

ATHENA3 WORKING GROUP STRATEGIC PLAN

Version 3 – February 2008:

This document will be updated on a regular basis. Comments are welcome

WORKING GROUP 3A. STRENGTHENING THE SOCIETAL IMPACT OF WOMEN STUDIES

WORKING GROUP COORDINATOR RESPONSIBILITIES

INTRODUCTION

As working group coordinator you are responsible for the progress and activities of your working group.

Coordinators of Working groups or sub workgroups are responsible for the overall progress of the working groups. They report about this progress twice a year. The ATHENA central coordination will provide easy to fill in forms to facilitate this reporting. The ATHENA3 budget provides compensation for travel and subsistence for a limited number of partners, the working groups will themselves search for additional funding to finance extra meetings or extra attendance and public events. ATHENA3 will support digital meetings of the working groups; it will provide every workgroups with easy-to-access common working space. ATHENA3 will support financially and organizationally and with digital communication technologies the publications, meetings and other activities that are in the work plan. Financial support is limited to what is available, will only be granted when the Taskforce approves the application, that should be handed in by the working group-chair and refer to progress and work plan.

UPDATED WORKPLAN

Working group 3A. Strengthening the Societal Impact of Women Studies

Aims of the Group: Output Area III: Strengthening cooperation between academic and social and/or civil organizations addressing women or gender differences

The aim of this group is to analyze the bottlenecks, advantages and disadvantages of the implementation of Equal Opportunities policy in different European countries on different levels, building up dialogue between the actors. Working on Equal Opportunities has become a profession, on different levels and in many domains. The actors have mostly become professionalized each within their separate fields, but the links between the different fields have loosened. The feminists, the researchers, and the policy makers do not always work together. This group aims to strengthen the ties between the three kinds of professions.

Furthermore in the light of a growing multicultural society an inquiry into the diversity of women is necessary. Certainly in the advancement of a more united Europe the links should be made over the borders not only of the professions but also of the different countries or regions. By evaluating the existing framework and the actual needs of women this working group will investigate new strategies and tools for a modern equal opportunities policy. Finally the working group will produce a set of discussion papers about several topics related to different sub themes of this project. Because of the number of participants involved in this working group we will split the group according to a number of themes, and have one separate subgroup on libraries and documentation centres. However, all the subthemes + the separate subgroup will be closely connected and work towards the same aims (see workplan):

Subthemes :

- The transformation of the legal framework and their impact: The principle of equal treatment of men and women has been enshrined in the EC Treaties since the establishment of the European Economic Community in 1957. It has been implemented in a number of fields by EU legislation over the past 30 years, and developed in extensive case law by the European Court of Justice. The Commission monitors the application of this legislation and, where appropriate, proposes new legislation. The aim of the project is to illuminate how the legal framework (primary Directive on the principle of equal treatment between women and men in the access to and supply of goods and services) correspond with the everyday life of women and men; how daily practices will be evolving throughout the adoption of EU legislation and how the national cultural concept of religion, economy, policy affect the adoption of national regulation and wellbeing of people.
- From Rhetoric to Practice: Investigating the gaps between design and implementation in gender equality policies. Most of the EU countries have improved the rhetoric on gender equality following the UN and EU huge range of guidelines and recommendations. In addition, design of gender equality policies became ambitious and promising by almost all state mechanisms for gender equality. However, when we examine the implementation and assess results, we realise that they lag behind our expectations that were created when at the design phase of public policies for gender equality. Where exactly is the problem in the policy cycle situated? Do politicians intentionally promise more than they can deliver? Do technocrats deliver less than they have to? Do women understand the possibilities of public policies to have a real impact on gender equality? Answers depend on countries and policy contexts, on the role of collectivities and individuals. The Athena working group 3A will investigate the ways that gaps between design and implementation are created and aim at understanding better what policy mechanisms as well as theoretical assumptions should be integrated in the process in order to reduce the gap.
- The contribution of intersectionality to the sustainability of gender, women as carriers of socio-economical progress: This work will be based on an analysis of the extent and nature of disadvantage across the major social differentiations within European society, which have been or are about to be incorporated into equal opportunities and diversity legislation: gender, race, disability, sexual orientation, religious belief and age. Underpinning its arguments will be the acknowledgement that these differentiations do not create homogeneous groups and therefore where appropriate and relevant the intersections of experienced disadvantage and discrimination will be explored. Intersectionality as a feminist theory will be used as a springboard for the gender social justice agenda. It starts from the premise that people live multiple, layered identities derived from social relations, history and the operation of structures of power. The main theoretical thrust of this work will be to look at the problem of intersectionality as it arises in new structures, legislation, policies and processes at national, regional and European levels. The overall aim of the work is to clarify and develop the concepts of equal opportunities and diversity as they have changed to incorporate not just gender equality, but the six strands of equality which include ethnicity, age, sexual orientation, disability and religious belief. The development of such intersectionality in legislation, policy and practice needs to be analysed and understood in order to facilitate genuine social change.
- The role of international actors (transnational movements and international organisations): The national states implement gender equality policy if they feel the need to comply with the norm of gender equality as set by EU. The inter- and trans-national networks do exercise pressure on the national level of

implementation. There is a paradox we need to acknowledge here that the legal implementation is happening on the national level but as a result of the pressure from national and inter-transnational actors. We will reflect on feminist internationalism and global feminisms in practice and theory. Women's lobbies at the EU level appear not to be networking and cooperating. After mapping the European scene on Equal Opportunities in ATHENA2, which was a more technocratic description of what is happening on the national level and what we think should happen we should line up the international and transnational allies and look at possibilities of knowledge transfer and networking at least at the EU level.

