



«APPROVE»

Rector of Odesa I.I. Mechnikov
National University

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The plan of measures
for gender equality and personality development at Odesa I.I. Mechnikov
National University
2022 – 2025

Directs	Measures to ensure gender equality and personality development	Terms of implementation	Responsible persons
Raising awareness of the importance of equality issues and strengthening a positive attitude towards diversity	Conducting an internal gender audit.	Jan 2022	rector's assistant; trade union organization; student self-government
	Creation of a gender equality plan based on the conducted audit.	Mar – May 2022	rector's assistant; trade union organization; student self-government
	Creation of a university-based team on gender equality, which will be responsible for the implementation of the plan at all levels.	Mar – May 2022	rector's assistant; trade union organization; student self-government
	Development and implementation of educational materials, teaching of disciplines aimed at forming students' ideas about gender equality, non-discrimination, human rights, mechanisms of combating violence.	during each year	scientific and pedagogical workers
	Involvement of the university community, including students, in celebrating important dates dedicated to issues of gender equality, non-discrimination, gender-based violence, etc.	during each year	heads of structural divisions; deans of faculties
	Provide wide coverage of measures to promote gender equality	during each year	press service; information technology center.
Creating favorable conditions for combining work and family life	Formulation of recommendations on meeting hours of academic councils, teaching councils and faculty councils to maintain a balance between work and family life	during each year	chairman and secretary of the Academic Council of the University; deans of faculties.

	Introduction of an individual work schedule and other flexible forms that facilitate the combination of work and family life for employees with small children, children with special needs, large families, pregnant women.	during each year	deans of faculties; heads of structural departments.
	Diagnosis of the needs of persons returning to scientific and pedagogical work after parental leave regarding support from the university.	during each year	personnel department; Heads of the Department
	Conducting activities for university employees regarding the balance between work and personal life (conducting trainings and seminars aimed at developing a balance between work and personal life; implementation of psychological support for university employees in order to prevent emotional burnout).	during each year	personnel department; trade union organization
Ensuring gender equality in hiring women and men	Implementation of the following measures in case of insufficient representation of one or another gender in a certain field of activity: - providing information about the competition to the widest possible range of potential male and female candidates, taking into account gender. - recruitment announcements, including transparent criteria, clear guidelines for assessing achievements, disclosure of applications.	during each year	rector; personnel department.
	Improvement of transparent criteria for personnel selection procedure.	during each year	rector; educational department; personnel department.
Supporting the development of the academic career of women and men equally	Improvement of transparent criteria for personnel selection procedure.	during each year	educational department; heads of the Department; accounting department
	Carrying out a detailed analysis of the needs of young female workers in order to support their academic career development.	during each year	trade union organization.
	Carrying out activities aimed at increasing awareness and awareness of women's labour rights and their career growth	during each year	trade union organization; law centre

	opportunities.		
	Participation in the celebration of the International Day of Women and Girls in Science (February 11).	during each year	heads of structural departments
	Conduct scientific research on the issue of ensuring that Ukraine meets the criteria for membership of the International Coalition for Equal Pay (EPIC)	during each year	scientific and research department; heads of the Department
Promoting the eradication of transmission of gender stereotypes in the university community	Conducting awareness raising activities on gender equality and unconscious gender biases for staff and decision makers.	during each year	trade union organization; experts;
	Conducting seminars-meetings for university employees on issues of combating discrimination in education.	during each year	trade union organization; experts;
	Introduction of anti-discrimination trainings for management of departments and persons representing student self-government bodies.	during each year	trade union organization; experts;
	Conducting seminars for teachers on identifying and overcoming gender stereotypes and linguistic sexism in working with student audiences.	during each year	trade union organization; experts;
Prevention and detection of situations of gender-based violence (including sexual harassment) and discrimination that may occur in the university community	Prevention and detection of situations of gender-based violence (including sexual harassment) and discrimination that may occur in the university community: - participation in the all-Ukrainian action "16 days against violence" (November 25 - December 10). - conducting trainings and seminars for employees of all levels and students on combating sexual harassment, sexual misconduct, sexual misconduct, stalking, mobbing and awareness of the culture of consent.	during each year	trade union organization; student self-government; heads of structural departments; experts
	Conducting a study on the awareness of university applicants regarding various aspects of the problem of violence.	every year (September-October)	deans of faculties; student self-government

	The formation of an intolerant attitude towards violent patterns of behavior, an indifferent attitude towards the victims, first of all, children, awareness of domestic violence as a violation of human rights (teaching disciplines aimed at forming students' ideas about gender equality, non-discrimination, human rights, mechanisms for combating violence).	during each year	scientific and pedagogical workers; deans of faculties; student self-government.
	Regulation of the work of the Commission for the Prevention and Settlement of Cases Related to Sexual Harassment and Discrimination.	as needed	rector; trade union organization
	Provision of individual psychological support to employees and students who have become victims of any type of violence and/or discrimination	during each year	experts
Inclusion and promotion of a gender perspective in research and teaching.	Inclusion of sex and gender in educational priorities (conducting seminars and training events on the application of a gender perspective in teaching and research adapted to different levels)	during each year	experts
	Inclusion of sex and gender in research priorities (conducting training workshops and events on how to apply a gender perspective in research adapted to different levels; establishment of awards for master's theses, dissertations and other gender-sensitive research projects).	during each year	scientific and research department; students; experts.