


AGREED
 by Scientific Council
 of National University
 «Odessa Maritime Academy»
 Protocol № 2 dated «28» 09 2023 p.

APPROVED
 Rector of National University
 «Odessa Maritime Academy»

 «28» 09 2023 p.

Action Plan for Gender Equality Support at the National University "Odessa Maritime Academy"

For the period from January 2024 to December 2025

Intervention Area	Direction of Intervention	Issues and Goals	Planned Actions	Responsible and Concerned Persons/Units	Execution Period (Project Months)
Management Processes and Human Resource Management	Work/Life Balance	Issue 1: Imbalance between work/study and personal life, lack of opportunities to support this balance. Goal 1: Achieve a balance between work/study and personal life among staff and students.	Action 1: Develop and implement provisions for prioritizing conditions when scheduling classes for teachers with young children, children with special needs, large families, and pregnant women.	Academic Department, Institute of Maritime Law and Management (IMLM)	08.01-01.03.2024
			Action 2: Conduct a research to identify resource needs for opening a children's room at the university.	Trade Union Committee, IMLM	15.01-31.05.2024
			Action 3: Implement provisions for conditions	Trade Union Committee, IMLM	05.2024

			ensuring remote work for teachers with young children, children with special needs, large families, and pregnant women.		
			Action 4: Develop the culture of equal family responsibilities among students and academic staff.	IMLM, Psychological Support Center, Philosophy Department, Youth Organization, Vice-Rector for Scientific, Pedagogical and Educational Work	Throughout the plan implementation
			Action 5: Create and maintain a section on the university website with information on gender equality issues, work-life balance, and gender equality regulation.	IMLM, Information and Computing Center	from 02.09.2024
Gender Segregation		Issue 2: "Glass ceiling" issue (vertical segregation). Goal 2: Encourage gender equality (vertical principle) through informational and educational activities.	Action 6: Conduct seminars and roundtables on gender equality for management personnel.	IMLM, Vice-Rector for Scientific, Pedagogical, and Educational Work	06.2024, 10.2024, 02.2025, 09.2025
			Action 7: Ensure transparency of the procedure and criteria for staff selection.	HR Department, IMLM	continuously
		Issue 3: Concentration of women in certain 'female' employment	Action 8: Conduct informational and	IMLM, Vice-Rector for Scientific, Pedagogical, and Educational Work	06.2024, 10.2024,

		sectors (horizontal segregation). Goal 3: Encourage gender equality (horizontal principle) through informational and educational activities.	educational work on gender equality for staff.		02.2025, 09.2025
Mechanisms to Support Gender Equality		Issue 4: Lack of mechanisms to support gender equality. Goal 4: Ensure action stability by creating mechanisms to achieve gender equality.	Action 9: Establish a Commission to address gender inequality issues and develop mechanisms for its operation.	Trade Union Committee, IMLM	10.2024
		Goal 5: Ensure action stability within the Gender Equality Plan by including gender equality goals and activities in university strategic documents.	Action 10: Ensure staff support for individual provisions of the European Charter for Researchers.	Trade Union Committee, Vice-Rector for Scientific, Pedagogical, and Educational Work, IMLM	
			Action 11: Review the current Collective Agreement on compliance with the Gender Equality Plan, propose changes if necessary.	Trade Union Committee, IMLM	11.2024-03.2025
Gender-Disaggregated Data and Monitoring		Issue 5: Gender equality issues are not considered in decision-making processes. Goal 6: Encourage decision-makers to support	Action 12: Collect, analyze, and publish statistical data with a gender component at the university.	HR Department, IMLM, Technical Training Department	01.2025

		gender equality ideas and principles.			
Educational Process	Integration of Gender Equality Principles in the Educational Process	Issue 6: Lack of gender culture and awareness of gender equality issues. Goal 7: Raise awareness on gender equality issues and create gender culture of academic staff and students	Action 13: Conduct informational and educational events on gender equality for students and academic staff.	Vice-Rector for Scientific, Pedagogical, and Educational Work, Student Council, IMLM	06.2024, 10.2024, 02.2025, 09.2025
			Action 14: Develop and distribute hard and soft informational and educational materials on gender equality.	Trade Union Committee, IMLM, Youth Organization	10.2024-03.2025
		Goal 8: Use a Gender approach in the development of educational materials.	Action 15: Conduct a pilot anti-discrimination examination of educational materials.	Methodical Department, IMLM	03.2024-04.2024
Gender Segregation in Choosing the Field of Study		Issue 7: Gender imbalance among students of economic specialties and the Faculty of Economic Informatics. Goal 9: Improve gender balance among students of economic fields of study and the specialty 'Computer Science.'	Action 16: Conduct activities to familiarize and raise awareness on women's role in the maritime industry and their career growth opportunities.	IMLM, Philosophy Department	06.2024, 10.2024, 02.2025, 09.2025
			Action 17: Conduct a pilot anti-discrimination	IMLM, Philosophy Department	03.2024-12.2024

			examination of marketing and advertising materials for Bachelor, Master, and PhD programs in the maritime field.		
Communications		Issue 8: Gender-insensitive communications. Goal 10: Raise awareness on the importance of using gender-sensitive/ gender-neutral language.	Action 18: Ensure communication and visual support for the idea of gender equality in university media content.	IMLM, Vice-Rector for Scientific, Pedagogical, and Educational Work, Technical Training Department	2025