

**KORSEAI -
INSTITUTE OF
ARCHEOLOGICAL
& HISTORICAL
RESEARCH**



GENDER

EQUALITY

PLAN

2023 - 2026

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INTRODUCTION



The KORSEAI - Institute of Historical and Archaeological Research was created in 2017 after two diving expeditions that led to the discovery of 58 wrecks around the small island of Fourni, Aegean Sea. The Institute hopes to mainly become a communication platform, which will revive the historical and archaeological interest in this region of the Aegean. Its main objectives are the financial and logistical assistance of all projects of the Archaeological Service and other scientific entities, encouraging research and the general promotion of any studies, which will contribute to the understanding of cultural heritage and the historical restoration of the Fourni archipelago islands and their surroundings.

Today KORSEAI Institute continues scientific work, focusing on field research and the promotion of the historical and archaeological results of it, as well as playing the role of coordinator among public and private institutions that collaborate for the progress of the project.

This Gender Equality Plan (GEP) legitimates and protects every strategy aiming to achieve gender equality at KORSEAI. The GEP is devised according to national and European laws and aligns with national initiatives and actions focusing on equality of women and men, rights, discrimination banning, equality treatment, harassment in workplace, social responsibility etc.

REGULATORY FRAMEWORK



European Legislation

Equality between people and non-discrimination are the founding cornerstones of the EU and are being embedded in the Treaties of the European Union, the Charter of Fundamental Rights of the European Union and secondary legislation.

In the development of the GEP, KORSEAI considers:

- a. the Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast).
- b. the Directive 2010/41/EU on the application of the principle of equal treatment between men and women engaged in an activity in a self-employed capacity and repealing Council Directive 86/613/EEC.
- c. the Council Directive 92/85/EEC on the introduction of measures to encourage improvements in the safety and health at work of pregnant workers and workers who have recently given birth or are breastfeeding.
- d. the Council Directive 2010/18/EU implementing the revised Framework Agreement on parental leave.

- e. the Council Directive 97/81/EC concerning the Framework Agreement on part-time work.
- f. the Council Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.
- g. the Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation, covering the grounds of religion or belief, disability, age and sexual orientation.

Greek Legislation

Aligning with the EU principles on gender equality instructing public research bodies, Greek policy documents related to research, innovation, technology and higher education, including the latest National Strategy for the European Research Area (2015-2020), are aiming “to establish Gender Equality Plans and to include relevant provisions in their internal regulations and strategic plans”.

Law 4386/2016 entitled, “Regulations on research and other provisions” recognizes that research institutes need to achieve greater gender balance in the composition of scientific councils, committees and advisory bodies indicating that at least one third of the members to be from one sex, “as long as the candidates have the necessary qualifications as required by each position” (Art. 25).

In addition, the Greek Constitution guarantees equality between the sexes (Art. 2, §4) and the right to equal pay for work of equal value regardless of gender or other differences (Art. 22, §1).

At the same time, Greece's constitution recognizes substantive equality between the sexes. In the constitutional revision process in 2001, it is foreseen that “positive measures for promoting equality between men and women do not constitute discrimination on grounds of sex” and that “the state shall take measures to eliminate inequalities to the detriment of women that exist in practice” [Art. 116(2)]. This amendment paved the way for positive measures in different domains, such as, for example, the adoption of gender quotas for local, national and European Parliament elections, and the gender provision for advisory bodies and scientific councils.

As a result, several new laws and provisions were devised for research and private organisations. Law 4604/2019 on “Promoting substantive equality between the sexes and combatting gender-based violence” encourages and research content universities and research organisations to integrate gender in their study programs (Art. 17) on “Promoting substantive equality between the sexes and combatting gender-based violence”, Government Gazette, No. 50/1, March 2019). Private and commercial enterprises are also encouraged to adopt equal opportunity policies, also through the development of GE Plans. For those companies, an official distinction namely the “Equality Badge” (*Sima Isotitas*) is foreseen

(Art. 21). At the same time, Law 4589/19, Art. 33 on the restructuring of universities, includes a provision on the establishment of Committees for Gender Equality (CGE) in all Greek universities that will act as consultative bodies to assist the university administration to promote gender equality. In addition, the provisions of Law 4808/2021 provide for the prevention and treatment of violence and harassment at work and the fight against workplace bullying. Based on the existing institutional framework, the aim is to consolidate a culture of equality and protection of the world of work from violence and harassment and to cultivate a healthy work environment.

