



## Παραδοτέο 2.1.: Εργαστήριο Καλών Πρακτικών Deliverable 2.1.: Good Practice Workshop

Πακέτο Εργασίας 2: Ανταλλαγή Καλών Πρακτικών, Διαβούλευση και Ανάπτυξη Μεθοδολογίας και Κριτηρίων Πιστοποίησης  
Work Package 2: Good practice exchange, consultation and development of methodology for labeling criteria

Έργο: «SHARE: Προώθηση της εξισορρόπησης της εργασιακής και οικογενειακής ζωής στις επιχειρήσεις και καλύτερης κατανομής των υποχρεώσεων φροντίδας μεταξύ ανδρών και γυναικών»  
Project: “SHARE: Promoting work-life balance in companies and a better sharing of care between men and women”

Αθήνα, Ιούλιος 2020



ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΥΠΟΘΕΣΕΩΝ  
ΓΕΝΙΚΗ ΓΡΑΜΜΑΤΕΙΑ  
ΟΙΚΟΓΕΝΕΙΑΚΗΣ ΠΟΛΙΤΙΚΗΣ  
ΚΑΙ ΙΣΟΤΗΤΑΣ ΤΩΝ ΦΥΛΩΝ



Το Έργο συγχρηματοδοτείται από το Πρόγραμμα «Δικαιώματα, Ισότητα και Ιθαγένεια» (2014-2020) της Ευρωπαϊκής Ένωσης

Το περιεχόμενο αυτού του κειμένου απηχεί τις απόψεις των συντακτών/τριών και αποτελεί αποκλειστικά δική τους ευθύνη. Η Ευρωπαϊκή Επιτροπή δε φέρει καμία ευθύνη για οποιαδήποτε χρήση των πληροφοριών που περιέχει αυτό το κείμενο.

## ΠΕΡΙΓΡΑΦΗ ΠΑΡΑΔΟΤΕΟΥ

Το Παραδοτέο 2.1. «Εργαστήριο Καλών Πρακτικών» περιλαμβάνει το υλικό που σχετίζεται με τη διοργάνωση του Εργαστηρίου Καλών Πρακτικών που πραγματοποιήθηκε την Τετάρτη 17/6/2020, στο πλαίσιο της υλοποίησης του Έργου «SHARE: Προώθηση της εξισορρόπησης της εργασιακής και οικογενειακής ζωής στις επιχειρήσεις και καλύτερης κατανομής των υποχρεώσεων φροντίδας μεταξύ ανδρών και γυναικών». Το Εργαστήριο, το οποίο εντάσσεται στις δράσεις διακρατικής συνεργασίας του Έργου για την ανταλλαγή Καλών Πρακτικών επιβράβευσης επιχειρήσεων, έλαβε χώρα μέσω της ηλεκτρονικής εφαρμογής Skype και το σύνολο των εργασιών του είναι διαθέσιμο με τη μορφή βίντεο, κατόπιν διασφάλισης της σχετικής συναίνεσης των συμμετεχόντων/ουσών. Στο Εργαστήριο συμμετείχαν στελέχη του ΚΕΘΙ, της Γενικής Γραμματείας Οικογενειακής Πολιτικής και Ισότητας των Φύλων, του Women On Top, των Οργανισμών Equileap και EDGE, αλλά και του Κυπριακού Υπουργείου Εργασίας. Το υλικό που παρατίθεται στη συνέχεια αφορά στα ακόλουθα:

- Επιστολές για την Πρόσκληση Φορέων
- Πρόγραμμα/Ατζέντα Εργαστηρίου
- Φωτογραφικό υλικό Εργαστηρίου
- Λίστα συμμετεχόντων/ουσών
- Παρουσιάσεις προσκεκλημένων εισηγητών/τριών

To: **EDGE Certified Foundation**

Athens, 29/05/2020

To whom it may concern,

On behalf of the Research Centre for Gender Equality (KETHI )of the Greek Ministry of Labour and Social Affairs, I would like to invite a representative from your organization to join a **“Web Good Practice Workshop on knowledge sharing about Gender Equality Certificates for Companies”** that will be held on **Thursday 17 of June 2020**.

In particular, the Workshop is organized in the framework of the EU Project “SHARE – Promoting work-life balance in companies and a better sharing of care between men and women” (REC PROGRAMME). The project aims to contribute in tackling traditional gender family roles and promoting reconciliation of work and private life, emphasizing in companies’ working environments.

The main objectives of the Project are the following:

- Development of a precise methodological process for the establishment of companies’ Label on Gender Equality.
- Knowledge sharing for the establishment of companies’ Label on Gender Equality.
- Capacity building for company actors in order to provide the necessary know-how in designing and applying initiatives for work-life balance.
- Raising awareness on the importance of work-life balance with special focus in the role of men and highlighting the benefits arising from family friendly working conditions and work-life balance initiatives both for employers and employees.
- Promotion of work-life balance friendly working environments in order to enhance gender equality in Greek labour market.

During our research to collect good practices and initiatives about Gender Equality Labels/Certificates/Awards for companies that are introduced or designed either by national bodies and/or private institutions, we noticed that your organization successfully implements a relevant initiative, the EDGE assessment methodology and certification.

For this reason we would be very pleased if you could join our “Web Workshop on knowledge sharing about Gender Equality Certificates for Companies” in order to present your initiative (process, criteria, selection, evaluation etc)and provide any additional

information that could facilitate us to design our actions for companies in Greece. During the workshop, four (4) more practices from EU member states - which have been also identified as good ones - will be presented (15 minutes per practice, language: English).

We will be glad to have a representative from your organization with us.

