



Project Coordinator: Dr Michał Krawczyk

Gender equality at the university

Project objectives/Research hypothesis

This project is aimed at investigating various forms of gender discrimination in academia. Studies show that despite substantial progress, cultural, economic, social and political barriers to women's progress in science still persist. In this interdisciplinary project we will apply the **gender mainstreaming perspective** to several important aspects of this issue.

One part of the project will involve **qualitative data collection techniques and analysis of available statistical data**. These will be used to run **intertemporal and international (Poland vs. Norway) comparisons of career paths of male and female PhD students** (WP2). We will also analyze access to grant opportunities in Poland and Norway (WP1)

A second group of studies will use existing grading data. We will investigate **whether male and female students' work is evaluated using the same criteria** (WP4, WP5).

In WP3 we will study **patterns of attribution errors in citations, seeking to expose implicitly held views that an author of a citable work is most likely male**.

Finally, one of our studies (WP6) involves a **randomized field experiment aimed at assessing whether requests for sharing of research data are equally likely to be honored, depending on whether they come from a male or a female**.

Overall, the studies will help us identify and better understand **subtle patterns of discriminatory behavior** which largely go undetected in official statistics yet might have a **profound impact on the career prospects of female researchers**.

The findings will feed into **recommendations for administrators of higher education institutions as well as granting bodies and policy makers**. We also aim to **raise awareness of researchers, students and the general public** as to where unequal treatment of women in academia remain. Wherever applicable, we also wish to **transfer best practices** from the more gender-aware Norwegian system to Poland.