PROGRESSIVE UNION OF XANTHI (FEX)

Gender Equality Plan (GEP)

2026 – 2028

Approved by decision of the Board of Directors
Xanthi, 2026

1. Who we are and what we commit to

The Progressive Union of Xanthi (FEX) is a non-profit cultural association that has been active in Xanthi, Greece, since 1952. It manages three cultural venues, among them the Historical and Folklore Museum of Xanthi, and runs educational workshops, with some 700 active members. Through this Plan, FEX undertakes to advance gender equality and inclusion in its governance, in staffing and volunteering, in its cultural activities and in its communication, and to prevent every form of discrimination, harassment and gender-based violence.

2. Framework

Equality is already enshrined in the FEX statute, which admits members irrespective of sex and affords every member an equal right to vote and to stand for election. The statute likewise allows the Plan to be adopted as a special regulation by decision of the Board of Directors. The Plan follows the European model, that is four core requirements together with a set of thematic areas, and it strengthens the standing of FEX in programmes such as Creative Europe, where equality and inclusion are assessed.

3. Where we stand today

The Board of Directors is balanced, while women predominate among staff. The figures for workshop instructors are set out in the table below.

Category	Men	Women	Total
Board of Directors	5	4	9
Staff and collaborators	1	2	3
Workshop instructors	5	8	13

4. Commitments

The commitments of the Plan are summarised in the two tables that follow.

A. Core requirements

Area	Commitment and key actions	Responsible / Indicator
Public document	Approval by the Board and publication on fex.org.gr in Greek and in English, communicated to members, volunteers and instructors.	Board, President / 2026
Responsible group and resources	Appointment of a three-member Equality and Inclusion Group, with working time and a small budget.	Board / 2026
Data collection	Annual recording of sex-disaggregated figures for the governing bodies, staff, instructors, volunteers and members.	Equality Group / annually
Training and awareness-raising	One workshop a year, including a focus on the safeguarding of minors.	Equality Group / ≥1 per year

B. Thematic areas

Area	Commitment and key actions	Responsible / Indicator
Balanced governance	Maintaining balanced representation in the governing bodies and encouraging candidacies from the under-represented sex.	Board / target ≥30% of each sex
Recruitment and volunteering	Transparent, bias-free procedures and equal opportunities for staff, instructors and volunteers.	Equality Group / 2026–2028
Work-life balance and culture	Flexible, family-friendly scheduling and an open, non-discriminatory climate.	Equality Group / 2026–2028
Cultural content and audiences	Visibility for women creators and accessible, inclusive audience development in our activities and at the museum.	Section committees, museum / 2026–2028
Violence prevention and safeguarding	A Code of Conduct, basic safeguarding rules for minors and a confidential reporting mechanism.	Board, Equality Group / 2026–2027
Inclusive language and inclusion	Use of non-sexist language in communication, with attention to other dimensions of inclusion as well.	Communication Officer / 2026–2028

5. Monitoring and approval

The Equality and Inclusion Group monitors implementation of the Plan and presents a short annual report to the ordinary General Assembly in December. The Plan covers the period 2026–2028 and is reviewed at its end.

Xanthi, 12 November 2026

For the Board of Directors

Apostolos Tsotsos
President of the Board, Progressive Union of Xanthi

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