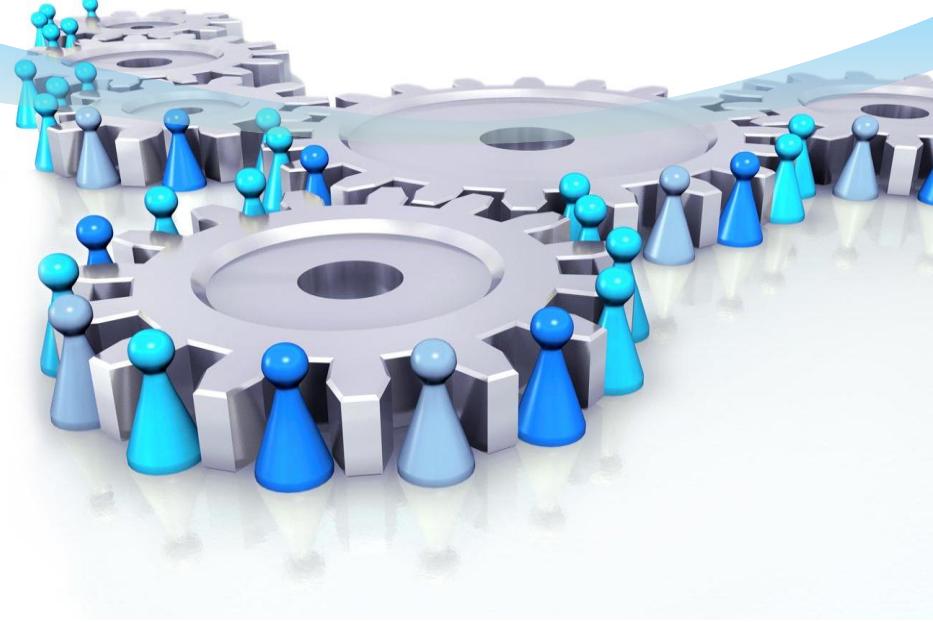





- IMPROVE -

impact of gender on innovation

About the project



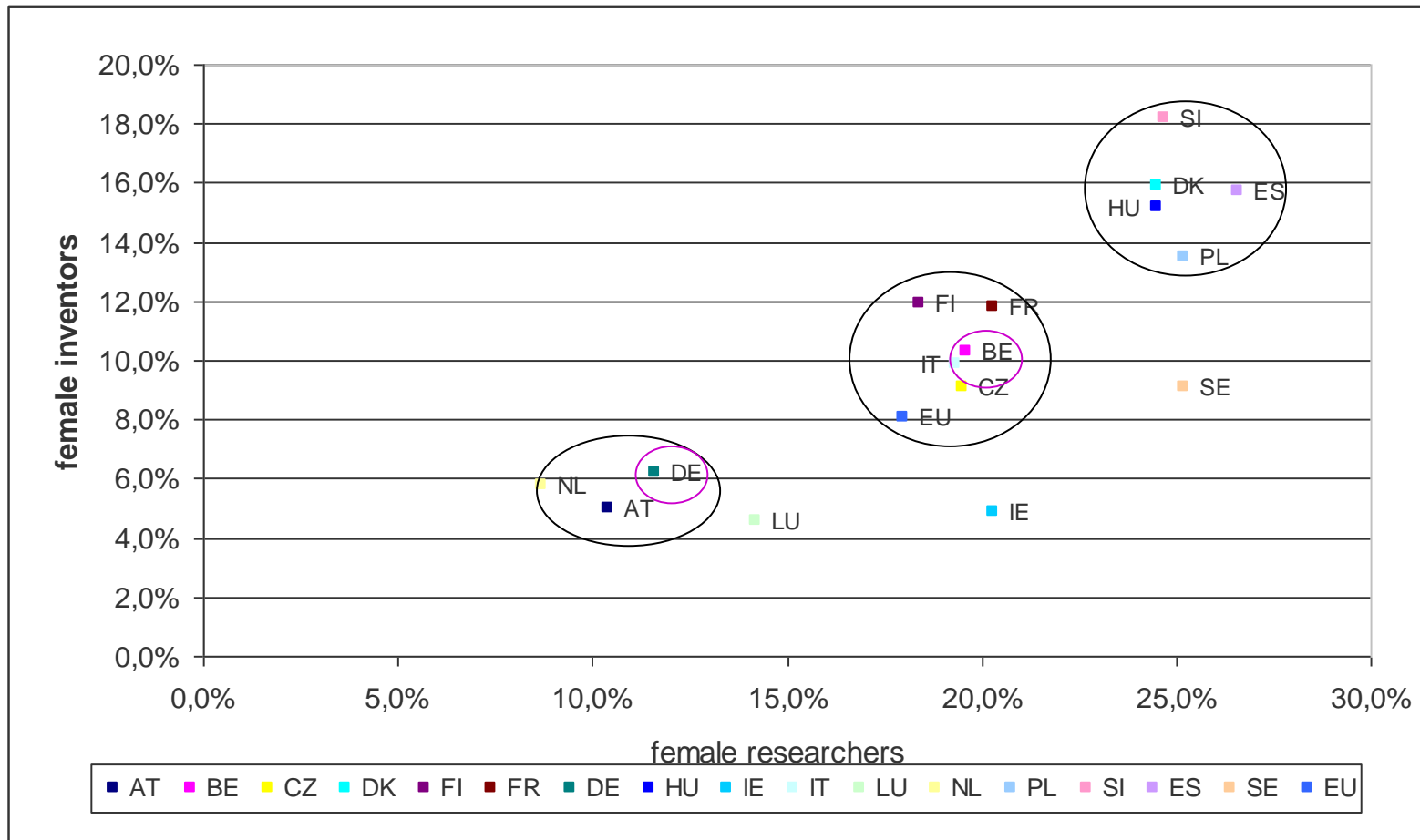
- Project **EFFINET**: **EFF**iciency and **IN**novation power of homogeneous and heterogeneous inventor teams in R&D
- Analysis of the work environment and conditions in gender homogeneous and gender heterogeneous inventor teams in R&D
 - Homogeneous male inventor teams
 - Homogeneous female inventor teams 
 - Heterogeneous inventor teams, male dominated
 - Heterogeneous inventor teams, gender balanced

