INTERVENTION LOGIC Introduction of chairs and positions reserved to women

OBJECTIVES . Increase the number of women in R&I positions

INPUTS

Activities

EFFICIENCY

IMPLEMENTATION

OUTPUTS, RESULTS & IMPACTS

Gender Equality (GE) EFFECTS

Research and Innovation (R&I) EFFECTS

 Increasing the representation of women among higher positions, such as professors

- Introducing positions and chairs which only women can occupy
- Analysis of fields, divisions and levels with female underrepresentation
- Monitoring of the adherence to newly created recruitment and funding guidelines

Outputs

- Introduction of women-only positions and chairs gender appropriate recruitment strategies
- Implementation of gender

Outcomes

- Different composition of teams/faculties or departments
- Increasing the number of women in executive roles
- Improved career opportunities
- Cooperative working

Impact

- Female representation in top academic positions
- Visibility and role models for voung women

Impact

- Better use of available talents and human resources
- Increased creative and innovative potential
- Diversity in academia as a reflection of societal diversity

POLICY CONTEXT

- National prioritisation of gender equality policy
- Study choices in higher education (particularly STEM)
- Social and fiscal policies that reinforce the traditional male breadwinner model

ORGANISATIONAL CONTEXT

- (In-)stability of the economic landscape can affect priority setting (focus on technological core business and reducing investments in HR measures)
- · Male-dominant sectors and organizational structures as barriers for women

TFAM CONTEXT

• Risk of tokenism and gender-based discrimination against women in male-dominant teams and departments

EFFECTIVENESS















