



# 'Innovative Gender' as a New Source of Progress

## INNOGEND



- **Jagiellonian University - a project promoter**
- **University of Warsaw**
- **Østfold University College**

- Project lasts **36 months** – from 1st Sep. 2013 to 31st August 2016
- Project fully funded from Norway Grants in the Polish-Norwegian Research Programme operated by the National Centre for Research and Development

- **Ewa Okoń-Horodyńska** – coordinator of the project - Professor of Economics at Jagiellonian University in Krakow, Poland, Head of Economics Department; the Director of the International Network of Women Engineers and Scientists in Central and Eastern Europe; former vice minister of Science; a member of professional bodies: the Polish Economic Association, the Polish Academy of Sciences - Vice President of the Science of Science Committee, European Association for Evolutionary Political Economy, COPE International

- **Barbara Liberda** - Professor of Economics at University of Warsaw, Poland; head of the Chair of Development Economics; head of Statistics Methodology Commission, Central Statistical Office; founder and expert for Science and Innovations, INVESTIN; president of High Tech Foundation; a member of professional bodies: European Economic Association (EEA); International Association for Research in Income and Wealth (IARIW); International Atlantic Economic Society (IAES); International Association for Feminist Economics (IAFFE); Polish Economic Society – Executive Committee Member (PTE)

- **Danuta Tomczak** – Associate Professor in Economics at Østfold University College, Norway; Head of International Business Programme; Member of College Board for International Cooperation; Member of Faculty Board for Educ Quality & Internationalization; a member of professional bodies: Norwegian Association of Economists, European Economic Association, Polish Economic Society

# Key members of the research team

- **Rafał Wiśła** - assistant professor in economics at Jagiellonian University; leader, coordinator and participant of research programmes, like: „Establishment of the universal, open, hosting and communication, repository platform for network resources of knowledge to be used by science, education and open knowledge society” (National Centre for Research and Development Republic of Poland, 2010-2014); „Design of Scenarios Trends Development of selected Information Society Technologies until 2025” (EU Structural Funds Grant, 2010-2012)
- **Anna Zachorowska-Mazurkiewicz**, assistant professor in economics at Jagiellonian University; a member of GEM-IWG and co-founder of GEM-Europe; a founding member of WINIR; a member of Feminist Think Tank, European Association for Evolutionary Political Economy, Association for Evolutionary Economics, International Association for Feminist Economics

The InnoGend project focuses on innovative gender, the concept that combines roles of women and men with a process of innovativeness and creativity. In our research we concentrate on specificities of innovative behavior by men and women. Learning about special aspects of female and male innovativeness could result in finding new sources of progress and competitive advantages, also through elimination of the existing barriers.



Diversity of gender is not sufficiently exploited in the context of innovativeness. Insufficient use of gender innovativeness limits social and economic progress and hampers gender equality. Application of innovative gender concept in social and economic policy is a step towards innovation-based growth.

- to identify and measure the concept of innovative gender as a new dimension of gender mainstreaming
- to examine the role of innovative gender as a contribution to smart growth based on knowledge and innovations
- to identify specificity of innovative gender in shaping better quality of life
- to examine the different types of innovations as a new source of progress from the perspective of gender
- to assess effectiveness of public policies in the context of innovative gender

- **Workpackage 1** – Statistical profiles of women and men status in the economy, science and society

Sep 2013 – May 2014 – WP Leader – prof. dr hab. Barbara Liberda

In the first stage of research status of women and men in the economy, science and society was analyzed. Research concentrated in such areas of human activities, as: labour market, households, science and technology, politics.

- Panel at Gender Economics Global Conference – Sydney 10-11 June 2014:

Ewa Okoń-Horodyńska – Innovation, innovativeness and gender – approaching Innovative Gender

Anna Zachorowska-Mazurkiewicz- Women in Transition – Institutional Changes in Poland and the situation of Polish Women

Rafał Wiśła – Gender and Industrial Creativity in Poland

Articles under review to be published in "Contemporary Global Perspectives on Gender Economics"

- Ewa Okoń-Horodyńska: Gender in the Regional Innovation Strategy: the case of Malopolska. Paper presented at Congress of Political Economists International, Zurich 2014.
- Danuta Tomczak: Presentation of InnoGend research project at European Science Foundation (ESF) „Portrait of a Lady”, Rome 22-24 September 2013.
- Anna Zachorowska-Mazurkiewicz: Shared concepts of institutional and feminist economics. Paper presented at Inaugural WINIR conference “Institutions that change the World, 11-14 September 2014, University of Greenwich, London.
- Smyk Magdalena, Joanna Tyrowicz, Barbara Liberda: Age-productivity patterns in talent occupations for men and women, paper presented at Warsaw Economic Meeting, 10-12 July 2014, Warsaw.
- Katarzyna Białek: Determinants of entrepreneurship of women and men. Paper presented at WIEM conference, 10-12 July 2014, Warsaw.