Please confirm your availability by **10 June 2020** as well as the name and contact details of your representative (more information, the link and the Workshop Agenda will be sent to you after your confirmation).

I remain at your disposal.

Kind Regards

Vicky Germotsi

Project Manager

Pindarou 2, Athens 10671, Tel: ++302103898048



MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
GENERAL SECRETARIAT  
FOR FAMILY POLICY AND  
GENDER EQUALITY



"This Project is co-funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020)" "The content of this document represents the views of the authors only and is their sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains"

To: Equileap

Athens, 29/05/2020

To whom it may concern,

On behalf of the Research Centre for Gender Equality (KETHI )of the Greek Ministry of Labour and Social Affairs, I would like to invite a representative from your organization to join a **“Web Good Practice Workshop on knowledge sharing about Gender Equality Certificates for Companies”** that will be held on **Thursday 17 of June 2020**.

In particular, the Workshop is organized in the framework of the EU Project “SHARE – Promoting work-life balance in companies and a better sharing of care between men and women” (REC PROGRAMME). The project aims to contribute in tackling traditional gender family roles and promoting reconciliation of work and private life, emphasizing in companies’ working environments.

The main objectives of the Project are the following:

- Development of a precise methodological process for the establishment of companies’ Label on Gender Equality.
- Knowledge sharing for the establishment of companies’ Label on Gender Equality.
- Capacity building for company actors in order to provide the necessary know-how in designing and applying initiatives for work-life balance.
- Raising awareness on the importance of work-life balance with special focus in the role of men and highlighting the benefits arising from family friendly working conditions and work-life balance initiatives both for employers and employees.
- Promotion of work-life balance friendly working environments in order to enhance gender equality in Greek labour market.

During our research to collect good practices and initiatives about Gender Equality Labels/Certificates/Awards for companies that are introduced or designed either by national bodies and/or private institutions, we noticed that your organization successfully implements a relevant initiative, the Equileap Gender Equality Index Family, using the Gender Equality Scorecard with 19 criteria, including the gender balance of the workforce.

For this reason we would be very pleased if you could join our “Web Workshop on knowledge sharing about Gender Equality Certificates for Companies” in order to present your initiative (process, criteria, selection, evaluation etc)and provide any additional information that could facilitate us to design our actions for companies in Greece. During

the workshop, four (4) more practices from EU member states - which have been also identified as good ones - will be presented (15 minutes per practice, language: English).

We will be glad to have a representative from your organization with us.

Please confirm your availability by **10 June 2020** as well as the name and contact details of your representative (more information, the link and the Workshop Agenda will be sent to you after your confirmation).

I remain at your disposal.

Kind Regards

Vicky Germotsi

Project Manager

Pindarou 2, Athens 10671, Tel: ++302103898048



MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
GENERAL SECRETARIAT  
FOR FAMILY POLICY AND  
GENDER EQUALITY



"This Project is co-funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020)" "The content of this document represents the views of the authors only and is their sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains"

To: **Department of Labour Relations,  
Ministry of Labour, Welfare and  
Social Insurance, Cyprus**

Athens, 29/05/2020

To whom it may concern,

On behalf of the Research Centre for Gender Equality (KETHI )of the Greek Ministry of Labour and Social Affairs, I would like to invite a representative from your organization to join a **“Web Good Practice Workshop on knowledge sharing about Gender Equality Certificates for Companies”** that will be held on **Thursday 17 of June 2020**.

In particular, the Workshop is organized in the framework of the EU Project “SHARE – Promoting work-life balance in companies and a better sharing of care between men and women” (REC PROGRAMME). The project aims to contribute in tackling traditional gender family roles and promoting reconciliation of work and private life, emphasizing in companies’ working environments.

The main objectives of the Project are the following:

- Development of a precise methodological process for the establishment of companies’ Label on Gender Equality.
- Knowledge sharing for the establishment of companies’ Label on Gender Equality.
- Capacity building for company actors in order to provide the necessary know-how in designing and applying initiatives for work-life balance.
- Raising awareness on the importance of work-life balance with special focus in the role of men and highlighting the benefits arising from family friendly working conditions and work-life balance initiatives both for employers and employees.
- Promotion of work-life balance friendly working environments in order to enhance gender equality in Greek labour market.

During our research to collect good practices and initiatives about Gender Equality Labels/Certificates/Awards for companies that are introduced or designed either by national bodies and/or private institutions, we noticed that your organization successfully implements a relevant initiative, the "Equality Employer" certification, and the "Best Practice" certification.

For this reason we would be very pleased if you could join our “Web Workshop on knowledge sharing about Gender Equality Certificates for Companies” in order to present your initiative (process, criteria, selection, evaluation etc)and provide any additional

information that could facilitate us to design our actions for companies in Greece. During the workshop, four (4) more practices from EU member states - which have been also identified as good ones - will be presented (15 minutes per practice, language: English).

We will be glad to have a representative from your organization with us.

Please confirm your availability by **10 June 2020** as well as the name and contact details of your representative (more information, the link and the Workshop Agenda will be sent to you after your confirmation).

I remain at your disposal.

