## INTERVENTION LOGIC Gender Equality / Action Plan (GEP / GAP)

# **OBJECTIVES**

# **INPUTS**

# **Activities IMPLEMENTATION**

**EFFICIENCY** 

# **OUTPUTS. RESULTS & IMPACTS**

Gender Equality (GE) EFFECTS

**Research and Innovation** (R&I) EFFECTS

- Increase the number of women in R&I positions
- 2. Improve working conditions/ Worklife balance 3. Boost professional
- capabilities of women to pursue promotion **Implement** gender-fair organisational and a second se structures
- 5. Integrate the gender dimension in research and teaching

- Training and awareness
- compaigns Gender Equality Office
- Guidelines / regulation for selection processes
- Structures: Care facilities

- Training for career development
- Monitoring of attrition and retention
- Mainstreaming gender awareness in all curricula
- Gender as a criterion for ranking applications
- Telework / flexible schedules

### Outputs

- actual adoption of the GEP
- Training sessions Specific funding
- Revision of internal policies and guidelines Rewards and incentives
- Various support measures for WLB

### Outcomes

- Institution free from bias More attractive work
- Attracting and retaining
- Institutional awareness and committment Integration of GE in KPI
- Budget allocation to GE monitorina

### **Impact**

- Minimised horizontal and vertical segregation across a range of disciplines and positions
- A gender fair institution where institutional barriers are overcome

### Outputs

- More citations
- Increased interdisciplinarity of publications

### Outcomes

- New research topics
- societal relevance of research topics / adressing SDGs
- Inclusion of a gender dimension in research and curricula

### **Impact**

- Excellence and research quality Effectiveness and
- efficiency of research
- Inclusion of a gender dimension in research and curricula
- Better edication
- More science education and public engagement activities

### **POLICY CONTEXT**

- GE is a key priority set throughout the European Research Area
- RFO and RPOs are invited to implement institutional change through GEPs

### ORGANISATIONAL CONTEXT

#### Success factors:

- Knowing the institution collecting baseline data at the institutional level
- Securing top-level support
- Generating effective management practices

### **TEAM CONTEXT**

- Potential conflict lines between faculties and the head of a HEI
- Complex multi-actor constellations at the top of the HEIs

**EFFECTIVENESS** 