- Liberda Barbara, Marek Pęczkowski (2014), Life-cycle income of women and men in Poland, [In:] *Metody ilościowe w badaniach ekonomicznych*, vol. XV, pp. 1-16 (in print).
- Smyk, Magdalena, Joanna Tyrowicz, Barbara Liberda (2014), Age–productivity patterns in talent occupations for men and women: a decomposition, *Post-Communist Economics* 26(3), pp. 401-414.

## **Statistical profiles of women and men status in the economy, science and society**, Ewa Okoń-Horodyńska, Anna Zachorowska-Mazurkiewicz (eds.)

- **Gender as an analytical category in social sciences** - Magdalena Jaworek, Anna Zachorowska-Mazurkiewicz
- **Gender in economics** – Danuta Tomczak
- **Taking gender seriously. Present trends and recommendations for scientific environment** - Marta du Vall, Marta Majorek
- **Gender in Politics. Prospects and recommendations** - Marta du Vall, Marta Majorek
- **Professional situation of women and men in Poland – declarations and reality** - Danuta Kopycińska
- **Entrepreneurship by women and men in Poland – comparative analysis** - Katarzyna Białek
- **Analysis of time use – time allocation between women and men in Poland** - Katarzyna Mroczek, Anna Zachorowska-Mazurkiewicz
- **Contemporary value profiles of women and men – Polish pilot survey** - Anna Dyląg Marcin Szafrąński
- **Measurement of accomplishments in science, technology and innovative activities – criterion of *gender*** - Rafał Wiśła
- **Creative patent activity of women and men in Polish economy – years 1999 – 2013** - Tomasz Sierotowicz
- **Differences in creative activities of women and men in Poland, Hungary, Ireland and Norway – analysis based on patents declared in EPO in years 1999 – 2013** - Tomasz Sierotowicz
- **Psychological aspects of innovativeness** - Magdalena Jaworek, Anna Dyląg
- **From Innovation to *Innovative Gender*** - Ewa Okoń-Horodyńska

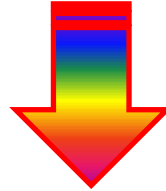
- **Workpackage 2** – Approaching innovative gender – input of women and men in innovativeness

March 2014 – February 2015 – WP Leader –  
prof. dr hab. Ewa Okoń-Horodyńska

In the second stage of research input of women and men in innovativeness is analyzed in order to highlight gender dimensions of innovativeness. Additionally psycho-social factors influencing innovative gender are defined.



