EVALUATION FRAMEWORK FOR PROMOTING GENDER EQUALITY IN R&I

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SUMARI

- Overview of project aims and objectives
- Work Package Structure
- Overall framework
- EFFORTI Intervention logic model
- Development of indicators
- Categories, dimensions, sub-dimensions
- Main source of gender sensitive research indicators
- Select indicators, sub-dimension 5.4.2. Research Quality: A gender dimension in research content, projects, patents, agreements is integrated
SUMARI

- Select indicators sub-dimension 5.4.3. Contributions to strengthening the gender sensitive research are made
- Case Studies
- Screenshots of mock-ups of the EFFORTI tool
PROJECT AIMS & OBJECTIVES

- Project: EFFORTI – Evaluation Framework for Promoting Gender Equality in Research and Innovation
- Programme: H2020 – Science with and for Society (SWAFS)
- Call-GERI-3-2015: “Evaluation of initiatives to promote gender equality in research policy and research organisations”
- Type of Action: Research and Innovation Activity – RIA
- Duration: June 2016 – May 2019
- Budget: ca. 2 Mio. EUR
- Six partners representing a wide range of diversity in terms of countries, institutions and expertise: Fraunhofer ISI / CeRRI, Joanneum Research, University of Aarhus, Open University of Catalonia, NaTe – Association of Hungarian Women in Science and Technology, Intrasoft
PROJECT AIMS AND OBJECTIVES

Generation of Knowledge on
• the link between GE measures GE outputs and (R)RI outcomes and impacts

Tools & Products
• Conceptual Evaluation Model (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
Workpackage Structure

WP 1 Project management

WP 2 Context analysis

WP 3 Development of a conceptual model for an evaluation framework (EFFORTI 1.0)

WP 4 Case studies and validation

WP 5 Development of an evaluation toolbox (EFFORTI 2.0)

WP 6 Dissemination/Participation of policy makers

Policy, RPO/HEI, Industry, Evaluators
### THREE MAIN GENDER OBJECTIVES

- More women in R&D
- Women in leadership positions
- Integration of a gender dimension in research content and curricula

### TYPES OF INITIATIVES TO PROMOTE GE

- Measures on individual level
- Structural / institutional measures
- Measures concerning research funding
- Legislative measures

### Possible RESULTS on (R) RI

**At individual/team performance level:**
- Research quality
- Research productivity
- Innovation

**At institutional level of HEI, RPO and corporations:**
- Structure
- Quality of the workplace
- Recruitment capacity
- Efficiency
- Competitiveness

**At research system level:**
- Intensity
- Productivity
- Furthering the progress of ERA

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EFFORTI Intervention Logic Model (I-O-O-I)
DEVELOPMENT OF INDICATORS

1) Identify the most relevant indicators systematic literature review

2) Cluster the indicators according to different categories, dimensions and sub-dimensions

3) Conceptualising indicators according to evaluation logic model (input/throughput/output/outcome/impact)

4) Classifying indicators micro/meso/macro

- Qualitative & quantitative indicators
  - I-O-O-I input, output, outcome, impact model
  - Micro (individuals/teams), meso (organisational), macro (national)

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## Categories, dimensions and sub-dimensions

