



# GENDER EQUALITY

## BLACK SEA MARINE RESEARCH NEEDS BALANCE

**MARINE RESEARCH THRIVES WHEN  
GENDER EQUALITY IS PART OF THE  
MISSION**

### WHY IT MATTERS:

Gender-balanced teams lead to more inclusive, innovative, and effective marine science, policy, and conservation

### Promoting Gender Balance in research teams

- Representation review: track gender in hiring, leadership & research grants
- Equal visibility: 50% women speakers at conferences & in media

### Tackling Bias and Discrimination

- Bias training: unconscious bias & diversity workshops for marine researchers
- Fair hiring: standardise gender-neutral job descriptions

### Equal Career development & field access

- Field Equality: women fully included in diving & vessel expeditions
- Women-led research: scholarships for conservation & sustainability projects

## CORE CHALLENGE:

Ensuring equal opportunities in leadership, fieldwork, and research for women and men, while addressing stereotypes and integrating gender in marine science

### Creating a family-friendly, fair workplace

- Childcare support: for parents on fieldwork or long expeditions
- Fair contracts: equal, transparent employment terms for all researchers

### Integrating Gender in research & outreach

- Women in Black Sea science series: videos & storytelling campaigns
- Awareness week: panels, stories & workshops spotlighting gender in science

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