About the project

- Do gender homogeneous and gender heterogeneous teams in R&D differ in their work conditions, their efficiency and their innovative power?
- Research methods
 - Statistical analysis of the European patent database
 - Qualitative approach (20 expert interviews)
 - Quantitative research (online survey with ~400 respondents)



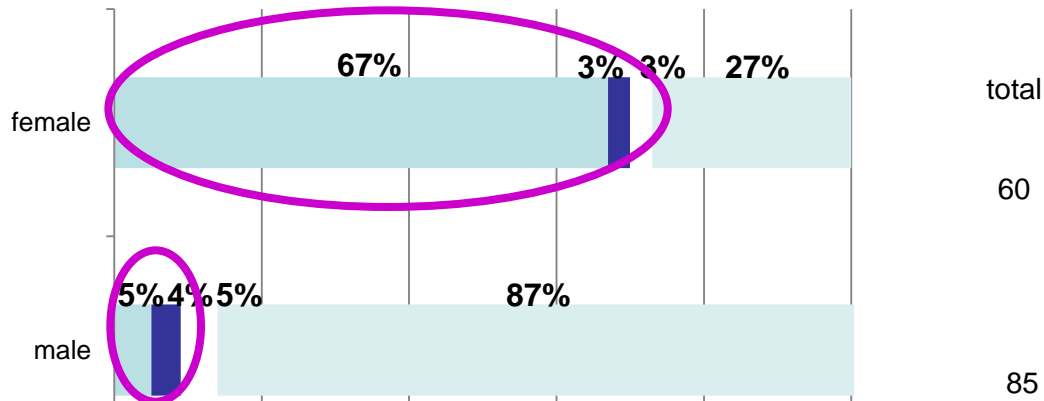
The European perspective – Percentage of female researchers and inventors in the EU (2003)



