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Research projects as instruments in assuring gender equality in the academic environment

Constantin-Marius Apostoaie¹, Adriana Prodan¹, Irina Manolescu¹

¹Alexandru Ioan Cuza University of Iasi, Romania

ABSTRACT

Among the horizontal objectives of the European funding programs and of the projects implicitly, we include also the gender equality objective. The academic environment is well recognized as being dominated by gender inequality in terms of access to leadership, academic promotion, access to resources, in some areas more than in other. Although some programs have been created and implemented to improve these aspects, the existing European reports highlight the limited progress achieved over the decades. Our paper seeks to highlight to what extent gender equality issues are included in academic project management practices and models with a direct focus on research projects. The quantitative analysis, based on the existing research projects of a panel of universities, is supplemented by a qualitative approach, achieved through semi-structured interviews with project managers and project management coordinators. Our approach is an integrated one, aiming at ensuring gender equality in the formation of teams and target groups, as well as the sustainability of projects.

KEYWORDS gender equality; research projects; university; project management

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