METHODOLOGY



This gender equality plan suggests the development of specific interventions for areas in need of more practical and strategic approaches, in order to ensure the empowerment of gender diverse individuals as a step towards gender equality.

For the development of the GEP, many factors and procedures had to be defined and taken into consideration, adjusted to the current small size of our center. These have been applied in distinct development phases: Audit, Planning and Implementation.

- A. Audit phase: The collection of gender-disaggregated data, from 2017 to 2022 and a review of practices to identify possible gender inequalities and related causes. The audit phase includes review of relevant national and regional laws, regulations, or funding requirements (Tables 1 - 4).
- B. Planning phase: During this phase, the KORSEAI set targets for the GEP, while mapping potential actions and measures.
- C. Implementation phase: A roadmap of activities is being carried out including setting up working groups to develop and implement new policies and procedures. This phase includes awareness raising and training efforts to achieve broad

engagement regarding the GEP within KORSEAI and to the public.

Being an institution that does not employ any staff at the moment, KORSEAI focuses on field research and the promotion of the historical and archaeological results of it, counting “members”, “friends” and external collaborators. Since its establishment, KORSEAI has been very committed to empower women’s participation and create an inclusive workplace culture. KORSEAI takes a leading role in also recognising and valuing the diversity of its members based on language, cultural background, gender, age, religion, geographical region, sexual orientation, functional disability and socio-economic situation. This role is positively associated with the institutional situation given the age diversity of members ranging from 20 to 70 years, variety of cultural backgrounds present and more than 50% of its members being women. KORSEAI recognizes that its community may include people who do not identify with the binary construct of being either male or female, and who may be gender diverse, including those who affirm their gender as being different to the sex assigned at birth; who were born intersex or whose sex is indeterminate; or who identify as transgender or no gender.

The GEP will be appointed and approved by the Board of Directors of the Institute. The Plan will be monitored by the Board of Directors and KORSEAI’s General Assembly. The work suggested under the GEP will be complemented and will operate in parallel

with all KORSEAI functional sectors (administration, operation, research, Board of Directors). As it is essential for GEP to be implemented, monitored and updated in a continuous and smooth manner, adequate human resources and timelines should be ensured. Thus, a special sector in the Regular Annual Objectives Report should be included.

Existing toolkits, methodologies and available GE Plans from several universities and institutes in Europe were surveyed. In addition, data was collected in order to estimate the current situation at KORSEAI regarding gender balance (Tables 1-4). To this end, data on the number of male/female members/friends/honorary members was collected since 2017 till the past year (Tables 1-2).

The Plan constitutes a living document that the Institute will be committed to update regularly. A future assessment of the status regarding gender balance should be performed after a three-year period, to evaluate the progress and mitigation measures to be taken if needed. After quantitative and qualitative research, a set of evidence-based policy proposals will be constructed, ensuring gender equality and balanced representation.

In order to successfully implement the proposed GEP, KORSEAI is aiming to organize its activities in a participatory way, discussing the overall progress and achievements, identifying traits that can be improved, and developing mitigation measures with respect to deviations from the original planned actions.