Kind Regards

Vicky Germotsi

Project Manager

Pindarou 2, Athens 10671, Tel: ++302103898048



MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
GENERAL SECRETARIAT  
FOR FAMILY POLICY AND  
GENDER EQUALITY



"This Project is co-funded by the European Union's Rights, Equality and Citizenship Programme (2014-2020)" "The content of this document represents the views of the authors only and is their sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains"





Project: “SHARE – Promoting work-life balance in companies and a better sharing of care between men and women”

## Web Good Practice Workshop on Knowledge Sharing about Gender Equality Certificates for Companies

Wednesday 17 June 2020

### Workshop Agenda

Session	Estimated time	Time Schedule (CET)
<b>Welcome-Introduction</b> <i>Vicky Gkermotsi, Research Centre for Gender Equality</i>	10 min	11:00-11:10
Presentation of Good Practice 1 <b>EDGE Assessment Methodology and Certification</b> <i>Magali Saul, EDGE Certified Foundation</i>	20 min	11:10-11:30
Presentation of Good Practice 2 <b>Equality Employer and Best Practice Certification</b> <i>Panayiota Arnou, Department of Labour Relations, Ministry of Labour, Welfare and Social Insurance, Cyprus</i>	20 min	11:30-11:50
Presentation of Good Practice 3 <b>The Equileap Gender Equality Index Family</b> <i>Paola Marko, Equileap</i>	20 min	11:50-12:10
<b>Discussion</b>	40 min	12:10- 12:45



MINISTRY OF LABOUR AND SOCIAL AFFAIRS  
GENERAL SECRETARIAT  
FOR FAMILY POLICY AND  
GENDER EQUALITY



“This Project is co-funded by the European Union’s Rights, Equality and Citizenship Programme (2014-2020)” “The content of this document represents the views of the authors only and is their sole responsibility. The European Commission does not accept any responsibility for use that may be made of the information it contains”

“

SHARE:

Προώθηση της  
εξισορρόπησης  
της εργασιακής  
και οικογενειακής  
ζωής στις  
επιχειρήσεις και  
καλύτερης  
κατανομής των  
υποχρεώσεων  
φροντίδας μεταξύ  
ανδρών και  
γυναικών



ΛΙΣΤΑ ΣΥΜΜΕΤΕΧΟΝΤΩΝ-ΟΥΣΩΝ/LIST OF PARTICIPANTS

NAME	ORGANIZATION
Vicky Gkermotsi	<i>Research Centre for Gender Equality</i>
Nafsika Moschovakou	<i>Research Centre for Gender Equality</i>
Katerina Drouga	<i>Research Centre for Gender Equality</i>
Dimitris Platis	<i>General Secretariat for Family Policy and Gender Equality</i>
Katerina Loukidou	<i>General Secretariat for Family Policy and Gender Equality</i>
Sofia Nikolaou	<i>General Secretariat for Family Policy and Gender Equality</i>
Stella Kasdagli	<i>Women on Top</i>
Pinelopi Theodorakakou	<i>Women on Top</i>
Magali Saul	<i>EDGE Certified Foundation</i>
Ródiger Meyer	<i>EDGE Certified Foundation</i>
Panayiota Arnou	<i>Department of Labour Relations, Ministry of Labour, Welfare and Social Insurance, Cyprus</i>
Paola Marko	<i>Equileap</i>



# INVESTING IN GENDER EQUALITY

17 June 2020

# / PRESENTATION OF EQUILEAP



PAOLA MARKO  
Research Analyst  
Equileap

---

Investing in gender equality



# / ABOUT EQUILEAP

**“Accelerate progress towards  
gender equality in the workplace”**

## **Inspired by the United Nations Sustainable Development Goals**

Goal #5: Achieve gender equality and empower all women and girls

## **The Gender Dividend**

Gender diverse companies tend to produce higher financial returns and have lower risk

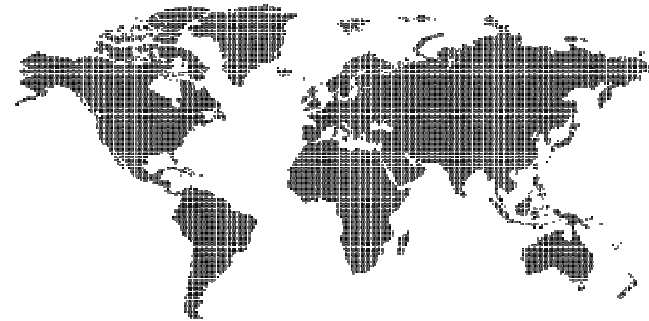
---

Investing in gender equality



# / LARGEST DATABASE ON GENDER

- **3,500 companies**
- **23 developed countries**
- **19 criteria on gender equality**



---

Investing in gender equality



# / A UNIQUE SET OF 19 CRITERIA



## **A. GENDER BALANCE IN LEADERSHIP & WORKFORCE**

Non-Executive Board  
Executive Board  
Senior Management  
Workforce  
Promotion & Career Development



## **B. EQUAL COMPENSATION & WORK-LIFE BALANCE**

Living Wages  
Gender Pay Gap  
Parental Leave  
Flexible Work Options

---

Investing in gender equality



# / A UNIQUE SET OF 19 CRITERIA



## C. POLICIES PROMOTING GENDER EQUALITY

Training & Career Development  
Recruitment Strategy  
Freedom from Violence, Abuse & Sexual Harassment  
Safety at Work  
Protection of Human Rights  
Social Risks in Supply Chain  
Supplier Diversity  
Employee Protection



## D. COMMITMENT TO WOMEN'S EMPOWERMENT

Commitment to Women's Empowerment  
Gender Audit

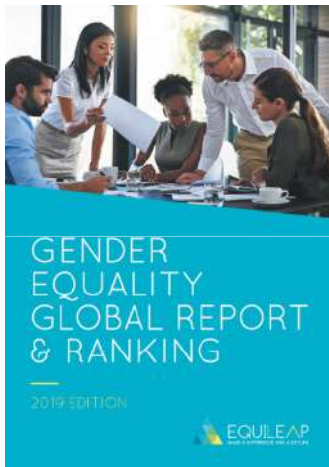


**ALARM BELLS** / monitors class actions, individual cases and official rulings dealing with gender-based violence and discrimination

