Innovative good practices
Lessons learnt from the GENDERA good practice database

Florian Holzinger, Helene Schiffbänker

JOANNEUM RESEARCH – POLICIES
Centre for Economic and Innovation Research

www.joanneum.at
Good practices in GENDER A - overview

I Description GENDER A database
  - Objectives
  - Use & benefits
  - Method of construction

II Analysis of Good practices
  - Factors of success /obstacles
  - Lessons learnt & policy implications
GENDER A Good Practice database: targets

- Collection of successful practices in 9 GENDER A countries
- Knowledge transfer & exchange of experiences
- Base for further discussion within GENDER A
  - Fed into national Task Force Processes
  - Results compiled in a Synthesis Report
  - Good Practices online Database (www.gendera.eu)
GENDERERA 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 GENDERERA-project:
  - to raise/enlarge awareness
  - bring equality targets into other project contexts
- limitation: actual use + effects not known
GENDER A Good Practices: Benefits

Added value of GENDER A 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 GENDERERA 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

www.joanneum.at
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 GENDERERA
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!

Helene Schiffbänker & Florian Holzinger

helene.schiffbänker@joanneum.at
florian.holzinger@joanneum.at

JOANNEUM RESEARCH – POLICIES
Centre for Economic and Innovation Research

www.joanneum.at
Distribution of good practices between countries

- Slovenia: 3
- Hungary: 3
- Israel: 4
- Slovakia: 4
- Spain: 5
- Italy: 9
- Austria: 10
- Greece: 10
- Germany: 16

www.joanneum.at