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## **Baltic Consortium on Promoting Gender Equality in Marine Research Organisations (Baltic Gender)**

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Marine Science and Technology has been traditionally a male-dominated research field, with a significant lack of women in leadership positions. However, the whole intellectual capacity of men and women alike are needed to create innovative solutions for the sustainable use of marine resources in the face of major global challenges for the development of the marine environment. The EU-funded project, Baltic Gender (GA No. 710363), responds to this need for creating policies and implementing measures at the institutional level with the aim of harvesting the full human capital for the needs of marine research.

The main goal of Baltic Gender is to help reduce gender segregation and gender inequalities in Marine Science and Technology. To this end, eight partner institutions from five countries in the Baltic Sea region (Estonia, Finland, Germany, Lithuania and Sweden) came together for the exchange of institutional practices as well as for the transfer of knowledge from institutions/countries leading in gender equality to those following.

Baltic Gender will sow the seeds for long-lasting institutional practices by initiating schemes and strategies that promote gender equality in the partner institutions. These include, for instance: the founding of grass-root networks that support the career advancement of women; creating strategies for better reconciliation of work and family life of women and men; the review and improvement of institutional policies and practices with regard to gender balance, fairness and transparency; development of a method protocol for incorporating gender analysis into research projects or programmes of Marine Science and Technology; initiating gender focused training and mentoring in or across all partner institutions.

The project will support the implementation of Gender Equality Plans (GEPs), which consist of a set of actions an institution commits to in order to identify any existing gender bias and to implement strategies to advance gender equality on all levels of the organisation. The implementation of GEPs in the partner organisations will be supported via the collection, standardization and analysis of gender-segregated data as well as the establishment of gender-sensitive indicators. Such data analysis is essential for uncovering trends regarding gender (in)equality and for defining/setting explicit targets, whereas indicators are used (together with qualitative methods) for monitoring progress.