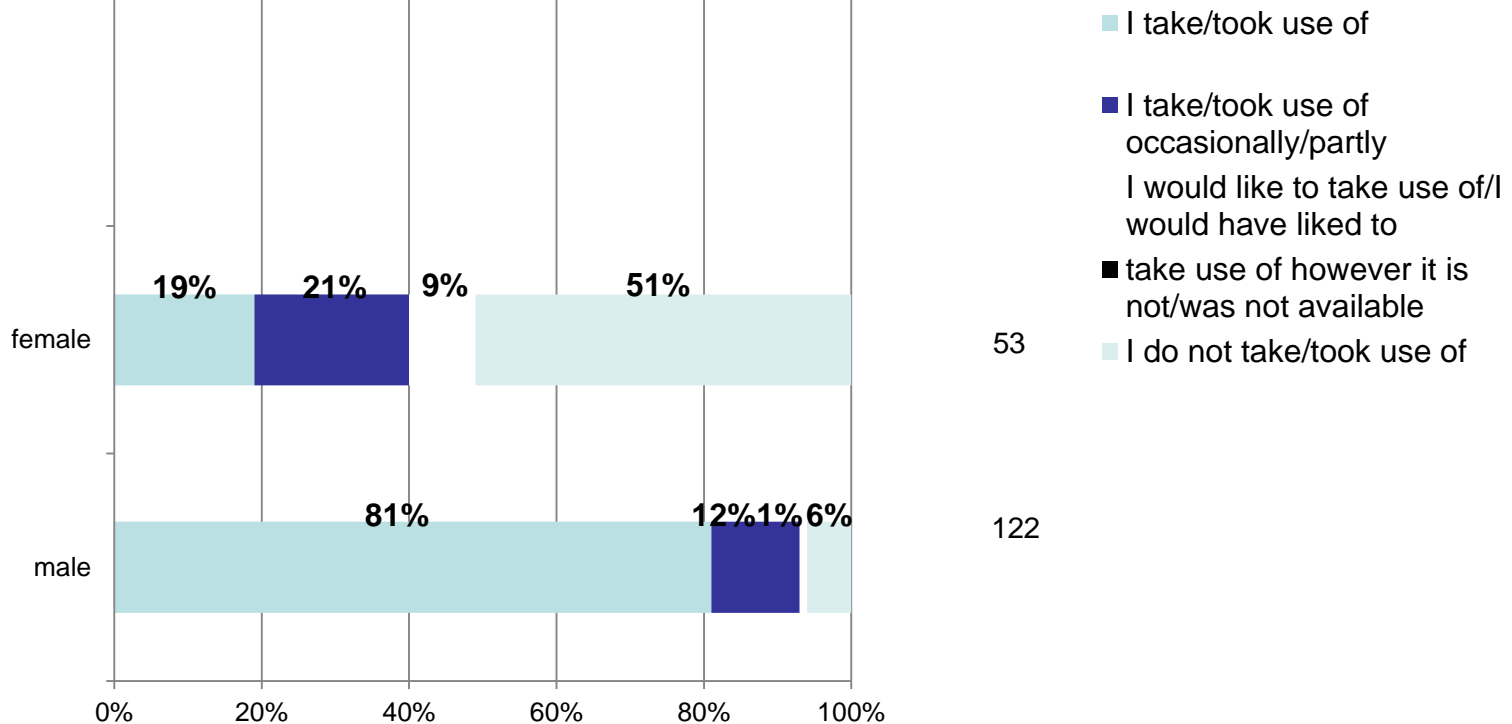
(100% = sum of male and female researchers or inventors)

Survey results: child care (Germany)