---

Investing in gender equality

# / REPORTS & RANKINGS



---

Investing in gender equality



# GENDER LENS INVESTMENT PRODUCTS / EQUILEAP INDICES



**Global Index** 150 companies  
EQUALP

**Global Top 100 Index** 100 companies  
SOLGGE

**US Index** 75 companies  
EQUALUP

**North American Index** 150 companies in US & Canada  
EQUALNA

**European Index** 75 companies  
EQUALEP

Investing in gender equality

**Women's Empowerment Index** 200 companies in US



# / TOP 5 COMPANIES

RANK	COMPANY	SECTOR	SCORE
13	COCA-COLA HBC	Consumer, Non-cyclical	58%
72	NATIONAL BANK OF GREECE	Financial	53%
77	FOURLIS HOLDINGS	Consumer, Cyclical	52%
109	HELLENIC TELECOMMUNICATIONS ORGANIZATION (OTE)	Communications	50%
122	GRIVALIA	Financial	50%

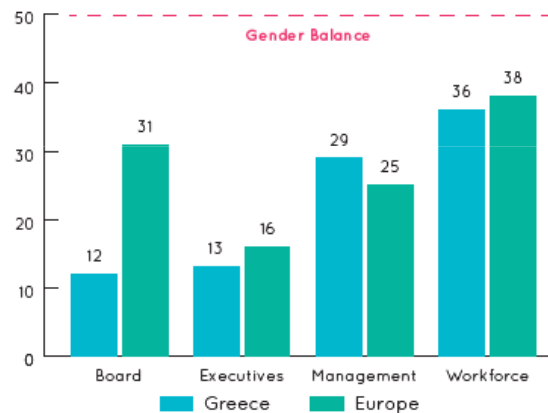
---

2020 Briefing Gender Equality in Spain, Italy & Greece  
More at [www.equileap.org](http://www.equileap.org)



# / FTSE ATHEX 25

GRAPH 5 / FEMALE EMPLOYEES BY COMPANY LEVEL (IN %)



> The average number of women on company boards is 12%. This is significantly below the European average (31%).

> Women represent an average of 29% of senior managers. This is markedly higher than the European average (25%).

2020 Briefing Gender Equality in Spain, Italy & Greece  
More at [www.equileap.org](http://www.equileap.org)

# ABOUT EQUILEAP

## / THE SUSTAINABLE DEVELOPMENT GOALS

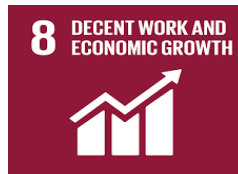


“Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.”



Promoting living wages  
Protection of human rights  
Promoting female workforce participation

A unique way to make a difference



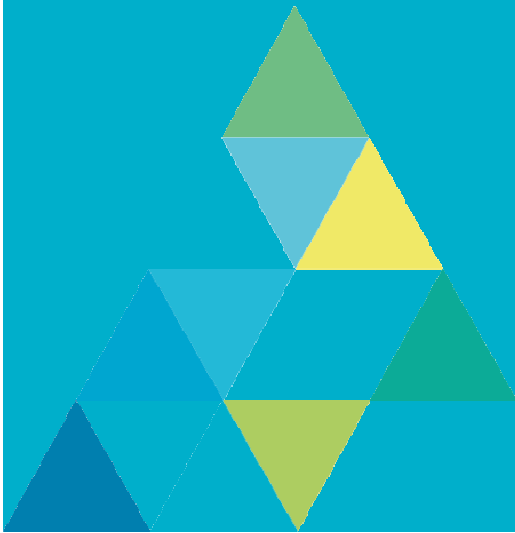
Protection of social risks in supply chain  
Promoting work-life balance  
Higher financial performance via gender balance








Closing inequalities in pay  
Closing inequalities in recruitment  
Closing inequalities in workforce participation

/ THANK YOU

/ ΕΥΧΑΡΙΣΤΩ



## EQUILEAP Appendix

	EQUILEAP CRITERIA	DEFINITION
	<b>A GENDER BALANCE IN LEADERSHIP &amp; WORKFORCE</b>	
	<b>1 Board of Directors</b>	> Gender balance of the company's board of directors/non-executive board (or supervisory board)
	<b>2 Executives</b>	> Gender balance of the company's executives / executive board
	<b>3 Senior Management</b>	> Gender balance of the company's senior management
	<b>4 Workforce</b>	> Gender balance of the company's total employee workforce
	<b>5 Promotion &amp; Career Development Opportunities</b>	> Ratio of each gender in senior management compared to ratio of each gender in the workforce
	<b>B EQUAL COMPENSATION &amp; WORK LIFE BALANCE</b>	
	<b>6 Fair Remuneration</b>	> Commitment to pay a fair wage to all employees, even in those countries that do not legally require a minimum wage
	<b>7 Gender Pay Gap and Equal Pay</b>	> Transparency regarding comparable wages for comparable work and commitment to close the gender pay gap
	<b>8 Parental Leave</b>	> Paid leave programmes to both women and men (primary and secondary carers) in country of incorporation
	<b>9 Flexible Work Options</b>	> Option to employees to control and/or vary the start and end times of the work day, and/or vary the location from which employees work
	<b>C POLICIES PROMOTING GENDER EQUALITY</b>	
	<b>10 Training and Career Development</b>	> Commitment to ensure equal access to training and career development to both men and women, at all levels of the company
	<b>11 Recruitment Strategy</b>	> Commitment to ensure non-discrimination against any type of demographic group including women
	<b>12 Freedom from Violence, Abuse and Sexual Harassment</b>	> Prohibits all forms of violence in the work place, including verbal, physical and sexual harassment
	<b>13 Safety at Work</b>	> Commitment to the safety of employees in the workplace, in travel to and from the workplace and on company related business, and ensure the safety of vendors in the workplace
	<b>14 Human Rights</b>	> Commitment to ensure the protection of human rights, including employees' rights to participate in legal, civic and political affairs
	<b>15 Social Supply Chain</b>	> Commitment to reduce social risks in its supply chain such as forbid business-related activities that condone, support, or otherwise participate in trafficking, including for labour or sexual exploitation
	<b>16 Supplier Diversity</b>	> Commitment to ensure diversity in its supply chain, including procurement from women owned / women-led businesses
	<b>17 Employee Protection</b>	> Systems and policies for the reporting of internal ethical compliance complaints without retaliation or retribution, such as access to confidential third-party ethics hotlines or systems for confidential written complaints
	<b>D COMMITMENT, TRANSPARENCY &amp; ACCOUNTABILITY</b>	
	<b>18 Commitment to Women's Empowerment</b>	> Signatory of the Women's Empowerment Principles
	<b>19 Audit</b>	> Awarded an independent gender audit certificate by an Equileap recognised body
	<b>E ALARM BELLS</b>	<p>Companies are also monitored for unethical business practices. We register if a company has a record of any of the following:</p> <ul style="list-style-type: none"> <li>&gt; A legal judgement or official ruling regarding gender discrimination or sexual harassment against the company or an employee</li> <li>&gt; Two or more legal cases, or one class action that have been settled against a company or an employee regarding gender discrimination or sexual harassment</li> <li>&gt; Two or more legal judgements or official rulings regarding gender discriminatory practices in a company's marketing and advertising</li> </ul>



