

Gender Equality Plan

Greek Forum of Refugees (GFR)

Approved by: Greek Forum of Refugees

Publicly available on: www.refugees.gr

Introduction

The Greek Forum of Refugees (GFR) is a refugee-led civil society organisation committed to the defence of human rights, equality, participation, dignity and non-discrimination. GFR works with refugees, asylum seekers, migrants, stateless persons and their communities, promoting their meaningful participation in decision-making processes and their active inclusion in Greek and European society.

Gender equality is central to GFR's mission and values. GFR recognises that women, men, girls, boys and people of diverse gender identities may experience displacement, exclusion, discrimination, violence, poverty, racism and barriers to participation in different ways. Gender also intersects with age, legal status, disability, language, race, ethnicity, religion, family status, sexual orientation, socio-economic situation and migration journey.

This Gender Equality Plan sets out GFR's commitment to promote gender equality within the organisation, in its projects, partnerships, advocacy, research, communication and community work.

This document builds on GFR's existing policies and practices, including:

- GFR Safeguarding & Protection from Sexual Exploitation, Abuse and Harassment Policy.
- GFR Code of Conduct.
- GFR Child Protection Policy.
- GFR's commitment to non-discrimination, equal participation, safeguarding and protection from abuse, harassment and exploitation.

Scope of this Gender Equality Plan

This Gender Equality Plan applies to:

- GFR staff,
- members of the Board of Directors,
- volunteers,
- consultants and external associates,

- partners, where relevant,
- project teams and researchers working under GFR responsibility,
- community activities, trainings, workshops, events, research and advocacy actions implemented by GFR.

The Plan applies to internal organisational practices as well as to the design and implementation of GFR projects and activities.

Vision

GFR's vision is to contribute to a society where all people, regardless of gender, origin, legal status, language, religion, disability, age, sexual orientation or socio-economic background, can live safely, participate meaningfully and enjoy equal rights and dignity.

GFR believes that gender equality is not only a formal requirement. It is a condition for meaningful participation, democratic inclusion, community empowerment and social justice.

As a refugee-led organisation, GFR gives particular attention to the voices and experiences of refugee and migrant women, girls and other groups who may face multiple forms of discrimination or exclusion.

Main principles

GFR's approach to gender equality is guided by the following principles:

1. Equality and non-discrimination: GFR rejects all forms of discrimination, including discrimination based on gender, race, ethnicity, religion, legal status, language, age, disability, sexual orientation, family status or socio-economic background.
2. Meaningful participation: GFR promotes the meaningful participation of refugees, asylum seekers, migrants and their communities in decisions that affect their lives, with attention to balanced and safe participation of women and men.
3. Safety and dignity: GFR is committed to preventing and responding to sexual exploitation, abuse, harassment, intimidation, bullying and any abuse of power.
4. Intersectionality: GFR recognises that gender inequality is often connected with other forms of exclusion, including displacement, poverty, racism, language barriers, disability, trauma, legal insecurity and homelessness.
5. Do no harm: GFR will design and implement activities in a way that avoids exposing participants, especially women, children and vulnerable adults, to additional risks.

6. Accountability: GFR will monitor the implementation of this Plan and review it regularly.

Objectives of the Gender Equality Plan

The objectives of this Plan are to:

- strengthen gender equality in GFR's internal governance, staffing and working culture,
- promote gender-balanced and inclusive participation in GFR activities and projects,
- ensure fair, transparent and non-discriminatory recruitment and professional development,
- integrate gender and intersectional analysis into GFR's projects, advocacy, research and communication,
- prevent and respond to sexual harassment, gender-based violence, exploitation, abuse and discrimination,
- improve awareness and capacity of GFR staff, volunteers and partners on gender equality and safeguarding,
- collect and use gender-sensitive information where appropriate, lawful and safe.

Responsibility and implementation

The implementation of this Gender Equality Plan is a shared responsibility across GFR.

The **Director of GFR** has overall responsibility for ensuring that this Plan is implemented, reviewed and connected with GFR's safeguarding and organisational policies.

