



# Structural changes, gender and research and innovation potential

[www.pupin.rs](http://www.pupin.rs)

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# Objectives

- **IPA Adriatic PACINNO**

- promote innovation in academic institutions and the business system in the Adriatic region
- promote research and technology transfer between academia and business, both at the country and trans-country level

- **FP7 GenderTime**

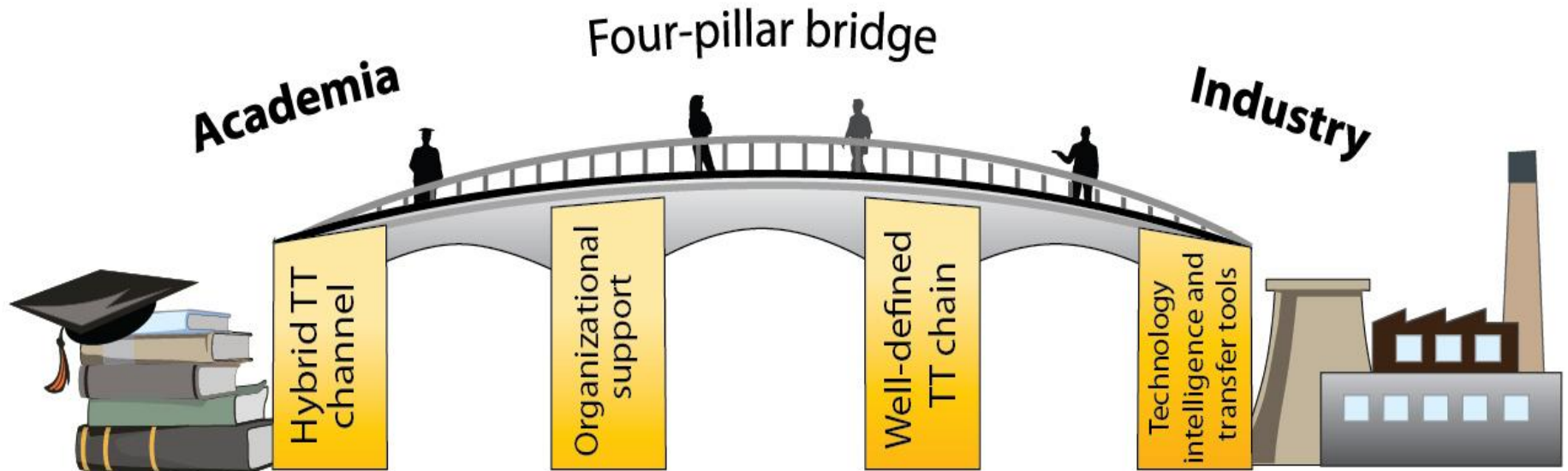
- Transferring Implementing Monitoring Equality
- identify and implement the best systemic approach to increase the participation and career advancement of women researchers

# Institute Mihajlo Pupin



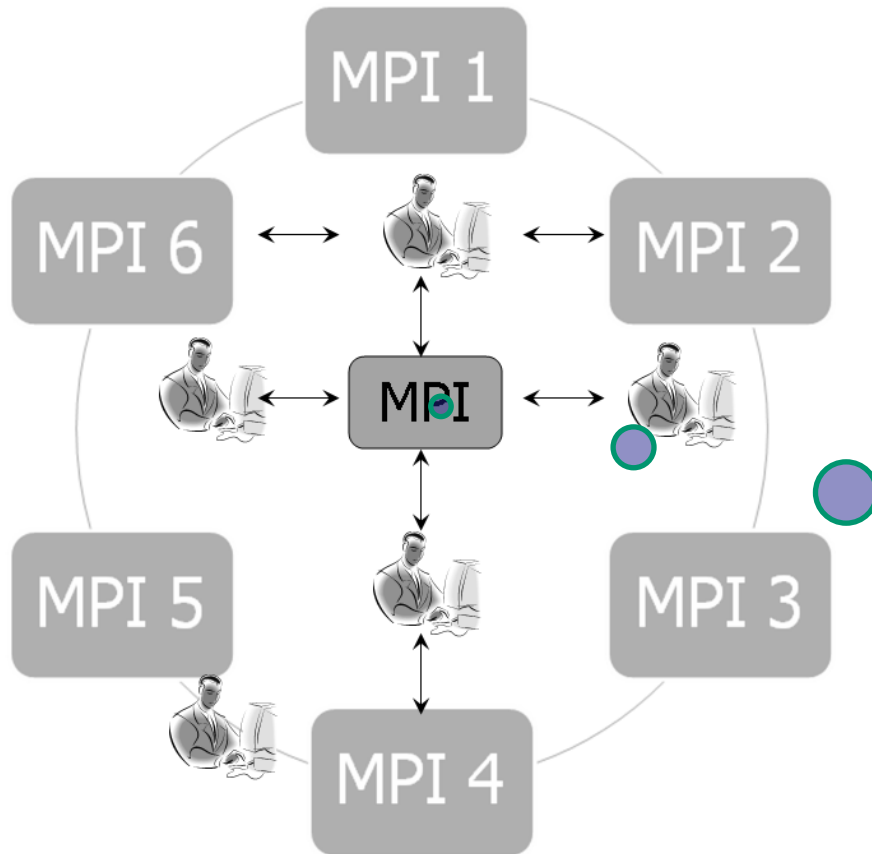
- The biggest and the oldest R&D Institute in ICT area in the whole SE Europe
- Affiliated to the University of Belgrade
- Recruitment directly from University through internships/diploma work

