



Diversity Strategy and Action

Gender Equality Plan

Hellenic Institute of Marine Archaeology



HELLENIC INSTITUTE OF MARINE ARCHAEOLOGY
FOUNDED 1973



The Hellenic Institute of Marine Archaeology Diversity Strategy and Action Gender Equality Plan is a practical commitment to the principles of gender equality and ensures that we will continue to work actively to integrate these principles into our activities and to promote ensuring equal opportunities between women and men

The Institute's Board of Directors

Athens, September 2022



Main Information

The Hellenic Institute of Marine Archaeology

The Hellenic Institute of Marine Archaeology (H.I.M.A.) was founded in August 1973. HIMA is a private non-profit scientific body, which aims to conduct and promote underwater archaeological research in Greece, in tandem with the difficult task undertaken by the Hellenic Archaeological Service. From 1973 to 1976, when the Ephorate of Underwater Antiquities was founded, HIMA acted as an official consultant of the Ministry of Culture in matters regarding underwater archaeology.

In its 49 years of activity, the Institute has been financially supported by significant organizations in Greece and abroad, and has managed several grants by European research programs, state bodies, private non-profit foundations, companies and individuals. These are achievements mainly due to the important scientific work undertaken by the Institute, its organizational adequacy, the advanced professional qualifications of its members who work on a voluntary basis, and the awareness to share publicly the results of its efforts. The Institute does not occupy permanent and or part-time salaried staff.

In addition to its approximately 500 regular members of Greek nationality who have been registered as members since the Institute's foundation, leading foreign scientists and researchers in the field of maritime and nautical archaeology have been also active as corresponding members of the Institute. The lack of university education in maritime archaeology in Greece, until recently, made HIMA the principal source of support nationally for training young researchers in the field. Through field surveys, educational programs and seminars/conferences organized by HIMA, more than 150 archaeologists, scientists from various disciplines and technical experts in maritime and nautical archaeology have been trained.

Aiming at scientific documentation and outreach to both the scientific community and the public, HIMA has been publishing since 1989 the journal *ENALIA*, the only scientific journal specialized in maritime archaeology in Greece, and among the few worldwide. In addition, the Institute has organized exhibitions and events to raise public awareness on the promotion and protection of the Underwater Cultural Heritage. The Institute keeps a significant archive of photos and accommodates a special library with approximately 3.500 titles of books and journals.

The Charter

Chapter 1

Article 2/A: The purpose of the Institute will be to organize and develop marine (underwater) archaeological research...in assistance and support of the work of The Hellenic Archaeological Service in Greece.

In pursue of its aims, the Institute will:



Article 2/B/a: Conduct scientific research on antiquities lying at the seabed, using for this purpose the qualified scientific and technical personnel from among its members and the necessary technical equipment, self-owned or otherwise, in cooperation with specialized scientists, technicians, divers, and Greek and foreign groups and organizations of alike aims....

Article 2/B/b: Organize educational and scientific lectures, seminars, international conferences and film projections.

Article 2/B/c: Publish a journal titled “ENALIA”. The journal will include reports and articles connected with the aforesaid aims; information concerning international archaeological activity; news on technical developments; reports on the activities of the Institute, with an annual statement and report; and book/articles/reports reviews.

Article 2/B/d: Establish a library, an educational film library and a special scientific archive.

Chapter 2

Article 3/1: The Institute will have regular, honorary, and associate members.

Article 3/2: All persons likely to contribute to the promotion of the aims of the Institute are eligible for regular membership under the terms and conditions of article 4 herein below.

Article 3/3: Persons who render outstanding services to the Institute, or contribute greatly to the achievement of the aims set by the Institute, can be declared honorary members. Those who have served as Presidents of the Institute and have rendered outstanding services, can be proclaimed honorary presidents.

Article 3/4: Persons residing abroad, who are in a position to contribute to the fulfilment of the aims of the Institute, are eligible for associate membership.

Chapter 4

Article 15: The collective bodies of the Institute are the General Assembly, the Board of Directors, the Controlling Committee and the Supervisory Committee.

Chapter 5

Article 21/1: The Institute shall be administered by a seven-member Board of Directors elected by the General Assembly of Members in accordance with the specific provisions of article 22 (Election of the Board of Directors).