# CONTACT

## Get in Touch

### Headquarters

Weesperstraat 61  
1018VN, Amsterdam  
The Netherlands

### Get in touch

Phone: + 31 6 28 18 1219

Email: [info@equileap.org](mailto:info@equileap.org)

Website: [www.equileap.org](http://www.equileap.org)



[www.linkedin.com/company/equileap](http://www.linkedin.com/company/equileap)

[@equileap](https://twitter.com/equileap)

---

Investing in gender equality

# EQUILEAP Disclaimer

This presentation is provided for information and discussion purposes only and is not intended, and should not be interpreted, to constitute marketing of units in a fund or marketing of investment services. Equileap is not registered as an undertaking for collective investment transferable securities nor as an alternative investment fund and Equileap shall not be marketed in any jurisdiction within the European Economic Area (the "EEA") before the required registrations and notifications have been made.

---

Investing in gender equality



## **Web Good Practice Workshop on knowledge sharing about Gender Equality Certificates for Companies**

17 June 2020

*organised by the Research Centre for Gender Equality (KETHI ),  
Greek Ministry of Labour and Social Affairs*



**ΙΣΗ ΑΜΟΙΒΗ**  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ



ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ, ΠΡΟΝΟΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΑΣΦΑΛΙΣΕΩΝ

# National Certification Body for the implementation of Good Practices on Gender Equality in the Working Environment CYPRUS



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ

**ΙΣΗ ΑΜΟΙΒΗ**  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ



## Origins:

# Part of a wider project

The National Certification Model was designed, established and started operating in the framework of a wider **Project**:

### “Actions for Reducing the Gender Pay Gap”

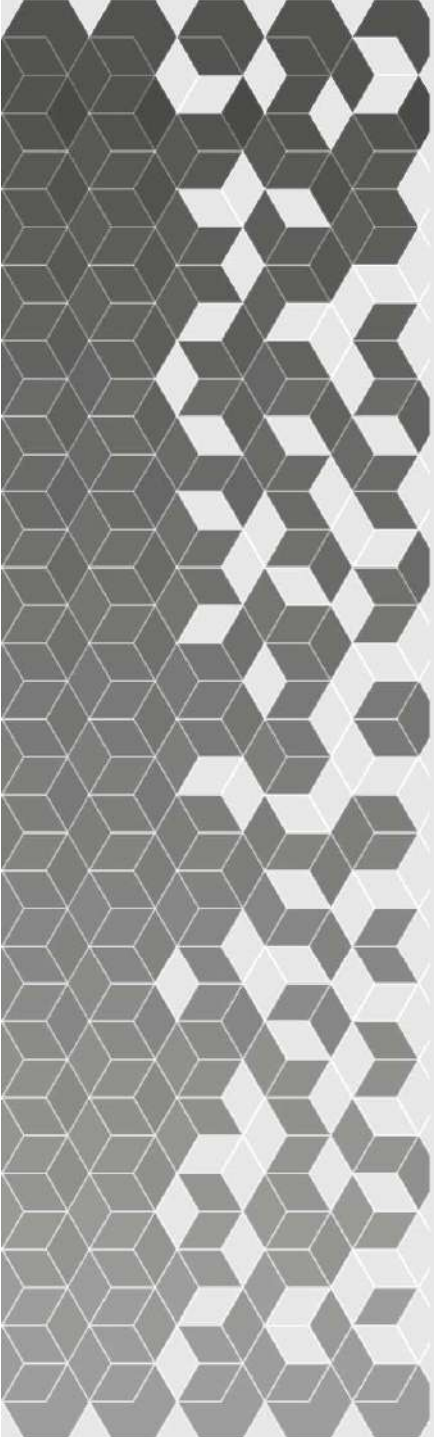
→ €2 million budget, co-funded by the European Social Fund




ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ



ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ



**National model** for certifying enterprises which adopt policies promoting gender equality in the workplace.



**National Certification Body** for the implementation of Good Practices on Gender Equality in the Working Environment



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ

ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ



## National Certification Body

→ **Established** in April 2014 by decision of the Council of Ministers

→ **Responsible** for granting certifications.

