



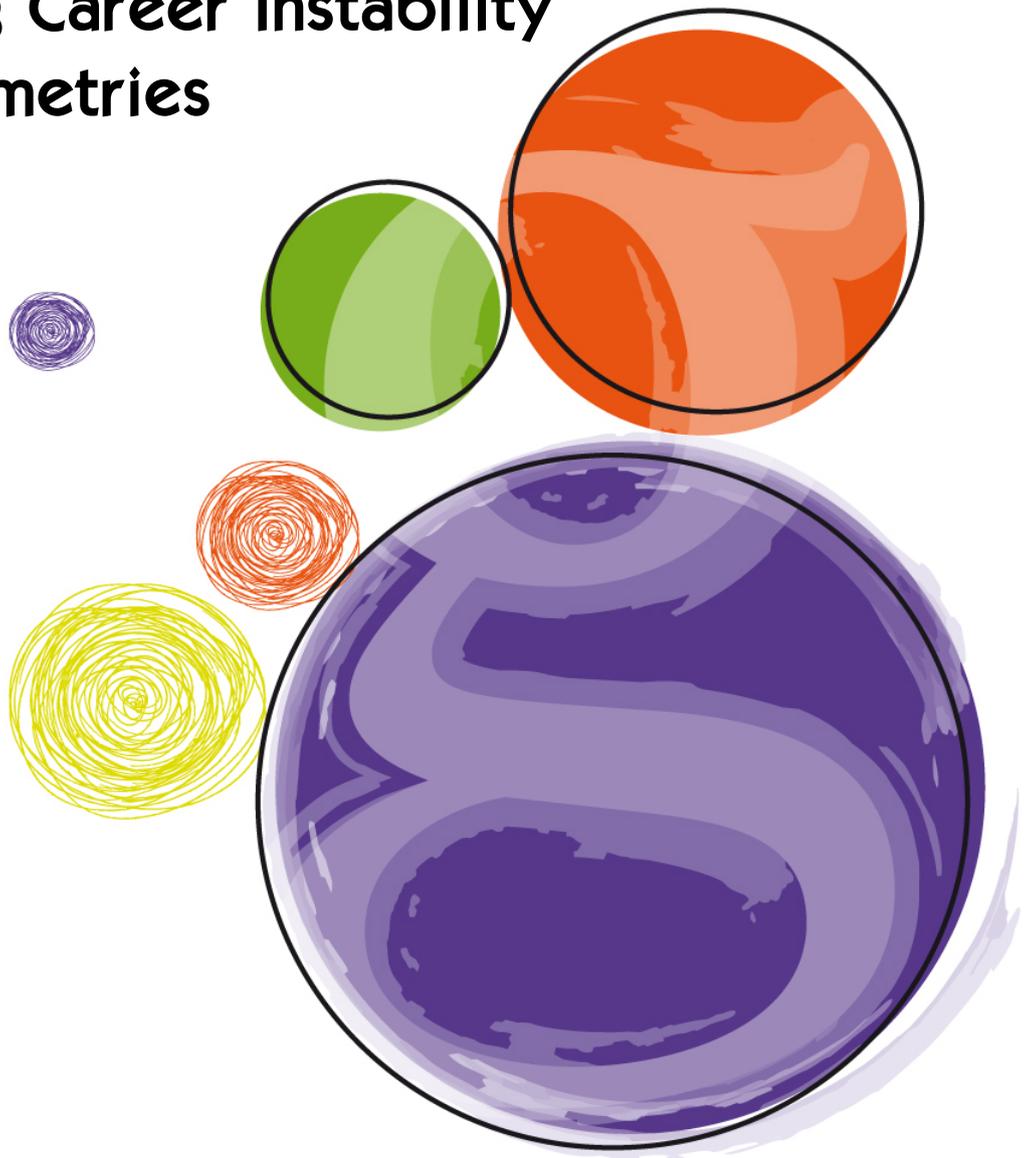
Gendering the Academy
and Research: combating
Career Instability and Asymmetries



Supported by
the 7th Framework Programme
of the European Union

GARCIA

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GARCIA - *Gendering the Academy and Research: combating Career Instability and Asymmetries* - is a European project aimed at promoting gender equality within Universities and research centers, by focusing on the early stages of scientific careers.

Objectives

With a specific focus on the early stages of academic and scientific careers, our aim is to implement specific actions in European Universities and research centers, for combating gender stereotypes and discriminations.

Activities

In order to sustain the quality of work, self-tailored Gender Action Plans (GAPs) are implemented with the aim of fighting gender inequalities – particularly at the early stages of scientific careers – as well as integrating a gender perspective into research and teaching, both in STEM and in SSH disciplines. Five key dimensions of academic careers are covered by this project:

- The influence of national welfare and gender regimes on academic careers;
- Gender practices and stereotypes in Universities and research institutions;
- Gender bias in scientific management and decision making processes;
- Gender attrition in academic careers, through the leaky-pipeline phenomenon;
- Gendered subtexts in selection processes and the criteria defining scientific “excellence”.

Beneficiaries

- University of Trento (Italy, Coordinator), with implementations in the Department of Sociology and Social Research and the Department of Information Engineering and Computer Science;
- Université catholique de Louvain (Belgium), with implementations in the Institute for the Analysis of Change in Contemporary and Historical Societies and in the Department of Earth and Life Sciences;
- Radboud Universiteit Nijmegen (the Netherlands), with implementations in the Department of Mathematics and in the Institute for Management Research;
- University of Iceland (Iceland), with implementations in the Faculties of Physical Science and Political Science;
- University of Lausanne (Switzerland), with implementations in the Faculties of Biology and Medicine and Social and Political Sciences;
- Research Centre of the Slovenian Academy of Sciences and Arts (Slovenia), with implementations in the Academy of Sciences and Arts and in the Biotechnical Faculty of the University of Ljubljana;
- Joanneum Research Forschungsgesellschaft (Austria), which will carry out the internal evaluation of the project.

Follow us on:

The project's website www.garciaproject.eu



The GARCIA project began in February 2014 and will last until January 2017.
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