



**GENDER
ACTION**

GENDER EQUALITY IN ERA – Key Findings from the GENDERACTION Benchmarking Exercise

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Enhancing Gender Equality and the Gender Dimension in
Research and Innovation - Training Event for Policy Makers
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GENDERACTION AT A GLANCE

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GENDER equality in the ERA Community To Innovate policy implementation

Horizon 2020 project funded in the SwafS-19-2016 call

Project duration: 48 months , 01 / 04 / 2017 – 31 / 03 / 2021

Budget of 1,949,400 EUR

13 project partners (CZ, AT, CY, DE, EL, ES, LU, MT, SI, SK, BA, TR) and 5

Associate Partners (BE, IS, PO, RO, SE)

Project activities:

- Map and analyse Members States' progress towards implementation of gender equality in R&I through national ERA action plans and strategies
- Deliver training events to build consistent and professional capacity in gender equality in R&I among responsible national representatives and Horizon 2020 National Contact Points
- Provide mutual learning opportunities to maximize existing experience among policy makers and other relevant stakeholders
- Prepare policy briefs on advancing gender equality in the ERA
- Build new collaborations to advance gender equality in international cooperation in science, technology and innovation



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CONTRIBUTION OF WORK PACKAGE 3

Developing a methodology to **measure progress in the implementation of priority 4** gender equality and gender mainstreaming

- Mapping, benchmarking and identification of best practices
- Discuss different approaches to monitoring
- Provide a set of indicators to measure progress in priority 4
- Assessment of priority 4 implementation

Supplementary goals

- Support consistency between national gender equality strategies in R&I and Horizon 2020
- Address the imbalance between the proactive and relatively inactive countries in Europe

DATA SOURCES & OUTCOMES

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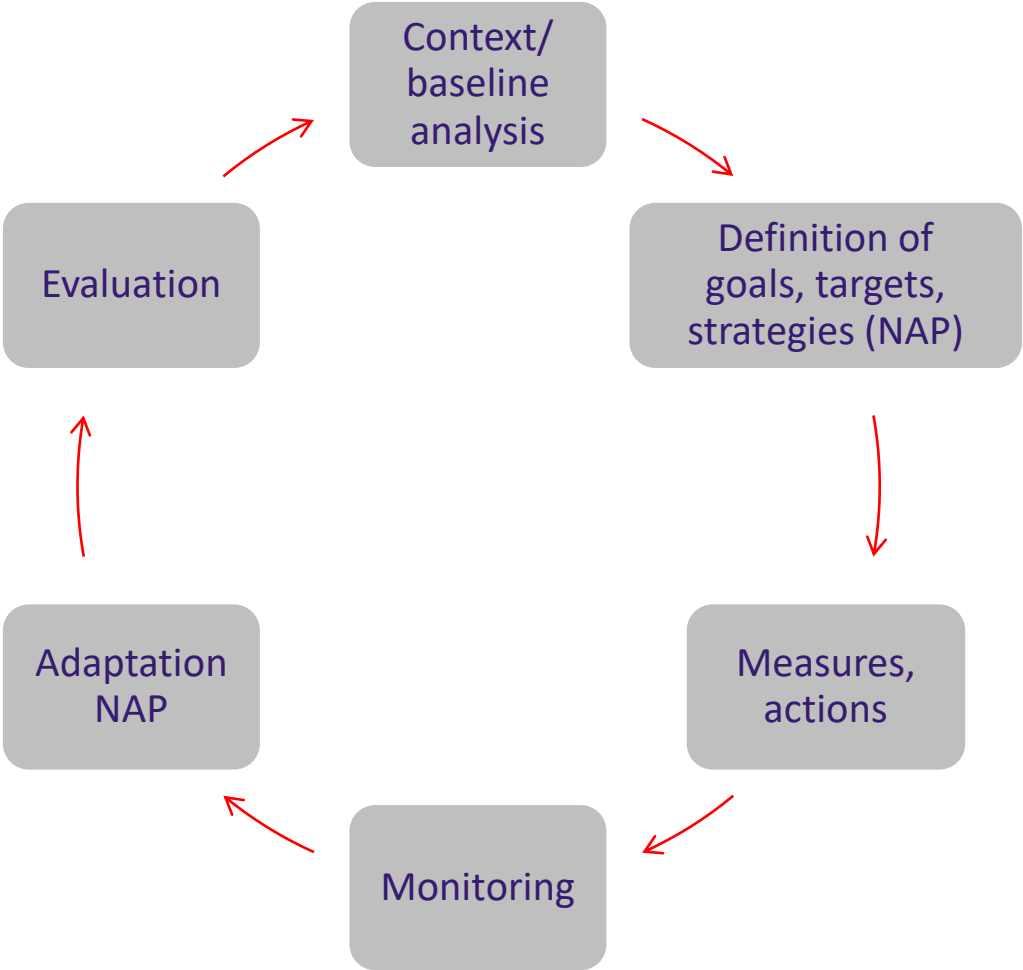
Data sources

