

Innovative good practices Lessons learnt from the **GENDERA** good practice database

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Good practices in GENDERA - overview

I Description GENDERA database

- Objectives
- Use & benefits
- Method of construction

II Analysis of Good practices

- Factors of success /obstacles
- Lessons learnt & policy implications

GENDERA Good Practice database: targets

- Collection of successful practices in 9 GENDERA countries
- knowledge transfer & exchange of experiences
- Base for further discussion within GENDERA
 - fed into national Task Force Processes
 - Results compiled in a Synthesis Report
 - Good Practices online Database (www.gendera.eu)

GENDERA Good Practices: Use

- in national taskforces: representatives invited internationally to exchange knowledge
- for action plan
 - argue recommended actions
 - identify gaps in national policy contexts
 - develop implementation further
- **outside** GENDERA-project:
 - to raise/enlarge awareness
 - bring equality targets into other project contexts
- limitation: actual use + effects not known

GENDERA Good Practices: Benefits

Added value of GENDERA database:

- gaps of interventions in national contexts become visible
- Stakeholders in national taskforces get overview + inspiration about range of possible interventions
- national discussions about implementation practices are stimulated
- Need for evaluating effects becomes obvious

Analysis of good practices

- What are obstacles to the implementation of good practices?
- And what makes them successful?

Approaching Good Practices

- good practice – effective practice
- Criteria for good practice
 1. demonstrable success
 2. sustainability
 3. systematic approach
 4. innovation
 5. transferability
- expert based search for good practices
 - within GENDERA countries
 - implemented by R&D organizations

What kind of Good Practices?

- 64 good practices in the database
 - contains a wide mix of different policies
 - addressing different target groups
 - R&D organizations of different size
- uneven distribution between countries

Results: Prerequisites for successful implementation

- interrelatedness of obstacles and factors of success
- what are the obstacles to implementation? lack of ...
 - funding
 - awareness
 - commitment
 - gender expertise
 - evaluation + monitoring
 - ... and too much bureaucracy!
- findings in the available literature are similar to results of GENDERA

Conclusions (1) – lessons learnt

- Good practices are not characterized by ideal conditions or circumstances
 - Good practices are characterized by overcoming barriers and obstacles
 - **PROCESS OF IMPLEMENTATION BECOMES IMPORTANT TO TURN GOOD POLICIES INTO GOOD PRACTICES**
- 2 dimensions of good practices have to be differentiated
 - dimension 1 = policy and content
 - dimension 2 = practice and process
- Database shows a variety of policies to promote gender equality
 - Innovation and progress: not only content-wise, but process-wise
 - take a closer look at the obstacles and the (organizational) practices that inhibit implementation

Conclusions (2) – policy recommendations

- Public funding to implement equality initiatives
- Establishing resource centers
- Profound evaluations & monitoring: how do initiatives work?
- Develop & establish standards for good practices
- create a responsive societal environment or climate

Thank you very much for your attention!

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Distribution of good practices between countries