Article 26/1: The Board of Directors shall be competent to decide on any and all actions pertaining to the administration of the Institute and the management of its property, and to the pursuit of its aims in Greece and abroad, in accordance with provisions of this Charter and the law of the land.

Article 26/2: The Board of Directors shall formulate the Institute’s plan of action; it shall exercise all administrative, arbitrational and disciplinary powers deriving from the provisions of this charter; and it shall represent the Institute in any transactions with the authorities.

Article 30/1: Together with the election of the Board of Directors, the General Assembly shall elect a controlling Committee composed of three (3) members of the Institute who are not members of the Board of Directors.

Article 30/2: The Controlling Committee shall conduct an annual scrutiny of the financial administration and general activities of the Management, and shall prepare and submit to the annual General Assembly a report.



HIMA's Diversity Strategy and Action - Gender Equality Plan

INTRODUCTION

Taking into consideration all of the above, the HIMA's Board of Directors, as the legal representative body of the organization, have decided to develop a plan in relation to the Gender Equality Issues and will be monitoring all stages of development.

This GEP is approved by the Board of Directors of HIMA (273th Board Meeting, 9/9/2022), and is embedded within the work of the Institute in accordance with the Internal Regulation currently in force. The Board of Directors have elected the Gender Equality Officer who has the primary responsibility for designing, monitoring, and evaluating the GEP as well as creating the necessary adjustments. Also, she is appointed to organize information circulation, awareness and training actions.

Equality of opportunity is core to HIMA's mission, and gender balance is a critical element for the Institute to ensure fair access and equality for its research, technical, administrative and support of its members contributing as volunteers. Since its foundation but more actively since the beginning of the second millennium, the Institute always attempt to incorporate these principles in its priorities and everyday operations. However, responding to the current demands and following acts drawn up both at national level (Action for Gender Equality 2021-2025) and at European level (Gender Equality Strategy for 2020-2025, Gender equality in the European Research Area), HIMA commits to systematizing its practices through the development of an effective Gender Equality Plan (GEP). The aims of the GEP are:

- The recording of the current situation as formed by the procedures and practices applied in CERTH, in order to identify possible gaps or weaknesses in the equal treatment of genders;
- The identification and application of corrective practices;
- The setting of targets and their monitoring through specific indicators.

PLAN's Implementation Period (2022-2026). The implementation period coincides with the service of the newly elected Board of Directors (June 2022), elected by the General Assembly and committed by the Institute's Charter to represent the organization for 5 years.

The Legal Framework on National and International Level

This GEP legitimates and protects every strategy aiming to achieve gender equality at HIMA. It 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, equal treatment, harassment in the workplace, social responsibility of organizations. Specific articles, policies and directives can be found below:



European Union

Chapter of Fundamental Rights of the EU

- **Article 21(1)** states: “Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited”.
- **Article 23** states: “Equality between women and men must be ensured in all areas, including employment, work and pay. The principle of equality shall not prevent the maintenance or adoption of measures providing for specific advantages in favour of the under-represented sex”.

Directives

- **Directive (EU) 2019/1158** of the European Parliament and of the Council of 20 June 2019 on work-life balance for parents and carers and repealing Council Directive 2010/18/EU
- **Council Directive 2010/18/EU** of 8 March 2010 implementing the revised Framework Agreement on parental leave concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and repealing Directive 96/34/EC (Text with EEA relevance)
- **Directive 2010/41/EU** of the European Parliament and of the Council of 7 July 2010 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
- **Directive 2006/54/EC** of the European Parliament and of the Council of 5 July 2006 on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (recast)
- **Council Directive 2000/78/EC** of 27 November 2000 establishing a general framework for equal treatment in employment and occupation
- **Council Directive 2000/43/EC** of 29 June 2000 implementing the principle of equal treatment between persons irrespective of racial or ethnic origin
- **Council Directive 96/34/EC** of 3 June 1996 on the framework agreement on parental leave concluded by UNICE, CEEP and the ETUC
- **Council Directive 92/85/EEC** of 19 October 1992 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 (tenth individual Directive within the meaning of Article 16 (1) of Directive 89/391/EEC).
- **Council Directive 79/7/EEC** of 19 December 1978 on the progressive implementation of the principle of equal treatment for men and women in matters of social security.
- **Council Directive 76/207/EEC** of 9 February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions.
- **Council Directive 75/117/EEC** of 10 February 1975 on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women Greek Law.



