

Evaluation: Process support gender equality

Interreg Botnia-Atlantica

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Evaluation aims to

The aim of the evaluation was to assess the outcome of the initiative on gender mainstreaming; how did the support for gender mainstreaming worked, did the project participants feel the matter had been taken into account in the project and also if the effort had made an impact?

Evaluation aims:

- Compare the projects descriptions of gender equality efforts in the application with the goals that have been worked out using the process support.
 - Review what kind of activities have been proposed and what was carried out in the project.
 - Has the work of process support in gender equality changed the projects work with gender equality.
 - Provide both positive and negative examples regarding the method chosen for gender mainstreaming.
 - Have other effects been achieved by the work with gender equality?
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Process support gender equality

Process support gender equality

WHY

- Evaluations pointed out the need of development in the horizontal criteria.
 - The program administration experienced that project participants struggled with gender equality in the project context.
 - Support and strengthen the projects in the field of gender equality and raise the level with the other criteria (non-discrimination and the environment).
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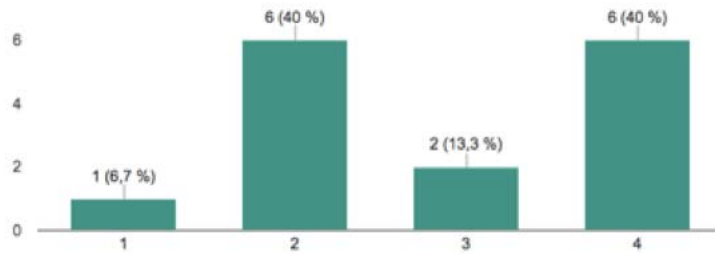
Evaluation process

Work method

- Individual conversations with the program secretariat and process support.
 - "Customer journey".
 - Surveys with the projects.
 - Interviews with a selection of project managers.
 - Reconciliation meetings with the client.
 - Gender analysis focusing on development of process support service.
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Project survey - either or...

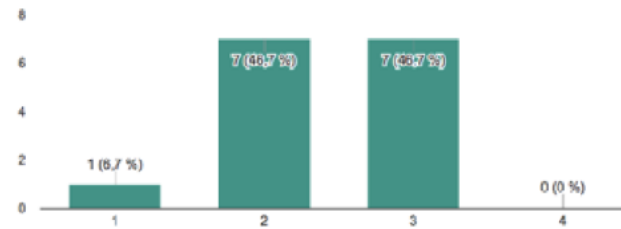
Våra förväntningar på processtöd jämställdhet har uppfyllts. (15 svar)



Instämmer inte alls

Instämmer helt

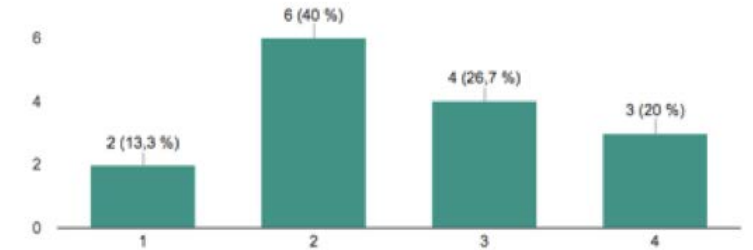
Har utbildningsinsatsen och samverkan med processtöd jämställdhet förändrat projektets arbete med jämställdhet? (15 svar)



Instämmer inte alls

Instämmer helt

Vi har fått användbara verktyg för vårt arbete med jämställdhet i projektet. (15 svar)



Instämmer inte alls

Instämmer helt

Project survey - insights

Positive feedback

- Created engagement and discussion about gender equality.
 - Good representation at the meetings - Steering group and project management.
 - Created new ideas for communication and inclusion.
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Project survey - insights

Improvement opportunities

- Tools.
 - Gender mainstreaming goals.
 - Practical support and information.
 - More countries and more perspectives.
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Evaluation results

"The evaluation shows that process support for gender equality has been an eye-opener for many who participated in the education, while the level of knowledge among the participants is very varied."

Results

Program level

- Resource to support and guide projects in the field of gender equality.
 - Higher knowledge of gender equality and understanding of the conditions of the projects.
 - Increased insight into how the countries differences in gender equality impacts the projects.
 - Clarification of interaction between requirements and descriptions in the application related to the support and delivery in implementation.
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Opportunities for development

Program level

- The support is good but needs further adaption to the project cycle (availability).
- The support should be better adapted to gender equality policy and strategies for its implementation differ between the countries of Botnia-Atlantica.
- More guiding and clearer demands from Botnia-Atlantica are needed on gender equality work for the projects.

Results

Project level

- Better understanding of gender equality.
 - More activities that include gender equality, such as images and communication.
 - The topic has appeared on the project agenda with both project organization and steering group.
 - Better access to concrete tools and examples.
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Opportunities for development

Project level

- Higher requirements for information about the support - for example, clarification on the web and in the project manual.
- More concrete examples are required that relate directly to individual projects.
- The projects have acquired theoretical knowledge, but this needs to be better translated into practical knowledge.
- One education opportunity is too little for projects to take in knowledge and make changes.

Recommendations

Why equality?

Discrepancy

Expectations and needs **vs.** Mission and implementation.

> Need for calibration and opportunity for increased benefit.

