



**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**



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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
- 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

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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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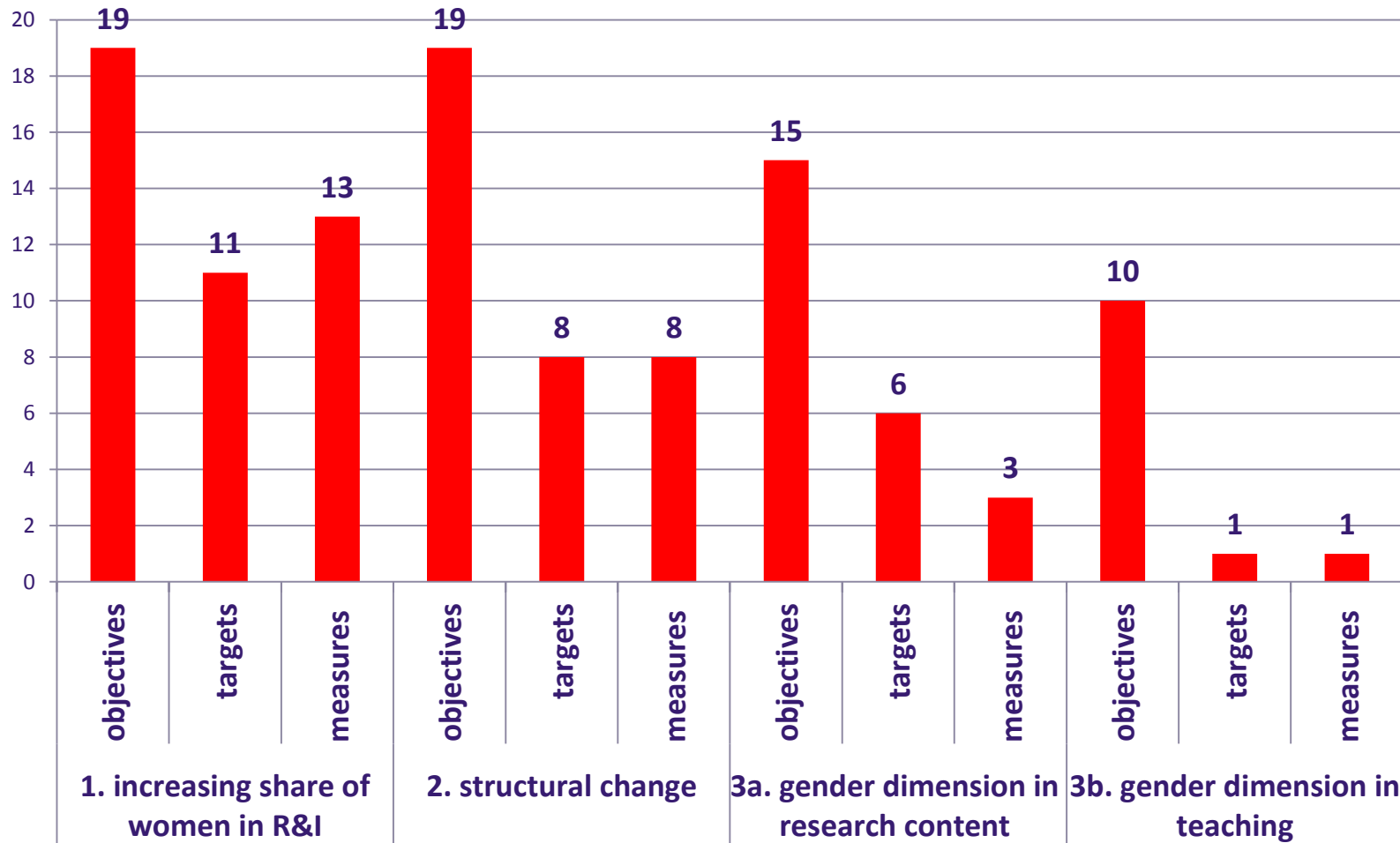


Source: Survey on NAP implementation



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Objectives and measures



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

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