**"I work part-time/
home
office/parental
leave"**

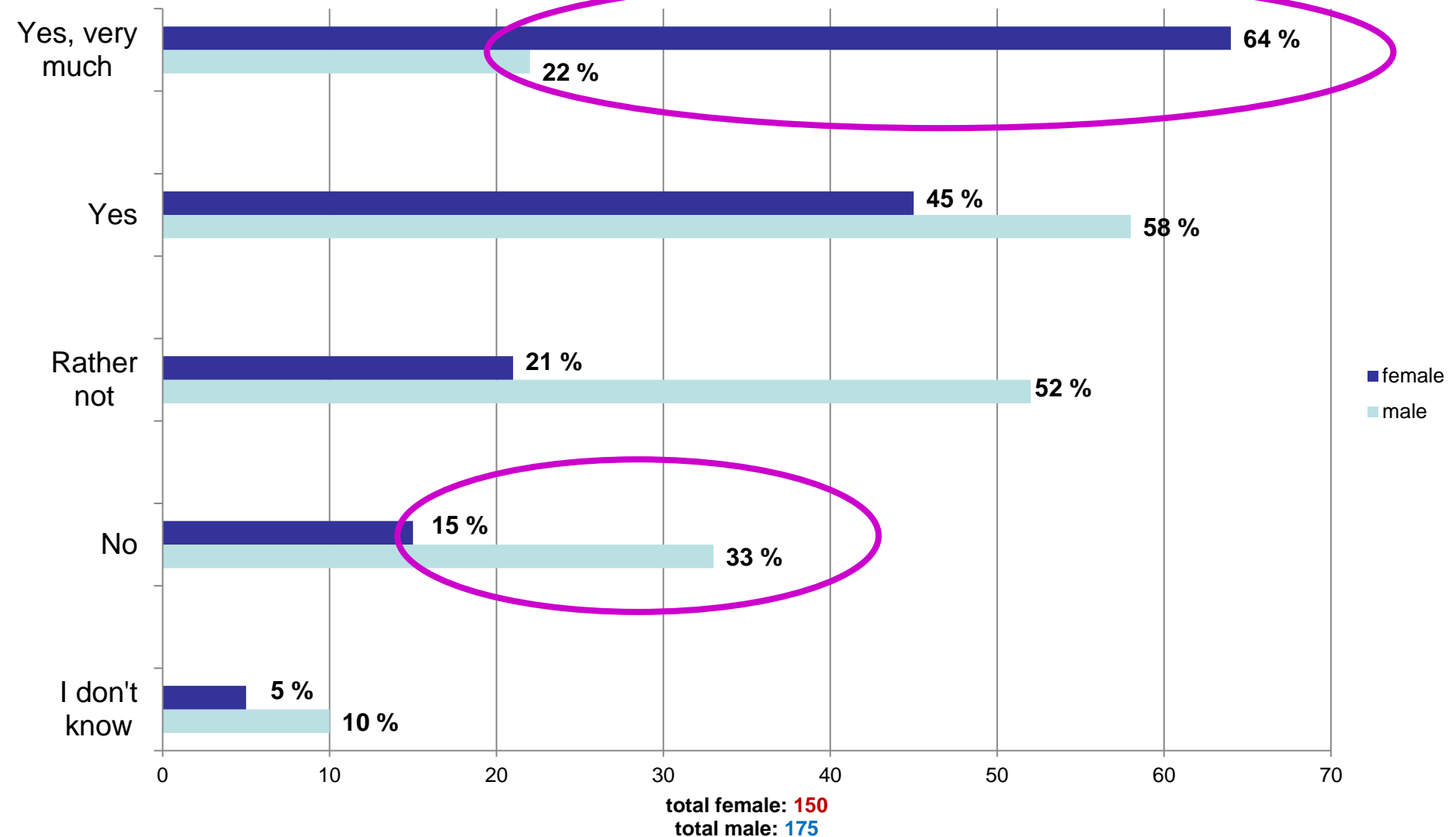


**"My partner takes
care
of the children"**

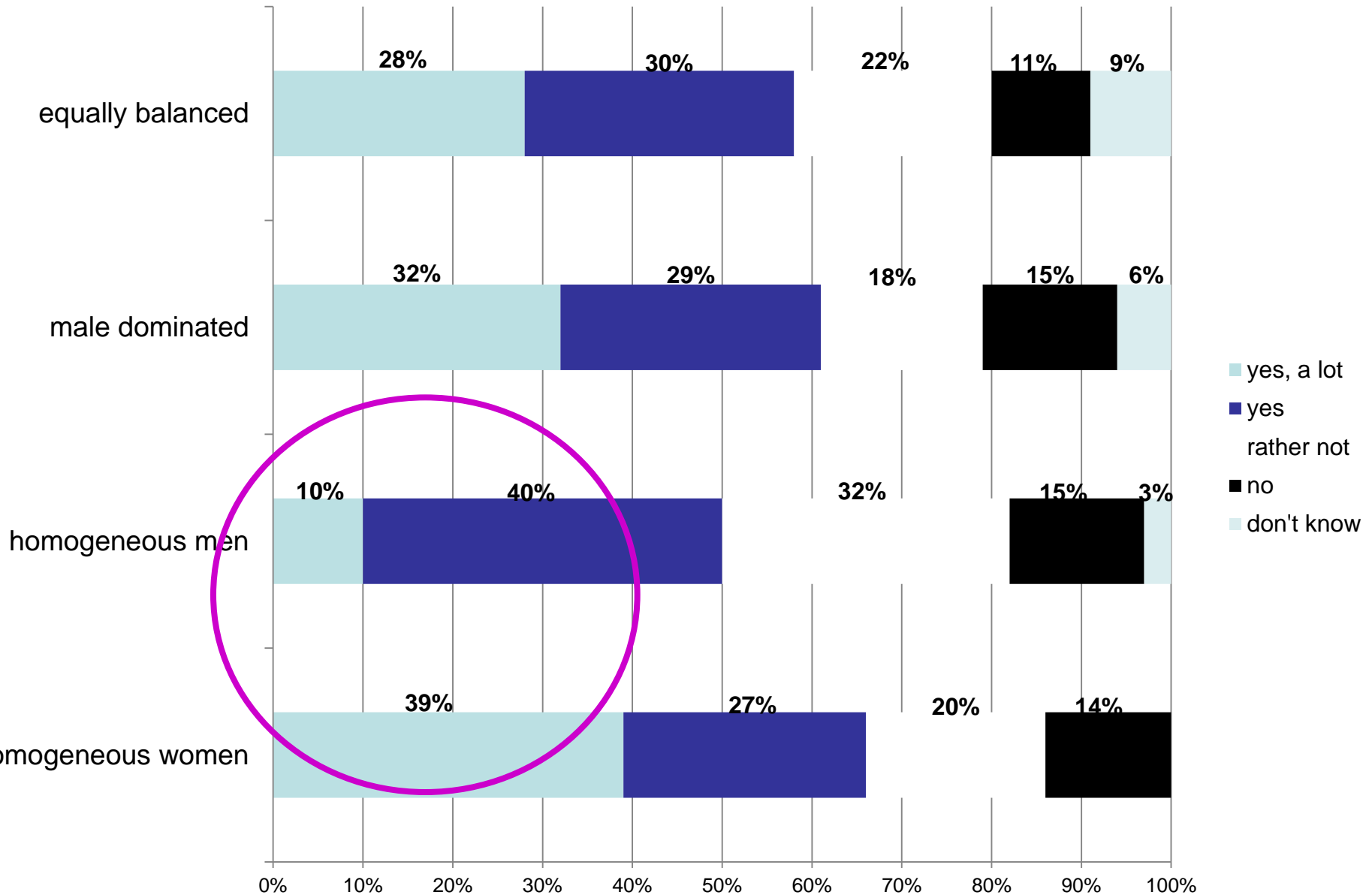


- I take/took use of
- I take/took use of occasionally/partly
- I would like to take use of/I would have liked to
- take use of however it is not/was not available
- I do not take/took use of

Survey results: influence of child care on own innovation power (Germany)



Survey results: influence of child care on own innovation power (Germany)



Results

- There is an obvious **gap** between the percentage of female researchers and female inventors all across Europe
- **Childcare** has a direct and significant impact on the female inventors' innovation power (while hardly influencing the male inventors)
- In heterogeneous teams, there are **different needs** and priorities!
- In order to optimize the team performance, the organization, but also the individual in the team, needs to
 - **Gain awareness** of the different needs
 - **Identify** these individual **needs**
 - **Establish** appropriate **measures** to meet the needs of each individual

Concret steps to take

- I Innovation encouragement
- M Manage Diversity
- P Project team building
- R Reintegrate experts
- O Organize mentoring
- V Value networking
- E Enhance efficiency



A 3D rendering of several interlocking white gears of various sizes on a light gray reflective surface. Numerous blue, stylized human figures are positioned around and between the gears, suggesting a team or workforce. The scene is set against a white background with a blue and green wavy decorative border at the top.