**BOTTOM UP EXAMINATION:**



**From**

**Single Respond Genom**

**through**

**Gender pattern of innovative activities  
and external context**

**to**

**INTEGRATED GENOM of INNOVATIVE  
GENDER**

# INSPIRATION: Innovation Genom

## Do things together:

**• Purpose:**

- Knowledge
- Community

**• People: WOMEN&MEN**

- Community builders
- Teachers
- Counselors

**• Practice Incubating:**

- Workplace
- Values
- Learning

## Do things right

**• Purpose:**

- Efficiency
- Quality

**• People: WOMEN&MEN**

- Problem solvers
- Engineers
- Professionals

**• Practice Improving:**

- Systems
- Structures
- Standards

## Do things first

**• Purpose:**

- Innovation
- Growth

**• People: WOMEN&MEN**

- Artists
- Visioners
- Entrepreneurs

**• Practice Inventing:**

- Products
- Markets
- Ventures

## Do things fast

**• Purpose:**

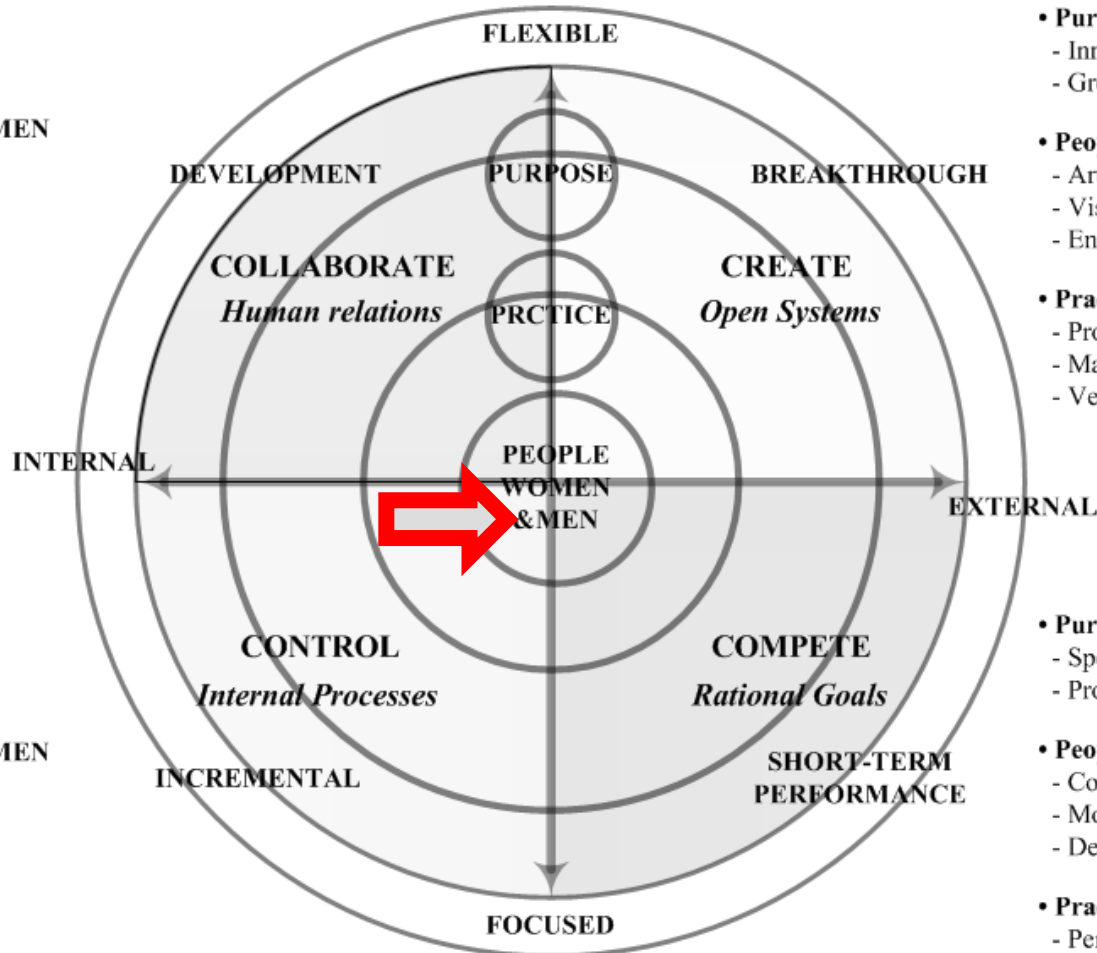
- Speed
- Profits

**• People: WOMEN&MEN**

- Competitors
