



GEP

Anatolia Underwater Research and Sports
Association Gender Equality Plan

2025

<https://www.asad.org.tr>

2028

INTRODUCTION



THE GLOBAL
GOALS
DEVELOPED
BY THE UNITED
NATIONS FOR
SUSTAINABLE
DEVELOPMENT

The Gender Equality Plan (GEP) of the Anatolian Underwater Research and Sports Association (ASAD), structured to cover the years 2025-2028; undertakes to systematically, measurably, and sustainably ensure gender equality in all practices and principles of project partners, documenting its mission to research, document, and pass on the rich cultural and natural heritage of Anatolian waters to future generations using scientific methods. The association considers ensuring gender equality not only an “ethical requirement” but also a “strategic element that enhances scientific quality and field operation safety.”

Mustafa Kemal Atatürk, founder of the Republic of Turkey, stated: “Human society consists of two genders, called women and men. Is it possible to advance one part of this mass and neglect

the other, and still expect the whole mass to progress? Is it possible for one half of a body to rise to the heavens while the other half remains chained to the ground?”

It is critically important for our association, which works towards Life Below Water, one of the 17 Sustainable Development Goals of the United Nations, to include the goal of Gender Equality in its mission, programs, and implementation processes in order to support institutional development and encourage social transformation.



This Plan fully adheres to the principle of mainstreaming gender equality into all policy and planning processes, as outlined in Turkey’s 12th Development Plan (2024-2028), which was prepared in line with the vision of a “strong and prosperous Turkey.” It also fully meets the European Commission’s four structural criteria (publicly available GEP, gender-disaggregated data, education and capacity building, institutional gender equality mechanisms) that address gender equality in research and innovation policies as an integral component of scientific excellence. In this regard, the plan is fully aligned with both national strategic documents and the international normative framework on gender equality established by the UN and Horizon Europe.



In line with the United Nations’ 17 Sustainable Development Goals, specifically Goal 15: Life Below Water, it is critically important for our association to incorporate the goal of Gender Equality into its mission, programs, and implementation processes in order to support institutional development and encourage social transformation.



ASPECTS OF THE PLAN ALIGNED WITH NATIONAL AND INTERNATIONAL STRATEGIC ORIENTATIONS

This plan includes data collection, support for women, and steps toward equitable governance to strengthen gender equality within the organization.

- **Mainstreaming gender equality:** Implementing a gender equality-based strategy throughout all of the association's research and management processes.
- **Gender-sensitive data and reporting:** Preparation of gender-disaggregated data reports based on the

quantity and quality of research teams, fieldwork, and organized training programs

- **Empowering women in scientific and technological fields:** Increasing the representation of female researchers in underwater research in areas such as underwater archaeology, ecology, and cultural heritage; organizing capacity-building training for women to empower them in relevant fields
- **Developing institutional equality structures:** Establishing a governance model based on gender equality in the internal and external operations of the association

Aspects of the plan that are in line with the expectations of the European Commission:

- **Publicly available institutionalized GEP:** The plan has been prepared as a written, visible, and accessible document in accordance with at least four criteria of Horizon Europe. It will be made publicly available by publishing it on the association's website.
- **Gender-disaggregated data collection:** A unit responsible for the systematic collection and reporting of gender-related data will be established. This unit will carry out all data-based processes in a gender-disaggregated manner.
- **Education and capacity building:** In addition to gender equality training, capacity building training will be organized for women in various fields.
- **Gender dimension in research content:** The effects of gender equality will be addressed and reported on in all activities.

ASAD is promoting
gender equality
in underwater
science and
archaeology.



CURRENT SITUATION ANALYSIS

ASAD, which aims to increase the representation of women in underwater science and archaeology, known for its male-dominated structure, adopts an inclusive approach that strengthens gender equality in all its activities, ranging from scientific research to education.

The Anatolian Underwater Research and Sports Association (ASAD) consists of various units, including a supervisory board, a board of directors, a president, representatives, sponsors, diving teams, and technical staff and instructors responsible for the use of research and field equipment. The association has adopted the mission of “researching, documenting, and passing on the cultural and natural heritage of Anatolian waters to future generations using scientific methods” and the vision of “becoming a world-renowned leading underwater research and education center; taking a leading role in the protection of the seas.” In this context, it has a wide range of activities, including conducting field research, organizing educational activities to raise awareness about the underwater world, and providing swimming lessons to all segments of society.

Underwater science and archaeology have persisted with a male-dominated structure from the past to the present. Women have been underrepresented in areas requiring physical endurance and technical skills, such as deep diving, technical diving, underwater photography, archaeological excavation, and underwater wreck salvage. The low representation of women in this field, both nationally and internationally, has been noted, and it has been deemed necessary to minimize gender inequality in the sector in the projects to be carried out. In this context, it has been concluded that it is important to encourage female researchers to participate in water research, to achieve a gender-equitable structure through education and capacity building processes, and to ensure that women are also significantly represented in areas of technical expertise.

