



Accessibility for Women Researchers to the Implementation of Open Science Best Practices reflections from research processes in UNA-CR

G **Introduction / Purpose**
Gender equality (GE) and Open Science (OS) impact the academic work and knowledge management of women in higher education. Their integration establishes the need to rethink how knowledge is accessed, who participates in the research, under what conditions and roles, and what are the challenges implied in promoting egalitarian environments.
The **UNA Women Researchers Network (Red de Mujeres Investigadoras)** from the UNA is a project that, since 2017, brings together women scholars from the university. Its aim is to position and articulate their work. The results of this poster present principal results based on the answers received from women that make part of this network.

Purpose: Research about the knowledge and perceptions of UNA-CR women scholars about Open Science (OS), in order to identify actions that allow greater access to OS as a mechanism to promote gender equality in the institution.

Method (mixed approach)
Exploratory and descriptive study
Sample: Women scholars from the **UNA Women Researchers Network**

Instrument

- Questionnaire (27 questions)
- Google Forms
- Recollection date: July 13 to August 23, 2023
- Validation process considers the review of the interdisciplinary team and testing of the instrument

n= 64
M=46.66 ± 9.17
age

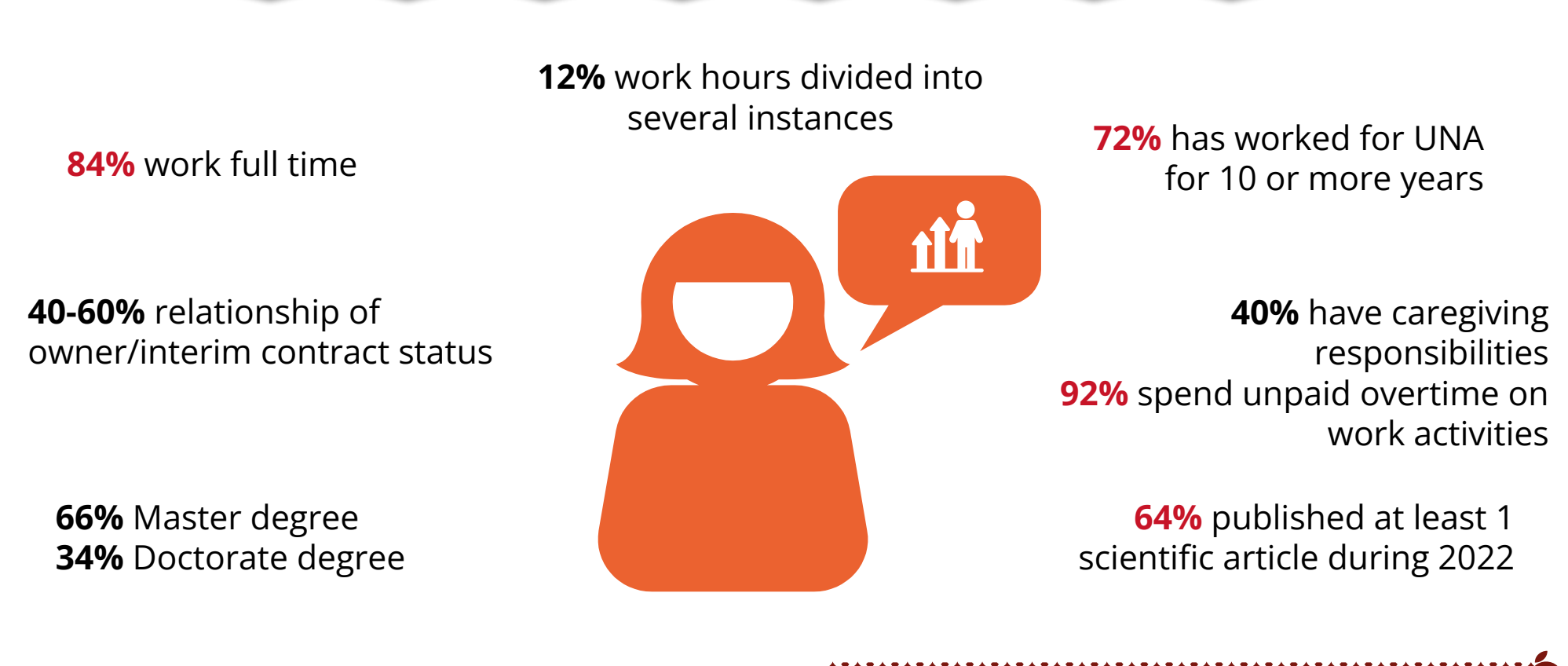
Transparency y rigurosidad

- Informed Consent
- Data Management Plan
- At the end of the research: Release of the research materials in an academic repository

Analysis

- Quantitative SPSS v.23
- Qualitative Atlas.ti v.23

Our commitment is with the women scholars in the South



Findings

- Relationship between **overtime and production**: there is a low and inverse linear association: more overtime - less production. Do overtime hours imply gender inequality in academic production?
- **Policies** in Academic Departments are key to promoting knowledge on Open Science.
- **Challenges on academic production**: Availability of time, work overload, stable hiring, research individualism.
- Relationship between **women researchers and open science**: Need for time to research, encouragement from the Academic Departments, work overload and individualism in the work environment.
- **Challenges for the GE**: Women are clear that they need to be competitive while facing difficulties (challenges) and experiencing unequal opportunities with respect to male peers.

Conclusions

Knowledge

- Traditional production schemes are maintained: scientific articles, papers, books and book chapters.
- 78% know little about OS (ORCID, DOI, Intellectual Property and Data Repositories are the most known and used tools).
- The terms of the survey allowed for literacy on Open Science: women found new production options and learned unfamiliar OS vocabulary.
- Preprints and DMPs promote OS knowledge.

Perceptions

- Opportunity: The generation and publication of knowledge is associated with the possibility of closing gender gaps. Open Science breaks traditional schemes that maintain the gaps.
- Determining Factors: Time availability and overload of activities.

Actions

- Training schemes in OS to promote women's research
- Promote learning on OS based on tools such as DMPs.
- Institutional level mobilization to acknowledge the diversity of types of production.

One of the first findings...



I-CoUCA*: Total Knowledge and use of Open Science
50% = 35.5pts or less

Max: 56 pts - Min: 22pts

Low or deficient knowledge

*Acronym in Spanish: Índice de Conocimiento y Uso de Ciencia Abierta

Percentile	I-CoUCA
5	24.0
10	26.5
25	31.0
50	35.5
75	42.0
90	46.0
95	53.5

