

# Gender Equality in Academia and Research

## Malta

### PROMOTING GENDER EQUALITY IN RESEARCH

#### Legal framework

Until October 2015, no national laws promoting gender equality in research have been put in place in Malta.

#### Policy framework

Until October 2015, no national policies promoting gender equality in research have been put in place in Malta.

#### Other stimulatory initiatives

Until October 2015, no stimulatory initiatives specifically dedicated to promoting gender in research have been set up in Malta.

#### Key actors

The Malta Council for Science and Technology (MCST) is a research funding organisation. It was set up in 1988 as the government body responsible for research policy, promoting scientific research, management of the local research funding programme and is the national contact point organisation for the EU Research Framework Programme.

### INITIATIVES FOR GENDER EQUALITY BY RESEARCH PERFORMING ORGANISATIONS

Gender equality plans promoted by universities and research organisations have not been set up in Malta yet. However, other approaches and initiatives can be highlighted.

The [Gender Issues Committee](#) at the University of Malta was set up in 1991 as a focal point on gender issues. The Committee advises the Rector and the Council on issues of gender equality. The University of Malta has a [Department of Gender Studies](#) which is built on three pillars: Teaching, Research and Activism. Finally, a [Gender and Development Course](#) is also available at the Centre of Labour Market Studies at the University of Malta. This course is sponsored by the government so that it can be offered free to students where students are trained in gender related issues and to conduct research in the subject.

## RELEVANT EXAMPLES OF PRACTICES

### Gender Issues Committee

The [Gender Issues Committee](#) was originally set up in 1991 within the University of Malta, one of the main Research Performing Organisations in Malta. Initially, the main objective was to act as a focal point on gender issues. It is appointed by the University Council and advises the Rector and the Council on issues of gender equality. It also reports annually to the Council.

In the [GIC's Policy](#), a list of legislation and important circulars related to gender (equality especially to equality at work) is enlisted to bring to the attention of all the University members, followed by a commitment to the promotion of good employment practice.

The Committee works on several areas including the identification of sources of unequal opportunities or treatment with respect to gender, and promotes a policy of equal opportunity. The Committee also receives and monitors complaints from University staff and students regarding sex discriminatory practices with the recommendation of appropriate action, and liaises closely with the Sexual Harassment Advisors. The GIC also promotes teaching and research that reflects the knowledge, experience, and aspirations of both men and women.