OBJECTIVES

INPUTS

IMPLEMENTATION

Activities

EFFICIENCY

OUTPUTS, RESULTS & IMPACTS

Gender Equality (GE) EFFECTS

Research and Innovation (R&I) EFFECTS

- 1. Increase the number of women in R&I positions'
- 2. Boost professional capabilities of women to pursue promotion
- 3. Implement gender-fair organisational structures

- Smoothing the career advancement of female employees
- Providing women with relevant knowledge, networks and competencies to facilitate their career progression
- Addressing individuals' wellness, personal growth and professional advancement
- Offering activities such as networking, advising, counselling, coaching, mentoring, training and engagement programmes

Outputs

 Implementation of a set of interventions and activities to support female career advancement

Outcomes

- Professional development. increased job satisfaction, enhanced visibility, better career planning und building
- New role models. strengthened working and leadership skills

Impact

- Mainstreaming of women excelling in science
- Deconstrution of genderbased discrimination and normalization of gendermixed fields of competence and excellence

Outputs

• Implementation of career development interventions to foster career advancement of disadvantaged/discrimina ted groups and individuals

Outcomes

 new approaches and exploitation of more diversified expertise

Impact

- Foster diversity throughout professional spheres as a key to excellence and innovation
- Fair and equal structures that foster professional fulfillment of all social aroups

POLICY CONTEXT

- Insufficient representation of female employees in STEM fields
- regulations such as compulsory quotas to increase female representation in supervisory boards can influence the impact of GE initiatives and organizational culture

ORGANISATIONAL CONTEXT

- Fair and equal promotional structures
- Programmes for women that focus on skill and career development
- Satisfactory size of female talents who have the ability and ambition to become leaders is necessary
- Top down support for GE initiatves, such as e.g. a Women's Network

TEAM CONTEXT

- Risk of tokenism and gender-based discrimination against women in maledominant teams and departments
- Lack of awareness and sensitivity towards gender-specific differences and problems in career development

EFFECTIVENESS













