OBJECTIVES

INPUTS

IMPLEMENTATION

EFFICIENCY

Activities

OUTPUTS, RESULTS & IMPACTS

Gender Equality (GE) EFFECTS

Research and Innovation (R&I) EFFECTS

- Increase the number of women in R&I positions
- 2. Boost professional capabilities of women to pursue promotion
- İmplement gender-fair organisational structures
- 4. Increase research and innovation outputs and impacts

- Information about internal and external networks
- Financial support to establish / widen the networks
- Regulations how to dedicate working time for networks
- Nomination of and support for persons in charge of the internal networking
- Website information on internal and external networks
- Administrative and financial support for network meetings and events

Outputs

- internal and external networks
- Increased number of women Enhanced institutional support
- for networks
- Increased number of conferences

Outcomes

- Ability to create/enhance/sustain new networks
- Better visibility and achievement
- Improved skills and better informed career strategies

Impact

- treatment such as advice, access to lab or equipment, resources,
- reducing barriers to GE and ensuring equal treatment

Outputs

- More (patent) citations
- Increased number of female inventors / patents with diverse inventor teams

Outcomes

- New research and innovation topics
- Societal and environmental relevance of research and / adressing SDGs
- Inclusion of a gender products and services

Impact

- Synergy and collaboration
- Higher visibility of female scientists and their expertise
- Increased corporate social responsibility

POLICY CONTEXT

- Societies that still rely on traditional gender roles
- Insufficient child-care facilities and inadequate work-life balance promote the dominance of a male breadwinner model

ORGANISATIONAL CONTEXT

- Male-dominated working environments that recognise women's expertise less than men's
- Requirements in leadership positions fit the male career path better
- Existing "old boys' clubs"

TEAM CONTEXT

- Potential conflict lines between top level management and single departments
- Complex multi-actor constellations at the top of the institution

EFFECTIVENESS