→ **Composition:**

*Chaired* by the Ministry of Labour, Welfare and Social Insurance

*Members:* Gender Equality Commissioner and representatives of the employers' and employees' associations



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ



ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ

# Procedure of Certification

- **Call for Applications** → annually
- **Examination of application** → interviews with staff members, data collection and analysis
- **Evaluation Report** → submitted to the National Certification Body.
- **Decision** by the National Certification Body
- **Special ceremony** and publicity



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ



ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ

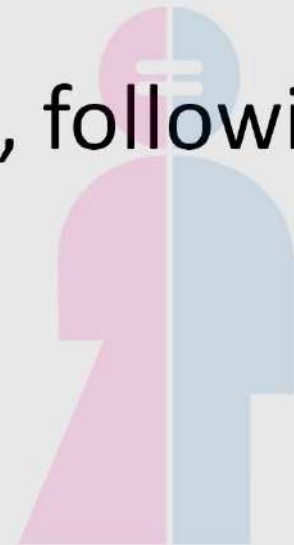


## After the Certification

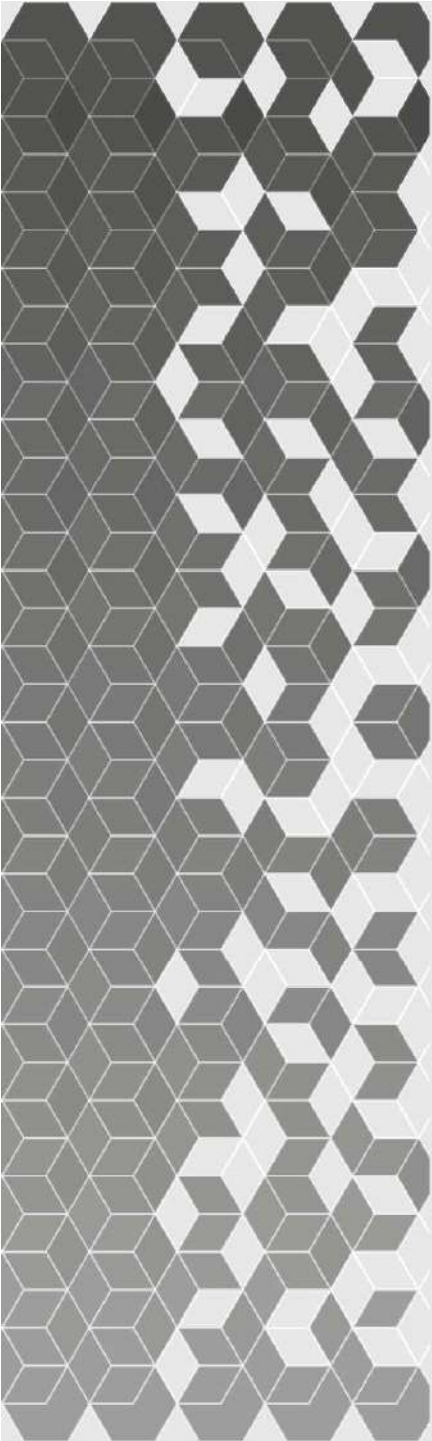
- Certification is **valid for a period of four years.**
- Possibility for renewal, following the same process.



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ



ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ



*So far, **54** companies have been awarded a certification, while **9** of them have renewed their certification.*

*Companies / organisations from various sectors: audit firms, banks, educational organisations, municipalities etc.*



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ



ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ

# Types of application / Certification

- (a) “Best Practice” for individual practices applied, and
- (b) “Equality Employer” for adopting a comprehensive system of promoting gender equality in their workplace.



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ

ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ

# Certification Criteria

1. Complete commitment for equal treatment of men and women
2. Recruitment & Promotion /Career Development Processes
3. Vocational training
4. Evaluation- Equal Pay
5. Reconciliation of work and family life
6. Employee participation
7. Harassment / sexual harassment



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ

ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ



# Some examples of Good Practices

- Appointment of Equality Officers or Equality Committee
  - Organising workshops about Women in Leadership
  - Mentoring to high performance female employees
  - Flexible working arrangements for parents
  - Paid Parental Leave
  - Summer school for employees' children
  - "First-day-of-school" leave
- ... and many others



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ

ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ

## Benefits for companies

- Use of **certification logo**
- Possibility for **advantageous position** as regards certain public procurement tenders.
- Recruitment and preservation of **high quality employees**.
- **Increased morale** among employees.
- Improved **image** as a potential employer.
- Improved **image** and reputation, in general.
- **Meeting society's increasing expectations**.
- **Less unjustified absences** due to family obligations
- **Increased productivity** due to: the quality of employees and the enhanced morale.



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ

ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ

## Impact Assessment

- A satisfactory number of companies gets engaged in the certification procedure every year.
- **The certification procedure has encouraged companies to review and assess their own policies** in order to enhance the promotion of gender equality in their workplace.



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ



**ΙΣΗ ΑΜΟΙΒΗ**  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ



ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ, ΠΡΟΝΟΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΑΣΦΑΛΙΣΕΩΝ

Thank you!



