



## GenBUDGET Minutes

### Online-meeting, May 6, 2020

**Participants:** Katarina Bååth, Daniel Pérez, Scott Taylor, Fiona Carmichael, Gilda Seddighi, Silvia Sansonetti, Aurelija Novelskaite, Finnborg Salome Steinþórsdóttir, Þorgerður Einarsdóttir and Laufey Axelsdóttir

#### The agenda for the third online meeting as part of consolidation workshop:

- **Conditions for using gender budgeting TIPs as a driver for promoting a community of practice and to enhance knowledge on how to use the strategy to challenge gender biases in decision making.**

In order to ensure effective discussion, we suggest that CoP members prepare the following questions:

- *How do you foresee the CoPs next steps?*
  - *How are the gender budgeting TIPs useful to achieve gender equality objectives?*
    - *Do you foresee any actions taken to facilitate equality?*
  - *How do you foresee your role in maintaining the CoP? (e.g. working groups, smaller discussion groups, contribute to blogs, initiative, responsibility, etc.)*
    - *Do we need a timeframe for what we decide upon?*
    - *Are the TIPs useful approach or do we have to rethink the approach?*
- **Other issues, questions, needs**
  - GEAM survey tool (<https://zenodo.org/record/3476726#.Xpgou8j7SUm>): It would be great if you could take a look at the survey before the meeting and be prepared to discuss:
    - *Is there interest among CoP members to use, either the whole survey or part of it? (we could for instance focus on section 3.1 and 3.2)*
    - *Is there interest among CoP members to send out the survey and collect data as a group?*
  - Questions, needs...?

## 1. 1-2-4-All Activity: 2 rounds of discussions using breakout rooms

The main question that was addressed was “How do you foresee the CoPs next steps?” In order to reflect on it we had two rounds of discussion with breakout rooms

### Round 1.

*How are the gender budgeting TIPs useful to achieve gender equality objectives?*

- *Do you foresee any actions taken to facilitate equality?*

#### Group 1:

The group discussed that it would be good to have clear instruction on how to do things. It is often difficult to get commitment from above. The gender equality and diversity committees may be high profile, but they are powerless and the CoP members have to find ways to convince those at the top that things are doable. There is a need of some sort of simple instruction how to begin the work.

The lack of knowledge with regard to gender budgeting and gender equality in institutions was discussed. The CoP members need to explain these matters and they face a lot of challenges in their work, for example in ICT companies. These companies are often small with few employees and don't have resources for one extra person.

It is important to have the support from the GenBUDGET group and to have the TIPs. Good to have assistance and tools to analyse the data

#### Group 2:

The group thinks that the TIPs are helping them to get things done within their organisations. Being part of the ACT project and the GenBUDGET CoP pushes forward gender equality projects. However, some members are experiencing resistance, e.g. from decision makers that have the authority to block gender equality implementation processes. The CoP has to find ways to convince top decision makers to do gender budgeting and get around the institutional barriers. Moreover, the group is concerned about gender equality work because of financial cuts due to the COVID-19.

### Round 2.

*How do you foresee your role in maintaining the CoP? (e.g. working groups, smaller discussion groups, contribute to blogs, initiative, responsibility, etc.)*

- *Do we need a timeframe for what we decide upon?*
- *Are the TIPs useful approach or do we have to rethink the approach?*

#### Group 1:

The group discussed how the tools (co-creation toolkit) are useful in the physical and digital meetings. The tools help the CoP members to find things in common, both positive things and hindrances, creating a learning process. Therefore, it might be helpful to create smaller discussion groups where members with similar projects meet and discuss. Having smaller groups might help the CoP move forward in purposeful way and support the implementation process. Then the groups could present to the bigger group.

The CoP members have learned that Zoom can help them to continue their work without much cost. Having a timeframe for CoP activities is important to move forward.

It could be useful for the CoP if members write a blog once a month about anything related to their work.

## **Group 2:**

Discussion about making smaller working groups with people working with the same issues, all found that a good idea. They also found blog a good idea, organized and scheduled between members of the group so they can plan and prepare for it. Links could be made to the website.

The group suggested having webinars on certain topics, with an introduction and discussion. This could either be someone in the group, or from outside. An outsider might for instance be Yvonne Benschop from the Netherlands. The CoP members might also take turns presenting the findings.

All found that being in an international project supported their work. Having this frame is important.

## **2. Other issues, questions, needs**

- *A discussion about the GEAM survey tool:*
  - Laufey explained how a specific site has been set up for the GEAM survey and a support email list has been created across CoPs to answer questions and exchange experiences. So far one research institute in Barcelona has just finished the survey with quite good results, i.e. their staff was motivated to respond due to the broad scope of the questionnaire. FLACSO in Argentina has also used it. Each institution needs to adapt the GEAM to their needs, such as delete or add new questions as you see fit. However, the CoP members have to consider that the strength of the tool lies in generating comparable data across organizations and countries. Since this is an online survey, there is no need any for resources to send it out. There are several options for distributing the survey electronically.
  - Some members are interested in using the survey, but others experience some survey fatigue. Therefore, we should be concerned about how to use it and not to collide with other surveys made locally. The importance of having an aim was also discussed, as well as to hear why other CoPs are using the survey. Aurelija shared her thoughts, as she has an experience of using the tool in another CoP. According to here, there were no general aim. They wanted to collect comparable data in the region and this was a good opportunity to explore the status quo. The idea of using the survey to keep track of changes and to evaluate also came up.
  - The CoP members found it difficult to make a decision about this right now, and they want to think about it.
- A COST project was also discussed, which could make the CoP live after the EU funding.
- We will have a meeting in the beginning of June. A poll will be created in next week.