# Four pillar Academia-Industry bridge



- **Hybrid technology transfer channels**
- **Organizational support** to technology transfer
- Well-defined **technology transfer chain**, reinforced by ISO-9001 and ISO 14 000 standardization
- Plethora of **technology intelligence and transfer tools** (*FIDES, InvEx, RIO, etc.*)

# How does it work ?



**Organizational structure  
since 1996**



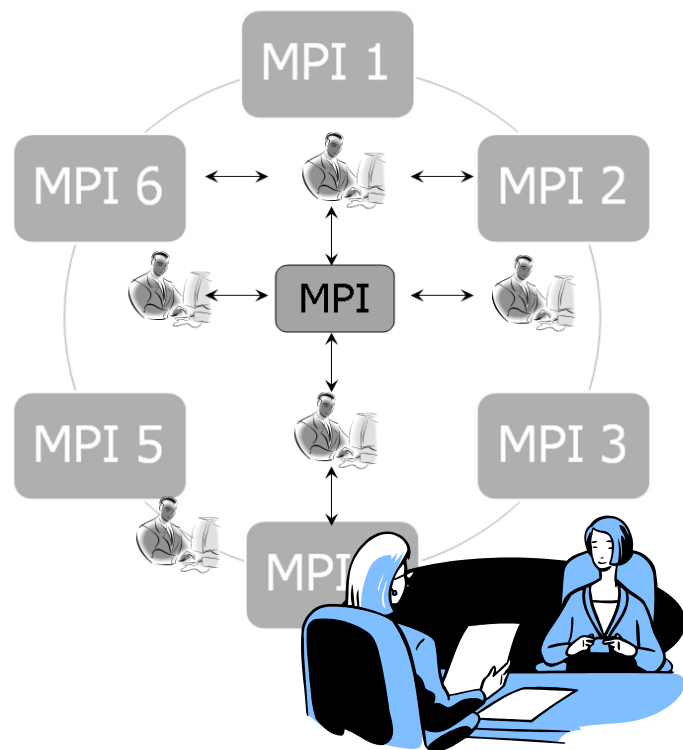
Platform for  
trans-Academic  
Cooperation  
in Innovation



- *PACINNO since 2014*
- targeting both research institutions, policy makers and business entities,
- help develop new *bridges between the research and scientific activities*, carried out at academic institutions, and the economic system, with specific reference to the technological needs of SMEs

