

Evaluation Framework for Promoting Gender Equality in Research and Innovation

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Background and Motivation



Background

- H2020 project EFFORTI (Evaluation Framework for Promoting Gender Equality in Research and Innovation), funded under SWAFS (Science with and for Society)
- Duration: June 2016 until May 2019
- Six Partners:

















Background and Motivation



Motivation

- Gender equality (GE) is one of the top priorities since decades
- The scientific knowledge of the underrepresentation of women within R&I systems and the most important hindrances are comprehensive
- A plenty of measures and toolkits exist that aim at the promotion of GE regarding the ERA objectives (e.g. GENDER-NET IGAR tool 2009, EIGE GEAR tool 2016, GARCIA tool 2015)
- But: Progress is made at a rather low pace
- More evidence is needed that diverse perspectives lead to more responsible R&I
- EFFORTI aims to deliver such evidence by developing an evaluation framework which establishes the link between Responsible R&I and Gender Equality















Background and Motivation



Generation of knowledge on

- the link between GE measures GE outputs and R&I outcomes and impacts
- with a special emphasis on innovative indicators like RRI

Tools & Products

- (EFFORTI 1.0)
- Evaluation Toolbox (EFFORTI 2.0)

Community Building

- National Stakeholder Workshops
- International Conferences
- Platform for information sharing

Policy Making

- Improvement of Measures
- Improvement of Evaluations
- Improvement of RTDI outcomes















The EFFORTI Core Model



TYPES OF INITIATIVES TO PROMOTE **GE**

Measures on individual level

Structural / institutional measures

Measures concerning research funding

Legislative measures

THREE MAIN GENDER

OBJECTIVES & RESULTS

More women in R&D

Women in leadership positions

Integration of a gender dimension in research content and curricula

RTDI Outputs & RESULTS

At individual/ team performance level:

- Research quality
- Research productivity
- Innovation
- RRI

At institutional level:

- Structure
- Quality of the workplace
- Recruitment capacity
- Efficiency
- Competitivenes

At system level:

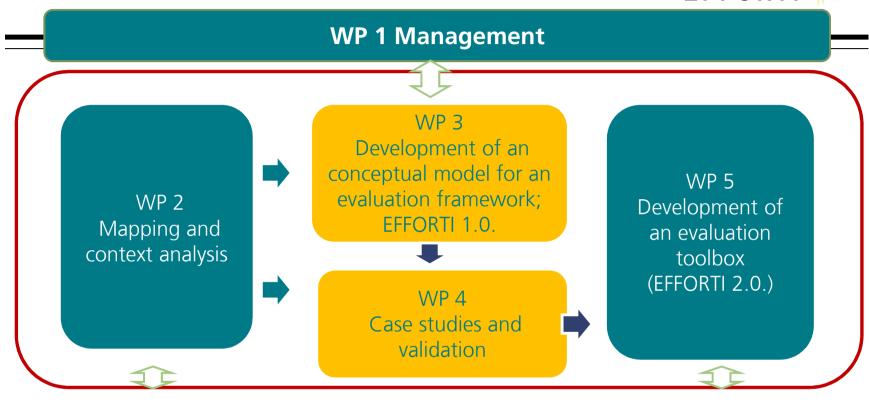
- Intensity
- Productivity
- Furthering the ERA progress

