



HELLENIC CANCER FEDERATION - ELLOK

GENDER EQUALITY PLAN (2024 -2027)

1. Introduction and Statement of Commitment

The Hellenic Cancer Federation – ELLOK clearly states that no person (staff or member of the organization) may be discriminated against based on gender, age, ethnic or national origin, nationality, language, religion, conviction, opinion, health, disability, sexual orientation or other reason relating to a person's qualities.

The Hellenic Cancer Federation- ELLOK is committed to promoting equality and preventing discrimination in all its operations. ELLOK wishes to be a forerunner in the promotion of equality and the creation of an atmosphere of respect for diversity. ELLOK recognises and eliminates practices and structures that create and sustain inequality. Recognition of the fact that all people are different but equal facilitates the generation of trust. This plan includes the goals and measures to be taken for the strategic period 2024 -2027. The plan is available on the first page of ELLOK's website.

2. Assessment and Analysis

ELLOK has conducted a gender audit to identify areas where gender disparities exist within the organization. It has also analyzed data related to recruitment, retention, promotion, payment, and participation in decision-making processes.

In all these areas it is found that there is a balance between genders, while there is no gender-based bias for assigning leadership positions. Yet, ELLOK sees the value of creating a gender equality plan where objectives, policies, and procedures are explicitly defined.

3. Objectives and gender equality plan implementation

Setting clear and measurable goals for promoting gender equality within the organization is of great importance.

3.1. Gender Balance in Leadership positions

- Ensure a gender-balanced representation in leadership positions by defining a percentage of women in senior management roles no lower than 50%.
- Retain female representation in decision-making bodies (such as the Board of Directors, executive committees, or advisory boards) to at least 50%.
- Ensure access to mentorship and leadership development programs to support the career progression of women.

3.2. Recruitment and Retention

- Ensure that the recruitment process is merit-based, fair and unbiased, with equal opportunities for all candidates by having in place written guidelines.
- Implement gender-neutrals job descriptions.

- Have in place a salary policy to ensure equal pay for equivalent work across all genders.
- Have in place a consolidated employees' appraisal procedure on an annual basis.
- Set promotion criteria and processes to ensure fairness and transparency, with a specific focus on eliminating biases that may disadvantage women or other marginalized genders.
- Follow a consistent and transparent procedure when employees are selected to be promoted, transferred, or terminated.

3.3 Policies and Procedures

- Create an anti-harassment procedure including the identification of a contact person assigned to receive harassment complaints and address issues under strict confidentiality.
- Implement policies and practices to support work-life balance, such as flexible working hours, remote work options, and parental leave policies, to ensure equal opportunities for career advancement for all genders.

3.4. Training and awareness

- Foster a culture of inclusivity and respect by organizing awareness-raising material, workshops, and training sessions on topics such as unconscious bias, diversity, gender sensitivity, discrimination of all forms, and harassment for all staff and members.
- Communicate regularly with staff, members, and stakeholders about the organization's commitment to gender equality.

3.5. Monitoring and Evaluation

- Establish mechanisms for monitoring and reporting on gender equality metrics, such as tracking gender representation across all levels of the organization, regularly reviewing employee satisfaction surveys for gender-related feedback.
- Collect data on key indicators and evaluate the effectiveness of gender equality initiatives.
- Adjust strategies as needed based on evaluation results.