The GARCIA project is an international integrated gender project that aims to provide a framework, a learning environment of excellence and actions to promote gender equality and support gender budgeting across Europe.

The project addresses decision making processes in management and finance, focusing on the issues of gender budgeting and the consequences they have for the career development of male and female academics. The project further focuses on recent trends such as new mobility in academia and the consequences they have for the career development of male and female academics.

The GARCIA project is interested in integrating gender budgeting into management and finance decisions and policies, and considers the role of HR policies in the context of the overall processes.

The project will develop a gender budgeting toolkit that provides guidelines to improve gender budgeting practices and enhance gender equality in academic institutions.

The GARCIA project is supported by the European Union 7th Framework Programme and is coordinated by the University of Iceland.

The GARCIA project started in February 2014 and will run for 36 months.

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For more information, visit www.garciaproject.eu
The management board includes representatives from the following institutions: University of Iceland, Université catholique de Louvain, Radboud University Nijmegen, University of Lausanne, University of Trento, Joanneum Research, and the Slovenian Academy of Sciences and Arts (ZRCSAZU). The aim is to foster the participation of young researchers, given their scientific interests. Moreover, a crucial task of the Management Team - composed of one member of each partner institution - is to foster the participation of young researchers, given their scientific interests. Therefore, with the aim to collaborate most effectively, the management strategy promotes a participatory approach. Responsibility for achieving the work plan for each work package has been divided among beneficiaries in accordance with their relevant expertise and cultural specificities into account.

The national environment, with its welfare, social and R&D policies, affects the way young researchers think about the idea of pursuing a career in academia. With this in mind, the GARCIA Project aims at mapping the national context of the selected partners and to promote communication outside the project. The objective is to identify the practices that best support women's scientific careers in different countries.

Communication tasks also include the organisation of a national conference in each beneficiary country, so that tailor-made recommendations for academic institutions and policy-makers can be developed. The results and the dissemination of the outcomes in terms of policies and best practices is based on inputs and contributions from all partners, in line with the participative approach adopted by the project. The use of multimedia and social media is encouraged, in order to foster the dissemination of project, activities and results. Dissemination activities are based on consensus inputs from all partners, in line with the participative approach adopted by the project. The use of multimedia and social media is encouraged, in order to foster the dissemination of project, activities and results. Dissemination activities are based on consensus inputs from all partners, in line with the participative approach adopted by the project. The use of multimedia and social media is encouraged, in order to foster the dissemination of project, activities and results. Dissemination activities are based on consensus inputs from all partners, in line with the participative approach adopted by the project. The use of multimedia and social media is encouraged, in order to foster the dissemination of project, activities and results. Dissemination activities are based on consensus inputs from all partners, in line with the participative approach adopted by the project. The use of multimedia and social media is encouraged, in order to foster the dissemination of project, activities and results. Dissemination activities are based on consensus inputs from all partners, in line with the participative approach adopted by the project. The use of multimedia and social media is encouraged, in order to foster the dissemination of project, activities and results.