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ

**ΙΣΗ ΑΜΟΙΒΗ**  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ





ΥΠΟΥΡΓΕΙΟ ΕΡΓΑΣΙΑΣ, ΠΡΟΝΟΙΑΣ ΚΑΙ ΚΟΙΝΩΝΙΚΩΝ ΑΣΦΑΛΙΣΕΩΝ

*Panayiota Arnou  
Labour Relations Officer*

*Department of Labour Relations  
Ministry of Labour, Welfare and Social  
Insurance*

Contact details.: +357 22803118/100  
[parnou@dlr.mlsi.gov.cy](mailto:parnou@dlr.mlsi.gov.cy)



ΤΜΗΜΑ  
ΕΡΓΑΣΙΑΚΩΝ ΣΧΕΣΕΩΝ

ΙΣΗ ΑΜΟΙΒΗ  
ΜΕΤΑΞΥ ΑΝΔΡΩΝ & ΓΥΝΑΙΚΩΝ



EDGE ASSESSMENT  
AND PREPARATION FOR CERTIFICATION

2020

# WHAT IS BEING MEASURED

Quantitative and qualitative measurements, both processes and outcomes

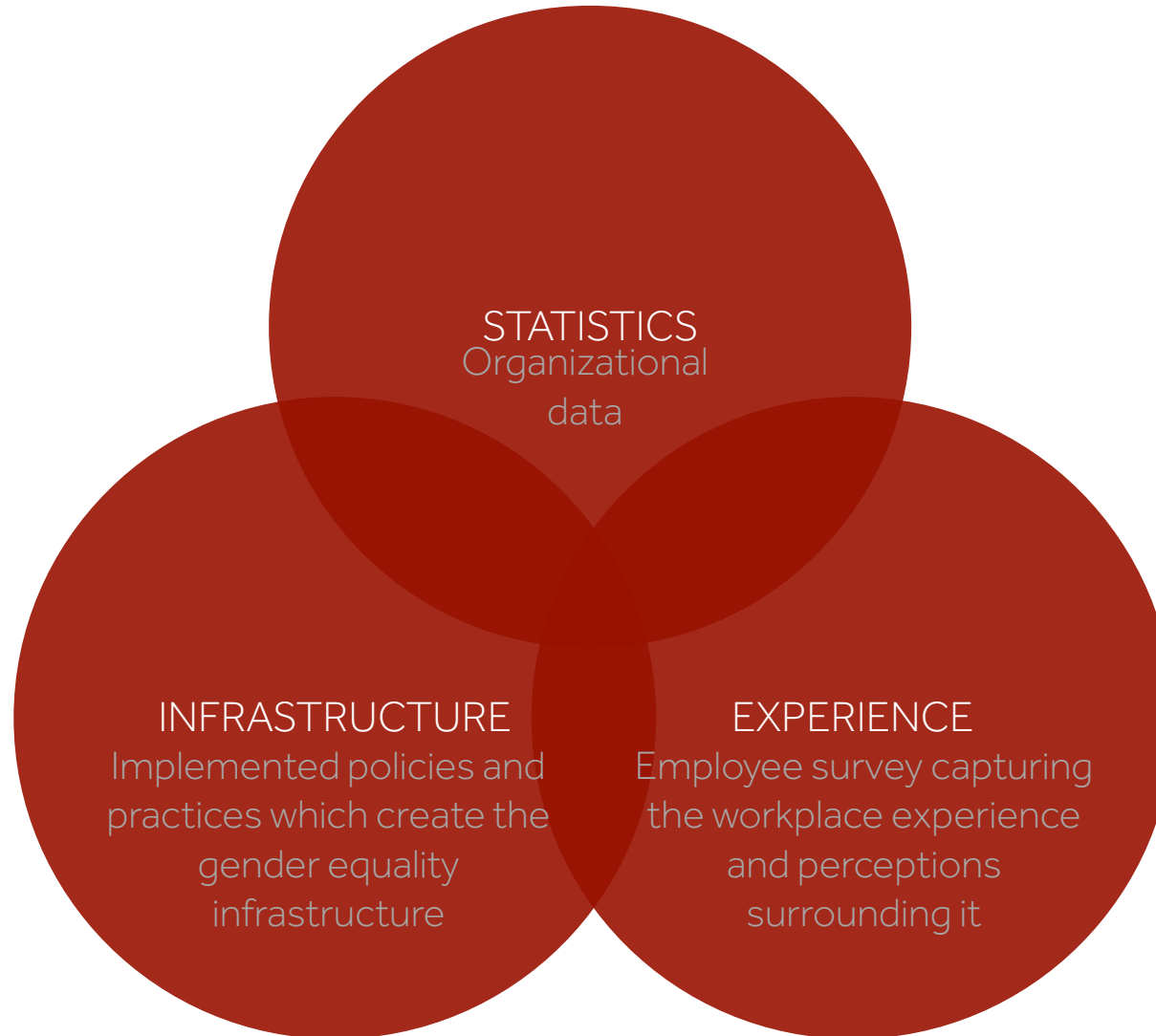
---

1. Representation
2. Pay equity
3. Effectiveness of policies and practices to ensure equitable career flows when it comes to pay, recruitment and promotion, training, flexible working and organizational culture
4. Inclusiveness of the culture as reflected in employees' experience in terms of career development opportunities



# EDGE ASSESSMENT FRAMEWORK

Sources of information





# EDGE CERTIFICATION

## Economic Dividends For Gender Equality

---

- ✓ A robust workforce analytics approach to investigate:
  - ✓ Where men and women are in the organization, in which types of roles and in which levels of responsibility
  - ✓ How the organization is hiring, promoting and retaining female and male talent in similar or different ways
  - ✓ The underlying causes that produce this particular type of dynamic along the talent pipeline which will serve as a basis for an impactful action plan
- ✓ An effective benchmarking tool across industries, geographies and against the EDGE Standard
- ✓ A global branding tool, allowing organizations to give visibility and credibility to their commitment for workplace gender equality