- Motivators
- Dealmakers

**• Practice –Investing:**

- Performers
- Initiatives
- Acquisitions



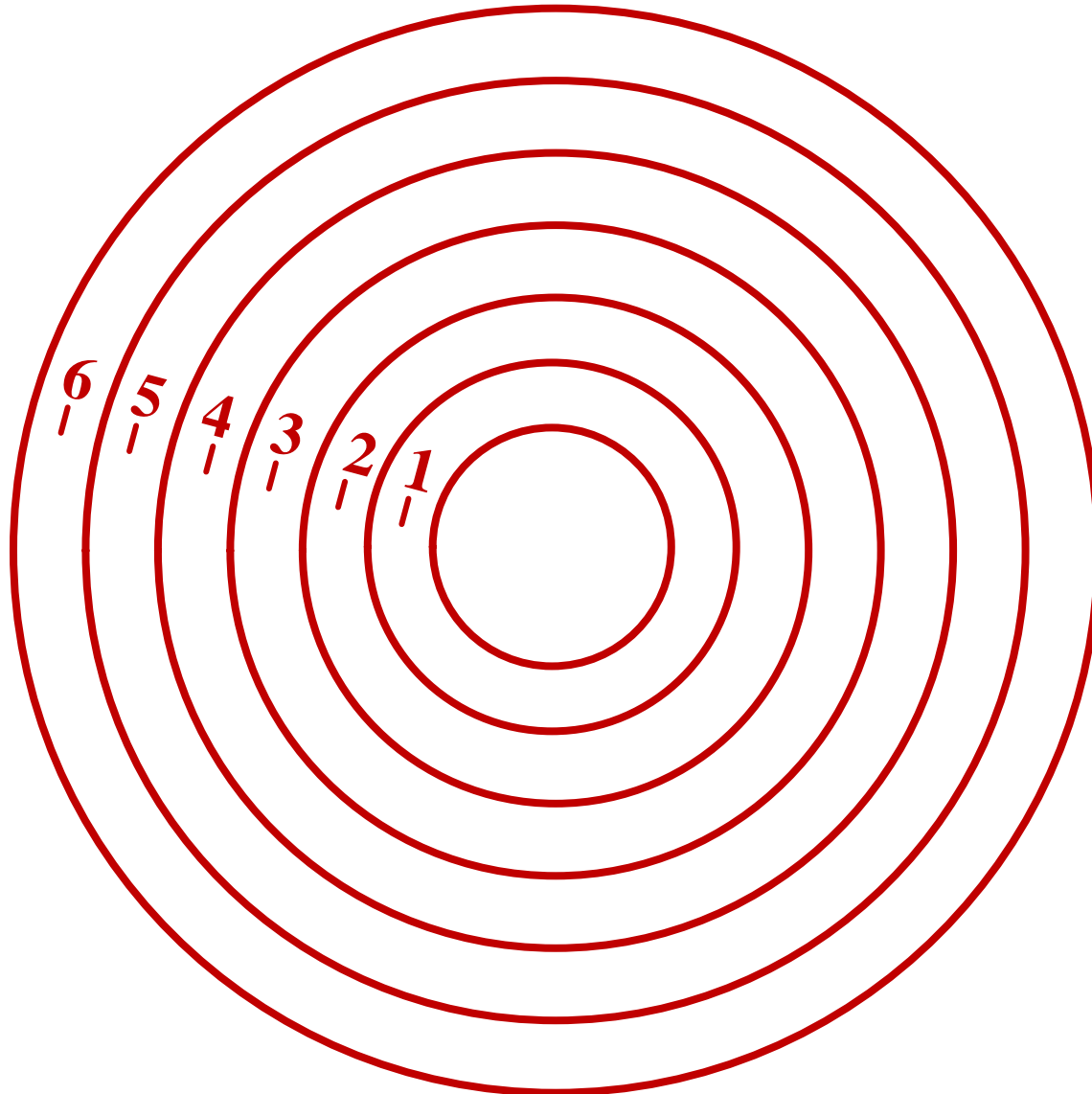
## Women & Men in the single genom of innovation (potential commonalities and differences)

- **Work environment:** cooperation, competition, motivation, workload, autonomy
- **Personal qualities:** intuition, perceptiveness, risk propensity, risk aversion, unconventional way of thinking and acting, compliance to rules and regulations
- **Abilities, Skills, Competences:** ability to persuade, to make decisions, to learn and make use of knowledge, holistic approach (considering externalities), ability to find financial sources, to set goals and draft ways how to achieve them
- **Attitudes and values:** focus on people, on tasks, calculating person, aspirations, trust
- **Roles and behaviors:** guiding spirit, leader, negotiator, controller, representative, team member

