

ERA roadmaps – overview on priority 4

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Ideal Case of ERA Roadmap policy cycle

- Embedded in national policies
- Comprehensive and cooperative approach (integrating different stakeholders)
- Priority 4 includes
 - Baseline Analysis
 - Deduction of problem definition
 - Deduction of goals and measures
 - Definition of adequate indicators

Typology of ERA roadmaps

- A. Comprehensive gender equality strategy
- B. Process to further develop existing strategy
- C. Focus on current gender equality priorities
- D. Memorandum for gender equality
- E. ERA strategy without specific gender equality measures
- F. No roadmap available

Group A

- Comprehensive gender equality strategy
 - Baseline analysis included
 - Relevant existing policies mentioned
 - Formulation of goals deduced from baseline analysis
 - All three dimensions addressed
 - Concrete measures proposed
 - Adequate indicators suggested for monitoring
- Austria, Belgium, Germany, Switzerland

Group B

- Process to further develop existing strategy
 - Baseline analysis included
 - Relevant existing policies mentioned
 - Goal focus on development of strategy
 - Timeline for policy development included
 - All three dimensions are addressed
- Czech Republic, Denmark, Ireland, Montenegro, Norway, Slovenia

Group C

- Focus on current gender equality priorities
 - Focus on additional / innovative aspects of gender equality
 - Concrete measures to address these aspects
 - Additional indicators formulated
- Cyprus, Finland, Italy, Netherlands, UK

Group D

- Memorandum for gender equality
 - Goal formulation remains vague
 - No concrete measures but defined fields of action
 - Lack of official data for baseline analysis
- Estonia, Malta, Portugal

Group E

- Strategy without gender equality measures
 - No need for action because of high female participation (Romania)
 - Gender equality formulated as an add on to human resources (Bulgaria, Serbia)
- Bulgaria, Romania, Serbia

Questions for further analysis

- How is ERA roadmap embedded in existing policy mix?
- Which stakeholders are involved in development and implementation of policies?
- What is the main focus of policies?
- Which target groups are addressed?
- How is gender operationalised?
- What are national or regional good practices?