Workplan:

Stage in life of project	Activity	Output Year 1	Output Year 2	Output Year 3
<p>Working group 3A. Strengthening the Societal Impact of Women Studies – all subgroups</p>	<p>Projects, meetings, events with stakeholders in Equal Opportunities and women's studies, non-academic constituencies, women's studies centres, equal opportunities centres, libraries and documentation centres</p>	<ul style="list-style-type: none"> • Develop a European platform for the discussion and evaluation of equal opportunities policy • Yearly international seminar in one of the participating institutions (geographical spread in Europe) about one of the subthemes of the project; <p>Concrete output:</p> <ul style="list-style-type: none"> • discussion papers (electronically available and printed documents) • International seminar 	<ul style="list-style-type: none"> • selection of good practices of policy tools on equal opportunities and mainstreaming;(also <u>intersectionality</u> ?(• selection of best practices of training possibilities on equal opportunities • What about "good practices in the legal issue?" • Yearly international seminar in one of the participating institutions (geographical spread in Europe) about one of the subthemes of the project; <p>Concrete output:</p> <ul style="list-style-type: none"> • Reports on policy-making tools and educational tools geared to the needs of equal opportunities in Europe 	<ul style="list-style-type: none"> • Yearly international seminar in one of the participating institutions (geographical spread in Europe) about one of the subthemes of the project; • Development of policy recommendations on Equal Opportunities <p>Concrete output:</p> <ul style="list-style-type: none"> • Specific events or specific seminars • Report on policy recommendations • Report on policy-making tools and educational tools geared to

			<p>today.</p> <ul style="list-style-type: none"> • International seminar 	<p>the needs of equal opportunities in Europe today.</p>
<p>Working group 3A. Strengthening the Societal Impact of Women Studies</p>	<p>Identify new non-academic partners outside Athena</p>	<p>Concrete output:</p> <ul style="list-style-type: none"> • Report on contacts with non-academics partners 	<ul style="list-style-type: none"> • Invite non-academic partners to session of plenary meeting of Athena3 and to the international seminars of 3A 	<p>Concrete output:</p> <ul style="list-style-type: none"> • Database of experts and stakeholders in women's studies and in the field of equal opportunities (theory; policy development; training, implementation, information and evaluation)
<p>Working group 3A. Strengthening the Societal Impact of Women Studies</p>	<p>Dissemination of results</p>	<p>Concrete output:</p> <ul style="list-style-type: none"> • Online Publications • Panel or seminar at conference 	<p>Concrete output:</p> <ul style="list-style-type: none"> • Online Publications • Panel or seminar at conference 	<p>Concrete output:</p> <ul style="list-style-type: none"> • Online Publications • Panel or seminar at conference

CONCRETE YEARPLAN ATHENA3 - PROJECT YEAR 1- 2 - 3 -

YEARPLAN

August 2006	Preliminary meeting at closing session ATHENA2
October 2006	Start project year
December 2006	Project Interim Progress Report Forms will be send out by the central coordination
January 2007	<p>Working group coordinators fill in the Progress Report forms and return them to the Central Coordination</p> <p>Meeting of the coordination group of 3A</p> <p>Contacting the participants and getting started again - homeworks</p> <p>Taskforce meeting in Amsterdam: 12-13 January 2007</p>

February 2007	Setting up online coordination of working group 3A Preparation of the seminar in Budapest
March 2007	Preparation of the seminar in Budapest
April 2007	Preparation of the seminar and working group meeting in Budapest
May 2007	First annual meeting ATHENA 3 31 May -3 June, 2007. Two hour seminar on Equal Opportunities (Budapest)
June 2007	Project Interim Progress Report Forms will be send out by the central coordination
July 2007	Working group coordinators fill in the Progress Report forms and return them to the Central Coordination
August 2007	Report of the seminar in Budapest
September 2007	Start preparations of second international seminar
Oktober - December 2007	Preparation for the publication in Athena Volume VIII, the proceedings of the seminar in Budapest supplemented with country reports
January 2008	Task Force Meeting, meeting AOIFE council and coordination meeting 3A in Utrecht (25 - 27 th of January 2008
February - June 2008	Preparations of the Madrid meeting and Round Table
May 2008	Coordination meeting 3A in Bruges May 1-3 rd ., 2008
July 2008	2 nd Annual Meeting of Athena 3, July 2 - 5 th , 2008 in Madrid; Task Force + OAIFE Council + coordination meeting
July 2008	Round Table of Athena 3A in WW08 Conference in Madrid (July 3 - 9 th , 2008) (Where is Gender after the 2007 European Year of Equal Opportunitites : Intersectionality at the Rescue ?” and active participation in the Conference with different panels by participants of the 3A working group
September - December 2008	Publication of articles on website - follow up of Madrid Conference by different participants 3A
September 2008 - February 2009	Preparation of Open Seminar in Francesca Bonnemaïson in Barcelona “Intersectionality : Gender as a Red Thread”
January 2009	Coordination meeting 3A in Utrecht + Task Force + AOIFE council
February 2009	Organisation of Open Seminar in Barcelona + working group meeting + coordination meeting 3A
February - September 2009	Working on Reader on Intersectionality
June 2009	Utrecht 7 th Feminist Research Conference + 3 rd Annual Meeting of Athena 3 + working group meeting + coordination meeting (June 2 - 4 th , 2009)

September 2009	Final coordination meeting 3A in Bruges; finalizing all of the outputs
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CONTACT INFORMATION

The Athena Central Coordination will provide you with the addresses of the working group partners. You can provide the current email addresses if you have them.

Athena Central Coordination

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