



# Evaluation Framework for Promoting Gender Equality in Research and Innovation

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**OPEN EVALUATION CONFERENCE**  
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# 1. Basic Information

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- Submitted to the H2020 Call GERI-3-2015:  
“Evaluation of initiatives to promote gender equality in research policy and research organisations” (Programme SWAFS)
- Type of Action: Research and Innovation Activity – RIA
- Duration: Start Date: June 2016 – End Date: May 2019
- Consortium of six partners representing a wide range of diversity in terms of countries (Germany, Austria, Spain, Hungary, Denmark, Luxembourg) institutions (RPOs, Universities, Company and NGO) and expertise (Gender Equality, Innovation Research, Evaluation, RRI): Fraunhofer ISI / CeRRI, Joanneum Research Policies, University of Aarhus, University of Catalunya, NaTe – Association of Hungarian Women in Science and Technology, Intrasoftware.

### 3. Objectives & Expected Outcomes



EFFORTI aims to

- **systematize and deepen knowledge** on the scope, relevance, effectiveness and efficiency of gender equality policies within RTDI systems
- develop an **evaluation framework** which enables evaluators, science managers, policy-makers and programme owners to conduct a sound analysis of the research and innovation outputs, outcomes and impacts of gender equality measures across Europe
- design an **evaluation toolbox** to analyse a variety of policy measures and assess their performance, taking into account the diversity in the national policies as well as national and organizational contexts
- derive **general lessons for evidence-based** and thus "good" policy-making in the field of gender equality within RTDI systems

### 3. Objectives & Expected Outcomes



#### Generation of knowledge on

- the link between GE measures and RTDI outcomes
- a special emphasis on new policy concepts like RRI and the respective indicators