- Documents (NAPs or equivalent strategies)
- Standardised survey regarding NAP implementation (2017)
27 countries participated; return rate of 82%
- Update of survey (2019)
- Additional data collection regarding policies and measures

Outcomes

- First Report on NAP implementation and promising policies and measures
- Policy brief No 9 “Implementation of ERA priority 4. Gender Equality and Gender Mainstreaming in Research and Innovation”
- Criteria for good practice NAPs and good practice policies

Background: Policy Cycle



Background: ERA Gender Equality Objectives

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ERA defines gender equality as a three-dimensional concept

- (1) equal **access** for women and men to all areas and hierarchical levels in science and research, including closing the gender pay gap
- (2) the **removal of structural barriers** to the careers of women and an increase in the percentage of women involved in decision making processes and
- (3) the integration of the **gender dimension in** research **content** and teaching.

RESULTS BASED ON DOCUMENTS

Gender concept

- 62% of NAPs do not contain a definition of gender/gender equality → Focus on women!
- 38% (8 NAPs) define gender equality through reference to EU/ERA objectives or in an intersectional understanding

Context analysis

- 57% (12 NAPs) address all 3 objectives in context/gender analysis
- It is more likely that all 3 objectives are addressed when gender is defined

Interlinkages

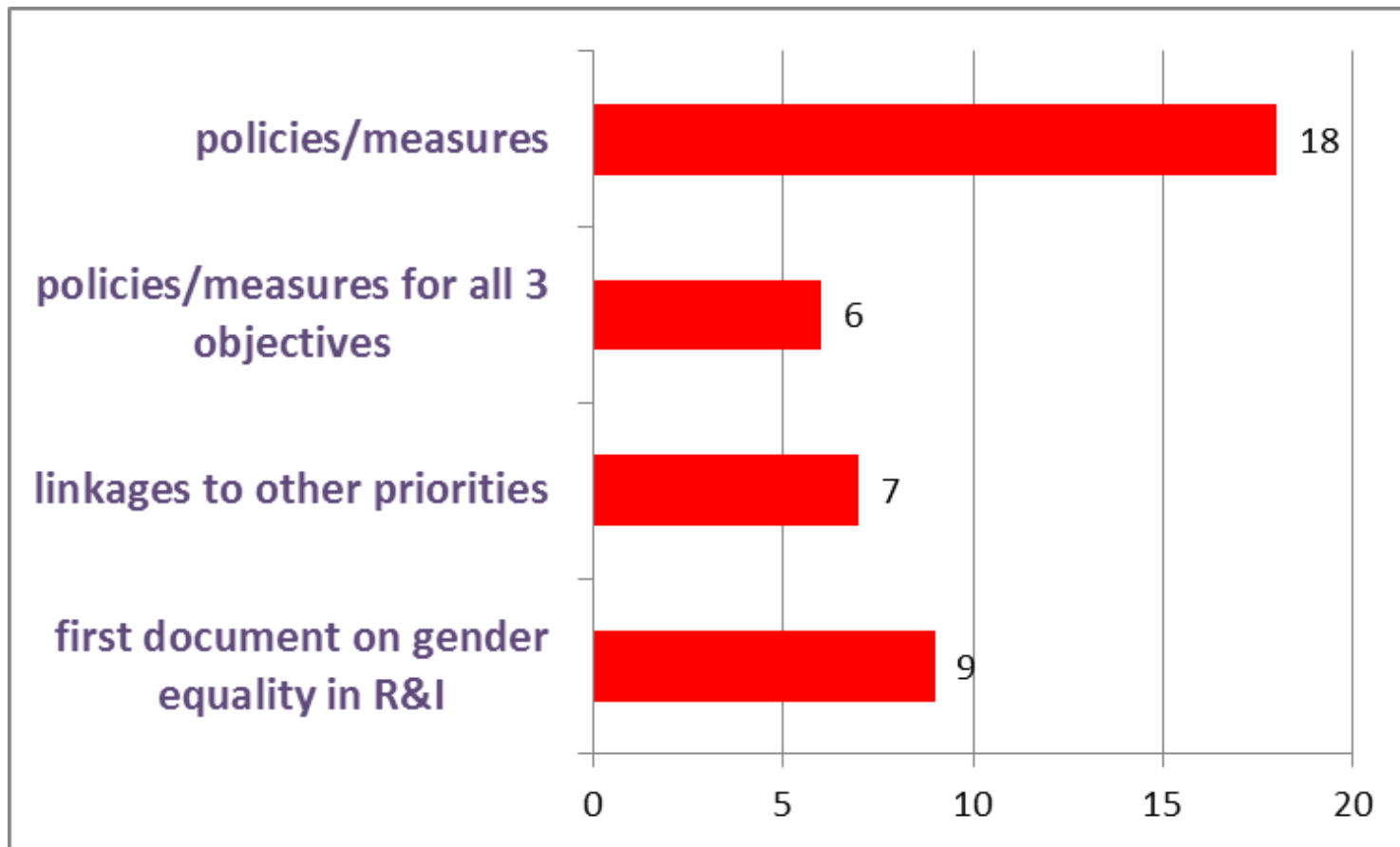
- 10 NAPs contain interlinkages to other priorities

