)</p>
<p>ESS7. Indigenous Peoples/Sub-Saharan African Historically Underserved Traditional Local Communities</p>	<ul style="list-style-type: none"> - Proactively engage with the relevant Indigenous Peoples to ensure their ownership and participation in project design, implementation, monitoring and evaluation and consult with them as to the cultural appropriateness of proposed services or facilities, and will seek to identify and address any economic or social constraints (including those relating to gender) that may limit opportunities to benefit from, or participate in, the project. (ESS7 para 14) - Conduct the engagement process which includes stakeholder analysis and engagement planning, disclosure of information, and meaningful consultation, in a culturally appropriate and gender and inter-generationally inclusive manner. (ESS7 para 23) - Assess and document Indigenous Peoples' resource use without prejudicing any Indigenous Peoples' land claim where the assessment of land and natural resource use will be gender inclusive and specifically consider women's role in the management and use of these resources. (ESS7 para 30 (d)) - Address the gender and intergenerational issues that exist among Indigenous Peoples through technical or financial support. (ESS7 para 35)
<p>ESS10. Stakeholder Engagement and Information Disclosure</p>	<ul style="list-style-type: none"> - Identify the disadvantaged or vulnerable. (ESS10 para 11) - Describe in the Stakeholder Engagement Plan (SEP) the measures that will be used to remove - obstacles to participation, and how the views of differently affected groups will be captured. Where applicable, the SEP will include differentiated measures to allow the effective participation of the disadvantaged or vulnerable. (ESS10 para 16) - Provide stakeholders with access to the information on potential risks and impacts that might disproportionately affect the vulnerable and disadvantaged and describing the differentiated measures taken to avoid and minimize these. (ESS10 para 19 (c)) - Disclose information in relevant local languages and in a manner that is accessible and culturally appropriate, taking into account any specific needs of groups that may be differentially or disproportionately affected by the project or groups of the population with specific information needs (such as, disability, literacy, gender, mobility, differences in language or accessibility). (ESS10 para 20)

➤ EDRD

EBRD Performance Requirements (PRs) include the following:

- PR 1: Assessment and Management of Environmental and Social Impacts and Issues
- PR 2: Labour and Working Conditions
- PR 3: Resource Efficiency and Pollution Prevention and Control
- PR 4: Health and Safety
- PR 5: Land Acquisition, Involuntary Resettlement and Economic Displacement
- PR 6: Biodiversity Conservation and Sustainable Management of Living Natural Resources
- PR 7: Indigenous Peoples
- PR 8: Cultural Heritage
- PR 9: Financial Intermediaries
- PR 10: Information Disclosure and Stakeholder Engagement

EBRD have issued guidelines⁵ in order to include the gender issues at a sector level with reference to each of the above Bank's Performance Requirements ("PRs").

➤ European Investment Bank (EIB)

The EIB Group Environmental and Social Policy provides the overarching framework for the Group's commitments and a vision for the critical decade up to 2030. To honour its sustainability commitments, the EIB has adopted a set of 11 environmental and social standards that establish the requirements the promoter and the project must meet throughout the EIB project life cycle. Here is a summary of these standards⁶.

- Standard 1 — Environmental and social impacts and risks
- Standard 2 — Stakeholder engagement
- Standard 3 — Resource efficiency and pollution prevention
- Standard 4 — Biodiversity and ecosystems
- Standard 5 — Climate change
- Standard 6 — Involuntary resettlement

⁵ https://www.ebrd.com/downloads/sector/gender/Gender_toolkit_matrix2.pdf

⁶ <https://www.dirittobancario.it/wp-content/uploads/2022/03/EIB-environmental-and-social-standards-overview.pdf>

- Standard 7 — Vulnerable groups, indigenous peoples and gender
The objective of this standard is to address inequalities and other factors contributing to vulnerability, marginalisation and/or discrimination in an EIB project. **The standard also promotes gender equality as a basic human right crucial for sustainable development.** It outlines the promoter's responsibilities for assessing, managing and monitoring project impacts, risks and opportunities related to Indigenous Peoples and vulnerable persons/groups.
- Standard 8 — Labour rights
- Standard 9 — Health, safety and security
- Standard 10 — Cultural heritage
- Standard 11 — Intermediated finance

➤ United Nations Development Programme (UNDP)

UNDP's revised Social and Environmental Standards (SES) came into effect on 1 January 2021⁷. The SES underpin UNDP's commitment to mainstream social and environmental sustainability in UNDP Programmes and Projects to support sustainable development.

The SES are an integral component of UNDP's quality assurance and risk management approach to programming. This includes UNDP's Social and Environmental Screening Procedure.

Key Elements of the UNDP's Social and Environmental Standards include:

Part A: Programming Principles:

- Leave No One Behind
- Human Rights
- **Gender Equality and Women's Empowerment**
- Sustainability and Resilience
- Accountability

Part B: Project-Level Standards:

- Standard 1: Biodiversity Conservation and Sustainable Natural Resource Management
- Standard 2: Climate Change and Disaster Risks

⁷ <https://www.undp.org/publications/undp-social-and-environmental-standards>.

- Standard 3: Community Health, Safety and Security
- Standard 4: Cultural Heritage
- Standard 5: Displacement and Resettlement
- Standard 6: Indigenous Peoples
- Standard 7: Labour and Working Conditions
- Standard 8: Pollution Prevention and Resource Efficiency

Part C: Social and Environmental Management System Requirements:

- Quality Assurance and Risk Management
- Screening and Categorization
- Assessment and Management
- Stakeholder Engagement and Response Mechanism
- Access to Information
- Monitoring, Reporting and Compliance

TARGET: kartECO is going to accept and implement the IFI Strategies regarding gender equality during project implementation.

