



**HELLENIC REPUBLIC**  
**MINISTRY OF FOREIGN AFFAIRS**



**Equality Action Plan**  
**2024-2027**



The current Action Plan for Equality represents a crucial step in the collective effort to improve the conditions under which our workforce at the Ministry of Foreign Affairs carries out its mission –namely the protection and promotion of our country’s interests.

In the fifty years since the restoration of democracy in Greece, equality has not only become a constitutional principle but also an ongoing objective. In the 1970s, within the Ministry of Foreign Affairs, this demand was primarily focused on women’s access to the Foreign Service. Since then, significant changes have occurred, with women today being equally represented alongside men throughout the Ministry’s staff and increasingly holding positions of responsibility.

At the same time, the concept of substantive equality has expanded beyond the gender dimension, following the demands of a more pluralistic and open-minded Greek society. Equality now encompasses issues related to workplace bullying and harassment, disability, the reconciliation of work and family life (a matter closely linked to demographic challenges), sexual orientation, and gender identity.

As is generally the case with human rights, achieving equality is a constant effort to adapt the state policies to the contemporary needs of society, always in accordance with principles and rules. Ensuring a work environment free from discrimination and with respect for each individual moves us in this direction. Unfortunately, stereotypes and outdated perceptions persist. The Action Plan seeks to address these issues.

I would like to thank the Secretary General of the Ministry, Ambassador Mrs. Angelatou –the first woman to hold this position in the history of the Greek Ministry of Foreign Affairs– as well as the staff of the Unit for Equality for drafting this Plan. The Ministry’s leadership stands by your side and will continue to support your work.

**George Gerapetritis**  
*Minister of Foreign Affairs*



It is with great pleasure that, during my tenure as Secretary General, the Greek Ministry of Foreign Affairs presents the Equality Action Plan for the 2024-2027 period. The Ministry has long been committed to promoting equality and combatting discrimination on the international stage. This commitment should be also reflected internally, within the Ministry itself.

In this spirit, we continually listen to the needs of our staff and the demands of the times, making constant efforts to ensure a safe and creative working environment. The challenges we face are certainly significant, but we are united by a common goal: to build a Ministry of Foreign Affairs that fulfils its mission ever more efficiently, for the benefit of our country and Greek society.

Our top priorities include gender equality, inclusive policies for people with disabilities, equal treatment of LGBTQI+ individuals, and the safeguarding of motherhood and family life. In this context, at the start of 2024, we established the Unit for Equality that reports directly to the Secretary General.

Our vision is to create an inclusive workplace that not only protects all employees but also attracts new talent eager to serve our country. Our workforce is already largely gender-inclusive, with women making up 50% of all employees and 37% of the Foreign Service. We are committed to addressing the needs of our LGBTQI+ employees and ensuring that all individuals who may face discrimination are supported. We also place a strong emphasis on removing barriers to ensure that people with disabilities and chronic diseases feel fully included.

However, much work remains. The fight against discrimination is an ongoing and evolving process that requires collective action and cooperation. The Action Plan will serve as a guiding framework for the Ministry and its staff in the years ahead, with the hope that by 2027, we will all take pride in the progress we have made together. Finally, I would like to highlight the impressive results achieved in a short time by the newly established Unit for Equality, thanks to the tireless and diligent work of Mr. Spyridon Aktypis and Ms. Maria Michopoulou.

**Teresa – Paraskevi Angelatou, Ambassador  
Secretary General**

## EXECUTIVE SUMMARY

With the strong encouragement and full support of the Ministry of Foreign Affairs (MFA) leadership, the Unit for Equality, under the Office of the Secretary General, has developed the *Equality Action Plan 2024-2027*. This initiative underscores the MFA's commitment to continuously improving working conditions, modernizing workplace practices, and adapting to the evolving needs of both the country and society.

The Action Plan is built upon *three fundamental values* that underpin the work of the MFA's human resource management: equality before the law, dignity –our utmost priority– and inclusion, demonstrated through respect for diversity.

The Action Plan outlines *a total of 39 distinct actions*. Among these are *cross-cutting initiatives aimed at promoting substantive equality*, ranging from recruitment and staff training to combating workplace bullying and developing disaggregated data. A key component of the Plan involves external outreach and communication. By sharing best practices and informing the public about the MFA's progress, the Plan helps reinforce staff recognition and motivation for future actions.

Additionally, *a series of targeted actions ensures equal opportunities for all*. These actions focus on eliminating gender-based discrimination, ensuring full accessibility for persons with disabilities, fostering equal treatment of LGBTQI+ people, as well as enhancing work-life balance. Efforts to benefit further from our cross-generational workforce are also emphasised, with initiatives such as the introduction of a mentoring program within the Ministry.

