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GENDER EQUALITY ACTION PLAN (GEAP)

The Gender Equality Action Plan was approved by the Administrative Board of the Archaeological Museum of Thessaloniki, with decision number 2504/06-08-2024.

Thessaloniki, 30-07-2024

A. INTRODUCTION.

The Archaeological Museum of Thessaloniki (AMTH) is a Legal Entity of Public Law, funded and supervised by the Ministry of Culture. Its legal status serves the public good of culture, under Law 4858/2021 (Government Gazette 220/A/19.11.2021), "Code of Legislation for the Protection of Antiquities and Cultural Heritage" and public policy for the protection and promotion of the country's cultural heritage. The institutional framework for the establishment of AMTH is governed by the provisions of Law 5021/2023 (Government Gazette 31/A/12.02.2023).



The Gender Equality Action Plan (GEAP) regulates the organizational priorities for safeguarding gender equality and organizes actions and monitoring programs for their implementation at the Museum. The principle of equal opportunities is fundamental to the operation of the Archaeological Museum of Thessaloniki, and gender balance is a key factor in ensuring equal and impartial access to all staff. The Archaeological Museum of Thessaloniki is committed to promoting equal opportunities between genders in accordance with its principles and priorities, applying international and national best practices in compliance with legislation and regulations and integrating these principles into its activities.

B. REGULATORY – INSTITUTIONAL FRAMEWORK.

The Gender Equality Action Plan of the Archaeological Museum of Thessaloniki supports the strategy for achieving gender equality within the Museum. The Gender Equality Action Plan (GEAP) is formulated in accordance with national and European legislation regarding gender equality, the prevention of gender discrimination and harassment, and equal treatment.

The main regulatory and institutional framework is outlined below:

1. Charter of Fundamental Rights of the European Union.

- Article 21, paragraph 1: "Any discrimination based on gender, race, color, ethnic or social origin, genetic features, language, religion or belief, political or other opinions, membership in a national minority, property, birth, disability, age, or sexual orientation is prohibited."

- Article 23: "Equality between women and men must be ensured in all areas, including employment, work, and pay. The principle of equality does not prevent the maintenance or adoption of measures



providing specific advantages in favor of the underrepresented gender."

2. European Union Legislation - Consolidated Version of the Treaty on the Functioning of the European Union (TFEU).

• Article 157 (formerly Article 141 of the EEC Treaty)

1. Each Member State shall ensure the application of the principle of equal pay between men and women for equal work or work of equal value.

2. For the purposes of this article, 'pay' means the ordinary basic or minimum wage or salary and any other benefits, whether in cash or in kind, directly or indirectly, received by the worker in respect of employment, from the employer. Equal pay without gender discrimination means: (a) pay for the same work paid at a piece rate shall be calculated on the basis of the same unit of measurement, (b) pay for work paid by the hour shall be the same for the same job.

3. The European Parliament and the Council, acting in accordance with the ordinary legislative procedure and after consulting the Economic and Social Committee, shall adopt measures to ensure the application of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation, including the principle of equal pay for the same work or work of equal value.

4. In order to ensure full equality between men and women in practice in the workplace, the principle of equal treatment does not prevent Member States from maintaining or adopting measures that provide specific advantages to the underrepresented gender, enabling them to continue a professional activity or to prevent or compensate for disadvantages in their professional career.



3. European Directives.

- Directive (EU) 2019/1158 of the European Parliament and 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/EEC.

- Directive 2010/41/EU of the European Parliament and the Council of 7 July 2010 on the application of the principle of equal treatment between men and women engaged in a self-employed activity and repealing Council Directive 86/613/EEC.

- Directive 2006/54/EC of the European Parliament and 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 CES.

- Council Directive 92/85/EEC of 19 October 1992 on the introduction of measures to improve the safety and health at work of pregnant workers, workers who have recently given birth, or those who 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 regarding 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.

