GENDER INDICATORS IN RRI

The INPERRI project preliminary results and reflections

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Workshop on Gender Equality and Gender Mainstreaming Indicators in the Monitoring of Funded Projects
31st May 2018
RRI, gender indicators and the INPERRI project
Key areas and dimensions

- Gender equality
- Public engagement
- Science education
- Open Access, Open Science
- Governance
- Ethics
- Social justice
- Environmental sustainability
- Others?

RRI

Dimension approach (Stilgoe, Owen, Macnaghten)
- Anticipation
- Reflexibility
- Inclusive deliberation
- Openness
- Responsiveness

Two visions
Indicators on gender in RRI
Gender and the INPERRI project

Lessons learnt
Analytical Hierarchy Process

Phase 1: Before the session
Selection of the panel
Sharing the indicators proposed at EU level

Phase 2: During the session
Consensus towards the hierarchy (critical areas) and the indicators

Phase 3: After the session
Questionnaires
Prioritization of indicators
Objective of the participatory session:

- To identify the critical areas or dimensions in our context
- To identify indicators around the critical areas

RESULT 1
List of context-based indicators (52) around specific critical áreas (9)

<table>
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<tr>
<th>I. Competence building</th>
<th>Indicador I.1</th>
<th>Indicador I.2</th>
<th>Indicador I.3</th>
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<td>II. Frameworks</td>
<td>Indicador II.1</td>
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<td>III: Resources</td>
<td>Indicador III.1</td>
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Objective of the after session activities:

- To weight the importance given by the participants to the indicators under each critical area (AHP)
- To get feed-back of the outline of results and conclusions

RESULT 2
List of prioritized context-based indicators (23) around specific critical areas (9)
# Participatory session: critical areas

1. Differential and asymmetric socialization and education
2. Organizational culture (including time-use issues, transparency, democratic deficit)
3. Substantive representation, informal and formal networks, intersectionality and science
4. Vertical segregation
5. Work relations (time-uses, working conditions, labour distribution...)
6. Visibility of women researchers as references
7. Research contents
8. Gender expertise enhancement
9. Resources (economic, human resources...
## Participatory session: Indicators for R&I projects

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<td>2.5. % of research institutions with systems of transparent distribution of workload</td>
<td>3. 6 Degree of proximity of researchers to the Principal Investigator (PI) in the results of the project (network analysis)</td>
<td>4.1 % of men and women that are Principal Investigator</td>
<td>5.4 Types of employment contracts and stability (GDD)</td>
<td>1.7.4 % of research projects with gender impact (publications, conferences, contracts...)</td>
<td>8.3 % of projects that include gender experts contracts</td>
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<td>5.5 % parental leaves (GDD)</td>
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<td>8.2 Number of publications of the research team with gender perspective</td>
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<td>5.8 % of voluntary reduction of working time (GDD)</td>
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Further proposals by the INPERRI team

• To include indicators of perception by the research team in projects regarding the gender equality in the team work and gender mainstreaming in the project

• To include elements of diversity in the indicators

• The importance of considering the purpose of indicators
  • Better management?
  • Policy monitoring?

• Not all the relevant elements can be measured and monitored with indicators and other instruments such as impact evaluations could help to understand the gender dynamics in projects.
Thank you!

Paula Otero Hermida
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