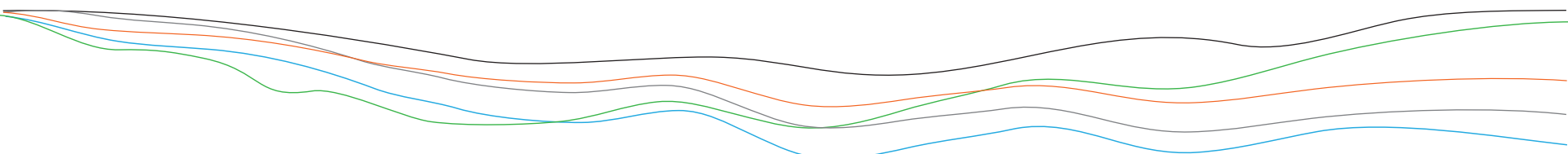


Monitor and evaluate the implementation activities of the involved organisations (RFOs and RPOs)

Work Package 3

Helene Schiffbänker, Florian Holzinger
JOANNEUM RESEARCH

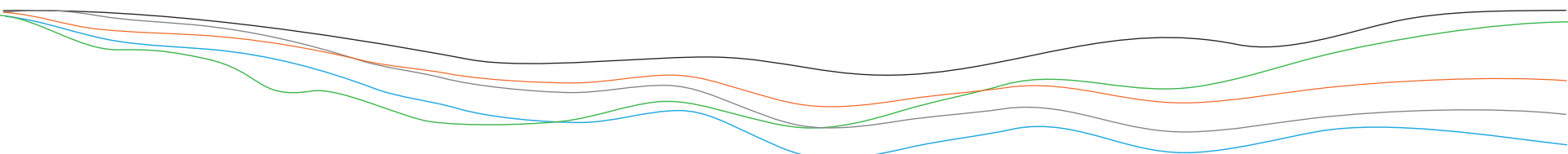


Facts WP3

Lead partner: JOANNEUM RESEARCH, Austria
in co-operation with:

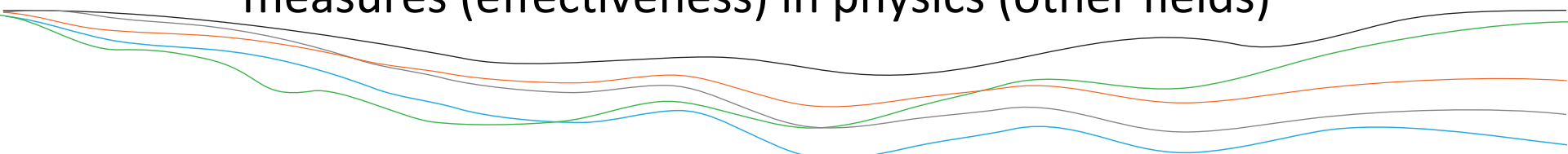
- UJ, Poland: D3.1
- CNR, Italy: D3.2 + D3.3
- all partners contribute to WP3

Duration: Month 1 - 36



Objectives WP3

Overall: monitor progress in gender equality and structural change in physics by GENERA GEPs

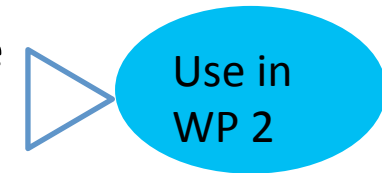
1. define relevant **indicators**: for **measuring progress and effects of activities** towards gender equality
 2. **accompany** the implementation activities of GENERA: **for learning from each other by sharing and discussing experiences and results** with all participants (**learning environment**)
 3. set-up a long-term monitoring tool **for RFOs and RPOs**: **for monitoring long-term sustainability** of gender equality measures (effectiveness) in physics (other fields)
- 
- A series of five overlapping, wavy lines in black, red, green, blue, and grey, extending across the bottom of the slide.

