

**Synthesis on the Case Study Work**  
(Work Package 2)

Authors: Sybille Reidl, Florian Holzinger, Sarah Beranek

Date: 15<sup>th</sup> May, 2019

## **Main Objectives**

---

One main assumption of the EFFORTI project is that considering the context is important when evaluating the effects of gender equality measures on research and innovation. Different contexts might require different policies and measures to promote gender equality but might also influence the effects of these measures.

Therefore, the objective of WP2 was to understand the influence of wider contextual framework conditions on gender equality in RTDI by comparing the EFFORTI countries in terms of:

- structure and performance of the research and innovation system
- gender equality in the labour market and welfare policies related to reproductive work and childcare
- the governance and existing policies of gender equality in RTDI
- the evaluation culture and policy especially in the field of gender equality in RTDI.

## Methodological Approach

---

We used the following methodological approaches:

- **Secondary data collection:** Relevant longitudinal data to describe the contextual environments for gender equality measures in RTDI between the different countries have been defined and collected. International data sources like Eurostat or OECD data have been used to enable comparativeness. Additionally, international comparative reports as well as national sources of information have been utilized.
- **Expert interviews:** Interviews with national experts have been conducted to explore topics which were not covered by other sources of information or data.
- **Country Note comparison:** The seven country notes have been compared in order to identify similarities but also differences within the contextual environments for gender equality in RTDI.

### Strengths and weaknesses of the methods

Secondary data collection always bears the risk that the data does not fit perfectly as it has been collected for different purposes. In cases where data or information was not available in some country notes, the authors of these reports were asked to provide this information for the comparative report. As the national reports were following the same structure and used the same data to describe the contextual environment in each country, they provided a solid basis for an international comparison. The expert interviews helped to understand the bigger picture behind the quantitative data and the setting of actors in the political field. Also, the national sources of information were helpful for providing explanations for specific characteristics or developments as such fine grained analyses are often missing in international comparative reports. By using all these sources, we were able to create a comprehensive data basis for almost all topics of the report. Only for the evaluation chapter there are gaps in the data base, since despite interviews no information is available on specific issues in some countries.

## Main Results

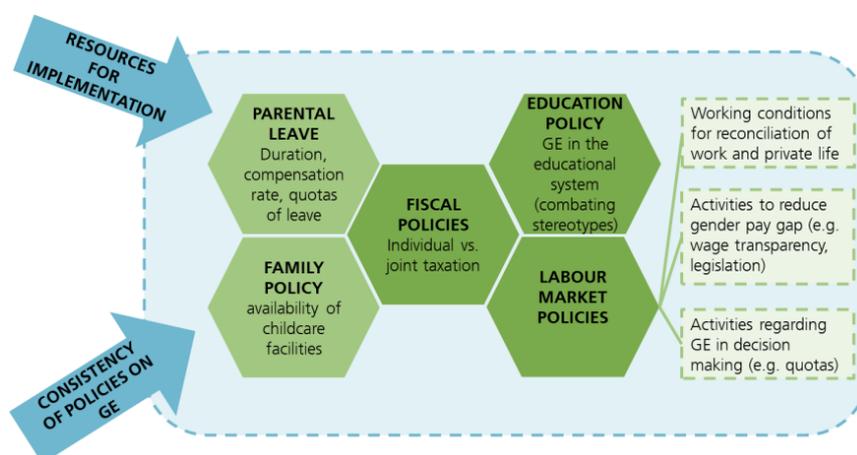
In the following, key contextual information are presented structured according to different topic areas.

### Innovation Systems

The different relevance of RTDI-sectors in a country is crucial for the share of women in RTDI. In BES-dominated innovation systems, it is more difficult to increase the share of women in RTDI. The HES sector can be governed more by legislation and public financing instruments than the private BES sector.

### Gender Equality Policies

The labour market participation of women is generally lower compared to men but differs widely between countries. It is mainly influenced by the division of labour related to housework and family care, labour market policies and the availability of childcare facilities. On average across OECD countries the employment rate of fathers compared to childless men is 11% higher and the employment rate of mothers is 10% lower compared to childless women. This is mainly influenced by parental leave policies, labour market policies, availability of childcare facilities and traditional gender roles. Part time work is highly prevalent among women in Austria and Germany whereas it is less common in Denmark and Sweden. One explanatory factor of the gender difference regarding part time work are gender roles: where women are seen as primary care providers they tend to reduce paid work. On average across OECD countries men do only half as much unpaid work as women, but the gender difference regarding unpaid work differs widely between the countries. The division of labour might be influenced by gender pay gap, parental leave policies, flexibility of working conditions and part time orientation (gender roles). The enrolment rate of children up to 3 years differs greatly among the countries with highest results in Nordic countries. However, in all countries the enrolment rates increased. The enrolment rate is influenced by duration of parental leave, availability of childcare facilities and social values.