4. Constitution of Greece.

- Article 4, paragraph 2: "All Greeks, men and women, have equal rights and obligations."

- Article 22, paragraph 1, subparagraph b: "All workers, irrespective of gender or other distinction, have the right to equal pay for work of equal value."

- Article 116, paragraph 2: "Measures that promote equality between men and women, particularly by removing inequalities that exist in practice to the detriment of women, do not constitute gender discrimination."

5. Greek Legislation.

- Law 4808/2021, "On the Protection of Labor, Establishment of an Independent Authority 'Labor Inspectorate,' Ratification of ILO Convention 190 on the Elimination of Violence and Harassment in the World of Work, Ratification of ILO Convention 187 on the Promotional Framework for Occupational Safety and Health, Incorporation of Directive (EU) 2019/1158 of the European Parliament and the Council of 20 June 2019 on work-life balance for parents and carers, and other provisions of the Ministry of Labor and Social Affairs," Government Gazette A 101/19.6.2021.



• Law 4604/2019, "Promotion of Substantive Gender Equality, Prevention and Combat of Gender-Based Violence," Government Gazette A' 50/26.03.2019.

• Law 4491/2017, "Legal Recognition of Gender Identity, National Mechanism for Monitoring and Evaluating Child Rights Action Plans, and other provisions," Government Gazette A' 152/13.10.2017.

• Law 4531/2018, "I) Ratification of the Council of Europe Convention on Preventing and Combating Violence Against Women and Domestic Violence and adaptation of Greek legislation," Government Gazette A' 62/5.4.2018.

• Law 4443/2016, "I) Incorporation of Directive 2000/43/EC on implementing the principle of equal treatment between persons irrespective of racial or ethnic origin, Directive 2000/78/EC on establishing a general framework for equal treatment in employment and occupation, and Directive 2014/54/EU on measures facilitating the exercise of rights conferred on workers in the context of free movement of workers," Government Gazette A' 232/9.12.2016.

• Law 4097/2012, "Application of the principle of equal treatment between men and women in self-employment and alignment of national law with Directive 2010/41/EU of the European Parliament," Government Gazette A' 235/3.12.2012.

• Law 4075/2012, Chapter VI, Articles 48-54, "Incorporation of Directive 2010/18/EU of the Council of 8 March 2010 regarding the implementation of the revised framework agreement on parental leave concluded by BUSINESS EUROPE, UEAPME, CEEP, and ETUC, and repealing Directive 96/34/EEC," Government Gazette A' 89/11.4.2012.

• Law 1756/1988, "Code of the organization of courts and status of judicial officers," Government Gazette A' 35/26.2.1988.

• Law 3896/2010, "Implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation – Alignment of national legislation with



Directive 2006/54/EC of the European Parliament and Council of 5 July 2006," Government Gazette A' 207/8.12.2010.

- Law 3769/2009, "Application of the principle of equal treatment between men and women in access to goods and services and the provision thereof, and other provisions," Government Gazette A' 105/01.07.2009.

- Law 3488/2006, "Implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions," Government Gazette A' 191/11.09.2006.

- Presidential Decree 105/2003, "Adaptation of national law to Directive 97/80/EC of the Council of 15.12.1997 on the burden of proof in cases of gender discrimination," Government Gazette A' 96/23.04.2003.

- Presidential Decree 87/2002, "Application of the principle of equal treatment for men and women in occupational social security schemes, in compliance with Directives 96/97/EC and 86/378/EEC," Government Gazette A' 150/15.07.1997.

- Law 1483/1984, "Protection and facilitation of workers with family responsibilities – Amendments and improvements to labor laws," Government Gazette A' 153/8.10.1984.

- Law 1414/1984, "Implementation of the principle of gender equality in labor relations and other provisions," Government Gazette A' 10/2.1984.