# How does it work ?

since 2013



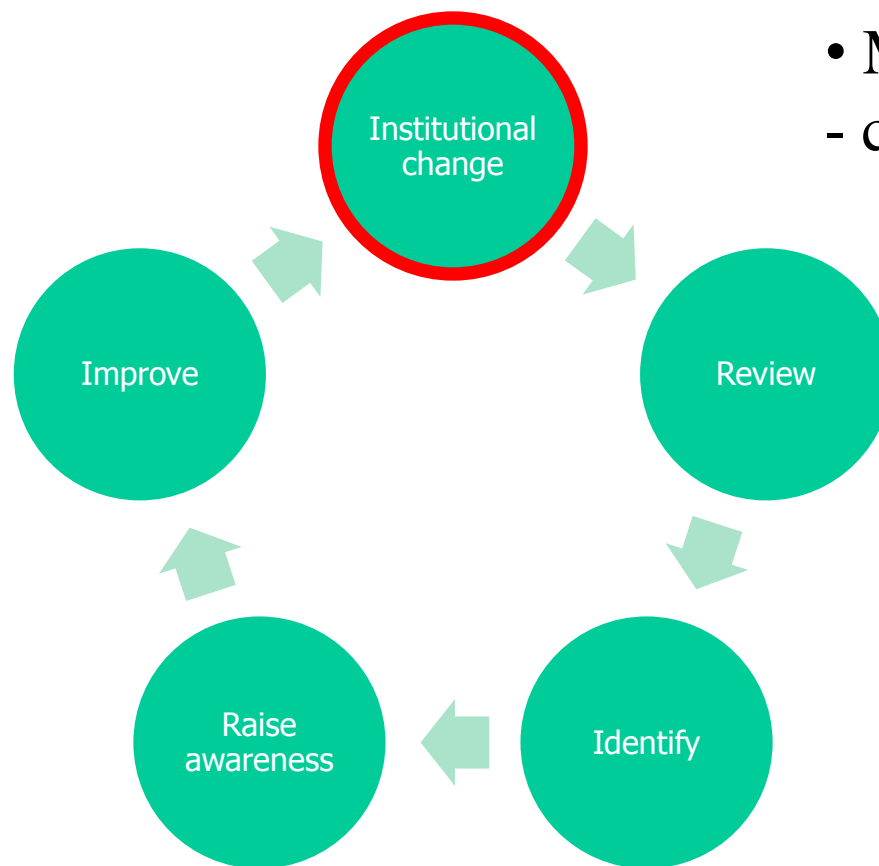
Research Team

Transfer Agent



HR Department

# Process perspective - overall view



- Monitoring of AP  
- collection of data

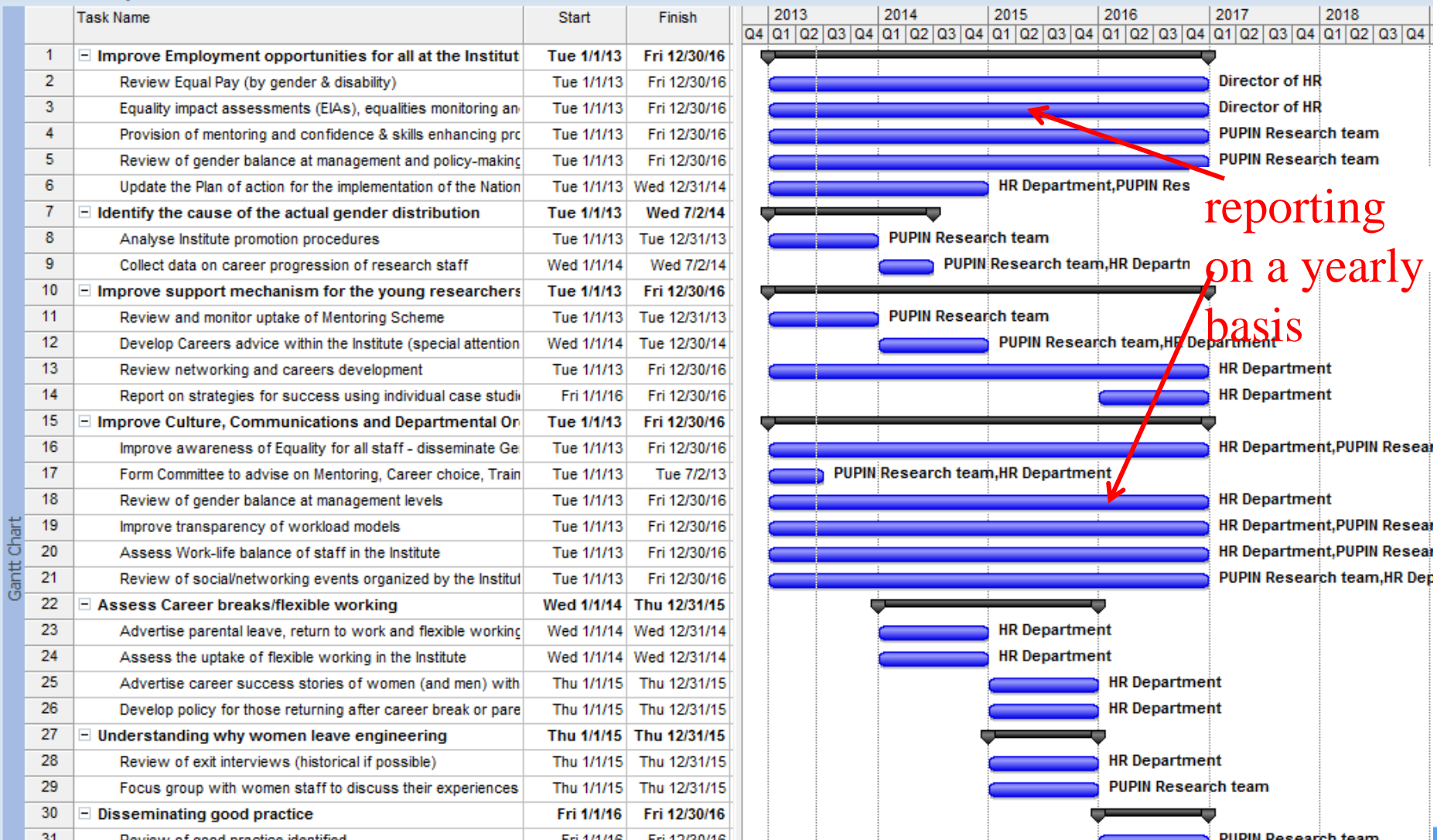
- Evaluation  
- outcomes  
- impacts

- AP Objectives  
- measures



# PUPIN – Action plan

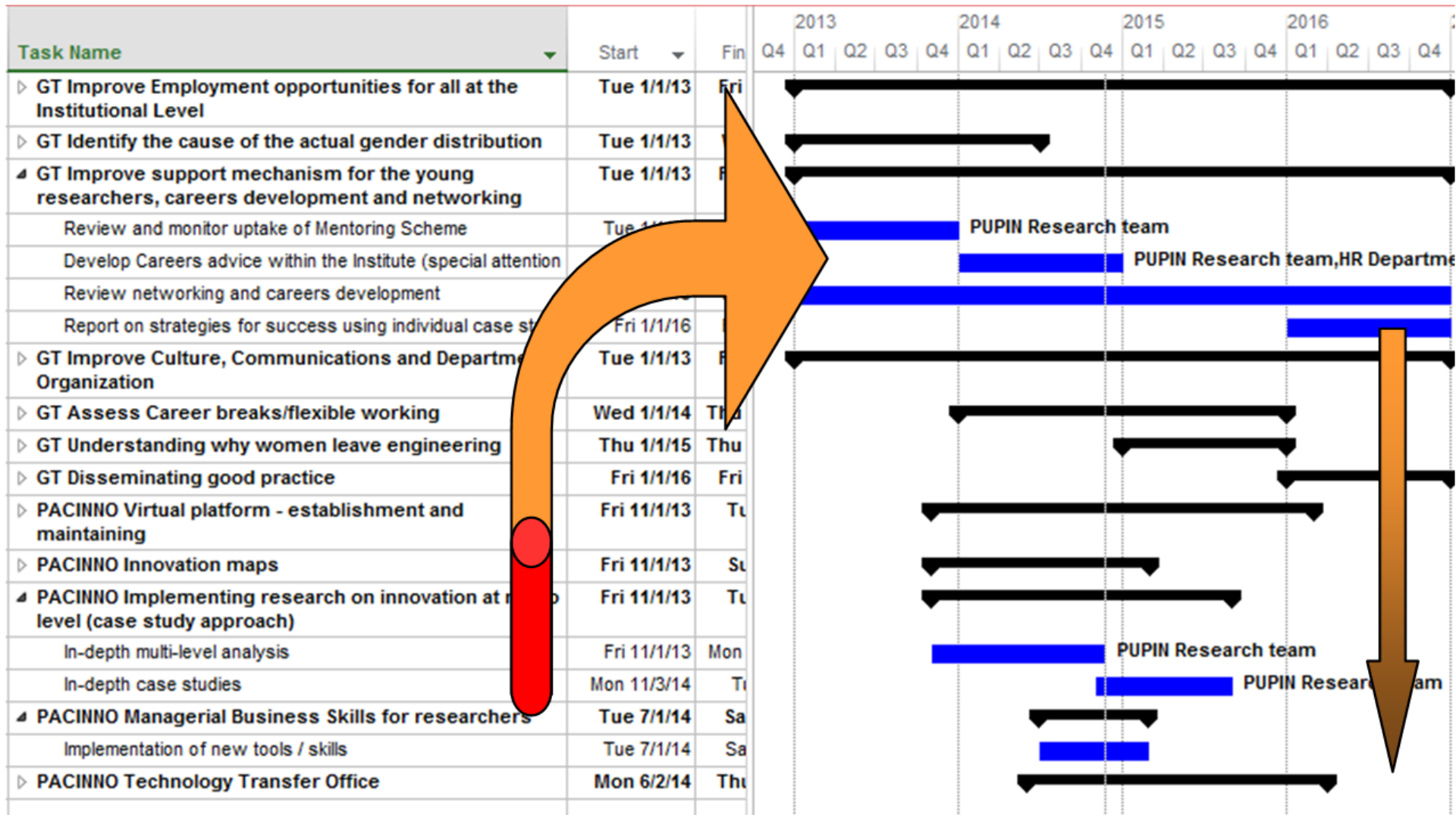
ActionPlan - Project



Gantt Chart

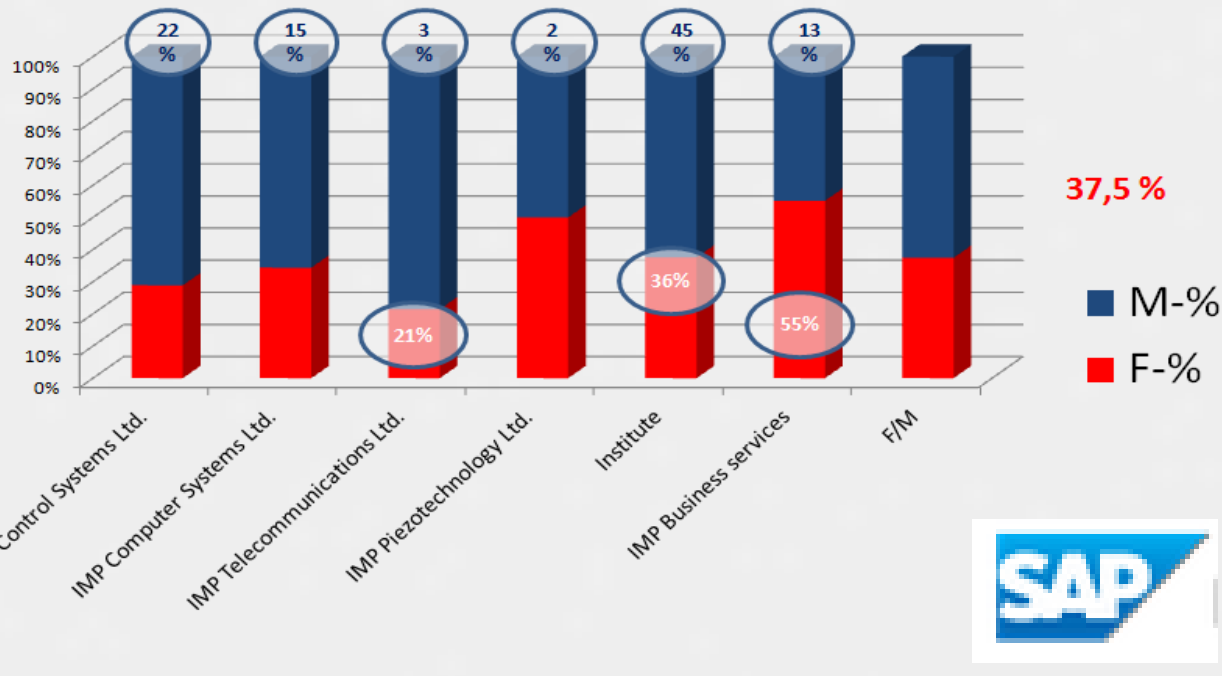


# Interlinking of Activities



# GenderTime Measures

Current Employment Statistics by business units (2013)



• June 2014

Pupin has a good position in...

Careers development and networking