TABLE 1

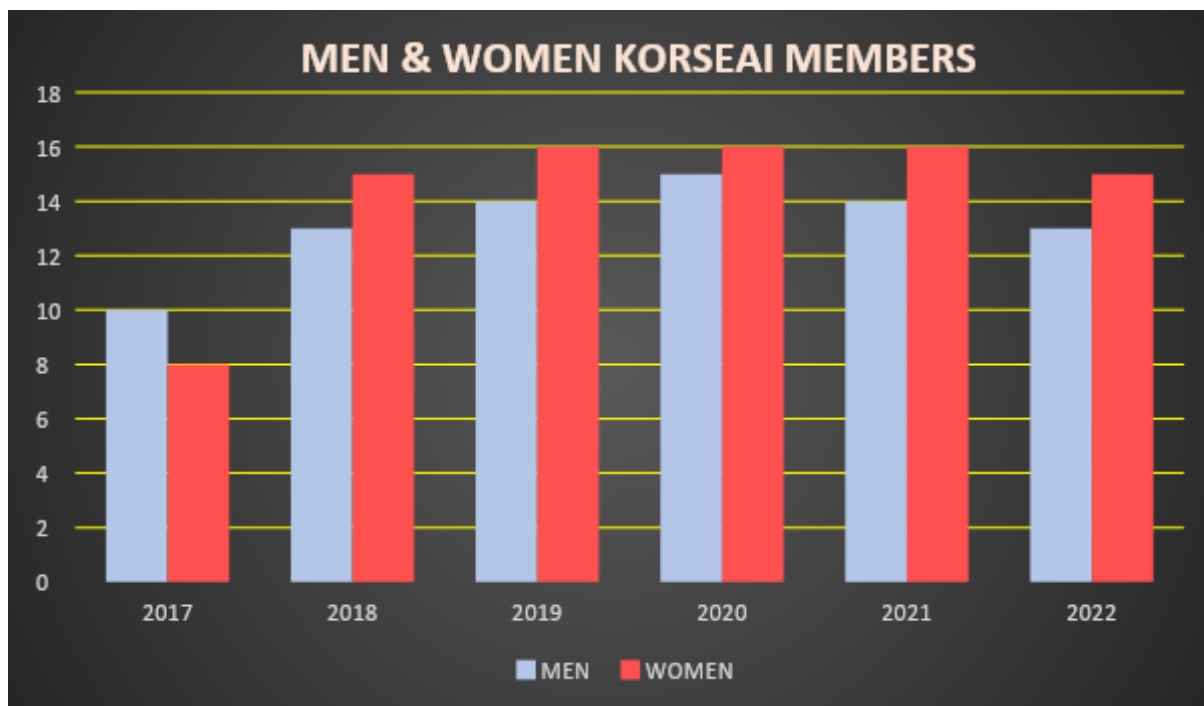


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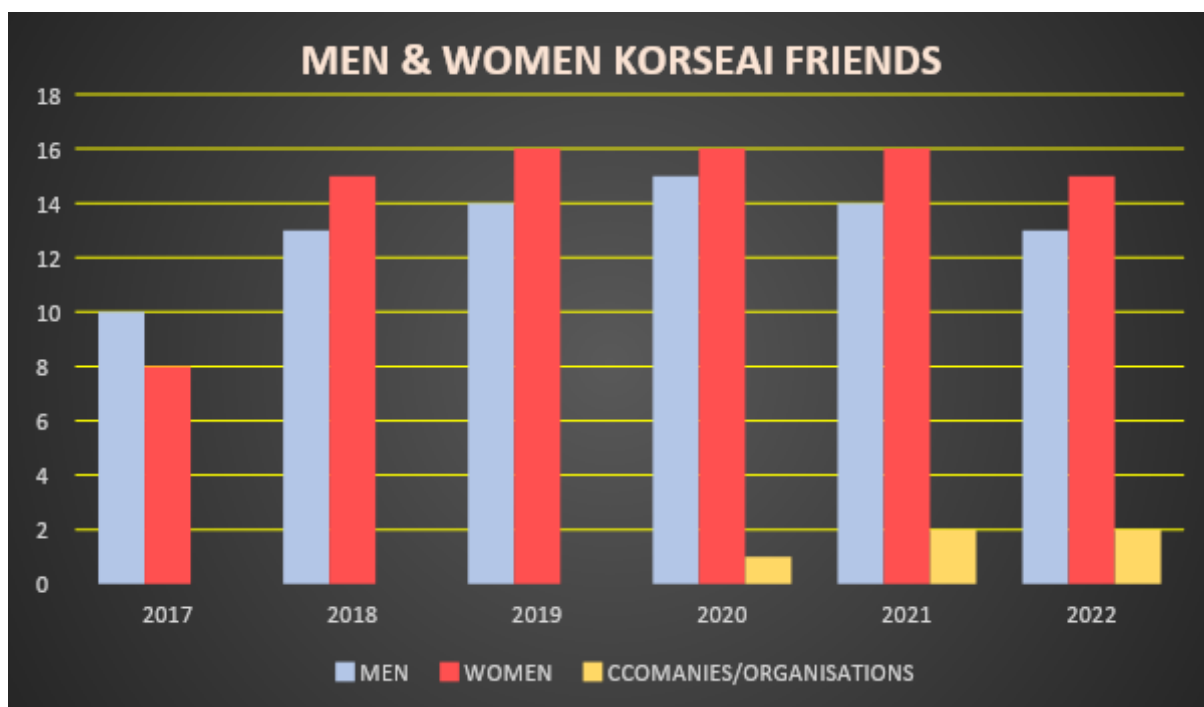