Greek Law

Constitution

- **Article 4(2)** provides: “Greek men and women have equal rights and obligations”
- **Article 22(1)(b)** states: “All workers, irrespective of sex or other distinctions, have a right to equal pay for work of equal value”
- **Article 116(2)** states that: “Positive measures aiming at promoting equality between men and women do not constitute discrimination on grounds of sex. The State shall take measures to eliminate inequalities existing in practice, in particular those detrimental to women”

Laws

- **Act 4604/2019**, “On the promotion of substantive gender equality etc.”, OJ A 50/26.3.2019
- **Act 4443/2016**, “1) Transposition of Directive 2000/43/EC on the implementation of the principle of equal treatment between persons irrespective of racial or ethnic origin, of Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation and of Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of freedom of movement for workers (...), OJ A 232/9.12.2016 [replacing Act 3304/2005 which had initially transposed Directives 2000/43/EC and 2000/78/EC], OJ A 16/27.1.2005].
- **Act 4097/2012**, “Implementation of the Principle of Equal Treatment of Men and Women Engaged in an Activity in a Self-Employed Capacity – Harmonisation of the legislation with Directive 2010/41/EU of the European Parliament and the Council”, OJ A 235/3.12.2012 (Directive 86/613/EEC had not been transposed).
- **Act 4075/2012**, Articles 48-54, “Incorporation into Greek Law of Directive 2010/18/EU of the Council of the EU Implementing the Revised Framework Agreement on Parental Leave Concluded by BUSINESSEUROPE, UEAPME, CEEP and ETUC and Repealing Directive 96/34/EC”, OJ A 89/11.4.2012.
- **Presidential Decree 80/2012**, “Granting of Parental Leave and Leave of Absence to Workers under a Contract of Maritime Work on Vessels Bearing the Greek Flag, in accordance with Directive 2010/18/EU”, OJ 138/14.6.2012.
- **Act 1756/1988**, Code on the Status of Judges, OJ A 35/2.2.1988. **Act 3896/2010**, “Implementation of the Principle of Equal Treatment of Men and Women in Matters of Employment and Occupation. Harmonisation of Existing Legislation with Directive 2006/54/EC of the European Parliament and the Council”, OJ A 207/8.12.2010.
- **Act 3769/2009**, “Implementation of the Principle of Equal Treatment of Men and Women Regarding Access to Goods and Services and Their Supply”, transposing Directive 2004/113/EC, OJ A 105/1.7.2009, as amended by Article 162 of Act 4099/2012 implementing the CJEU Test-Achats judgment, OJ A 250/20.11.2012.
- **Presidential Decree 87/2002**, “Implementation of the Principle of Equal Treatment of Men and Women in Occupational Social Security Schemes in Compliance with Directives 96/97/EC and 86/378/EEC”; repealed by Article 30(5) of Act 3896/2010 transposing Directive 2006/54/EC.



Presidential Decree 176/1997, “Measures for the Improvement of the Safety and Health at Work of Pregnant Workers and Workers Who Have Recently Given Birth or are Breastfeeding in Compliance with Directive 92/85/EEC”, OJ A 150/15.7.1997, as amended by Decree 41/2003, OJ A 44/21.2.2003

- **Act 1483/1984**, “Protection and Facilitation of Workers with Family Responsibilities”, as amended by Article 25 of Act 2639/1998, OJ A 205/2.9.1998 implementing Directive 96/34/EC and by Article 46 of Act 4488/2017,7 and Article 54(1) of Act 4075/2012 transposing Directive 2010/18/EU
- **Act 1414/1984**, “Implementation of the Principle of Equal Treatment of the Sexes in Employment Relationships”, transposing Directives 75/117/EEC and 76/207/EEC, OJ A 10/2.1984
- **Presidential Decree 1362/1981**, “Replacement of Paragraph 1 of Article 33 of Act 1846/1951 “on Social Security” in compliance with Directive 79/7/EEC”, OJ A 339/30.12.1981.

