



Offshore Monitoring

GENDER EQUALITY PLAN

2021 - 2025

Why is gender equality important?

Gender equality is a fundamental human right. Social justice requires that everyone regardless of their age, race, class, religion, disability, sexual orientation and gender have equal rights and opportunities in society in general, including economic resources and decision-making.

Gender equality in research and innovation aims for equal participation and representation of women and men in science and technology. However, it also improves the quality and societal relevance of research and innovation and benefits European society as a whole.

Gender equality and OSM?

We are committed to building an inclusive working place and created Gender Equality Plan (GEP) to include our aims towards promoting career-development in both female and male employees to prevent the waste of talents, particularly for women, who more often drop out (or interrupt/abandon) their careers, improving decision-making by addressing gender imbalances to meet new opportunities and stimulate a gender aware culture change.

Gender equality plan is a necessary tool to level the playing field and drive the “best” and “brightest” to the top.

The Management team at O.M. Offshore Monitoring (OSM) signed up to tackle gender equality through the implementation of GEP which will create a better working environment for all and will attract and retain talents. We believe that explicitly considering different needs of women and men is not only going to improve the quality of new knowledge but also enhance the societal relevance and creating economic benefits.

Policy issued and signed by: *Gabi Gudaityte*

Effective from: 1st October 2021

Please note that the GEP is a flexible tool which is constructed considering the characteristics and needs of O.M. Offshore Monitoring and can be amended / updated at any time.



1. Gender in leadership and decision making

Objectives	Actions	Indicators	Targets	Who is in charge of this?	Timeline			
					AY 21/22	AY 22/23	AY 23/24	AY 24/25
1.1 Promote creation of structures / policies to support gender equality	Inform management team to be responsible for auditing, monitoring and ensuring that workplace procedures and practices respect gender equality.	Creation of gender equality plan	Management team	Board, CEO, HR	x	x	x	x
	Auditing, monitoring and ensuring that workplace procedures and practices respect gender equality.	Creation of gender equality plan	All employees	Management team		x	x	x
	Annual review of gender policy plan and carrying out revisions to text, communication, images etc.	Gender sensitive language and images used within and outside of organisation documents.	All employees	Board, CEO, Management team, HR		x	x	x
1.2 Mainstream gender in all management and administrative decision-making processes	Review different appointment processes and mitigate any decision-making bias.	Creation of gender equality plan	Management team	Board, CEO, HR		x	x	x

2. Gender equality in recruitment, retention and career progression

Objectives	Actions	Indicators	Targets	Who is in charge of this?	Timeline			
					AY 21/22	AY 22/23	AY 23/24	AY 24/25
2.1 Promote gender balance across different departments	Identify and put in place measures to improve gender balance across different departments.	Initiatives for raising awareness on gender diversity	All employees	Management team			x	x
	Promote measures within and outside of organisation to make women’s contribution more visible.	Initiatives for raising awareness on gender diversity	All employees	Management team		x	x	x
	Share career good practices – role models / mentors for women and men.	Initiatives for raising awareness on gender diversity	All employees	Management team, HR.		x	x	x
2.2 Make all phases of recruitment, retention and career progression gender sensitive	Improve the gender balance of shortlisted candidates.	Open position advertising using gender sensitive language	New recruits	HR		x	x	x
	Carry out gender awareness initiatives by providing training on gender-sensitive recruitment procedures.	Initiatives for raising awareness on gender diversity	Management team, members involved in recruitment processes	HR		x	x	x

3. Work-life balance and organisational culture

Objectives	Actions	Indicators	Targets	Who is in charge of this?	Timeline			
					AY 21/22	AY 22/23	AY 23/24	AY 24/25
3.1 Promote integration of work with family and personal life	Continue offering flexible working arrangements from flexible working hours to part-time and remote work.	Policies on flexible working hours	All employees	CEO, Management team, HR.		x	x	x
3.2 Improve communication of organisation's commitment to be family-friendly workplace	Make organisation commitment to family-friendly workplace more explicit in recruitment processes.	Policies on flexible working hours	New recruits	CEO, Management team, HR		x	x	x
3.3 Improve communication of organisation's commitment to organisational culture	Routine revision of any documents, text, communications, images etc to represent gender balance and diversity within the organisation.	Gender-sensitive language and balance in visual presentation in terms of ethnicity, religion etc.	All employees	CEO, Management team, HR, Head of Departments		x	x	x

4. Measures against gender-based violence, including sexual harassment

Objectives	Actions	Indicators	Targets	Who is in charge of this?	Timeline			
					AY 21/22	AY 22/23	AY 23/24	AY 24/25
4.1 Devise a more efficient complaint mechanism	Set up a system for both formal and informal complaints.	Policies on workplace harassment	All employees	HR		x	x	x
4.2 Raise awareness about sexual harassment	Incorporate information on harassment in Employee handbook.	Policies on workplace harassment	All employees	HR		x	x	x
	Offer training on gender-based violence, including sexual harassment.	Training / seminars / guidelines on gender-based violence including sexual harassment	All employees	HR		x	x	x

5. Integration of gender dimension into research

Objectives	Actions	Indicators	Targets	Who is in charge of this?	Timeline			
					AY 21/22	AY 22/23	AY 23/24	AY 24/25
5.1 Raise awareness about importance of gender balance in research projects	Organise training / discussion sessions / guidelines about the importance of a gender balance within organisation research projects.	Training / seminars or guidelines on gender balance	All employees	HR		x	x	x