Work-life balance

Institutional culture

G-balance	PhD		MsC		Diploma	
	F	M	F	M	F	M
January 2013	36,3	63,7	55,6	44,4	30,8	69,2
November 2014	<b>33,3</b>	66,7	57,1	42,9	30,7	69,3

# PACINNO First results

- Insight into PUPIN Innovation capital
  - PUPIN database of R&D technology solutions for period 2006-2015
  - PUPIN Human resources management
- Development of entrepreneurially oriented culture within PUPIN Institute
  - Managerial-Entrepreneurial Skills Development for Researchers (MBSDr)
- Educational program for promoting innovative entrepreneurship (involving SMEs and start-ups)
- Innovation map of Serbia
  - R&D and innovation policies for Serbia
  - R&I related statistics

# Conclusions

- **quantitative and qualitative analysis (micro level)**
- **policies (macro level)**

- Insight into internal R&D processes
- Review of factors that influence career paths (e.g. career breaks)
- Improve gender-balance at all levels

- Insight into PUPIN Innovation capital
- Strengthen the position of PUPIN in the innovation market
- Gain economic benefits for PUPIN and the Serbian industry

# More info ...

- Web portals
  - <http://www.pacinnno.eu/>
  - <http://www.gendertime.org/>
- Twitter
  - @GenderTime
  - @pacinno\_project



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## Thank you for your attention!