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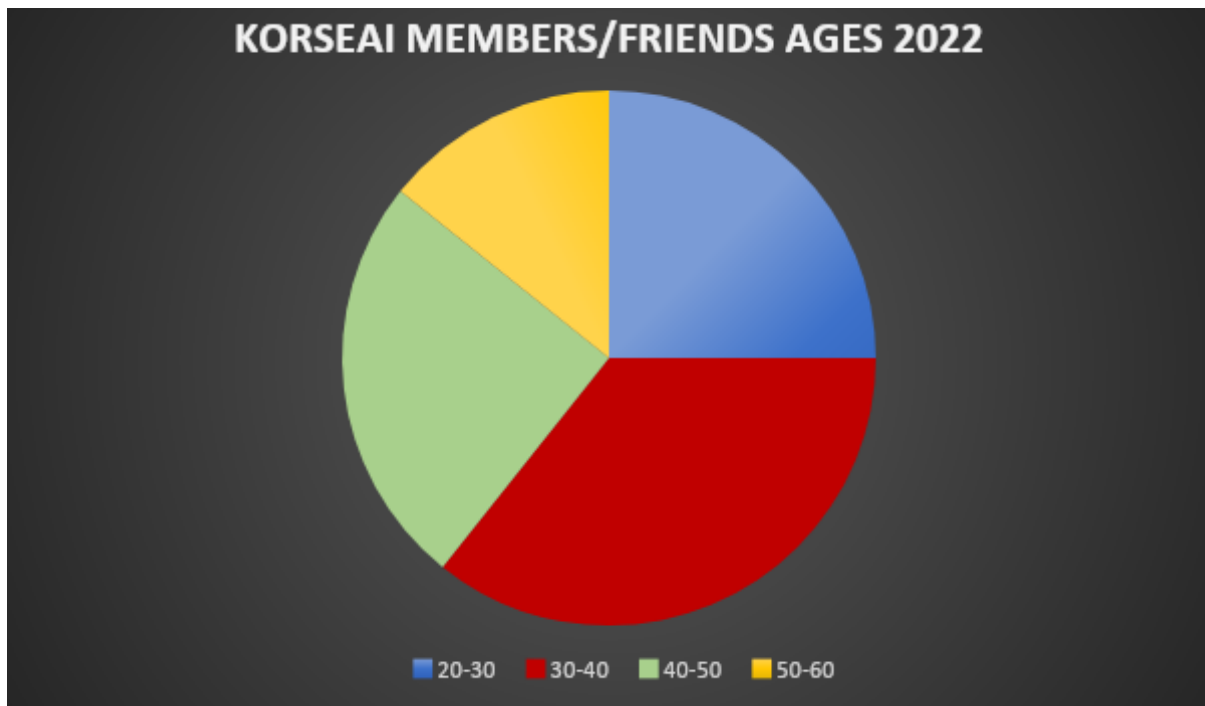