Future process support

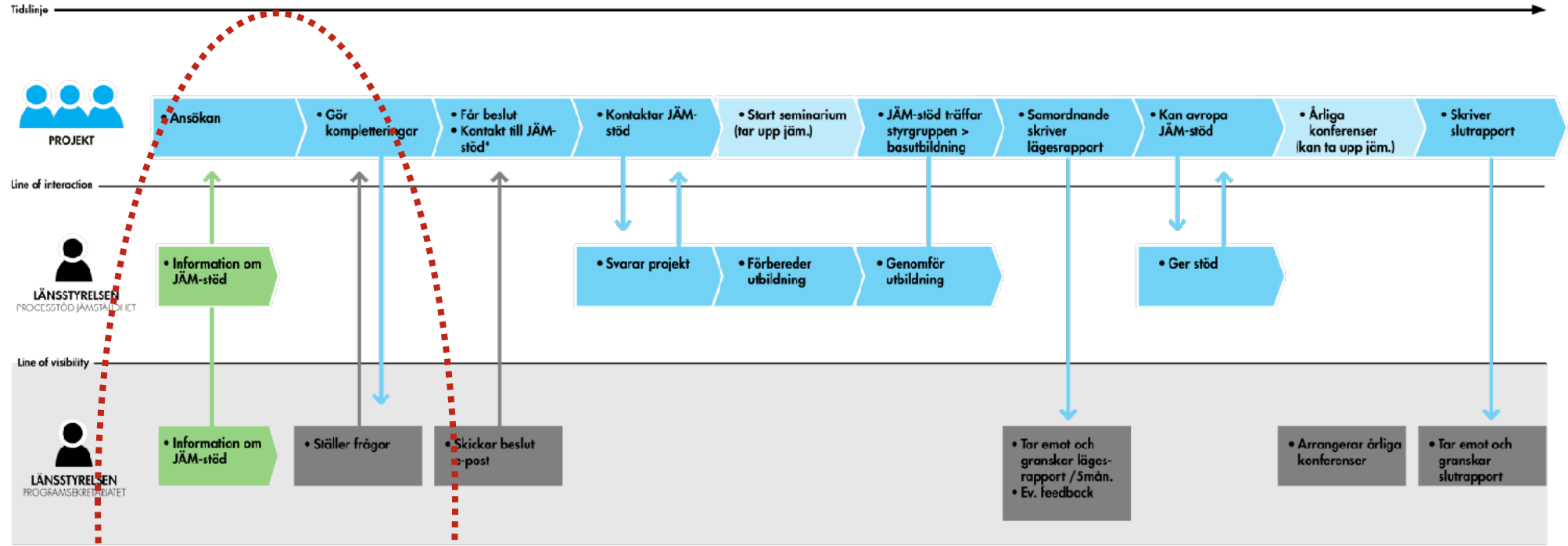
- Clear description of what process support equality is and what it can contribute to the projects.
 - Concrete examples of what gender equality is and means associated within the different industries.
 - The projects and the process support needs continuous contact to develop forms for gender mainstreaming
 - The role of process support is to contribute with gender analysis based on the projects activities.
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Lessons and factors of success

- Limit gender equality work to some part of the project.
 - Obtain knowledge about gender issues within the project.
 - Use knowledge and experience from other projects.
 - Pay attention to who is the target audience for the project and/or the service/product.
 - Study gender in internal and external communication.
 - Sort out what the project can affect (directly) and what is of a more of an overall issue.
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BOTNIA ATLANTICA

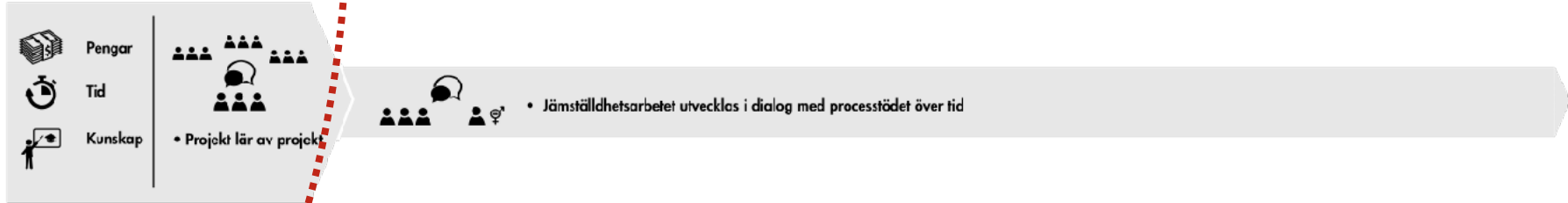
Önskvärd process vid jämställdhetsstöd



*JÄM-STÖD = PROCESSTÖD JÄMSTÄLLDHEIT, LÄNSSTYRELSEN VÄSTERBOTTEN

PROCESS ÖVER TID

Projekten önskar ett ökat jämställdhetsstöd i början av projektprocessen för att kunna allokera, ansöka och anskaffa sig de resurser och de kompetenser som efterfrågas. Här finns en stor möjlighet att nya projekt kan lära sig av goda redan genomförda projekt.



OMSÄTTA I PRAKTIK

Genom att tidigt höja kunskapen om jämställdhet ges projekten möjlighet att knyta till sig ett externt jämställdhetsstöd för att hjälpa projekten att omsätta teori i praktik.



Thank you!