#### Tools & Products

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

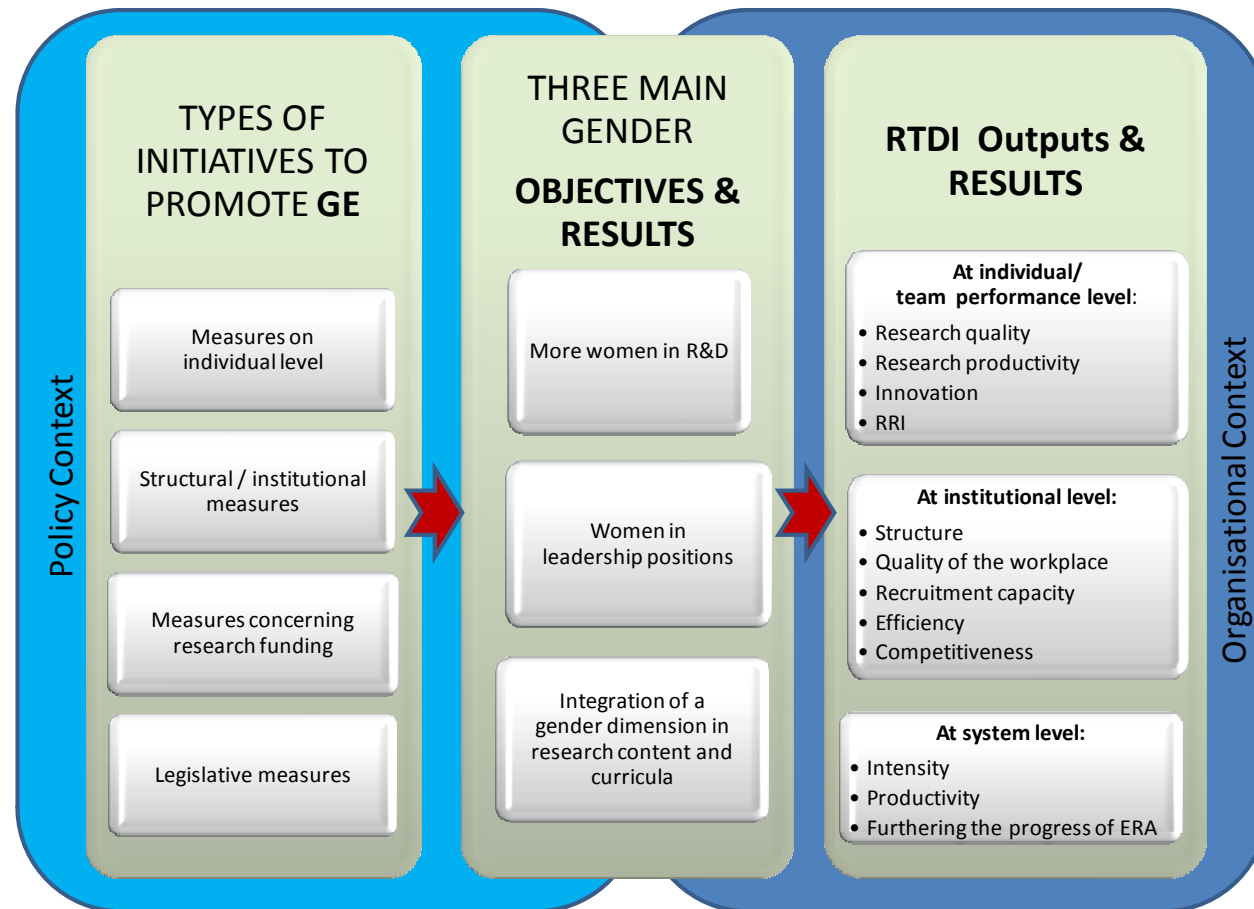
#### Community Building

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

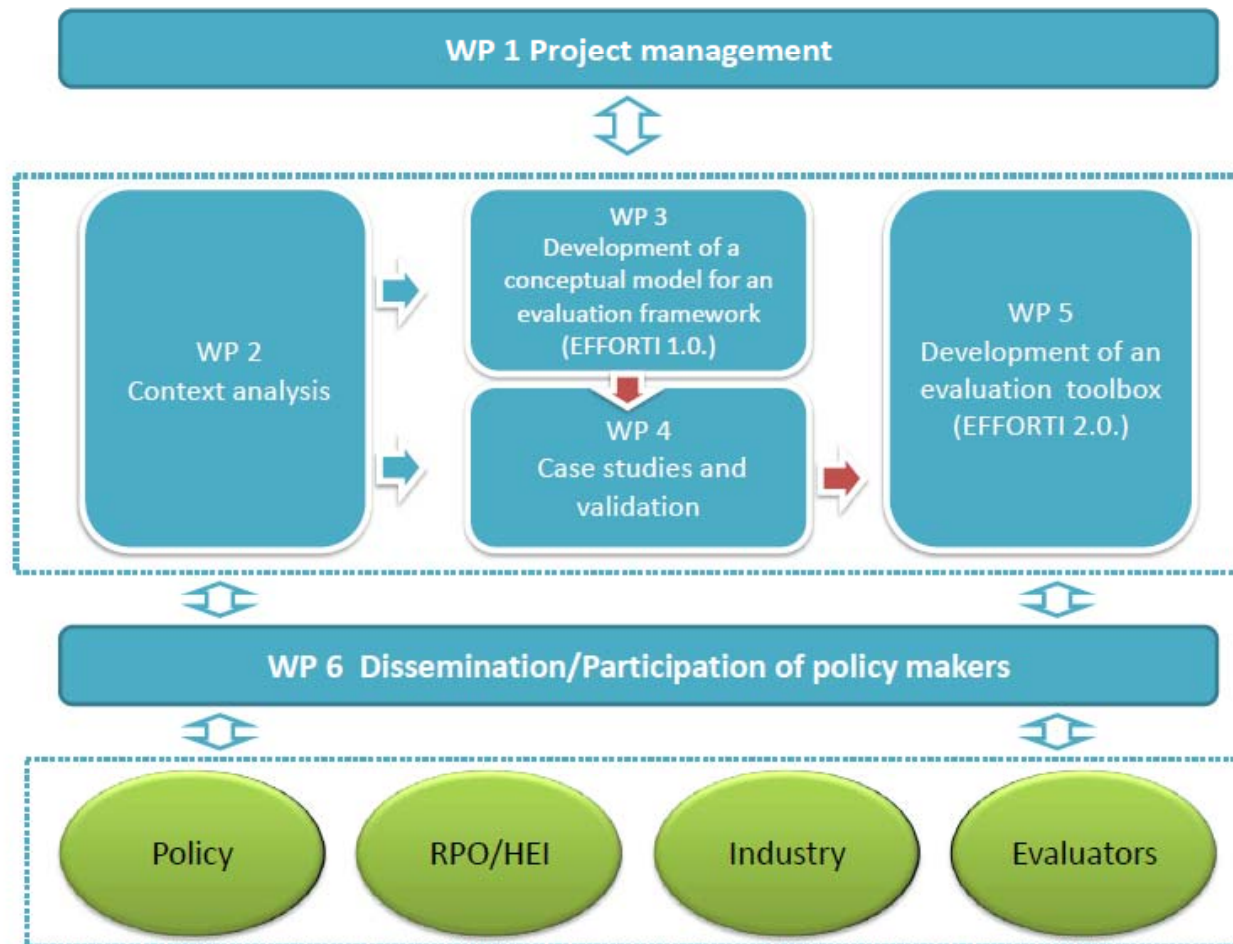
#### Policy Making

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

## 4. Conceptual Approach



## 5. Work Packages





## 6. Timeline





## 7. Outlook



WP	Objectives	Tasks
2 Context Analysis	Understand the influence of wider contextual framework conditions on the situation of women in RTDI like the structure and performance of the innovation systems, gender equality in the labour market, welfare policies, the governance of gender equality but also the evaluation culture in RTDI Relevant contextual framework conditions will then be included in the conceptual evaluation model	<ul style="list-style-type: none"><li>▪ Developing a common guideline for country fiches</li><li>▪ Mapping the structure &amp; governance of RTDI systems, gender &amp; welfare policies at national level</li><li>▪ Assessment of evaluation cultures and existing evaluations</li><li>▪ Comparison between the countries involved in the EFFORTI project</li></ul>
3 Conceptual Model	Identify patterns and links between gender equality promoting initiatives and a number of impacts on research and innovation, through meta analyses of performed evaluations of gender equality policies and other existing approaches from RTDI evaluations, including the development of an initial first draft of an adequate conceptual model of the evaluation framework, i.e. Toolbox EFFORTI 1.0	<ul style="list-style-type: none"><li>▪ Literature review &amp; desk research</li><li>▪ Identification and definition of qualitative and quantitative indicators</li><li>▪ Composition of an initial evaluation framework</li></ul>

## 7. Outlook: Theory Building



### First Assumptions:

- Heterogenous publication teams have higher citations rates than homogenous ones
- Research teams with a higher share of women have more cited patents
- Women publish more often in new research fields and rather interdisciplinary
- Women focus on challenge-oriented research instead of pure curiosity driven science
- The integration of a gender dimension in innovation generates added value in form of a competitive advantage by increasing the usability of products, since research and development focuses on social requirements right from the start
- More women in RTDI lead to different research and innovation processes (strengthening public engagement and the social relevance of research)
- Enhanced participation of women in research teams leads to a more cooperative and solution-oriented working culture
- The number of women in (top-positions of) companies influences the Corporate Social Responsibility (CSR) strategies

Thank you very much  
for your attention!

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