



Communities of Practice for Accelerating Gender Equality and Institutional Change in Research and Innovation across Europe

[#ACTonGender](#)



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# The ACT GenBUDGET CoP

Approach to gender budgeting and  
progress to date

## ACT Matching Events – Decision- Making ERA priority Group

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## GenBUDGET: A CoP on Gender budgeting

- The FP7 GARCIA research project
- Tackling gender biases in decision-making by means of gender budgeting
- Gender budgeting
  - Advance gender equality and efficiency of policy making
  - Acknowledges that financial managerial decisions are not gender neutral or objective technical procedures
  - Raise awareness of the impacts of policy and resource allocation and change mechanisms to improve gender equality
  - Can bring structural changes



Gendering the Academy  
and Research: combating  
Career Instability and Asymmetries



## The objective

- Develop **best practices on GIA**, gender impact assessment, of financial and managerial mechanisms at research organisations.
- Attain deep **knowledge on the gendered impact and outcomes** of the financial and managerial mechanisms at research organisations.
- Develop ways to **counteract gendered outcomes** of financial and managerial mechanisms.
- Develop **shared knowledge, resources and practices** on how to engage effectively in gender budgeting activities.
- Developing **knowledge and “how-to” counteract resistances**.
- Deepening the knowledge and expertise on how to **implement gender budgeting** in research organisations.



## Approach

### Targeted implementation projects within each institution

- Based on local conditions and circumstances at each institution.
- Manageable projects in which data and statistics are available.
  - GIA of allocation/expenditures of the 'TIP'
  - Formulate actions and define objectives to enhance gender equality in the targeted area
  - Take measures to implement and institutionalize the changes
  - Evaluate the outcomes of the targeted implementation projects
- Develop shared goals on how the CoP can work be extended towards integrating gender into all policy and budgetary decisions

## Positive response

### Partners

- From different regions of Europe
- Knowledge or experience on gender budgeting was not a precondition
- The only condition for participating in the CoP is a commitment to participate in developing gender budgeting for research organisations in collaboration with other CoP members.



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## **Important steps in the progress**

- Find suitable projects
- Tackling challenges and barriers
- Supportive factors



## Finding suitable projects

- Easy/difficult for CoP members to find suitable projects and start their work
  - Due to their knowledge or lack thereof
  - Experience from the Garcia project important in this respect
- Diverse projects:
  - E.g. gender pay gap, status of sessional teachers and post-docs, the funding environment, teachers' evaluation system



## **Tackling challenges and barriers**

- Lack of knowledge on gender budgeting and gender equality in the participants organisations
- Resistance from those who have the power to block implementation processes related to gender equality

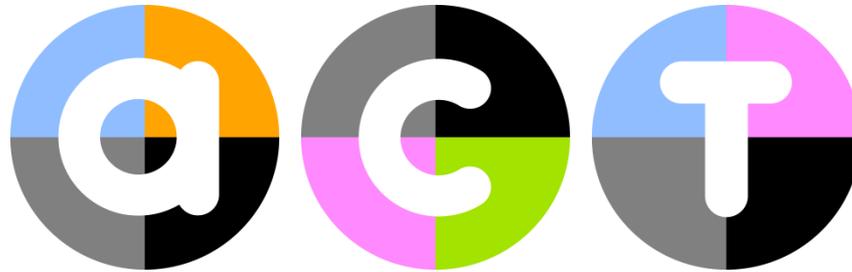
## **Increased challenges due to COVID-19**

- Postpone meeting in Iceland
- Increased workload and stress
- Increased family responsibility, child care and home school
- Worries about gender equality projects due to financial cutbacks



## Supportive factors

- ACT support has been important for the progress of the CoP
  - The CoP's website
    - Creates unity in the CoP
    - Allows the CoP members to share their progress
    - Access to information and tools to work on the projects
  - Access to experts at monthly meetings
  - CoP facilitator – allows the CoP members to focus on their projects without worrying about planning, e.g. meetings
  - Opportunity to meet face-to-face – builds trust and relationships, promotes productive conversations, strengthens the group and strengthens the community
- Being part of the CoP "pushes the projects forward". It is considered "positive", by decision makers in the organisations, to be part of an EU project



**Thank you!**

Web: [act-on-gender.eu](http://act-on-gender.eu)

Twitter: [@ACTonGender](https://twitter.com/ACTonGender)