- Presidential Decree 1362/1981, "Replacement of paragraph 1 of Article 38 of AN 1846/51 'On Social Insurance,' in implementation of Council Directive 79/7/EEC of 19.12.1979," Government Gazette A' 339/30.12.1981.

- National General Collective Labor Agreement.



C. OPERATIONAL FRAMEWORK.

The Gender Equality Action Plan is incorporated into the Museum's obligations, and its implementation is overseen by the Administrative Board and the Director General, with the support of the Administrative and Financial Support Department and the Legal Advisor. The plan is approved by the Administrative Board of the Archaeological Museum of Thessaloniki and is revised whenever it is deemed necessary to update it in relation to discrimination issues.

D. GOALS.

Taking into account the Priority Areas of the National Action Plan for Gender Equality 2021-2025 and based on the qualitative and quantitative data collected through the Gender Equality Committee, the Archaeological Museum of Thessaloniki has set the following main goals regarding gender inequality issues:

1. Ensuring adherence to the principles of equal treatment in the Museum's operations, embedding an organizational culture with gender awareness, and eliminating unconscious gender biases in human resource management.
2. Ensuring gender equality in leadership and decision-making positions.
3. Ensuring gender equality in employment and career progression.
4. Balancing professional and family life and strengthening the role of fathers.
5. Providing equal opportunities in research, training, education, and professional development within the scope of the staff's responsibilities and the Museum's objectives.
6. Adopting a communication strategy with gender sensitivity.



7. Implementing measures against gender-based violence, including sexual harassment.

8. Integrating a gender dimension into the Museum's activities.

Goal 1: Ensuring and Integrating the Principles of Equal Treatment.

Equal treatment is a fundamental principle for the Archaeological Museum of Thessaloniki, and the Museum implements the following measures to ensure its practical application:

- Examination and application of laws and regulations related to equal opportunities and the prevention of discrimination for all staff.

- Feedback on adherence to the principle of equal treatment in decision-making and implementation processes.

- Ensuring decision-making is based on well-documented criteria and analytical data without the influence of gender bias.

- Awareness of violence and harassment in the workplace and addressing corresponding incidents.

- Using gender-neutral language in all documents.

Responsible:

- Administrative Board

- Director General

In collaboration with:

- Administrative and Financial Support Department

- Legal Advisor

Goal 2: Ensuring Gender Equality in Leadership and Decision-Making Positions.

The Archaeological Museum of Thessaloniki promotes actions that encourage balanced gender representation in leadership and



decision-making positions, as a means to fully utilize the unique skills and abilities of its staff, free from gender bias or stereotypes.

Measures include:

- Implementing objective and transparent procedures, as regulated by legislative provisions, without gender restrictions.
- Strengthening balanced gender participation when seeking leadership positions by considering the academic qualifications, professional experience, and skills of candidates concerning the job, without considering gender.
- Evaluating the personal characteristics of candidates relative to the job's requirements and the field of work.
- Maintaining and enhancing gender balance in leadership positions and in decision-making processes.
- Encouraging and supporting women to pursue leadership and management positions.
- Promoting training for women in leadership and management topics.

Responsible:

- Administrative Board
- Director General

In collaboration with:

- Administrative and Financial Support Department
- Legal Advisor

Goal 3: Ensuring Gender Equality in Employment and Career Progression.

The Archaeological Museum of Thessaloniki adopts actions that ensure all genders have equal opportunities to develop and promote their professional careers, supporting the career advancement of all employees without gender discrimination.



Measures include:

- Identifying any biases in policies and procedures regarding the placement of staff in all positions and career stages.
- Ensuring gender balance when assigning job positions by supervisors.
- Using non-sexist language in documents related to professional careers and in job announcements for contract staff.
- Monitoring gender balance in the hiring of contract staff.
- Increasing the participation of women in evaluation committees for contract positions by applying quotas where feasible.
- Designing and implementing educational programs and information sessions to highlight the role of supervisors in career development without gender biases or stereotypes.

