



Gender Equality **N**etwork to **D**evelop **E**RA **C**ommunities **T**o
coordinate **I**nclusive and sustainable policy implementation

**GENDER
ACTION+**



**Advancing gender equality
in the European Research
Area** through capacity
building, policy exchange
and coordination, and the
provision of strategic policy
advice

Gender-mainstreaming forms a crucial pillar of the EU's approach to R&I (research and innovation). Hence, ensuring that opportunities for participation, advancement and decision-making in R&I are structured towards removing institutional barriers and facilitating an inclusive Maltese ecosystem will be vital in our research landscape's evolution. The Malta Council for Science and Technology is fully committed to this endeavour and is participating in EU level discussions and EU-wide initiatives to unlock the necessary know-how, good practices and resources.

One such initiative is the Genderactionplus project which is working on many levels and on a range of themes to ensure that expertise and know how is exchanged among EU member states on gender mainstreaming and the implementation of Gender Equality Plans. The project addresses the need for intersectional gender considerations to be included in R&I policy design, implementation and evaluation. There is a focus on gender balance in research teams and in decision making and leadership as well as on the gender dimension in research, innovation and teaching.

As the Genderactionplus project activities are now well underway, our aim is to bring to your attention relevant project news, results and resources. The attached flyer and project website <https://genderaction.eu/> provide details of all the activities underway.

The project is working on the following thematic areas:

- 1. Intersectionality and inclusiveness in R&I,*
- 2. Gender-based violence in academia,*
- 3. Gender dimension in R&I,*
- 4. Monitoring and evaluation of GE actions and*
- 5. Promoting institutional change.*

*If the project is of interest to you, please visit the project website <https://genderaction.eu/> where you can find the latest information and the opportunity to **subscribe to the newsletter** for regular updates.*

+ Consortium

- **26** beneficiaries and **14** associated partners from **21** countries
- **18** national authorities or institutions supporting them
- **19** research funding organisations or institutions supporting them
- **3** expert organisations
- **2** communities of practice

+ Key thematic areas

- Intersectionality and inclusiveness
- Gender-based violence in academia
- The gender dimension in research and innovation
- The monitoring of gender equality actions at the national level
- The development of a system for monitoring and evaluating the implementation and impact of gender equality plans

+ Objectives

- Develop strategic policy advice in key thematic areas
- Enhance the policy-making process by engaging with stakeholders, civil society organisations, and citizens
- Build capacities, competence, and expertise for gender equality and mainstreaming in R&I among members of the communities of practice
- Create impact through communication, dissemination, and exploitation

+ Project activities

- Policy mapping and benchmarking
- The creation of strategic policy advice
- Mutual learning and capacity building actions
- ERA stakeholder and citizen engagement actions
- The deployment of knowledge and recommendations at the national and EU levels
- The dissemination of policy solutions and recommendations through project communication channels

+ Planned impact

- Strengthening the coordination of gender equality policy in R&I in EU Member States and Associated Countries and bridging policy gaps by targeting less experienced and less engaged countries
- Increasing the robustness and buy-in of ERA policy solutions by engaging ERA stakeholders, civil society organisations, and citizens
- Improving research careers and working conditions in European R&I through the development of policy solutions that address gender-based violence and inclusive careers
- Increasing excellence and the social responsibility of knowledge through the integration of the gender dimension in R&I
- Increasing the awareness and uptake of gender equality policy solutions in the ERA by implementing a well-designed dissemination, communication, and exploitation plan