The **Board of Directors** provides oversight and supports the organisation's commitment to gender equality.

The **Safeguarding Focal Point and Safeguarding Team** support the implementation of measures related to protection from sexual exploitation, abuse, harassment, discrimination and unsafe practices.

The **Admin/Finance Officer or relevant administrative staff** supports documentation, monitoring and reporting where required.

The **Project Managers and Project Teams** are responsible for integrating gender equality and safeguarding considerations into project design, implementation, monitoring and reporting.

All GFR staff, volunteers, consultants and partners are expected to respect this Plan and act consistently with GFR's values and Code of Conduct.

Public document and dedicated resources

This Gender Equality Plan will be approved by GFR management and published on GFR's website.

GFR will allocate internal staff time and organisational resources for its implementation, including:

- management oversight,
- safeguarding focal point support,
- staff awareness and training,
- monitoring of gender balance in relevant organisational and project activities,
- integration of gender-sensitive and safeguarding measures into project planning.

Where possible, project budgets will include appropriate resources for gender-sensitive participation, accessibility, interpretation, safe spaces, childcare-related needs, transport support and other measures that enable equal participation.

Data collection and monitoring

GFR will collect and monitor gender-related information where relevant, lawful, safe and proportionate.

This may include:

- gender balance among staff, Board members, volunteers and project teams,
- gender balance among participants in trainings, workshops, consultations and community activities,
- gender balance in speakers, facilitators and community representatives,
- participation of women and other underrepresented groups in project activities,
- gender-related risks identified in project planning and safeguarding risk assessments.

GFR will avoid collecting sensitive personal data unless it is necessary, lawful, safe and clearly justified. All data collection will respect confidentiality, informed consent and data protection principles.

GFR will use monitoring information to improve participation, accessibility, safety and equality in its activities.

Training and awareness raising

GFR will promote regular awareness raising and training on gender equality, safeguarding and non-discrimination.

Training and awareness activities may include:

- gender equality and non-discrimination,
- prevention of sexual harassment and abuse of power,
- protection from sexual exploitation, abuse and harassment,
- cultural sensitivity and gender-sensitive communication,
- trauma-informed and rights-based participation,
- unconscious bias in recruitment, participation and decision-making,
- safe reporting and response mechanisms.

New staff, volunteers and project associates will be introduced to GFR's Gender Equality Plan, Safeguarding & PSEA/SHEA Policy, Child Protection Policy and Code of Conduct as part of their onboarding.

Gender balance in leadership and decision-making

GFR will promote gender balance in leadership, governance, project teams, community representation and public activities.

This includes efforts to:

- encourage balanced participation of women and men in GFR governance and advisory structures,
- promote women's participation in community meetings, consultations, trainings and advocacy activities,
- ensure women and other underrepresented groups have safe and meaningful opportunities to speak and influence decisions,
- avoid tokenistic participation and create conditions for real contribution,
- consider gender balance when selecting speakers, facilitators, trainers, researchers and community representatives.

GFR recognises that participation must be safe and voluntary, especially for people who may face family, community, legal, social or economic pressures.

Recruitment and career progression

GFR is committed to fair, transparent and non-discriminatory recruitment.

GFR will:

- publicly announce positions where appropriate,
- use clear terms of reference and selection criteria,
- avoid discrimination based on gender, origin, religion, age, disability, legal status, sexual orientation or other personal characteristics,
- pursue gender balance in recruitment and human resources strategies,
- value lived experience, language skills, community knowledge and professional experience,
- ensure that recruitment processes respect safeguarding standards,
- encourage professional development opportunities for staff and volunteers, including women and people from refugee and migrant backgrounds.

GFR recognises that people with refugee and migrant backgrounds, especially women, may face barriers to formal qualifications or labour market access. GFR will take this into account where possible, while maintaining the skills and safeguards required for each role.

Work-life balance and organisational culture

GFR will promote a respectful, inclusive and supportive working environment.