Thank you

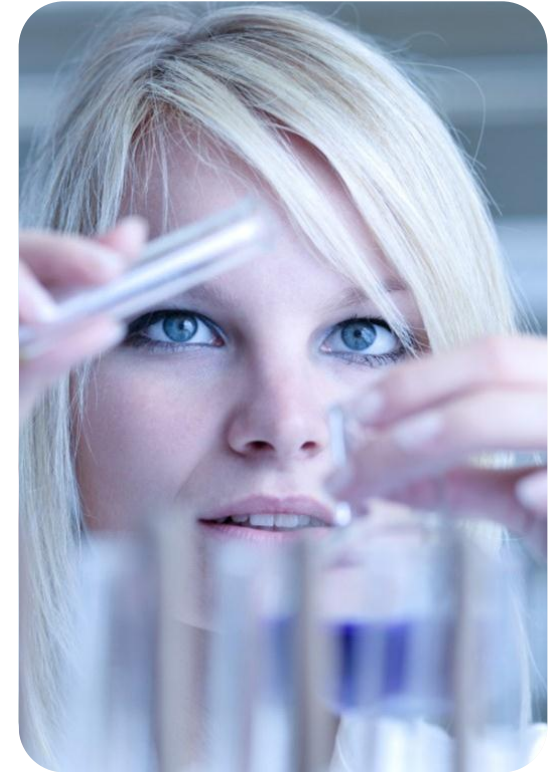
Concret steps to take

Innovation encouragement

- Encourage active involvement of junior researchers in the innovation process
- Promote diversity in teams

Manage Diversity

- Encourage team members to perceive and communicate their personal requirements
- Secure strategic competitive advantage through the wise use of diversity
- Establish target agreements for management for adoption of diversity



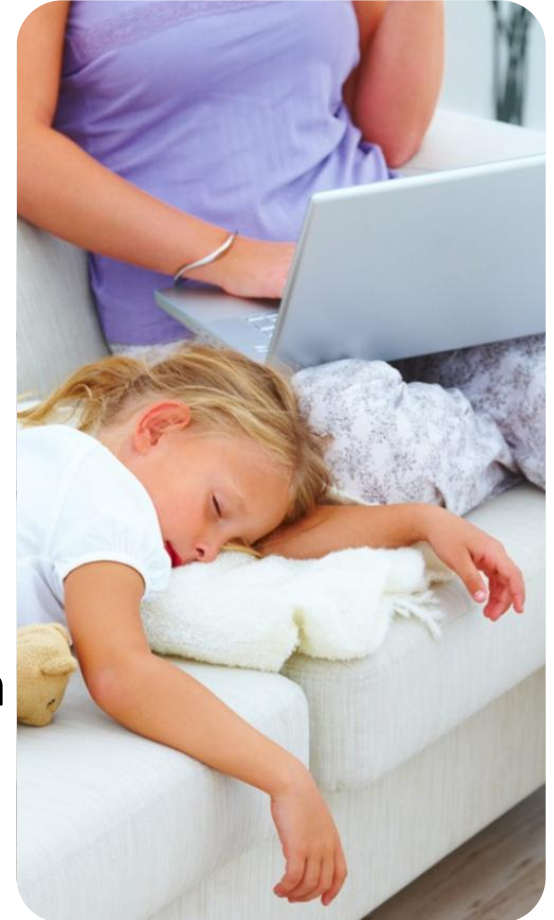
Concret steps to take

Project team building

- Train managers on the management of team processes and in dealing with different needs within the team
- Create transparent achievement- and assessment criteria

Reintegrate experts

- Maintain regular communication between inventors on parental leave and their research team
- Integrate inventors on parental leave into project planning
- Encourage parental leave by both parents



Concret steps to take

Organize mentoring

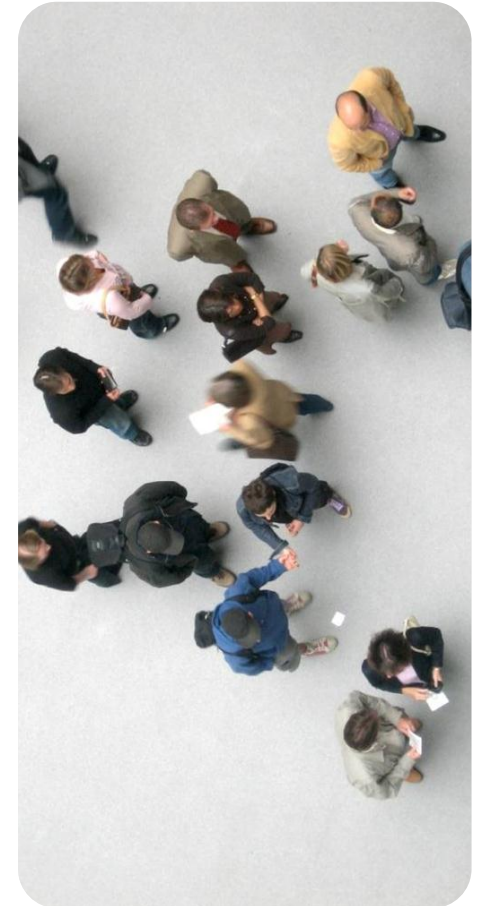
- Support junior scientists with regard to transforming their inventions into patents
- Organize „meet & greet“ between young professionals and „old hands“