Task 3.1

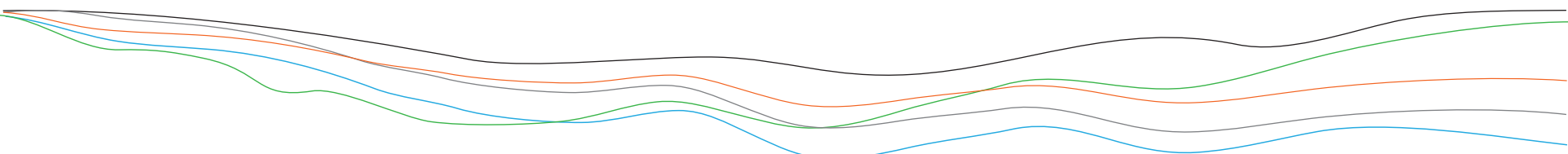
Task 3.1: Definition of indicators to measure the effect of activities towards gender equality:

Development of a detailed evaluation concept:

- Formulation of key evaluative questions
- Develop indicators to measure structural change on three levels:
 - Outputs, outcomes and impacts
 - Challenges and resistances
 - Sustainability of interventions
- Definition of evaluation and measuring methods



D3.1: Evaluation concept report (M 6)



Task 3.2

Task 3.2: Assessment of gender equality in participating RFOs and RPOs

Three steps:

- 1) Ex-ante assessment of gender equality in the participating institutions before GEPS: interviews, focus groups
- 2) Feedback-loop: Workshop on ex-ante assessment and exchange of experiences between all participants

D3.2: Ex-ante assessment report incl. workshop proceedings (M 12)

- 3) Ex-post assessment of outputs, outcomes, impacts: interviews, surveys
 - have targets been achieved? Which effects on gender equality?
 - Which resistances? which strategies to overcome resistances?
 - How sustainable is implementation? Which key players are included to make measures sustainable?

D3.3: Final evaluation report (M 35)

Task 3.3

Task 3.3: Setting up a monitoring tool for RFOs and RPOs in physics (and other fields)

