Objective

Baltic Gender is a consortium of research organisations and higher education institutions from the Baltic Sea Region aiming at reducing gender segregation and gender inequalities in Marine Science and Technology. The diversity of the consortium members (from Nordic, Continental and Eastern countries) with regard to gender equality policies and practices as well as gatekeeping provides an excellent basis for exchange, comparison, collaborative learning and transfer of knowledge. The action will work toward the establishment and implementation of Gender Equality Plans (GEPs) as instruments that can catalyse institutional change. Collection, standardisation and evaluation of gender-segregated data will facilitate the establishment of gender-sensitive indicators and enable the consortium to develop concrete targets and measures for reaching the set goals of the GEPs and to monitor the progress of their implementation. GEP implementation activities will be supported by established approaches and innovative strategies developed in the four core work packages on (i) career advancement, (ii) work and family, (iii) structural changes, and (iv) gender dimension in marine research. Cross-cutting work packages will support action's progress via giving trainings, strengthening networks, raising awareness, disseminating results and reaching out to a wider scientific community and public in general. The outputs are designed to maximize impact and, due to the inter-disciplinary nature of marine sciences, to have a broader impact in the field of natural science and technology. The deliverables include blogs, brochures, best-practice handbooks, recommendations, training-materials, synthesis reports. Schemes and good practices established during
the action (e.g., grass-root networks, work-family balance, transparency in decision making, modernised recruitment processes, mentoring) are foreseen to pave the way for long-lasting institutional practices.

**Field of Science**

/natural sciences

/social sciences/sociology/gender studies/gender equality

/natural sciences/earth and related environmental sciences/oceanography

**Programme(s)**

H2020-EU.5.b. - Promote gender equality in particular by supporting structural change in the organisation of research institutions and in the content and design of research activities

**Topic(s)**

GERI-4-2015 - Support to research organisations to implement gender equality plans

**Call for proposal**

H2020-GERI-2015-1

See other projects for this call

**Funding Scheme**

CSA - Coordination and support action

**Coordinator**

HELMHOLTZ ZENTRUM FUR OZEANFORSCHUNG KIEL

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Germany

Website

EU Contribution  
€ 350 625

Contact the organisation

**Participants** (7)
<table>
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<tr>
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<th>Country</th>
<th>EU Contribution</th>
<th>Address</th>
<th>Activity type</th>
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<td>LEIBNIZ-INSTITUT FUR OSTSEEFORSCHUNG WARNEMUNDE STIFTUNG</td>
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Contact the organisation

Website

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