Evaluation Framework for Promoting Gender Equality in Research and Innovation

STEM Gender Equality Congress
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1. Basic Information

- Project: EFFORTI – Evaluation Framework for Promoting Gender Equality in Research and Innovation
- Programme: H2020 – Science with and for Society (SWAFS)
- Call-GERI-3-2015: „Evaluation of initiatives to promote gender equality in research policy and research organisations“
- Type of Action: Research and Innovation Activity – RIA
- Duration: June 2016 – May 2019
- Budget: ca. 2 Mio. EUR
1. Basic Information

RPO (Germany)  
University (Spain)  
RPO (Austria)  
University (Denmark)  
NGO (Hungary)  
Company (Luxemburg) WP5
1. Basic Information
2. Objectives & Expected Outcomes

EFFORTI aims to

- **systematize and deepen knowledge** on the scope, relevance, effectiveness and efficiency of gender equality policies within R&I systems
- develop an **evaluation framework** which enables evaluators, science managers, policy-makers and programme owners to conduct a sound analysis of the gender-related but particularly research and innovation outputs, outcomes and impacts of gender equality measures across Europe
- design an **evaluation toolbox** to analyse a variety of policy measures and assess their performance, taking into account the diversity in the national policies as well as national and organizational contexts
- derive **general lessons for evidence-based** and thus "good" policy-making in the field of gender equality within RTDI systems
2. Objectives & Expected Outcomes

- **Generation of knowledge on**
  - the link between GE measures GE outputs and (R)RI outcomes
  - how GE affects new concepts like RRI and the respective indicators

- **Tools & Products**
  - Conceptual Evaluation Model (EFFORTI 1.0)
  - Evaluation Toolbox (EFFORTI 2.0)

- **Community Building**
  - National Stakeholder Workshops
  - International Conferences
  - Platform for information sharing

- **Policy Making**
  - Improvement of Measures
  - Improvement of Evaluations
  - Improvement of RTDI outcomes
3. Conceptual Approach

TYPES OF INITIATIVES TO PROMOTE GE

Measures on individual level
Structural / institutional measures
Measures concerning research funding
Legislative measures

THREE MAIN GENDER OBJECTIVES & RESULTS

More women in R&D
Women in leadership positions
Integration of a gender dimension in research content and curricula

RTDI Outputs & RESULTS

At individual/ team performance level:
- Research quality
- Research productivity
- Innovation
- RRI

At institutional level:
- Structure
- Quality of the workplace
- Recruitment capacity
- Efficiency
- Competitiveness

At system level:
- Intensity
- Productivity
- Furthering the progress of ERA
3. Conceptual Approach

**Objectives**
- More women in R&D
- Women in leadership positions
- Integration of a gender dimension in research content and curricula

**Input (=INITIATIVES TO PROMOTE GE)**
- Individual measures
  - Institutional measures
  - Funding measures
  - Legislative measures
  - Awareness measures
  - etc.

**Throughputs**
- Process management
- Management tools
- Change management skills

**Outputs, outcomes, impacts**
- GE Effects
  - Higher share of female researchers
  - Higher share of women in leadership / decision-making
  - Integrated gender dimension in research content
- RTDI Effects
  - At micro level:
    - Research quality
    - Research productivity
    - Innovation
    - RRI
  - At meso level:
    - Competitiveness
    - Quality of the workplace
    - Recruitment capacity
  - At macro level:
    - Productivity
    - Intensity

**Efficiency**

**Policy context**
- Regulation and legal change
- Welfare Regimes
- Structure of the R&I system

**Organisational context**
- Cultural and structural change
- Funding resources
- Mainstreaming gender analysis

**Team context**
- Team structure
- Communication style

**Challenges**

**Feedback to programme design**
4. Work Packages

WP 1 Project management

WP 2 Context analysis

WP 3 Development of a conceptual model for an evaluation framework (EFFORTI 1.0.)

WP 4 Case studies and validation

WP 5 Development of an evaluation toolbox (EFFORTI 2.0.)

WP 6 Dissemination/Participation of policy makers

Policy
RPO/HEI
Industry
Evaluators
5. Timeline

2017
- Feb - March: National Workshops
- March - May: Results of WP2 (Context Analysis)
- June: WP3 Collection of indicators / Conceptual Model
- October: 1st International Conference

2018
- April - September: Case Study Reports
- June / July: National Workshops

2019
- Jan/ Feb : National Workshops
- May: Final Version of the EFFORTI Toolbox 2.0
- May: Second International Conference
Thank you very much for your attention
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