Responsible:

- Administrative Board
- Director General

In collaboration with:

- Administrative and Financial Support Department
- Legal Advisor

Goal 4: Balancing Professional and Family Life and Strengthening the Role of Father.

The goal of the Archaeological Museum of Thessaloniki is to provide staff and collaborators with effective facilities to balance professional and family life, adopting policies and measures that enhance, facilitate, and actively support staff in meeting their obligations.

Measures include:

- Informing staff about parental leave, family protection leave, and flexible work schemes in accordance with legislation.



- Offering flexible working hours where feasible.
- Facilitating remote work options for staff with increased family obligations related to child care and upbringing.
- Granting justified leave for child illness and family reasons.
- Encouraging male employees to take parental leave and participate in parental care.

Responsible:

- Administrative Board
- Director General

In collaboration with:

- Administrative and Financial Support Department
- Legal Advisor

Goal 5: Providing Equal Opportunities in Research, Training, Education, and Professional Development.

The duties of the employees at the Archaeological Museum of Thessaloniki require specialized knowledge and experience, which can be enhanced through research, training, education, and professional development. Therefore, the Archaeological Museum of Thessaloniki ensures:

- Access to seminars and training programs related to the Museum's activities and objectives for all staff, regardless of gender.
- Flexibility for employees to develop professionally and advance according to their roles and responsibilities, regardless of gender.
- Training employees on their rights and obligations concerning gender equality and diversity.
- Eliminating gender biases through education.

Responsible:

- Administrative Board
- Director General



In collaboration with:

- Administrative and Financial Support Department
- Legal Advisor

Goal 6: Adopting a Communication Strategy with Gender Sensitivity.

Effective communication and publicity strategies are essential in achieving gender equality. The Archaeological Museum of Thessaloniki is committed to adopting gender-neutral communication and ensuring balanced gender representation in all public activities.

Measures include:

- Using gender-neutral language and avoiding the reproduction of gender stereotypes in the Museum's promotional materials.
- Ensuring that gender equality is a core principle in existing texts, policies, and procedures.
- Applying principles of inclusivity in communication and publicity actions.
- Ensuring balanced representation of men and women in the Museum's information and publicity campaigns.
- Educating staff on gender equality.

Responsible:

- Administrative Board
- Director General

In collaboration with:

- Exhibitions, Communication, and Education Department
- Legal Advisor



Goal 7: Adopting Measures Against Gender-Based Violence, Including Sexual Harassment.

The Archaeological Museum of Thessaloniki adopts a zero-tolerance policy towards sexual harassment and gender-based violence. In this context, raising awareness among employees about gender-based violence, including sexual harassment, is essential.

Measures include:

- Implementing institutional policies regarding sexual harassment and other forms of gender-based violence within the Museum.
- Protecting staff from gender-based violence and harassment.
- Providing information on the rights and obligations of employees in the event of violence or harassment.
- Establishing a process for reporting and managing incidents of gender-based violence or harassment, ensuring there are no barriers to reporting and that all reports are taken seriously.
- Designing and implementing educational actions on preventing violence and harassment in the workplace.

Responsible:

- Administrative Board
- Director General

In collaboration with:

- Administrative and Financial Support Department
- Legal Advisor

Goal 8: Integrating a Gender Dimension into Museum Activities

The Archaeological Museum of Thessaloniki adopts actions to ensure that all genders have equal opportunities to participate in the Museum's activities.

Measures include:



- Incorporating the disability dimension into gender equality policies and programs.

- Improving the position of women who face multiple discriminations and addressing social exclusion.

- Seeking grants for cultural activities to promote universal accessibility for people with disabilities, benefiting women with disabilities as well.

- Designing and implementing targeted thematic actions that promote gender equality.

- Supporting cultural creation that promotes gender equality.

Responsible:

- Administrative Board
- Director General

In collaboration with:

- Exhibitions, Communication and Education Department
- Legal Advisor

