



## GENOVATE

Transforming Organisational Culture for Gender Equality in Research and Innovation

background to GENOVATE's Guiding Principles on Gender Equality & Research Excellence Assessments.

### INTERNATIONAL RESEARCH

The review of the literature as summarised below shows that the following dimensions of 'research excellence' are known to have gendered dimensions:

- Quantity v quality of outputs – women are disadvantaged by the emphasis on quantity rather than quality of outputs [1, 2];
- Peer review – the peer review process, when not anonymised, tends to favour men [3];
- Citations – the use of citations as a measure of impact can disadvantage women as there is evidence that men benefit from the effect of 'same-sex citation' [4, 5];
- Non-traditional career paths – research shows that women tend to have less linear career paths and more career breaks than men; therefore research assessment processes that prioritise sustained high-level outputs over a career, and that do not take career breaks into account in a meaningful way, disadvantage women [6,7,8,9];
- Solo work v teamwork – women tend to work more in teams and to have more shared outputs; they also tend to specialise less; therefore defining research excellence in terms of individual expertise and individual achievement can disadvantage women; on the contrary, assessment processes which prioritise

### RESEARCH NOTE: ACTION NO. 7. CODE OF PRACTICE ON GENDER EQUALITY & RESEARCH EXCELLENCE ASSESSMENTS.

#### INTRODUCTION

This research note summarises some of the key issues and challenges identified in international literature and research that emerge when considering the intersection between gender and research excellence standards. The research undertaken contextualises the

teamwork can benefit women [10, 11];

- Confidence – research shows that women are less likely than men to see themselves as eligible for awards/recognition; therefore competitive processes that require a high degree of self-marketing, or self-nomination, or that do not allow time for a process of decision-making regarding application, can disadvantage women [12, 13]..

#### ENDNOTES:

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