



**Feminist  
Institutionalist  
Approach to  
Gender  
Equality in  
STEMM**

## Gender Equality in the Academy and in SMEs

Studying and working in organisations having a satisfactory level of gender equality can foster gender-sensitive innovation in STEMM fields in academia and in high tech companies.

This will favour a virtuous circle that reinforces a culture of Gender Equality (GE).

FIAGES applies the lens of Feminist Institutionalism to explore academic and workplace organisations, in particular STEMM disciplines and SMEs, seen as a continuum from training, to employment, and building a career, but also, potentially, sources of a variety of discriminating situations.

### Specific main objectives

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| 1) Gain a greater understanding of the co-constitutive nature of promotion of GE in two sectors interconnected: academy and high tech companies. | 2) Explore the various roles that individuals play within the selected institutions to promote GE and to bring about or resist gender-sensitive change; | 3) Understand the way these institutions and organisations shape individual behaviours through the construction of rules, norms and policies. |
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The results will provide to gender studies scholars and to those involved in transformative practices related to gender in the academia and in high tech companies a better understanding of how to:

- Promote GE through an in depth knowledge of pros and cons of different strategies
- Make an analysis of the specific situation in organisation, through “listening” to the narratives of those working in them
- Identify critical aspects, stereotypes, unexpressed biases creating obstacles to GE.

Strategies to promote Gender Equality in public and private organisations, fostering gender sensitive innovation

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### FIAGES

Trinity Centre for Gender Equality  
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<https://www.tcd.ie/tcgel/international-projects/fiages.php>

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