



**GENDER
ACTION**

WP3 – Analysis and Monitoring of NAP implementation

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ERAC Workshop, Subgroup 2: Options for a simpler and coherent
monitoring of ERA National Action Plans

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GENDERACTION

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GENDERACTION is an innovative policy community

- set to advance gender equality in R&I and the implementation of the gender priority in the European Research Area at national, European and international levels until 2020 and beyond
- foster policy coordination, best practice exchange and mutual learning
- bringing together representatives appointed by national authorities in Member States and Associated Countries

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

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

- Mapping, benchmarking and identification of best practices
- Methods and indicators to measure progress in priority 4
- Assessment of priority 4 implementation

Contribute to capacity building - consistent and professional capacity to implement priority 4

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



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DATA SOURCES & OUTCOMES

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Data sources

- Documents (NAPs or equivalent strategies)
- Standardised survey regarding NAP implementation
27 countries participated; return rate of 82%
- 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



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DIMENSIONS AND FOCUS OF ANALYSIS

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Documents

- Gender concept used
- based on a context analysis
- 3 objectives addressed
- Concrete targets
- Concrete policies

Survey

- Reference of priority 4 to empirical evidence, national or EU legislation, R&I policies
- Additional information on concrete policies and targets
- Involvement of stakeholders in priority 4
- Links between priorities

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 23 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

Stages of NAP implementation

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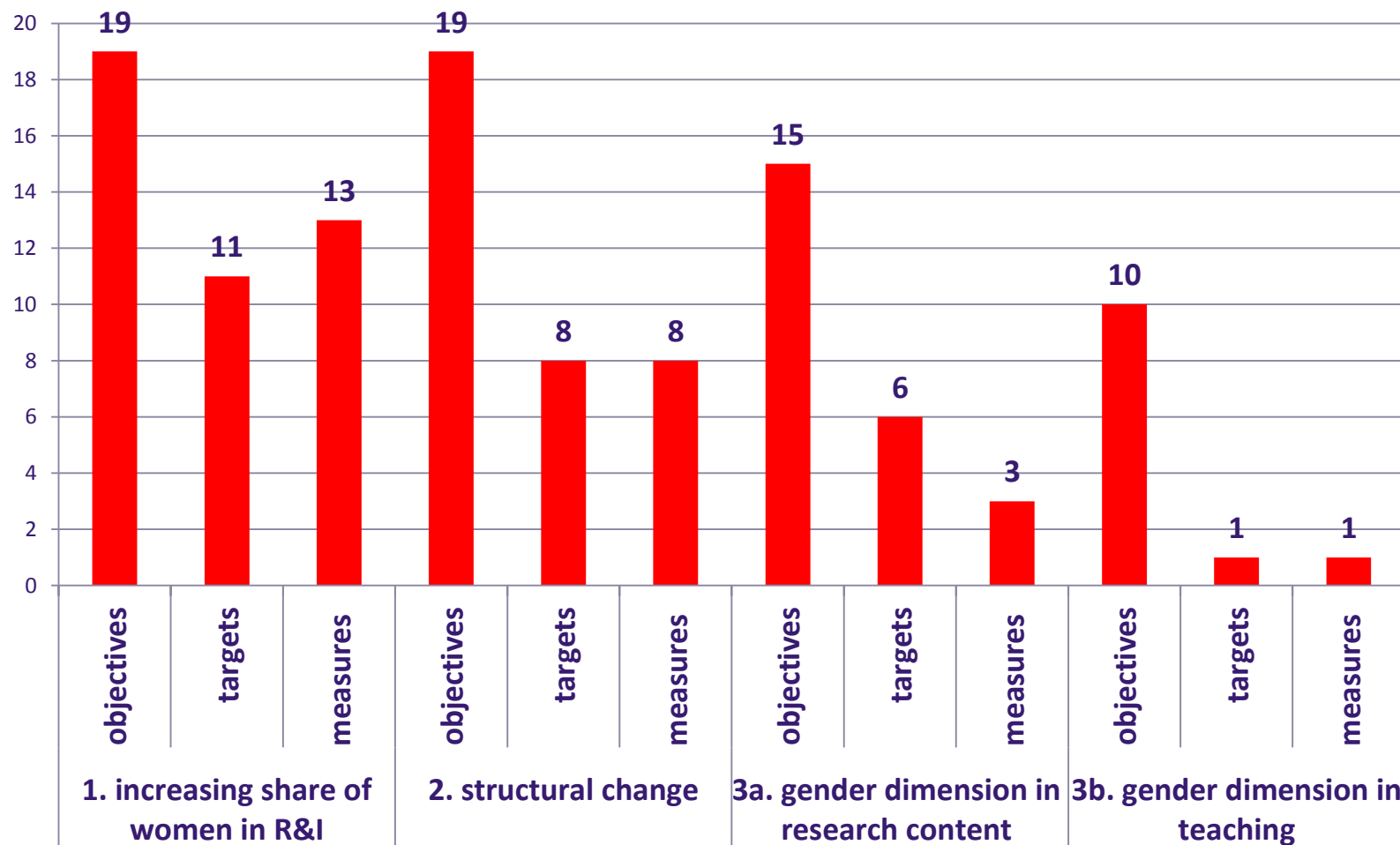
Source: Survey on NAP implementation



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Objectives and measures

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Source: Survey on NAP implementation



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Differences between EU 15 and EU 13 countries

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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.

NEXT STEPS IN GENDERACTION

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Assessment of NAPs and good practices based on
criteria for good practice

Development of indicators measuring NAP
implementation

- mirror stages of NAP implementation
- represent all 3 objectives
- focus on developments (e.g. switch between stages of implementation)

Implementation indicators should

- complement ERA progress indicators
- be useful in a comparative perspective and at national level

Discussion of a draft set of indicators in March 2019