Objectives

- Most NAPs do not contain concrete objectives but a general commitment to ERA strategy or a general objective

Selected results

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Data source: GENDERACTION survey 2017 (incl. update 2019)



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Differences between EU 15 and EU 13 countries

Different states of implementation

- Priority 4 first document on gender equality for 57% of EU13 countries and 25% of EU15 countries.
- Priority 4 is more often interlinked with other priorities in EU15 NAPs (39% vs 14%).
- EU15 NAPs more often contain concrete targets (53% vs 25%)

Different interpretation of gender equality

- Objective of structural change more present in EU15 countries.

Challenges regarding NAP development

- 50% of EU15 countries and 63% of EU13 countries faced difficulties regarding the development of priority 4.

Typology of countries regarding NAP implementation

- **Comprehensive and consistent NAPs** (context analysis, concrete objectives, measures)
 - AT, DE, DK, ES, FI, GR, NL, SI
- **Focused NAPs** (context analysis, objectives and measures focus on one or two objectives)
 - IT, LU, UK
- **Actionistic NAPs** (no context analysis or objectives but measures)
 - CY, CZ, EE, HR, MT, PT
- **No NAP or NAP without priority 4**
 - BG, HU, LT, LV, PL, SE, SK

Note: BE, FR, IE not assigned due to a lack of data

Conclusions

- **Deviations from complete policy cycle cause inefficiencies in policy implementation**
 - Risk of reducing gender equality to one dimension only (promotion of women) → reinforced by ERA monitoring
 - Lack of context analysis leads to inconsistent program theory
 - Inefficient use of resources
- **Need of a gender equality discourse**
 - At national level
 - At European level
- **Need for exchange and mutual learning**
 - Between more and less experienced countries
 - Between EU and national level
- **Need for a meaningful set of indicators for NAP implementation**
 - GENDERACTION suggests a combined approach of aggregate and qualitative indicators

Criteria for good practice

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Good practice policies / measures ...

- are based on an **empirical baseline assessment**,
- explicitly aim to contribute to at least one of the three main **gender equality objectives**,
- formulate **concrete targets and target groups**,
- are based on a **theory of change**/programme theory,
- involve relevant **stakeholders** in the development of the policy/measure,
- are provided with **sufficient and sustainable funding**,
- produce **results** which are **sustainable and significant** (in terms of coverage, resources, timeframes, etc.)
- develop a **dissemination/communication strategy** (what has been done, what has been achieved...), and
- are **monitored or evaluated** on a regular basis with regard to their implementation status and impact.

THANK YOU FOR YOUR ATTENTION!

NAP Monitoring & Monitoring of NAP Implementation

Context analysis – SHE Figures

- Agreed set of indicators
- Representing all 3 objectives

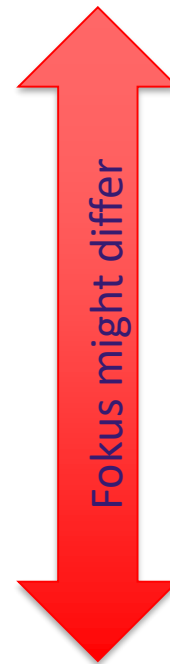
Aggregate level – ERA progress report

- Agreed set of indicators
 - Women Grade A
 - Share of female PhDs
 - Gender in content

- Available on a regular basis

Implementation level – GENDERACTION report

- Qualitative indicators referring to NAP documents
- Indicators referring to policy implementation



NAP Monitoring & Monitoring of NAP Implementation

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Context analysis – SHE Figures

Lead group: BG, HR, LV, MT, RO

- Agreed set of indicators
- Representing all 3 objectives

Aggregate level – ERA progress report

- Agreed set of indicators
 - Women Grade A
 - Share of female PhDs
 - Gender in content

Lead group (grade A):
MK, RO, LV, HR, LT

- Available on a regular basis

Implementation level – GENDERACTION report

- Qualitative indicators referring to NAP documents
- Indicators referring to policy implementation

Focus might differ

Lead group
(compr.
NAPs): AT, DK,
ES, FI, GR, SI

Monitoring of NAP implementation

GENDERACTION suggests a **combined** monitoring **approach** to avoid misinterpretation

Indicators referring to NAP documents

- Context analysis available (yes/no)
- Dimensions addressed by context analysis
- Objectives formulated (yes/no)
- Dimensions addressed by objectives
- Policies / measures (number)

Indicators based on **GENDERACTION** survey

- Link of priority 4 to other priorities
- Policies / measures implemented for each objective (number)
- Number of identified good practice policies / measures (based on criteria for good practice)