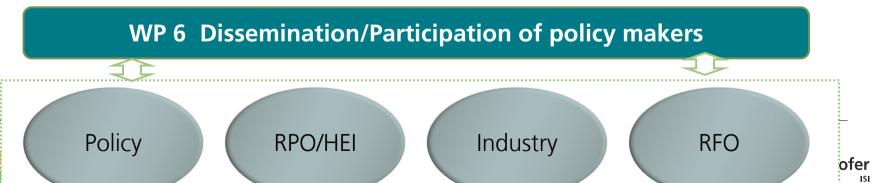
Organisational Context

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Work Packages

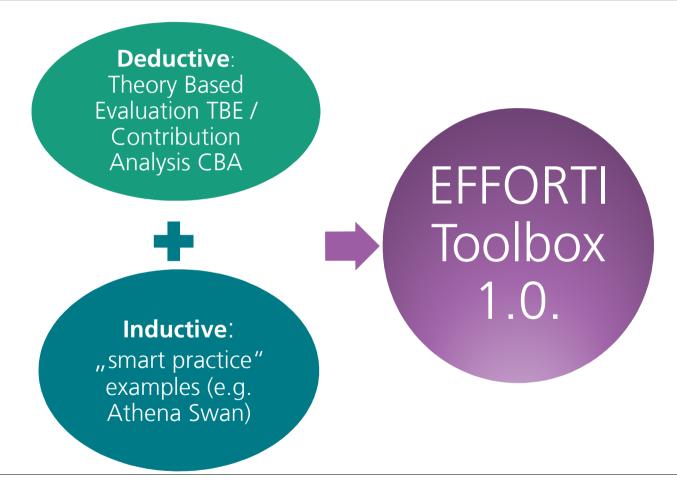






The Evaluation Approach



















Central Aspects of TBE



Central Aspects

Intervention Theory = action and change theories: implicit or explicit assumptions how and why an intervention should work (impact pathways and mechanism)

Contribution instead of attribution

Two main components

- Conceptional component: design of a programme theory / theory of change
- Empirical investigation of the programme / intervention theory

Quelle: Eigendarstellung, basierend auf "European Commission (2013): und Leeuw (20129















Empirical investigation of the intervention theory



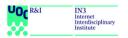
TBE typically applies a variety of qualitative and quantitative methods

Useful approaches for a TBE:

- Contribution **Analysis (CA)**
- Casual Process Tracing (CPT)
- Congruence Analysis (CON)















INPUTS

THROUGHPUTS

EFFICIENCY

OUTPUTS, RESULTS & IMPACTS

GE (Gender Equality) **EFFECTS**

R&I (Research and Innovation) EFFECTS

Main objectives:

to strengthen Germany's position as a science location in the long term and

OBJECTIVES

to further improve its competitiveness

Sub goals (phase III): Dynamic development of

- the science system scientific system
- Deepening international and European cooperation
- Strengthening the exchange of science with industry and society
- Attracting the best minds for German science Ensuring structures and processes that are suitable for opportunities and family-friendliness

- offering financial planning certainty
- increase the annual financial allocations by 3 % per year (phase 1 and 3) respectively 5% (phase 2)
- improved framework conditions: autonomy and flexibility in budgeting and human resources, as well as in construction, awarding of contracts and right of participation

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Establishment of a continuous monitoring

- Concrete interventions depend on the single RPOs, but as common
- Target guotas to achieve defined proportions of women in accordance with the cascade model
- Further activities are: Mentoring & career bulding programmes
- Flexible working-time models / home office
- Care facilities / familiy services
- Dual career offers
- Unconscious bias
- Strategic orientation of the GE activities

Outputs

- Increased number of women in teams and at top positions - improved gender balance of boards or committees - Implementation of new or adoption of existing GE instruments
- Outcomes
 improved job satisfaction
 transparent promotion systems
- improved confidence in own
- improved organisational committment to GE increased budget allocated for GE activities
- experienced as a result of a measure

Impacts

improved work climate equal success rates of men and women applicants -reduced gender pay gap - overall strategic equality policies in place - sustainability of GE

Outputs

- better quality of research outputs (no. of citations) - increased interdisciplinari:y of publications

Outcomes

- New research topics / societal relevance of research topics / adressing SDGs increased number of projects with gender in research content - improved links to societal actors (but less links to industrial actors)

Impacts

Better alignment to society (science education, public engagement, science communication, user-orientation, ethics)

POLICY CONTEXT

- Increasing budgets over the past decade, even during the financial crisis
- Shared responsibility for R&I between the State and the 16 "Länder"
- Joint Science Conference (GWK) responsible for ambitious programms like Excellence Initiative, Female Professors. Programme, HEI Pact
- Improved childcare systems, but still high part-time rates for women
- Precarious working conditions for women in science (temporary contracts etc.)