National General Collective Agreements

Relevant national legislation:

- **Act 4531/2018** (OJ A 62/5.4.2018) ratifying the Istanbul Convention on preventing and combating violence against women and domestic violence of the Council of Europe (IC), signed by Greece on May 2011.
- **Act 4491/2017**, “Legal recognition of gender identity... etc”, OJ A 152/13.10.2017.
- **Act 927/1979**, OJ A 139/28.6.1979, implementing the CERD, as amended by Act 4285/2014, OJ A 191/10.9.2014 and Act 4491/2017, OJ A 152/13.10.2017.

Objectives

HIMA’s GEP has six tangible objectives, towards:

1. Embedding a **gender-aware culture** in the Institute by shifting traditional perceptions;
2. Improving the **research quality** of the Institute by having heterogeneous research groups;
3. Practicing **excellence** through female personnel (researchers, technical or administrative personnel) career development and training;
4. Making **decision-making more inclusive** by including more women in the process, thus ensuring diversification of views;
5. Becoming an attractive Research Institute for female experts in maritime archaeology from Greece and abroad;
6. Contributing to the national and European needs for female experts in the field of maritime archaeology;



Results/ areas for interventions based on gender analysis

In order to achieve these objectives, HIMA focuses on five key axes/areas, following the guidelines of the European Institute for Gender Equality (EIGE). These areas are:

PRIORITY AXIS 1: Work-life balance and organizational culture

PRIORITY AXIS 2: Gender balance in leadership and decision-making

PRIORITY AXIS 3: Gender equality in membership, participation in all the Institute's activities, training, development of necessary specialized skills

PRIORITY AXIS 4: Integration of the gender dimension into research and teaching content.

PRIORITY AXIS 5: Measures against gender-base violence including sexual harassment.

To identify the current status (2022) and work towards the implementation of an effective meritorious and fair GEP within a time framework of 5 years, data of previous years will be processed and evaluated. These data will cover different time spans (for e.g. 2000-2022, 2010-2022, etc) on the basis of analyzing equality issues in relation to the different aims/objectives/activities of the Institute as well as the human resources and the structure of the organization.

PRIORITY AXIS 1: Work-life balance and organizational culture

Objectives	Actions	Human Resources	Time Table	Responsible for Implementation	Responsible for Monitoring
Gender Equality as a key principle	<p>Ensuring gender equality as a basic principle in existing HIMA's texts, publications, reports</p> <p>-----</p> <p>Use of inclusive/neutral language in presentation/ publications/ communication activities</p> <p>-----</p> <p>Confirmation of the HIMA's commitment through a relevant reference on the website</p> <p>-----</p> <p>Promoting gender equality by informing the public (eg HIMA's website)</p> <p>-----</p> <p>Development of collaborations with organizations promoting gender equalities</p>	HIMA's Members/ Public	Ongoing procedure for the whole duration of the plan	HIMA's BoD	Gender Equality Officer

PRIORITY AXIS 2: Gender balance in leadership and decision-making

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Following the related articles of the Chapter (see “Main Information” above), Governance and decision making together with research policy are the responsibility of HIMA’s Board of Directors (BoD) which consists of 7 Members:

- President
- Vice President
- Secretary General
- Secretary
- Treasurer
- Two Advisory Members

The following tables present the composition of the BoD (2000-2026)

Table 1: Members of the Board of Directors and the Controlling Committee

	2000-2005	2005-2009	2009-2013	2013-2017	2017-2022	2022-2026
Total	10	10	10	10	10	10
Men	9	9	7	6	7	7
Women	1	1	3	4	3	3

Table 2: Board of Directors. Position of President, Vice President, Secretary General

	2000-2005	2005-2009	2009-2013	2013-2017	2017-2022	2022-2026
TOTAL	3	3	3	3	3	3
Men	2	3	3	3	3	2
Women	1	0	0	0	0	1

It is worth noting that:

- No woman has held the position of President since 2000 (and as a matter of fact since its foundation in 1973).
- Only one woman has held the position of Vice President, since 2000.
- Since 2009 an attempt has been made to include more women in the decision making and governance of the Institute.
- In 2022, a woman occupied for the first time the position of Secretary General (since its foundation in 1973).