CORPORATE STRUCTURE AND GENDER-DISAGGREGATED DATA				
Unit	Woman		Man	
	N	%	N	%
Audit Committee	0	%0	3	%100
Board of Directors	1	%20	4	%80
General Assembly Members	11	%22,45	38	%77,55

Protecting Anatolia’s Waters, Keeping the Future Alive in the Depths.



“Exploring the Legacy Beneath, We Breathe Life into Our Waters.”

STRATEGIC GOALS AND PRIORITIES

Integrating the Gender Dimension into Scientific and Institutional Processes	Ensuring Equal Participation in Research and Fieldwork	Ensuring Gender Equality in the Corporate Structure	2025
			2028

The primary objective of the plan is to ensure gender equality in all research and institutional processes. The strategic goals focused on in line with the primary objective are as follows:

- Establish a Gender Equality Unit (GEU) to coordinate the implementation of the plan.
- Ensure gender balance in decision-making mechanisms and establish equal representation rights for every individual, regardless of gender, as a fundamental principle of institutional governance.
- Develop a working system that supports the equal participation of female and male researchers in research and fieldwork.

- Provide gender-sensitive guidance services against potential risks and develop safety protocols for female researchers.
- Present and make visible the impact and effectiveness of the strategy for achieving gender equality in research outputs, such as in project design and the development of training programs.
- Institutionalize a zero-tolerance policy against discrimination and gender-based violence. In this context, establish a reliable, independent, and confidential reporting mechanism.
- Increase knowledge levels through gender education and reflect this in practice.

ACTION
PLAN
2025-2028



1. Strategic Goal: Establishment of the Gender Equality Unit (GEU)

Action	Responsible Unit	Indicators	Timing
Documenting the unit's duties, authorities, and responsibilities; creating an organizational chart	Board of Directors	Establishment of the unit and approval of the internal guidelines	0-6 months
Assignment of members to the unit	Board of Directors	Number of persons appointed and job descriptions	6-12 months
Preparation of TECB annual activity reports	TECB	Publication of the report each year	Every year

2. Strategic Goal: Ensuring gender balance in the decision-making mechanism

Action	Responsible Unit	Indicators	Timing
Monitoring gender distribution in management and committees	Board of Directors	Creating a gender distribution report	Every year
Adopting the principle of “at least 40% gender balance”	Board of Directors	Indicator of increase in female membership	0-3 months

3. Strategic Goal: Ensure gender equality in participation in research and fieldwork

Action	Responsible Unit	Indicators	Timing
Organize capacity-building training to increase women researchers' participation in research and fieldwork	TECB	Increase in the percentage of female participants before and after training	0-12 months
Establishing gender-balanced quotas in technical education	TECB	Present in report form	Every year

4. Strategic Goal: Develop gender-sensitive guidance and safety protocols

Action	Responsible Unit	Indicators	Timing
Conducting gender-based risk and needs analysis	TECB	Create a risk and requirements-based analysis document	Every year
Provision of guidance and psychosocial support services by TECB	TECB	Number of applications and satisfaction surveys	Every year

5. Strategic Goal: Integrate gender equality into project design, training, and output processes

Action	Responsible Unit	Indicators	Timing
Create a “Gender Dimension Checklist”	TECB	Use the checklist in the relevant reports	Every year
Conducting gender-based data disaggregation in research reports	TECB	Include ratios in reports	Every year
Reporting the impact of gender in scientific outputs	TECB	Prepare one evaluation report per year	Every year

6. Strategic Goal: Zero tolerance policy against gender-based violence and discrimination

Action	Responsible Unit	Indicators	Timing
Conduct corporate awareness training against harassment and discrimination	TECB	Information form	Every year
Establish an independent, confidential, and reliable helpline	TECB	Satisfaction measurement data regarding the application line	0-6 months

7. Strategic Goal: Increase awareness of gender equality within the organization

Action	Responsible Unit	Indicators	Timing
Organize awareness-raising training on gender issues	TECB	Number of people participating in training	Every year



ASAD aims to make the heritage of Anatolian waters visible on a global scale.

MONITORING AND EVALUATION

TECB will continuously monitor GEP applications and report on them every six months. All indicators will be subject to annual evaluation. An

improvement plan will be developed for any deficiencies. The results will be shared on the association's website.

CONCLUSION

This Plan is a comprehensive policy document that aims to embed gender equality throughout ASAD's institutional system during the 2025-2028 period. The equal participation of women in scientific, technical, and managerial processes in underwater

research is indispensable for both institutional success and the quality of scientific output. ASAD plans and implements its work in line with the goals and priorities set out in this framework.

The Gender Equality Plan (GEP) was unanimously approved by the ASAD Board of Directors on November 22, 2025, and it was decided to publish it on the website.

Mehmet Salih AYGÜN
ASAD Board of Directors Chairman