## Gender Equality in RTDI

To obtain the ERA targets a comprehensive legislation and structures for gender equality in RTDI are necessary.

### Requirements:

- Clear responsibilities
- Effective implementation mechanisms
- Sanctions
- Specification of aims & problems
- Knowledge regarding evaluation methodologies, tools & statistics
- Balance of individual and structural measures
- Sufficient resources
- RFOs supporting GE in organisations and in integration of gender dimension in research and teaching

### Challenges to address:

- Horizontal segregation – more female students in male dominated disciplines
- Vertical segregation esp. in BES (quotas in HES)
- Male dominated organisational cultures
- Prevailing academic regime
- (unconscious) gender bias

The share of women in R&D differs among the countries but the absolute number of female researchers is growing in all countries. The share of women researchers varies significantly between the RTDI sectors. The BES exhibits the lowest shares of female researchers in all countries. This may be due to horizontal segregation, male organisational cultures and governance issues. The share of women among ISCED 6 graduates increases but the horizontal segregation in respect to fields of study is quite significant in all countries. The higher the grade the lower is the proportion of women in EU28 and the EFFORTI countries. This may be due to the prevailing academic regime and unconscious gender bias. Vertical segregation is high in the economic domain – the share of women in boards in the largest companies, supervisory boards or boards of directors hardly exceeds 25%. This may be due to male dominated organisational culture and unconscious gender bias. The number of hours worked per week influences the work-life balance. In a culture of presenteeism, the duration of working time can influence a career. Women professionals tend to work fewer hours than men do. Nevertheless, an alignment of working hours between male and female professionals can be observed. Women in HES are more likely to work in precarious working conditions, resulting in a “safety gap”. Hungary and Spain display a significantly lower level of inclusion of the gender dimension in research content compared to Austria, Germany, Denmark and Sweden. This can be due to funding programmes aiming at integrating sex or gender analysis in research and to gender criteria as cross cutting issues in research funding.

## Evaluation Culture and Policy

Evaluation culture development and capacity building vary greatly across countries in terms of establishing a culture of evaluation, carrying out systematic evaluations of programs and institutions, the variety of actors and evaluation approaches. Evaluation

traditions also vary across countries regarding the preferred types of evaluations (ex-ante, interim, ex post, pluralistic approach), the interest in approaches to quantify impacts, to evaluate implementation or to measure causal mechanisms relating policy initiatives to their effects and impacts. However, the interest in impacts and effectiveness rise in all EFFORTI countries. The role of gender equality in RTDI is very different across the countries. While Sweden has a long tradition of monitoring gender equality in RTDI, in Austria, Denmark, France and Germany gender equality in RTDI has only recently received growing attention in RTDI evaluations. In Hungary and Spain there does not exist any practice to consider gender equality in RTDI evaluations.

## **Main Lessons Learned**

---

### **Lessons learned on context factors from the case studies:**

- Context factors do influence output, outcome and impact of gender equality initiatives – therefore they should be considered in the design and evaluation of such measures.
- Context factors are necessary to interpret evaluation results and to assess outputs, outcomes and impacts.
- There are many context factors that might influence a gender equality measure in RTDI, and it is challenging to identify the relevant ones.
- Expert interviews are a very good source to identify relevant context factors.
- The context is always very specific for each measure, so it cannot be entirely represented on a meta-level.
- In particular, contextual factors in three areas should be taken into account when evaluating gender equality policies in RTDI:
  - Innovation system
  - Gender equality
  - Gender equality in RTDI

## References

All the results and data mentioned can be found in Deliverable 2.3 and Deliverable 2.4

Reidl, Sybille; Holzinger, Florian; Streicher, Jürgen; Beranek, Sarah; Unger, Maximilian; Hafellner, Silvia (2017). *EFFORTI – Deliverable 2.3. Comparative Background Report.*

Reidl, Sybille (2017). *EFFORTI – Deliverable 2.4. Comparative Background Report. Main Findings.*