Objectives	Actions	Human Resources	Time Table	Responsible for Implementation	Responsible for Monitoring
Maintaining and enhancing gender balance in positions of responsibility and decision-making processes	Promoting actions to strengthen the participation of women in positions of responsibility and governance. Encouragement and urge of women to claim positions of responsibility <hr/> Support women by training in leadership and management	HIMA's Members	Ongoing procedure for the whole duration of the plan	HIMA's BoD	Gender Equality Officer

PRIORITY AXIS 3: Gender equality in membership, participation in all the Institute's activities, training, development of necessary specialized skills

As stated above, see section "Main Information" (Chart's Chapter 2), *all persons likely to contribute to the promotion of the aims of the Institute are eligible for regular membership*. It is therefore a priority for the BoD to encourage and approve new applications for membership and provide the opportunity to new members to participate and support all of its aims and activities (as stated above, see section "Main Information" (Chart's Chapter 1), namely:

- organizing and conduct underwater archaeological projects,
- organizing events, exhibitions and film projections for promoting and maintaining the Underwater Cultural Heritage (UCH) and increasing public awareness,
- participating in EC collaborative and interdisciplinary projects,
- publishing the scientific journal *Enalia*,
- publishing and submitting annually research reports
- organize educational seminars in maritime archaeology,
- maintaining a special photographic/film archive and library



Table 3. HIMA's Active Members (current status 2022)

	Archaeologists Historians/ Maritime Archaeologists	%	Engineers Architects Topographers	%	Oceanographers Geologists Biologists	%	Conservators	%	TOTAL Number of Active Members 103	%
Researchers	58		8		4		7		77	74,76%
MEN	29	50%	5	62,5%	2	50%	3	42,86%	39	37,86%
WOMEN	29	50%	3	37,5%	2	50%	4	57,14%	38	36,89%
Technical Personnel/ Commercial Divers									9	8,74%
MEN	9	100%							9	8,74%
WOMEN	0	0%							0	0%
Photo/Video Recording	3								3	2,91%
MEN	3	100%							3	2,91%
WOMEN	0	0%							0	0%
Other/ Volunteers	14								14	13,59%
MEN	10	71,43%							10	9,71%
WOMEN	4	28,57%							4	3,88%
TOTAL									103	
MEN									61	59,22%
WOMEN									42	40,78%

Table 4. Applications for Memberships approved by the BoD (2002 - 2022)

	2002-2004	%	2005-2007	%	2008-2010	%	2011-2013	%	2014-2016	%	2017-2019	%	2020-2022 COVID PERIOD	%	TOTAL	TOTAL %
MEN	6	46,15%	14	60,87%	12	66,67%	6	46,15%	2	50%	7	77,78%	1	33,33%	48	59,22%
WOMEN	7	53,85%	9	39,13%	6	33,33%	7	53,85%	2	50%	2	22,22%	2	66,67%	35	40,78%
TOTAL	13		23		18		13		4		9		3		83	100%



Objectives	Actions	Human Resources	Time Table	Responsible for Implementation	Responsible for Monitoring
<p>Maintaining and enhancing gender balance in</p> <p>Providing: - opportunities for new memberships -opportunities for participating in all HIMA's activities (underwater projects, <i>Enalia</i> journal publication, delivery of articles and reports, exhibitions and events in UCH, training seminars)</p> <p>-positions of responsibility and decision-making processes</p>	<p>Promoting actions to strengthen the participation of women in all positions of responsibility and governance.</p> <p>-----</p> <p>Encouragement and urge of women to apply for membership</p> <hr/> <p>Support women by training them in the field projects and by developing specialized skills for scientific diving</p> <hr/> <p>Monitoring process: by recording (by gender) applications, by securing equal numbers (by gender) on the participation in all activities</p> <hr/> <p>Ensure and Monitor the participation of women in service contacts of specialized work within the framework of European Commission's Programs</p> <hr/> <p>Monitoring HIMA's Community vs age and gender</p>	<p>HIMA's Members/ Students/ Public with an interest in maritime archaeology (commercial divers, oceanographers, engineers, etc)</p>	<p>Ongoing procedure for the hole duration of the plan</p>	<p>HIMA's BoD</p>	<p>Gender Equality Officer</p>



PRIORITY AXIS 4: Integration of the gender dimension into research and teaching content.