Value networking

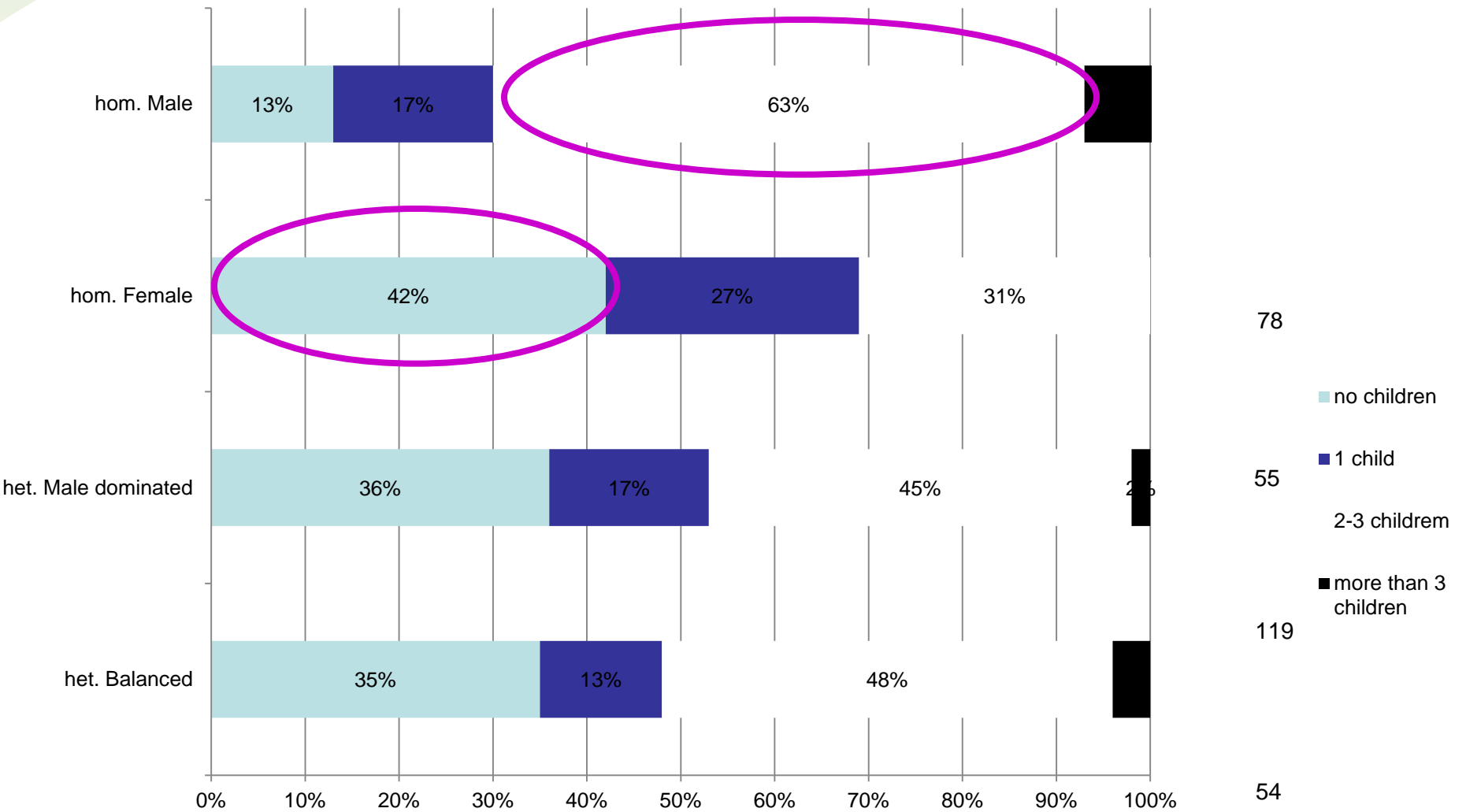
- Provide time for spontaneous communication and networking within the project planning
- Critically examine common communication structures, e.g. late afternoon team meetings