<table>
<thead>
<tr>
<th>Category</th>
<th>Dimension</th>
<th>Sub-dimension</th>
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</thead>
<tbody>
<tr>
<td>1. Personnel</td>
<td>1.1 Positions</td>
<td>1.1.1 Increased number of women in academic and other RTDI positions</td>
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<td>1.1.2 Increased number of women in decision-making positions</td>
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<td>1.2 Recruitment capacity</td>
<td>1.2.1 Improved recruitment of talented women</td>
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<tr>
<td>2. Working Conditions</td>
<td>2.1 Work-life balance</td>
<td>2.1.1 Improved compatibility of family and career</td>
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<td></td>
<td>2.2 Job satisfaction</td>
<td>2.2.1 Appropriate respect/recognition for (academic/scientific/leadership) work</td>
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<td>2.2.2 Positive individual job rating</td>
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<td></td>
<td></td>
<td>2.2.3 Overall work climate</td>
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<td></td>
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<td>2.2.4 Allocation of workload</td>
</tr>
<tr>
<td></td>
<td>2.3 Competitiveness/promotion and career</td>
<td>2.3.1 Transparent, non-biased and flexible promotion/tenure criteria</td>
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<td></td>
<td></td>
<td>2.3.2 Strengthened confidence for promotion and responsible positions</td>
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<tr>
<td></td>
<td></td>
<td>2.3.3 Improved support to advance research career</td>
</tr>
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<td>2.4 Workplace</td>
<td>2.4.1 Equal workspace/facilities allocation</td>
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<tr>
<td>3. Professional Capabilities</td>
<td>3.1 Leadership</td>
<td>3.1.1 Increased confidence and ability of leadership roles</td>
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<td>--------------------------------------------------------</td>
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<tr>
<td>3.2 Professional achievements</td>
<td>3.2.1 Increased professional development of work skills (for career success)</td>
<td></td>
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<tr>
<td>3.3 Awareness of/commitment to GE</td>
<td>3.3.1 Increased gender awareness</td>
<td></td>
</tr>
<tr>
<td>3.4 Funding to promote GE in terms of female careers</td>
<td>3.4.1 Increased funding to promote GE</td>
<td></td>
</tr>
<tr>
<td>4. Structural Features</td>
<td>4.1 GE challenges/barriers</td>
<td>4.1.1 Decrease of GE barriers</td>
</tr>
<tr>
<td></td>
<td>4.2 Organisational/cultural change with regard to GE</td>
<td>4.2.1 Organisational/cultural change with regard to GE</td>
</tr>
<tr>
<td></td>
<td>4.3 Preferential treatment</td>
<td>4.3.1 Equal treatment</td>
</tr>
<tr>
<td></td>
<td>4.4 Funding for structural transformation</td>
<td>4.4.1 Increased funding to achieve structural transformation</td>
</tr>
<tr>
<td>5. R&amp;I/RRI</td>
<td>5.1 Research outputs and impacts</td>
<td>5.1.1 Scientific outputs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5.1.2 Networks</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5.1.3 Training/human capital</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5.1.4 Strengthened R&amp;I capacities/excellence</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5.1.5 Research priorities and outcomes in terms of GE</td>
</tr>
<tr>
<td>Section</td>
<td>Subsections</td>
<td></td>
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<tr>
<td>------------------------------------------------------------------------</td>
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</tr>
<tr>
<td>5.2 Innovation outputs and impacts (incl. technological impacts)</td>
<td>5.2.1 Conventional innovation indicators</td>
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<tr>
<td></td>
<td>5.2.2 Diffusion of innovation in products, services, processes</td>
<td></td>
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<tr>
<td></td>
<td>5.2.3 Knowledge about sex and gender incorporated into engineering innovation processes</td>
<td></td>
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<tr>
<td>5.3 Economic outputs and impacts (incl. entrepreneurships)</td>
<td>5.3.1 Economic impacts</td>
<td></td>
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<tr>
<td></td>
<td>5.3.2 Entrepreneurship</td>
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<tr>
<td></td>
<td>5.3.3 Strengthened framework conditions for R&amp;I</td>
<td></td>
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<tr>
<td></td>
<td>5.3.4 Jobs, growth &amp; competitiveness of participants (incl. small and medium enterprises (SMEs))</td>
<td></td>
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<tr>
<td>5.4 Gender-sensitive research</td>
<td>5.4.1 Achieved gender equality in research process</td>
<td></td>
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<tr>
<td></td>
<td>5.4.2 Research quality: integration of a gender dimension/perspective in research and content, in research projects, patents, and agreements</td>
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</tr>
<tr>
<td></td>
<td>5.4.3 Contributions to strengthening gender-sensitive research</td>
<td></td>
</tr>
<tr>
<td>5.5 Responsible Research and Innovation (RRI)</td>
<td>5.5.1 Gender equality</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.5.2 Ethics</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.5.3 Public engagement</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.5.4 Science education</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.5.5 Open access</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.5.6 RRI/governance</td>
<td></td>
</tr>
<tr>
<td>5.6 Societal challenges</td>
<td>5.6.1 Research priorities &amp; outcomes in terms of GE</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.6.2 R&amp;I indicators</td>
<td></td>
</tr>
<tr>
<td>5.7 Societal and environmental impacts</td>
<td>5.7.1 Societal impacts</td>
<td></td>
</tr>
<tr>
<td></td>
<td>5.7.2 Environmental impacts</td>
<td></td>
</tr>
</tbody>
</table>
### 5 RESEARCH & INNOVATION/RRI

