



A Community of Practice and Gender Budgeting in research and higher education organisations

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Objective and research question

The paper critically reflects on the opportunities and obstacles of Community of Practice (CoP) in developing and implementing gender budgeting to challenge gender biases in decision-making of research organisations. Through 'Targeted Implementation Projects' (TIPs), the CoP aims to take action as a community, develop shared knowledge on how to implement gender budgeting and deal with resistances. The within-case analysis explores: What is the potential for a CoP to create knowledge about gender budgeting, a relatively new subject, when experience and knowledge about the subject is at different place?

Methods

We employ a case study with the GenBUDGET CoP as a case. The analysis draws on the experiences and knowledge documented on the CoP's monthly meetings, including the Cop members experiences with the TIPs, the progress of their work and the opportunities and barriers they face in their own organisations.

Influential factors in the CoP's progress

The CoP members are working at diverse projects - like looking at the gender pay gap, the status of sessional teachers, postgraduation status of PhD earners, the funding environment and workload allocations. The findings reveal that some of the CoP members face hindrances in their organisations, such as lack of knowledge on gender budgeting and gender equality and need to convince key players to employ the gender budgeting strategy. COVID-19 has also been an influential factor in the CoP's progress, for example by creating higher workload among the participants. However, ACT support has been important for the progress of the CoP, including the CoP's website, access to experts in monthly meetings, having a CoP facilitator to manage the CoP, and having an opportunity to meet face-to-face and build trust and relationships. Furthermore, being part of the CoP "pushes the projects forward" as it is considered "positive", by decision makers in the organisations, to be part of an EU project

The GenBUDGET CoP includes sixteen members in ten organisations, and is part of an international network of CoPs, set-up and supported by the Horizon 2020 project ACT in 2019-2021.



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