ORGANISATIONAL CONTEXT

- Intensive monitoring activities but lack of sanctions
- Committment to GE goals, but no legally binding measures
- Different missions and disiplinary background of the four German RPOs (MPG, Leibniz, HGF, Fraunhofer)
- corporate cultures

TEAM CONTEXT

Headquarters of the RPOs with only limited influence on the recruitment and retaining activities of the single institues

EFFECTIVENESS









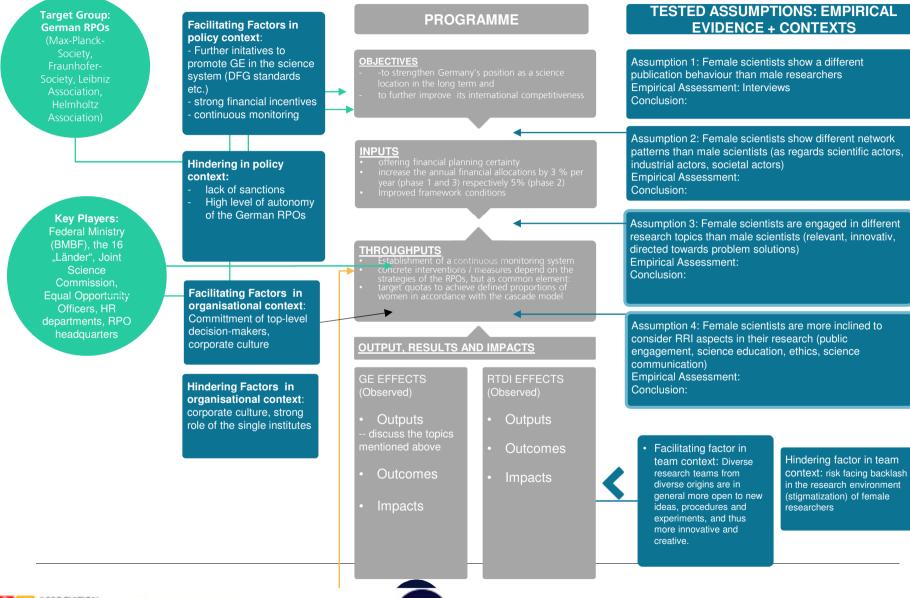






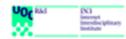


EFFORTI CASE STUDY WORK: THEORY OF CHANGE Example













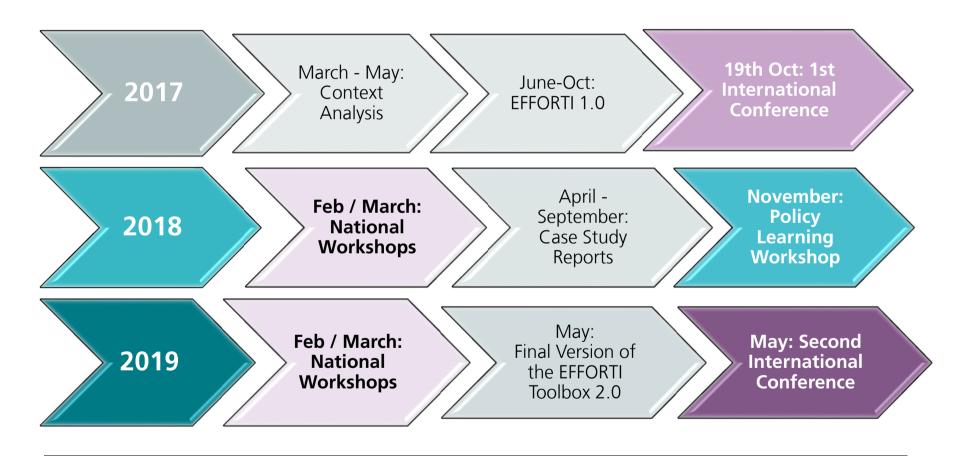






Timetable





















Thank you very much for your attention!

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