

WMU Plan on Gender Equality 2022 - 2030 Version 1 July 2022

Purpose

1. In alignment with the IMO Gender Equality Strategy 2020-2030, the purpose of this policy and its annexes is to establish an institutional framework within WMU with a view to creating an enabling work environment that embraces equality and diversity in line with the UN System-wide Action Plan on Gender Equality and the Empowerment of Women (UN-SWAP). This policy aims to promote gender equality in recruitment and promotion and to enhance gender mainstreaming in the University's teaching, research, capacity building and knowledge dissemination activities.

Applicability

2. This policy applies to WMU as a whole.

Definitions

3. **Gender** refers to the social attributes and opportunities associated with being male and female and the relationships between women and men, girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialization processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a women or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age. ¹ The present policy focuses primarily on addressing the inequalities between men and women.
4. **Gender Mainstreaming** is a globally accepted strategy for promoting gender equality. Mainstreaming is not an end in itself but a strategy, an approach, a means to achieve the goal of gender equality. Mainstreaming involves ensuring that gender perspectives and attention to the goal of gender equality are central to all activities - policy development, research, advocacy/ dialogue, legislation, resource allocation, as well as planning, implementation and monitoring of programmes and projects.²
5. **Gender Equality** refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not

¹ <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

² <https://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

depend on gender and its intersectionality, such as race, social class, ethnicity, sexual orientation, religion, age as well as other forms of identity. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centered development.³

Responsibility

6. The President and the Senior Management Team have the responsibility for the implementation of this policy.
7. All WMU personnel shall carry out their activities in accordance with the principles outlined by this policy.

Goals

8. The WMU Policy on Gender Equality establishes five goals to address gender equality and gender mainstreaming within the University as set out below.
 - 1) WMU shall promote gender mainstreaming in all its activities, including in the design, implementation, monitoring and evaluation of its education, research and capacity building programmes and ensure that the WMU strategy, policies, management systems/practices are gender sensitive.
 - 2) WMU shall strive to establish and maintain a culture of work-life balance, diversity, gender equality and inclusivity within the University.
 - 3) WMU recognizes that women's empowerment is central to achieving gender equality. The monitoring and evaluation of gender equality is essential for the University.
 - 4) WMU shall compile gender-disaggregated data and statistics on a regular basis for analysis to establish a baseline for further development of evidence-based gender policies.
 - 5) WMU will demonstrate its leadership on gender equality and empowerment of women in maritime and oceans fields through its communication, outreach and partnerships.
 - 6) WMU shall strive to improve gender balance in leadership and decision-making.
 - 7) WMU shall strive to combat gender-based violence and sexual harassment.

³ <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

Work Planning

9. The Senior Management Team shall ensure that the goals set out in this Policy are transparently reflected in their work plans.
10. Gender equality shall be considered in recruitment, promotion, staff development and performance evaluation.

Programme and Projects

11. In designing, implementing, monitoring and evaluating projects and programmes wherever applicable, WMU shall ensure that consideration is duly given to, among other: the concerns, capacities, contributions, needs of, and consequences for, women and men; the practices intended to facilitate gender mainstreaming through projects; the participation of women and men in projects; the likely and/or intended impact of projects on gender equality; and lessons learned.

Monitoring and Reporting

12. The President shall appoint a Gender Focal Point to monitor the implementation of this Policy.
13. The Office of the President, in collaboration with the Gender Focal Point will report once per year on the progress made in the implementation of the WMU Gender Equality Policy to the Governing Bodies.