## Stages of innovation process

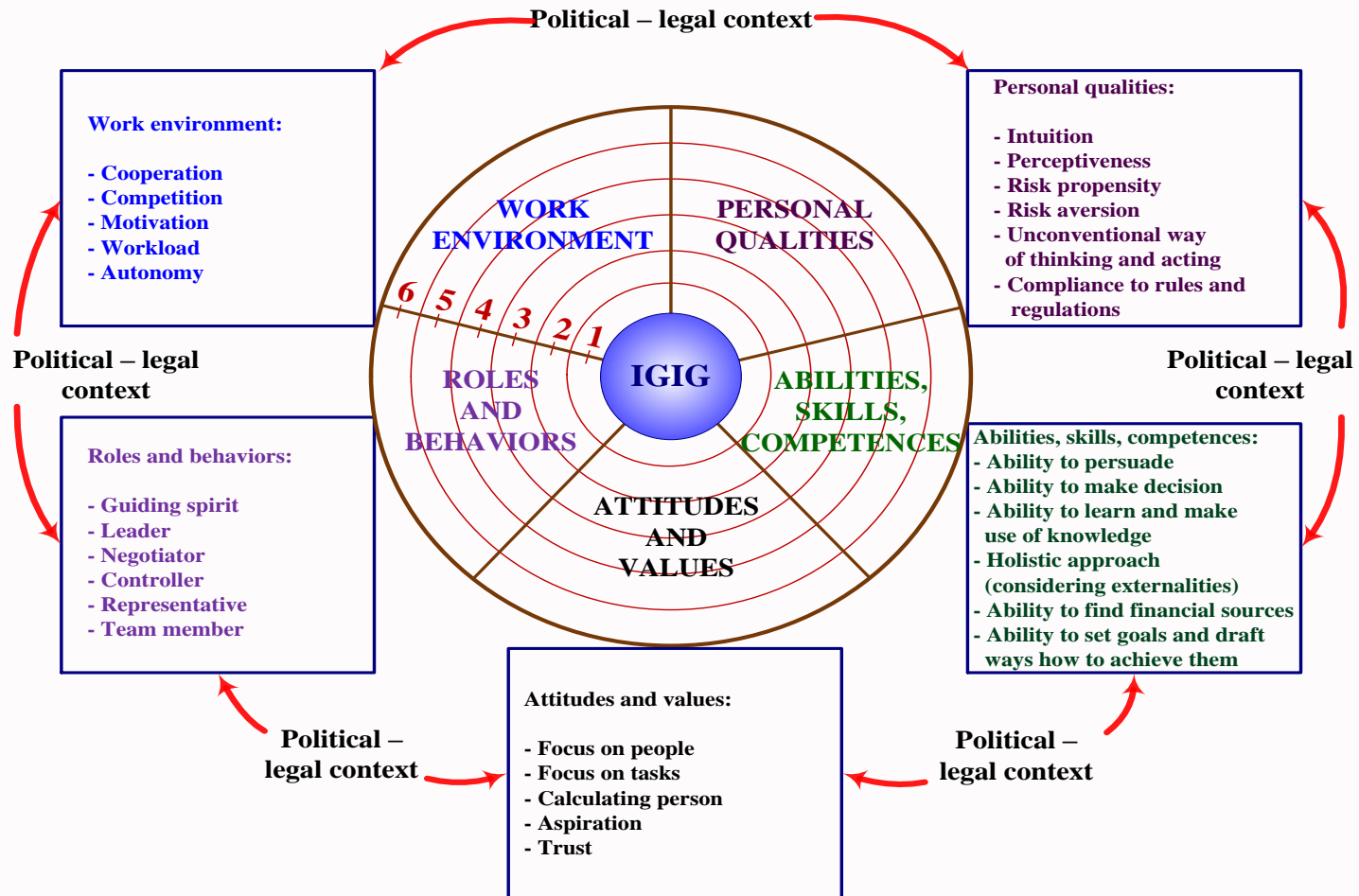
1. Creativity - generating ideas
2. Accumulation – managing ideas
3. Prioritization – selecting ideas
4. Development – testing ideas
5. Potential innovation – managing projects
6. Innovation – implementing solutions

- Stages of innovation process – cont.



• **Integrated Genome of Innovative Gender (IGIG)**

**INNOVATION ENVIRONMENT**



**Questionnaire** - ..\..\Badania\Norwegian  
Fund\WP\WP2\Ankieta  
InnoGend\Formularz ankiety InnoGend 01.0  
9.docx

21 enterprises:

Krakow (15), Jaroszowiec, Oświęcim, Kielce,  
Podłęże, Poznań, Pabianice

- **Workpackage 3** - Institutional support of innovative gender

February 2015 – October 2015 – WP Leader – prof. Danuta Tomczak

Scandinavian countries have high standards of gender equity and equality, therefore this part of work will concentrate on examining institutional factors and social relations in Norway. Also the European Union's approach and strategies in the area and the institutional support for innovative gender in Poland will be analysed.



- **Workpackage 4** - Assessment of public policies for social progress in the context of innovative gender

September 2015 – April 2016 – WP Leader – prof. dr hab. Barbara Liberda

In this stage of the research the effectiveness of public support provided to both men and women will be analysed. Different behaviour in creation of innovations by women and men should be equally promoted by policy instruments. Policy instruments will be assessed in order to verify their impact on innovative women and men.

- **Workpackage 5** - Dissemination of research results and policy recommendations

March 2016 - August 2016

The results of the project: the concept of innovative gender, examples of creative products and services, methods for policy assessment, the model of the influence of innovative gender on social progress and smart growth and policy recommendations will be disseminated in WP 5.

# Chosen results of the InnoGend project

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- Report on psycho-social factors determining innovative gender
- Model of Integrated Genome of Innovative Gender (IGIG)
- Report on innovative activities in the framework of gender
- Report on policies and good practices in supporting innovative gender in Norway, the EU and Poland
- Methods of policy evaluation
- Model of the influence of innovative gender on social progress and innovation based growth
- Model of efficient policy support for innovative gender to promote smart growth and social progress
- Conference and exhibition of products and services of innovative gender

- **InnoGend website** -  
<http://innovativegender.pl/index.php>
- **Contact** – [ewa.okon-horodynska@uj.edu.pl](mailto:ewa.okon-horodynska@uj.edu.pl)  
[anna.zachorowska@uj.edu.pl](mailto:anna.zachorowska@uj.edu.pl)