OBJECTIVES

INPUTS

Activities IMPLEMENTATION

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. Improve working conditions / work-life balance
- 3. Implement gender-fair organisational structures

- Measures to improve work-lifebalance
- longer term secure contracts and other contract arrangements
- Adoption of career path requirements
- Adoption of age limits for competitive calls

- Introduction of career development workshops and
- Networking opportunities;

trainings;

• Flexible working hours; part-time and telework opportunities

Outputs

- Supporting women to re-enter scientific career fields
- catch-up opportunities
- Modified duties in response to personal needs

Outcomes

- Satisfaction with current work-life-balance
- Perception of influence of career break on career progress

Impact

 Horizontal/vertical gender segregation in occupations and economic sectors

Outputs

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

Outcomes

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

Impact

- Research excellence and improved product, serv
- Higher market share
- Increased corporate scial responsibility

POLICY CONTEXT

- Paid maternity/paternity/parental leave regulations and practices
- Available child-care facilities
- Time spent with unpaid work
- Social norms and prevailing values

ORGANISATIONAL CONTEXT

- Male-dominated working environments
- Normative expectations as regards full-time and continuous availability for leadership positions
- Pace of innovation processes

TEAM CONTEXT

- Potential conflict lines among team members with and without family duties
- Work cultures focused on highspeed projects and long working hours

EFFECTIVENESS