Objectives	Actions	Human Resources	Time Table	Responsible for Implementation	Responsible for Monitoring
Improving the integration of the gender dimension in all HIMA's Activities	<p>Promoting gender mainstreaming in HIMA's activities (indicatively), a) maintaining gender distribution in the production of statistics, e.g. field of expertise, educational level, and b) participation in collaborative workshops with other Institutions aimed at gender equality)</p> <hr/> <p>Organizing information events in order to understand how gender mainstreaming is integrated into HIMA's research and innovation activities</p> <hr/> <p>Submit reports to the Greek Ministry of Culture promoting the results of data based on gender issues</p>	HIMA's Members/ General Assembly/ Greek Ministry of Culture, Greek Ephorate of Underwater Antiquities	Ongoing procedure for the whole duration of the plan	HIMA's BoD	Gender Equality Officer



Objectives	Actions	Human Resources	Time Table	Responsible for Implementation	Responsible for Monitoring
Enhancing women's participation both in research and innovation activities	Encourage the participation both of men and of women in the processes of conception and implementation of research, development projects and innovation actions	HIMA's Members/BoD	Ongoing procedure for the whole duration of the plan	HIMA's BoD	Gender Equality Officer
	Enhancing women's participation in the writing of scientific publications, activity reports, guides - manuals, working texts, etc.	Women Researchers/ HIMA's Members			
	Promoting women's research and disseminating both research and innovation results	Women Researchers/ HIMA's Members/ Students			
	Encouragement of women to participate in activities (conferences, workshops, etc.) organized or participated by HIMA with an active presence (organizers, speakers, coordinators, etc.)	Women Researchers/ HIMA's Members/ Students/ Trainees			



Table 5. Monitoring the participation of volunteers. The example of an Underwater Excavation Project (2009-2018)

Maritime Archaeologists	Architects	Topographers	Technicians/ Professional Divers/Diving Instructors	Underwater Photography/ Video	Marine Biologists	Oceanography	Conservation	Trainees	Seminar Students	TOTAL
10	2	2	27	3	0	4	2	6	2	58
										MEN% 59,79
11	3	1	2	0	1	4	6	8	3	39
										WOMEN% 40,21
21	5	3	29	3	1	8	8	14	5	97
										TOTAL NUMBER
21,65%	5,15%	3,09%	29,90%	3,09%	1,03%	8,25%	8,25%	14,43%	5,15%	%

PRIORITY AXIS 5: Measures against gender-based violence including sexual harassment.

Objectives	Actions	Human Resources	Time Table	Responsible for Implementation	Responsible for Monitoring
Policy on harassment and violence during research activities and fieldwork	Establish a policy to prevent and combat violence and harassment in the workplace ----- Pursue Legal advice	BoD/General Assembly/ Lawyers on civil rights	Ongoing procedure for the hole duration of the plan	HIMA's BoD	Gender Equality Officer
Training in violence and harassment	Awareness / information about violence and harassment (e.g. provision of information material, briefing) in the workplace and in the field campaigns	HIMA's Members/ Directors of Field Projects/ Team Members	Ongoing procedure for the hole duration of the plan	HIMA's BoD	Gender Equality Officer

Evaluation and Monitoring

Given that the development of a gender equality plan (GEP) is an institutional statement by HIMA on gender equality in its day-to-day operations and outlines both the objectives and the actions for maintaining or enhancing these gender equality policies, monitoring its implementation as well as its periodic review is an important dimension to ensure that the process of achieving gender equality is time-consuming. Data processing and the recording of initiatives to improve equality issues will be enriched and validated systematically, by producing statistics and monitoring all practices. In addition, the BoD is committed to ensure gender equality within the community of the Hellenic Institute of Marine Archaeology, by addressing (on the annual meeting) and by triggering the interest of the Institute's General Assembly for becoming involved in all issues and actions undertaken within the framework of a gender equality policy.