A *detailed timeline* is in place to monitor and evaluate the effective implementation of the Action Plan, with the flexibility to adapt as challenges arise. For the Plan to succeed, it requires the *participation of all MFA staff and close cooperation between the Ministry and various public sector bodies*.

# TIMELINE

Actions	Implementation Timeframe
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## CROSS-CUTTING ACTIONS

### 1. Expanding the Workforce

1.1. Review the language used in job and internship vacancy notices at the Ministry of Foreign Affairs (MFA)	1st semester 2025
1.2. Adopt a Statement on MFA's equal opportunities policy	1st semester 2025
1.3. Organise actions/events to attract job applicants	2024-2027

### 2. Training and Active Participation of Staff

2.1. Develop a training program for MFA staff on equality issues	start of planning: 2nd semester 2024 start of training 1st cycle: 1st semester 2025 2nd cycle: 1st semester 2027
2.2. Conduct a leadership and staff management workshop for Heads of Foreign Missions	start: 1st semester 2025
2.3. Integrate measures promoting equality and inclusion into Managers' evaluation criteria	2nd semester 2026
2.4. Orientation for newcomers at the MFA – Presentation of the Action Plan at the Hellenic Diplomatic Academy	start: 1st semester 2025
2.5. Ensure active staff involvement in planning and implementing equality actions	2024-2027
2.6. Ensure easy and quick access to information	2024-2027

### 3. Decent Work Environment

3.1	Issue guidelines for preventing and combating violence and harassment in the workplace	2nd semester 2024
3.2	Launch an awareness campaign against workplace bullying	2nd semester 2024 & 2nd semester 2026
3.3	Conduct workshops for Hellenic Diplomatic Academy students on combating workplace violence and harassment	start: 2nd semester 2025
3.4	Establish a procedure for receiving reports of violence/harassment and ensuring their impartial handling	2nd semester 2024

### 4. Data Collection

4.1	Identify criteria for developing disaggregated data	1st semester 2025
4.2	Standardise the data collection process	2nd semester 2025

### 5. External Outreach & Communication

5.1	Organize events/workshops promoting equality and inclusion	2024-2027
5.2	Ensure MFA participation in international/ European equality-related events hosted in Greece	2024-2027
5.3	Ensure diversity and inclusion in panel speakers and topics at MFA events	2024-2027

## TARGETED ACTIONS

### 1. Gender Equality

1.1	Develop a gender equality training program for MFA staff	1st & 2nd semester 2026
1.2	Issue guidelines on gender equality	2nd semester 2025
1.3	Publish a guide for using gender-inclusive language in administrative documents/certified translations	1st semester 2026
1.4	Establish a Memorandum of Cooperation with the General Secretariat for Equality and Human Rights of the Ministry of Social Cohesion and the Family	1st semester 2025
1.5	Incorporate gender equality topics into entrance exams questions and materials	1st semester 2026
1.6	Launch awareness campaigns against sexism and gender stereotypes	2nd semester 2026
1.7	Increase gender representation among Heads of Foreign Missions and in the Foreign Service	goal to be achieved by the 2nd semester 2027

### 2. Persons with Disability and Chronic Diseases

2.1	Ensure physical accessibility	goal to be achieved by the 2nd semester 2027
2.2	Raise awareness, provide information, and train staff on disability issues	2nd semester 2025 & 2nd semester 2027
2.3	Provide internship positions for persons with disability and chronic diseases	1st semester 2026
2.4	Review health-based recruitment barriers at the MFA	2nd semester 2025
2.5	Enhance digital accessibility	2nd semester 2024

### 3. LGBTQI+

3.1	Provide targeted support and guidance for LGBTQI+ staff and their family members	2026
3.2	Update internal guidelines on LGBTQI+ people	1st semester 2026
3.3	Include LGBTQI+ resources in MFA intranet host-country information - "family page"	1st semester 2027

### 4. Work-life Balance

4.1	Hire a workplace psychologist	2nd semester 2025
4.2	Issue guidelines and provide updates on work-life balance regulatory framework	2nd semester 2025
4.3	Implement flexible working arrangements	2024-27
4.4	Create breastfeeding areas	2nd semester 2027

### 5. Age

5.1	Promote lifelong learning	1st & 2nd semester 2027
5.2	Encourage cross-generational exchanges – Introduce a mentoring programme	1st semester 2027



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Ministry Of Foreign Affairs**

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