<table>
<thead>
<tr>
<th>RESULTS/ POLICY MEASURE STRATEGIES</th>
<th>INDICATORS AT TEAM LEVEL</th>
<th>INDICATORS AT ORGANISATIONAL LEVEL</th>
<th>INDICATORS AT POLICY/ COUNTRY LEVEL</th>
</tr>
</thead>
</table>
| **5.3 GENDER EQUALITY DIMENSION: GENDER SENSITIVE RESEARCH** | • Gender balance in research team/research team composition (GPGSR, p.9)  
• Number of projects lead by women (GPGSR, p.9)  

**5.3.1 Achieved Gender Equality in research process** | • The research has included or fostered participation of all agents in the process of investigation (GPGSR, p.11)  
• Equitably published results to ensure a balance of authorship in research (GPGSR, p.12)  
• Measures for research team building and their regularity (IR LBC) | • Awareness of and support to gender sensitive research at system level (research councils, other research funding organisations) (AU) |
| **5.3.2 Research quality: A gender dimension/persp active in research and content, in** | • Research question has been delimited (Stanford) | • Percentage of research projects including gender analysis/gender dimensions in the content of research (MoRRi)  
• Scientific production infused with power relations and based on hierarchical relationships between different fields of knowledge (GPGSR, p.6) | • Share of research projects with gender dimension in content (MoRRi)  
• Measures addressing the integration of gender dimension in research (ECNGD, p.42)  
• Share of RFOs promoting gender content in research (MoRRi) |
- Gender appears in studies of any subject (GPGSR, p.6)
- The project’s title in terms of gender and gender equality to describe project (GPGSR, p.9)
- Existence/absence of knowledge on sex and gender in research field (GPGSR, p.10)
- Definition of research priorities considering who will benefit/be ignored by research projects (GPGSR, p.10)
- Sample composition by sex (GPGSR, p.11)
- Needs and expectations of research subjects as well as power relationships and gender assumptions (of researchers and research subjects) have been considered and included (GPGSR, p.10)
- Sex differences have been analysed (GPGSR, p.11)
- Other “biological and socio-cultural” differences have been taken into account (GPGSR, p.11)
- The analysis of gender has been set out and clearly explained in the dissemination of research results (GPGSR, p.12)
- Gender-neutral, non-sexist language is used (GPGSR, p.12)
- Active information search about controversial technology (MoRRi)
5.3.3 Contributions to strengthening the gender sensitive research are made

- People/employees feel empowered making research more participatory, creative and inclusive (GPGSR, p.7)
- Perception of improvement of people’s and social groups’ lives (GPGSR, p.7)
- Perception of rebalancing power especially in relation to women on team level (GPGSR, p.7)

- Perception of rebalancing power especially in relation to women on organisational level (GPGSR, p.7)
- Level of scientific reflection of research projects (GPGSR, p.7)
- Level of taking the role of the researchers and their relationship with their participants into account (GPGSR, p.7)
- Research tools are adapted to the subject’s language and worldview (GPGSR, p.7)
- Legal concepts related to gender and of analysis techniques about mainstreaming gender perspectives in public policies are included (GPGSR, p.7)
- Senior managers (clarify their specific role!) are involved in the implementation of the policy that integrates gender analysis into research funding (Gendernet)
- Amount of calls that include dissemination materials and guidelines to support applicants in the integration of the gender analysis into research proposals (Gendernet)
- Explicit integration of sex/gender analysis as one of the issues to be monitored in mid-term/final project reporting (Gendernet)

- Perception of rebalancing power especially in relation to women on country level (GPGSR, p.7)
- Increase of scientific knowledge about gender (GPGSR, p.8)
- A policy requiring the integration of the gender analysis into research funding programmes in place (Gendernet)
- Support to the inclusion of gender contents in research agendas by funders (ECN, p.65)
- Inclusion of the gender dimension in research contents (ECN, p.65)
- Relevance of national and regional levels in R&I policy and financing (ECN, p.23)
- Amount of programmes which include measures aimed at integrating the gender analysis (Gendernet)
- Amount of topics which are gender flagged/tagged (explicit cross-cutting gender analysis) (Gendernet)
- Amount of calls that include a mandatory requirement for applicants to indicate whether sex and/or gender is relevant to their research proposal (Gendernet)
- Amount of calls that include a mandatory requirement for applicants who do not include sex and gender analysis to explain why not (Gendernet)
- Amount and % of proposals submitted that have responded YES to the
Main Sources of Gender Sensitive Research indicators


“Manuals with guidelines on the integration of sex and gender analysis into research contents, recommendations for curricula development and indicators.” 2016.