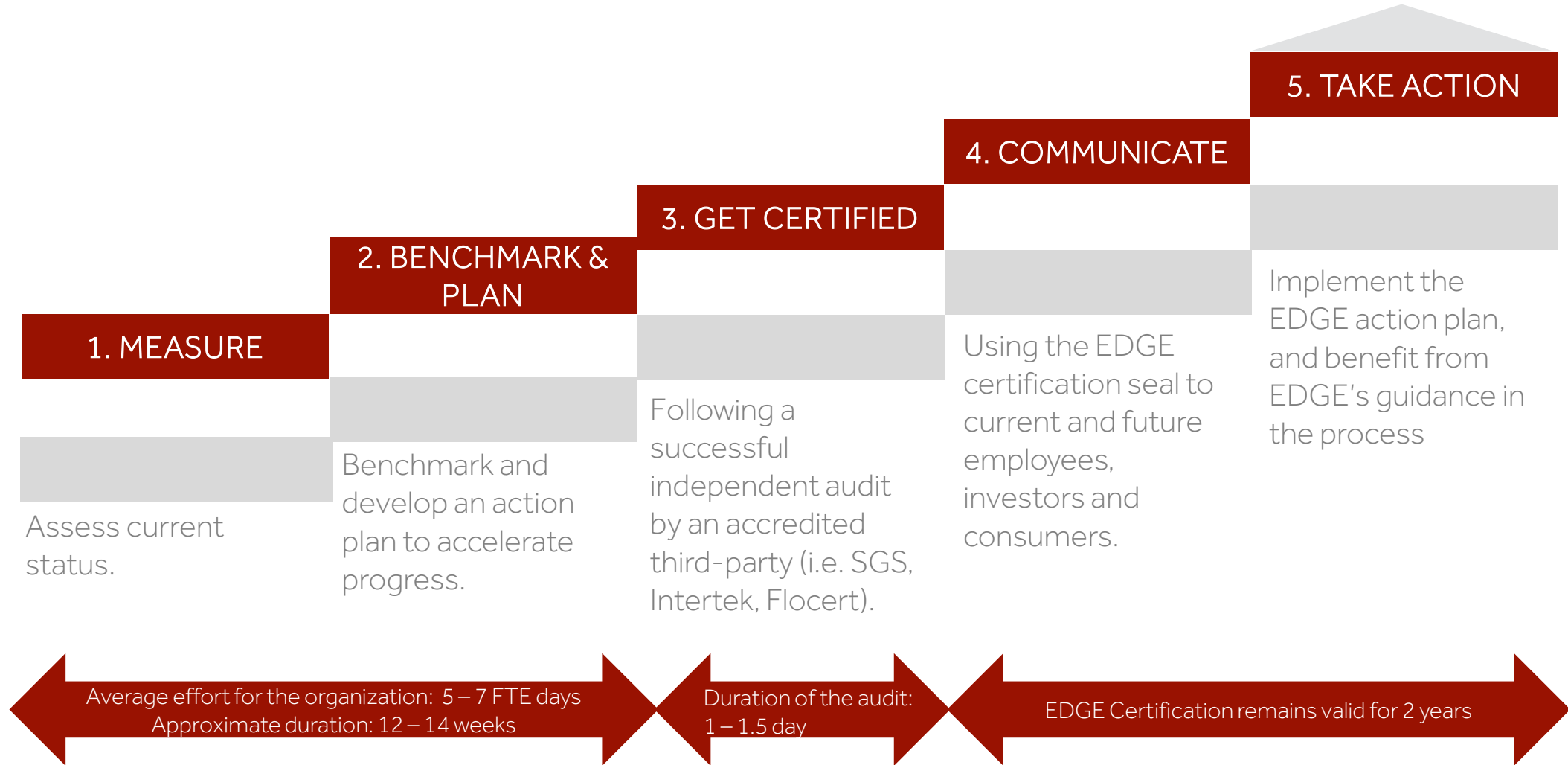
# MEASURE. BENCHMARK. GET CERTIFIED.

200 organizations. 37 countries across 5 continents. 24 industries.



# EDGE CERTIFICATION

Step by step



# THREE LEVELS OF CERTIFICATION



The EDGE Certification is a tiered certification system with three levels of certification – **ASSESS**, **MOVE** and **LEAD**. The tiered system provides the opportunity to organizations in different stages of their journey towards a gender equal workplace to get recognition for their efforts.

EDGE Certification is valid for **2 years**.



**EDGE ASSESS**  
Recognizing commitment



**EDGE MOVE**  
Showcasing progress



**EDGE LEAD**  
Celebrating success



# EDGE ACADEMIC & SCIENTIFIC COUNCIL

A unique blend of backgrounds and expertise



**Iris Bohnet**

PROFESSOR OF PUBLIC POLICY AND DIRECTOR OF THE WOMEN AND PUBLIC POLICY PROGRAM AT HARVARD KENNEDY SCHOOL



**Alice Eagly**

PROFESSOR OF PSYCHOLOGY AND OF MANAGEMENT AND ORGANIZATIONS AT NORTHWESTERN UNIVERSITY



**Herminia Ibarra**

PROFESSOR OF ORGANIZATIONAL BEHAVIOR AT LONDON BUSINESS SCHOOL



**Johannes Jutting**

EXECUTIVE HEAD, PARTNERSHIP IN STATISTICS FOR DEVELOPMENT – PARIS21



**Judith Resnik**

ARTHUR LIMAN PROFESSOR OF LAW AT YALE LAW SCHOOL



**Sabine Sczesny**

PROFESSOR, DEPARTMENT OF PSYCHOLOGY, UNIVERSITY OF BERN, SWITZERLAND



**Saadia Zahidi**

MANAGING DIRECTOR, CENTER FOR THE NEW ECONOMY AND SOCIETY, WORLD ECONOMIC FORUM



EDGE Strategy AG  
Vorstadt 2  
CH-6300 Zug  
SWITZERLAND

[www.edge-cert.org](http://www.edge-cert.org)