WP3 – Analysis and Monitoring of NAP implementation

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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

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
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
- 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
DATA SOURCES & OUTCOMES

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 polices 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
DIMENSIONS AND FOCUS OF ANALYSIS

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

Source: Survey on NAP implementation
Objectives and measures

1. increasing share of women in R&I
2. structural change
3a. gender dimension in research content
3b. gender dimension in teaching

Source: Survey on NAP implementation
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.

Source: Survey on NAP implementation
NEXT STEPS IN GENDERACTION

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