GFR will seek to:

- support reasonable flexibility where possible,
- respect family and care responsibilities,
- prevent bullying, harassment, intimidation and discrimination,
- encourage respectful communication among staff, volunteers, partners and community members,
- support a culture of learning, dialogue and accountability,
- address concerns confidentially and seriously,
- ensure that staff and volunteers understand their rights and responsibilities.

GFR recognises that many staff, volunteers and community members may have lived experience of displacement, trauma, racism or exclusion. The organisation will promote a working culture that is sensitive to these realities while maintaining professionalism and accountability.

Integration of gender into projects, research and advocacy

GFR will integrate gender and intersectional perspectives into its project design, research, advocacy and communication.

This includes:

- considering how women, men and people of diverse backgrounds experience asylum, reception, integration, homelessness, health access, discrimination, labour market barriers and participation differently,
- ensuring that project activities are accessible and safe for women and underrepresented groups,
- using gender-sensitive and culturally sensitive methods in consultations, interviews, workshops and community activities,
- considering interpretation, childcare-related barriers, transport, timing and safe spaces when organising activities,
- applying safeguarding and informed consent principles in research and communication,
- avoiding stereotypes or victimising language in public communication,
- ensuring that refugee and migrant women's voices are represented in advocacy and policy messages.

In research projects, GFR will promote gender-sensitive and intersectional analysis, including attention to age, disability, legal status, language, family situation, country of origin, homelessness, health status and other factors that may shape people's experiences.

Measures against gender-based violence, sexual harassment and abuse

GFR has zero tolerance for sexual exploitation, abuse, harassment, bullying, intimidation, discrimination and abuse of power.

GFR's Safeguarding & PSEA/SHEA Policy and Child Protection Policy provide the main framework for prevention, reporting and response.

GFR will ensure that:

- staff, volunteers, consultants and partners are informed of safeguarding standards,
- concerns can be reported safely and confidentially,
- allegations are treated seriously and without retaliation,
- survivors and affected persons are treated with dignity and respect,
- appropriate action is taken when misconduct is identified,
- safeguarding risks are assessed in projects and activities,
- special attention is given to power relations in work with vulnerable adults, women, children and people in precarious situations.

GFR will also ensure that communication materials, photos, videos and personal stories are used only with informed consent and in a way that protects dignity, safety and privacy.

Gender equality in communication and public representation

GFR will promote gender-sensitive communication in its public work.

This includes:

- avoiding discriminatory, stereotypical or victimising language,
- promoting positive and accurate representation of refugee and migrant women and men,
- ensuring informed consent for photos, videos, interviews and personal stories,
- respecting privacy and confidentiality,
- highlighting women's leadership, participation and contributions,
- making communication accessible to different language communities where possible.

GFR will also seek balanced representation of women and men in public events, panels, campaigns and advocacy actions.

Monitoring, review and update

This Gender Equality Plan will be reviewed regularly and updated when needed.

The review will consider:

- whether the Plan is being implemented in practice,
- gender balance in staff, governance and activities,
- lessons learned from projects and community work,
- safeguarding reports and risk assessments, where relevant and anonymised,
- feedback from staff, volunteers, participants and communities,
- new legal, donor or project requirements.

A review will take place at least every two years, or earlier if needed.

Links with existing GFR policies

This Gender Equality Plan should be read together with:

- GFR Safeguarding & Protection from Sexual Exploitation, Abuse and Harassment Policy,
- GFR Code of Conduct,

- GFR Child Protection Policy,
- GFR GDPR and data protection procedures, where applicable,
- GFR project-specific safeguarding and risk assessment procedures.

Together, these documents form part of GFR's commitment to equality, dignity, safety, participation and accountability.

Approval

This Gender Equality Plan is approved by the Greek Forum of Refugees Management and Board of Directors and will be made publicly available.

Approved by:

Greek Forum of Refugees

Name: Yonus Muhammadi

Position: Director / Managing Director

Signature: _____

Date: 17 June 2026

For the Board of Directors:

Name: Diallo Ibrahim

Position: President of the Board of Directors

Signature: _____

Date: 17 June 2026