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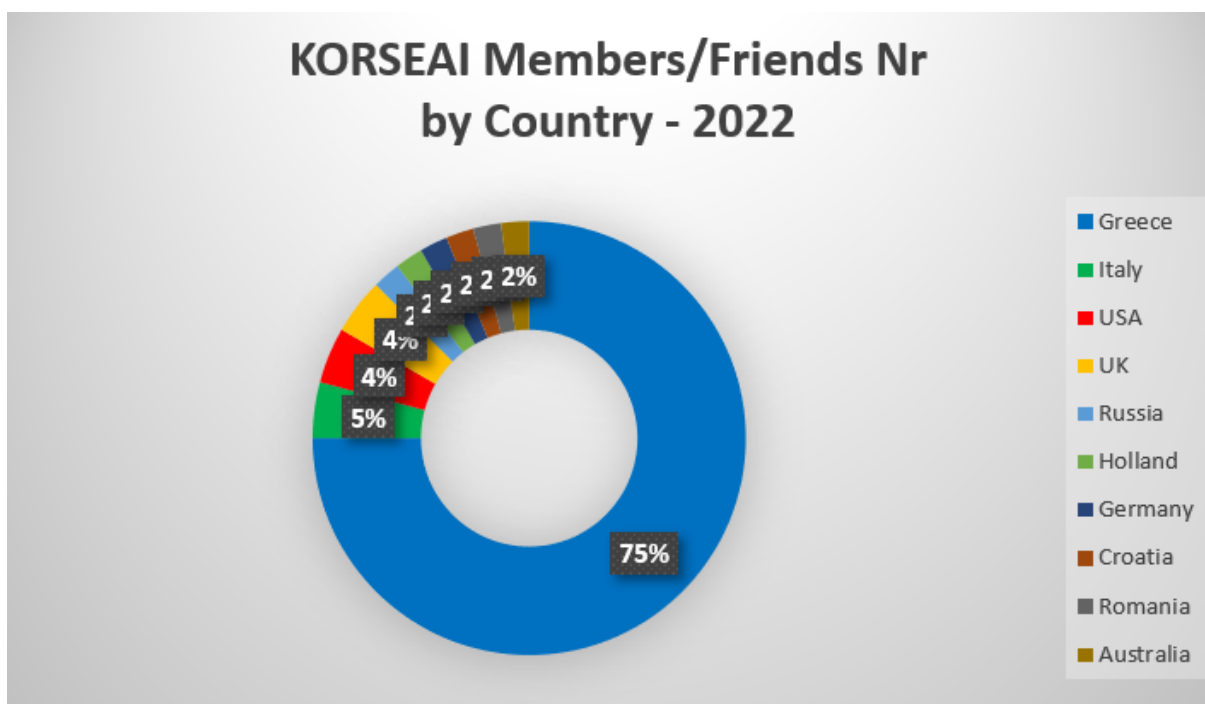
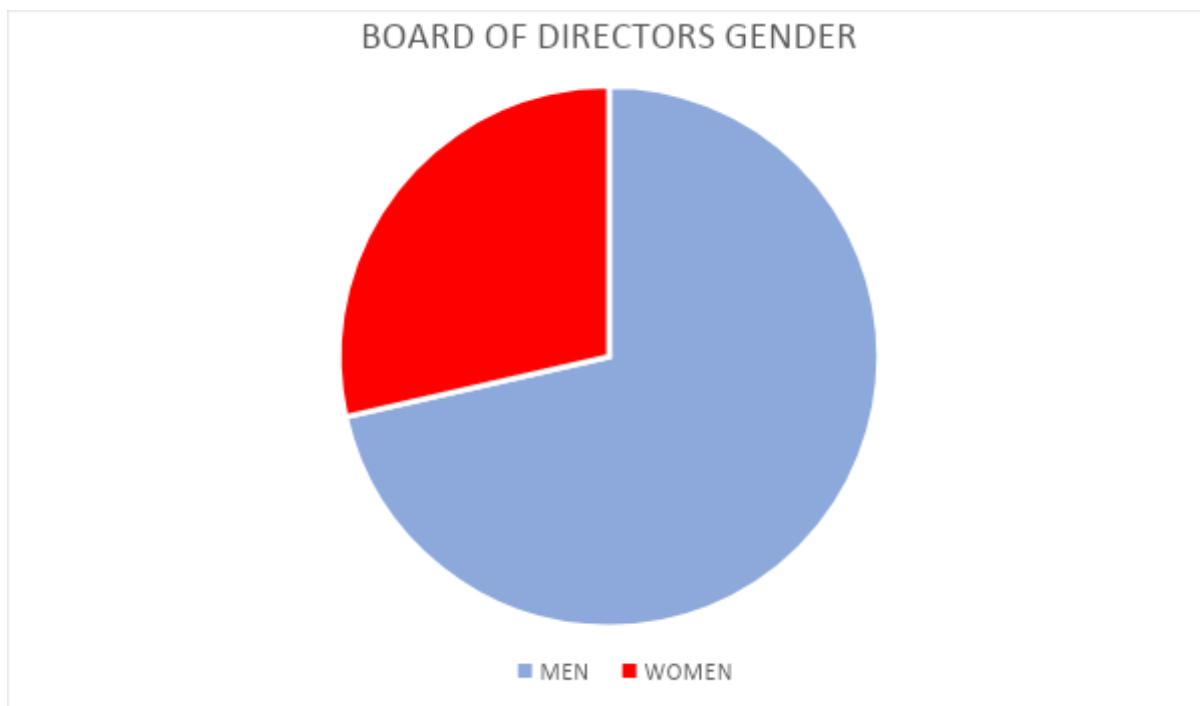