Enhance efficiency

- Relieve researcheres from administraitve tasks
- Actively design and manage a pool of knowledge across the organization

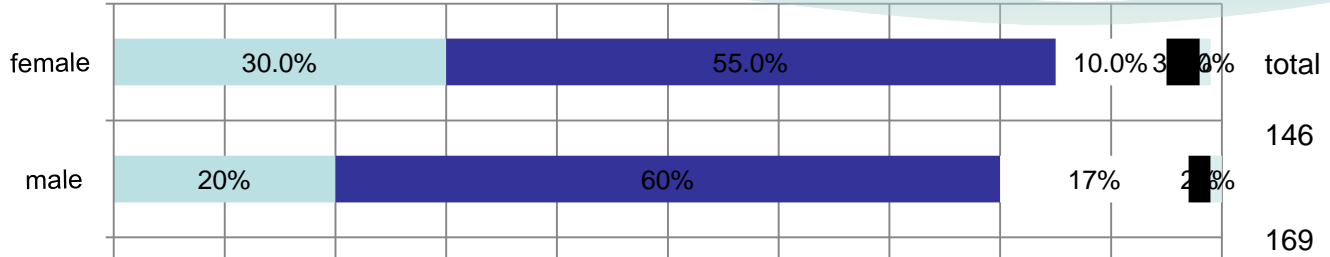


Survey results: amount of children

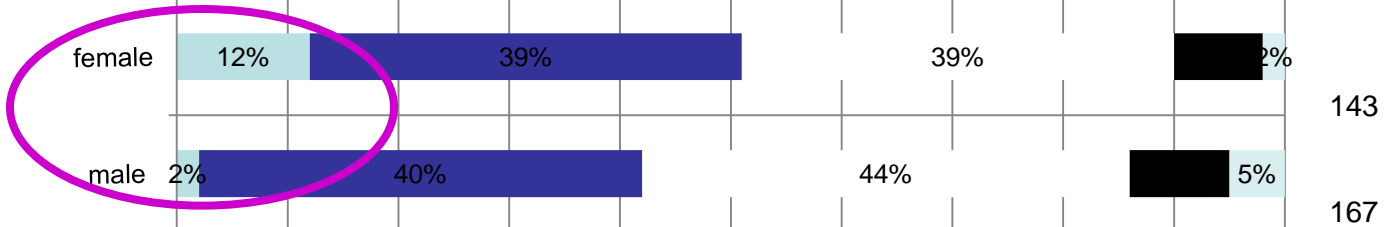


Team culture

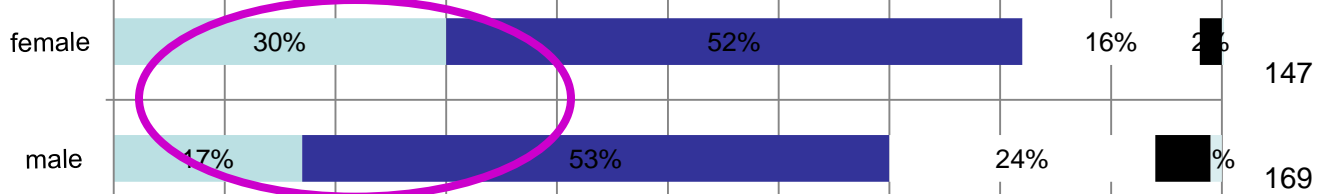
appreciation of team colleagues



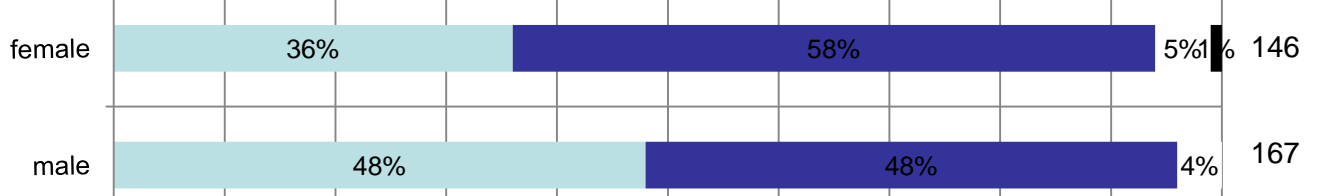
work-life balance



regular communication and meetings



spontaneous discussions



very important
important
no impact
not important
not important at all

Influence of heterogeneity on innovation