- EGERA/ UAB/ Observatori per a la Igualtat: Good Practices of Gender Sensitive Research: Guidelines and Information Sheet http://uab.cat/doc/good-practices
5.4.2 RRI/ Gender Sensitive Research/ Research Quality: A Gender Dimension/ Perspective in research and content, in patents, agreements is integrated

- Percentage of research projects including gender analysis/ gender dimension in the content of research (MoRRI 2015b) OL

- Share of research projects with gender dimension in content (MoRRI 2015b) NL

- Share of RFOs/ RPOs promoting gender content in research (MoRRI 2015b) NL

- Percentage of research institutions that provide training/ support for researchers in regard to the inclusion of gender dimensions in the content of research (EU, 2015a) NL

- Measures addressing the integration of gender dimension in research (ECNGD, p42) NL
5.4.3 RRI/ Gender Sensitive Research/ Contributions to strengthening gender sensitive research are made

- Senior managers (clarify their specific role!) are involved in the implementation of the policy that integrates gender analysis into research funding (Gendernet) OL

- Amount of calls that include dissemination materials and guidelines to support applicants in the integration of gender analysis into research proposals (Gendernet) OL

- Explicit integration of sex/ gender analysis as one of the issues to be monitored in mid-term/ final project reporting (Gendernet) OL
5.4.3 RRI/ Gender Sensitive Research/ Contributions to strengthening gender sensitive research are made

- A policy requiring the integration of the gender analysis into research funding programmes in place (Gendernet-IGAR Tool) NL
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- Amount of topics which are gender flagged/ tagged (explicit cross-cutting gender analysis (Gendernet) NL
- Amount of calls that include a mandatory requirement for applicants to indicate whether sex and gender is relevant to their research proposal (Gendernet) NL
Indicators on the Integration of Gender Analysis into the University Curricula (IGAUC) ....to be fed into EFFORTI framework

- Amount and % of gender specific subjects in Bachelor and Master Curricular by (main) field of science (Gendernet-IGAR Tool) OL
- Amount and % of Gender cross-cutting subjects in Bachelor/ Master Curricula by (main) field of science (Gendernet-IGAR Tool) OL
- Amount and % of (Post) Graduates that had at least one Gender specific subject by (main) field of science (Gendernet-IGAR Tool) OL
- Amount and % of academics trained on IGAR by (main) field of science (Gendernet-IGAR Tool) OL
- Recruitment/ Promotion criteria for academics includes training on IGAR expertise: Yes/ No (Gendernet-IGAR Tool) OL

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Selected Gendernet recommendations: Integrating the gender dimension into curriculum (HEIs)

- Design of university curricular use gender-specific modules/ subjects & cross-cutting gender
- Ensure the participation of gender experts in committees and groups that design/ advise on curricular development
- Set up a task-force on gender mainstreaming in curricula to monitor and evaluate the implementation of the cross-cutting approach and support resources
- HE authorities should foster the appointment or promotion in every main field of science of academic staff with double knowledge/ expertise gender studies + other field of knowledge
- Ensure technical support – ideally through an institute of gender studies at the university to provide technical expertise on demand
- Provide training and awareness raising activities and dissemination materials for academics
WP4 Case Studies (UOC) WP Leader

21 case studies in 7 countries:
(Austria, Denmark, France, Hungary, Germany, Spain, Sweden)

◆ Objectives

◆ Validate the EFFORTI Evaluation Framework:
◆ - carry out concept, implementation and impact assessments for the selected case studies
◆ - develop log frames and theories of change for the selected case studies
◆ - consolidate and validate the relevant impact stories and indicators used
Moltes graciès!

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