TABLE 5



OBJECTIVES



With its Gender Equality Plan KORSEAI aims towards establishing its priorities for addressing gender equality, as well as setting guidelines for future activities to enhance gender equality and monitor application of the GEP. The cornerstone of the high-quality science that KORSEAI promotes, produces and applies is equality of opportunity and participation. Fair access and equity is ensured for the all members, either of managerial, technical or administrative role, as well as for external collaborators. KORSEAI according to international, community and internal standards, does not only limit equity to gender bias but also - as previously mentioned - considers other inequality grounds such as disability, age, sexual orientation, religion or ethnicity.

KORSEAI expects from all members, friends, honorary members, future occasional staff and collaborators, to act with “responsibility, integrity and respect”:

- o Responsibility: all members of KORSEAI should behaving in an inclusive and supportive manner without undermining, intimidating, or discriminating colleagues and/or visitors;
- o Integrity: demonstration of professional and appropriate behaviour whilst at work is expected;

- o Respect: consideration and thoughtfulness in relation to members, friends, honorary members, possible staff and collaborators regardless of their background, culture and belief is anticipated.

PRIORITY AXES



According to the guidelines of the European Institute for Gender Equality (EIGE2) KORSEAI focuses on the following key areas, in order to “identify and implement innovative strategies to promote cultural change and equal opportunities in Universities and Research Centers”:

Key Area 1: *Governance and decision making*

Despite the high participation of women members within KORSEAI (Table 1 & 2), their presence in the Board of Directors is underrepresented (table 5). Measures should be undertaken to achieve balance in the Board of Directors, by encouraging women to have increased participation in those posts, ensuring inclusivity and gender balance in decision-making processes.

Key Area 2: *Recruitment, Selection procedures and Career Progression*

At present there are no regular employees recruited by KORSEAI. Occasionally, KORSEAI participates in EU programs as beneficiary and employees can be recruited. In those specific

cases, KORSEAI must provide both women and men with professional support, attract suitable applicants based on gender equality and support their admissions.

Key Area 3: *Flexible and Agile Working*

As KORSEAI does not employ any regular staff, balance between professional and personal life cannot be directly discussed. Nevertheless, KORSEAI must take measures to ensure the 'wellbeing' of its members, researchers and collaborators, with flexible working-in-the-field models, coordination and clear assignment of responsibilities and provide support for women researchers affected by career breaks in regaining research momentum as quickly as possible on return.

Key Area 4: *Gender Strategy in Research*

KORSEAI fosters equality in scientific careers, by practicing equity and excellence at all levels through training or participation of researchers, members and possible staff, contributing to the national and European needs for female experts, particularly in the field of archaeology. The Institute has always encouraged the nomination of women for research positions in organisations, universities or other entities, as well as their participation in conferences, congresses, seminars, scientific meetings and publications etc.

Key Area 5: *Gender in events, courses and activities*

KORSEAI engages in informing the public about its actions and research progress, including participative discussions and events, local community building and open-air work. Every event is open to the public as a whole and people of all genders are welcomed and given equal time and space to participate. All discussions are moderated in a way where nobody is excluded and all voices are heard. Speakers and contributors to events are selected based on their experience, knowledge and relevance to the topic / activity, regardless of gender. All of the activities and events (both for children and adults) are gender-neutral in nature.

Key Area 6: *Gender in Institute's Culture*

The Institute ensures a continuous focus on its well-being plan since its foundation. Specifically for the GEP, free access to it is provided through KORSEAI's website. Also, GE principles are embedded into the Institute's regulations and policies, whereas the use of inclusive, gender neutral language around the it is encouraged. In the future, procedures and support services against discrimination, harassment or violence must be established, which will ensure that all participants, regardless of gender, age or social background have equal rights to participate in research.

This Gender Equality Plan has been approved
by the Board of Directors of
KORSEAI – Institute of Historical and Archaeological Research
In September 2023 and it is valid until September 2026.



Signed by KORSEAI's Legal Representative

A handwritten signature in blue ink, appearing to read 'Georgios Koutsouflakis', with a long horizontal line extending to the right.

GEORGIOS KOUTSOUFLAKIS