6. GENDER EQUALITY CERTIFICATE SCHEMES

The value of gender equality is enshrined in the Treaty on European Union and further implemented through Directives. Strengthening gender equality in research organizations is a top priority for the EU. Policies, however, vary tremendously across the EU Member States.

EU has funded projects in order to focus on gender-related inequalities in research and innovation. The projects will examine the feasibility of establishing a European award or certification system for gender equality in research organizations.

Certification implies the definition of quality standards, a threshold of what counts as sufficiently “good” gender equality practice. When combined with a wider framework of support and capacity building, undergoing a certification process can become itself an empowering, transformative experience towards greater gender equality.

UNDP has developed a Gender Equality Seal Certification Programme for Public and Private Enterprises in several countries (Latin America, Lebanon). The program has designed as a means for the private sector to embrace gender equality and enhance women’s economic and social empowerment, the Seal offers help to a growing number of corporations to make their human resources management systems more equitable and gender sensitive.

The ten (10) steps to get the certificate according to the UNDP Organization procedures are shown in the following image.



Figure 1. Ten steps to earn the Gender Equality Seal from UNDP Organization⁸.

TARGET: Develop the ten step procedures required for the Gender Equality Certificate in order the company to embrace gender equality and enhance women's economic and social empowerment.

⁸ UNDP. (2017). UNDP's Gender Equality Seal Certification Programme for Public and Private Enterprises: Latin American Companies Pioneering Gender Equality.

7. ROADMAP

kartECO' action plan for the implementation of the GEP and the next steps of the company's strategies regarding the GEP are given in the following image.

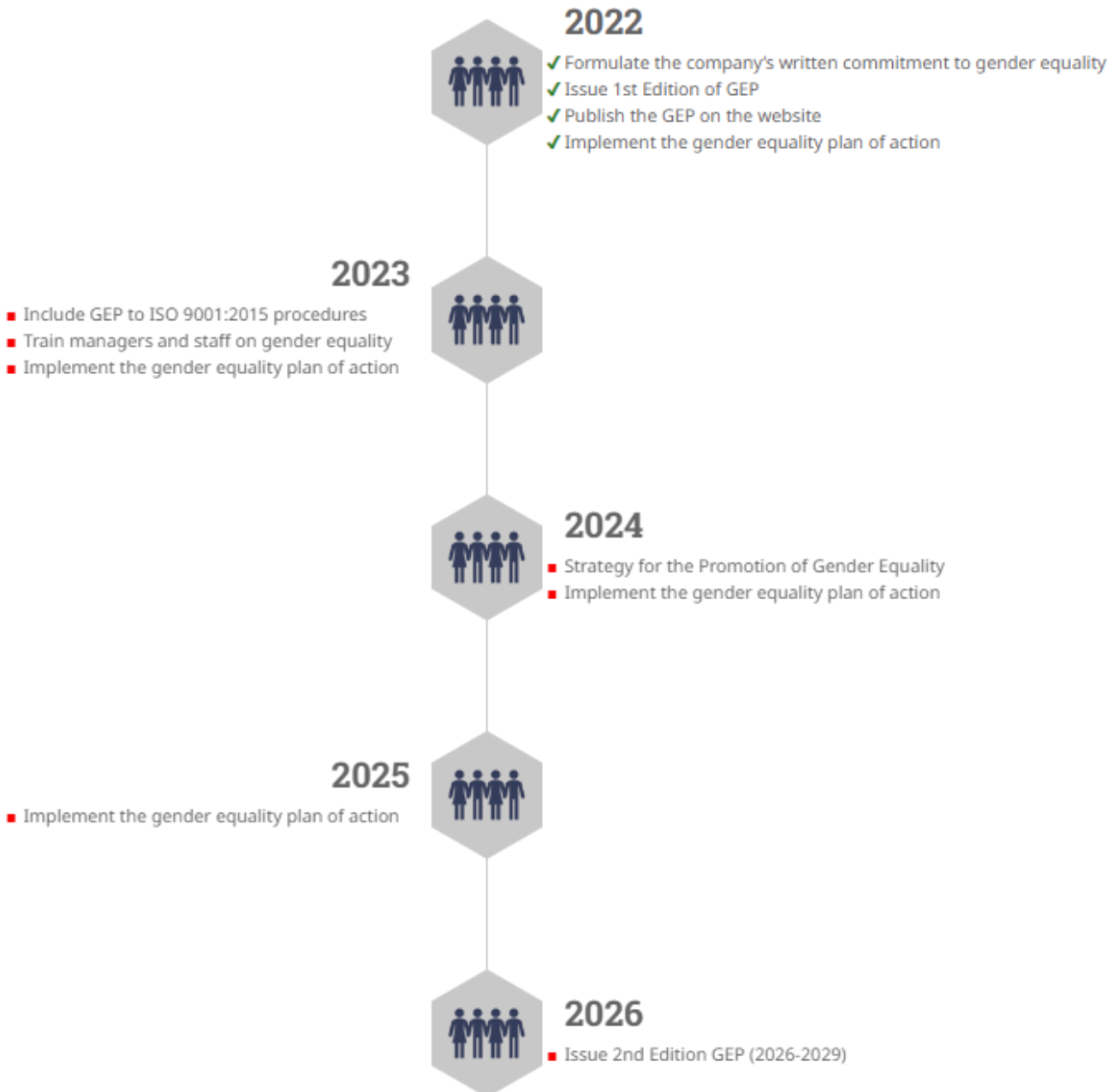


Figure 2. kartECO's strategies regarding the GEP (2022 – 2026).