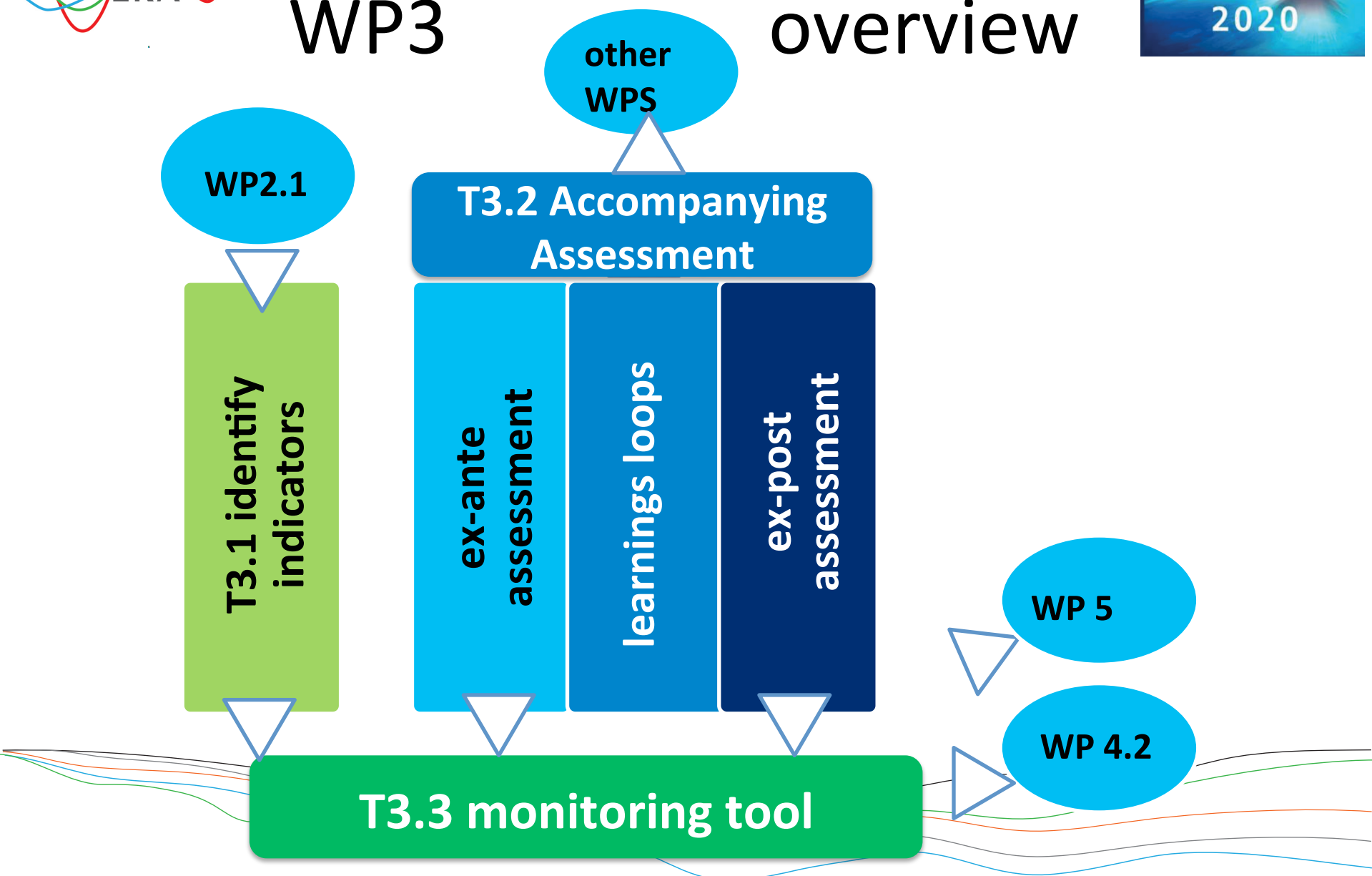
Development of a universal monitoring tool and practical manual

- monitoring tool is based on results of Task 3.1 and Task 3.2: it incorporates all developed indicators and methods, indicators re-defined by experiences in the field (WP2, WP4)
- Additional practical manual: supporting guidelines and recommendations - all ingredients specific for the research field physics are marked to ease the application to other research fields
- Technical tool provided: multi-dimensional data cube
- Monitoring tool will be concluded in GEP road-map and will be used by GENERA alliance (WP5)

D3.4: Manual for the monitoring and evaluation tool (M 36)

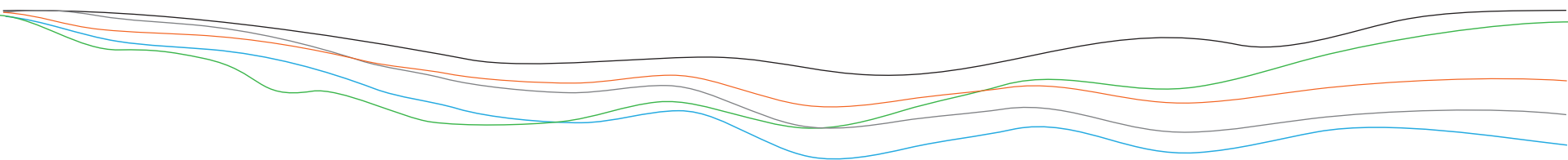
WP3

overview



Challenges

- longer impacts can not be measured in the project period (only indications for trends)
- heterogeneity in physics fields: by cultures, institutions, countries
- organise data collection efficient
- make monitoring tool equally appropriate for RPOs and RFOs



Outcomes

- D3.1: Evaluation concept report (02/2016)
- D3.2: Ex-ante assessment report incl. workshop proceedings (08/2016)
- D3.3: Final evaluation report (07/2018)
- D3.4: Manual for the monitoring and evaluation tool (08/2018)

