



MINUTES OF THE MEETING – Athena Working Group 3B

4 – 6th of May 2006

Athens

Project coordinators: Martha Franken, Barbara Bagilhole, Chris Zwaenepoel.

Organisation of the meeting in Athens: Maria Stratigaki

Participants: Martha Franken, Chris Zwaenepoel, Jozefien Godemont, Maria Stratigaki, Ingrid Pincus, Eva Schömer, Giovanni Vingelli, Nadine Plateau, Alessandra Vincenti, Marina Calloni, Barbara Bagilhole, Alison Woodward, Claudia Colonello, Anna Cabo, Mervi Heikinnen, Petr Pavlik, Nicola Groves (replaces Sheila Quaid), Monica Threfall

Apologies from: Sonja Spee, Livia Popescu, Andrea Peto, Zorana Sijacki, Thorgerdur Einarssdottir, Carmela Sanz-Rueda, Hilda Römer, Giuseppina Pellegrino, Ada Garcia, Mieke Verloo, Claudia Krops, Françoise Picq

Report of the meeting: Jozefien Godemont

Agenda

1. On May the 4th: state of the art + presentations + future Athena project + plenary session
2. On May the 5th: SWOT analysis
3. On May the 6th: teaching practices about EO + conclusions

Proceedings on May 4th

Chair: Martha Franken

1. state of the art of our working group

By Martha Franken

- The last meeting of the Athena Working group 3B is in Lodz (Poland) in August 2006. All end products should be finished by then, because there will be no time for a long meeting. Final deadline for all papers to be published on our website is August 25th, 2006.
- The **collection and assessment of training possibilities** will not be discussed in this meeting, since Andrea Peto, the coordinator of this end product, isn't attending. The work is in progress.
- Everyone who hasn't filled it **the expert database yet**, is kindly asked to do so asap.
- The papers on the SWOT analysis should be sent to athena3b@rosadoc.be by the 30th of June at the latest. Five new SWOT analyses will be presented in this meeting.

2. presentations by participants on ongoing research

By Claudia Colonello and Mervi Heikinnen

a. Claudia Colonello (ASDO)

"The social space for women's political decision making: the European paradox, between vertical segregation and international image."

Claudia presents the preliminary results of an ASDO research project. The project focuses on the vertical segregation in political decision making. The presentation is followed by a discussion. Claudia adds that there is an English website (www.asdo-info.org) and newsletter (distributed in the meeting) available on the project.

b. Mervi Heikinnen

"Difficult but doable: good practices for equality work"

Mervi presents an EQUAL funded Mirror project that lead to a publication (with the same title as the presentation). It consists of an evaluation of 300 Finnish equality projects over the last thirty years, focussing on horizontal segregation in the labour market. The main obstacles in equality work identified were the interpretation of gender as an essentialist category and the hierarchical form of organisations. These obstacles formed the practical research project. The publication gives an overview of projects and good practices tackling these main obstacles. The presentation is followed by a discussion.

3. Information on future Athena project

By Martha Franken

Utrecht had already sent in a preproposal at the time of the Cosenza meeting. This preproposal has been accepted. The workinggroup has written up the part in the larger project for the final proposal (the deadline was the 1st of March). The proposal is now being evaluated. The decision regarding the future of the Athena project will be taken in September 2006. Hopes are up, since all critical remarks following the preproposal were adjusted.

Martha is the only one who received the document which specifies the aims and the subthemes of the future project. She will send the information on our project to the other members of the workinggroup (see annex to this meeting report). She summarizes the main points:

The aims and workinggroups of Athena III

1. a curriculum development forging links between education and research within a European dimension
2. research on education, developing tools for quality assessment, curriculum development and of ICT use
3. strengthening cooperation between academic and/or civil organizations addressing gender and diversity

Our workinggroup fits within the 3rd strand of Athena III

We will be called workinggroup 3A in the future

The themes and subthemes of our workinggroup (3A)

The Utrecht secretariat has proposed the following structure:

1. Equal opportunities
 - the transformation of legal frameworks and impact (Eva Schömer)
 - the contribution of intersectionality to the sustainability of gender: womens as carriers of social-economic progress (Barbara Bagilhole, exit Ingrid Pincus)
2. Women and civil society
 - The role of international actors, transnational movements and international organizations (Andrea Peto, Alison Woodward)
 - From rhetoric to practice: investigating the gaps between design and implementation (Maria Stratigaki, Sara Clavero?)
- 3: Media, libraries and documentation centra
 - gender in public and media discourse: threats and opportunities (Giuseppina Pellegrino ? Sonja Spee ?)

The project coordinators in the new Athena project are Barbara Bagilhole, Martha Franken and Chris Zwaenepoel. Every subtheme will possibly be coordinated by one or two responsables. Barbara Bagilhole and Anna Cabo are the representatives for the task force of the Athena project as a whole.

The coordinators decided in a separate meeting to take Anna Cabo into the group of coordinators as she will be our 2nd representative in the Athena Task Force

We should consider the practical organization of the new Athena structure. Martha comments that a plenary session with the 5 strands will be necessary to keep the positive elements of the contemporary workinggroup alive. It will also be necessary to organise separate meetings for all five streams for practical arrangements about outputs. The issue of resources is raised.

4. Plenary session

We attend The European meeting “Women’s (Gender) Studies and women’s movements: Considering encounters” at the Panteion University. This is the programme of the meeting:

Panel I: Case studies: Mechanisms and good practices

Coordinator: Maria Stratigaki

Speakers:

Martha Franken presenting “Equal Opportunities in Flanders”, Martha Franken en Jozefien Godemont presenting “The velvet triangle: networks, strategies and concepts in the field of

Flemish Equal Opportunities organizations”, Nadine Plateau presenting “Women’s movement, Women’s studies and Equal Opportunity Policies: Sophia in the Velvet triangle”, Anna Cabo presenting “The Francesca Bonnemaïson Centre: innovation in progress” and Anna Mihopoulou (University of Thessaloniki) presenting “Feminist theory and the feminist movement in post-dictatorial Greece (1975-1995): Successful and failed encounters”.

Panel II: Case studies on the role of women’s organizations in policy making

Coordinator: Xanthi Petriniotti (Panteion University)

Speakers: Ingrid Pincus presenting “The role of women’s organizations in policy making in Sweden”, Monica Threlfall presenting “Gendering Spanish Democracy”, Marina Calloni presenting “From national women’s movements to international networks: challenges for the European citizenship” and Alison Woodward “Challenges of the new Europe as seen by European women’s organizations”.

All the plenary speakers on the European meeting at the Panteion University are asked to send their papers to athena3b@rosadoc.be the 15th¹ of July at the latest. The papers will be put on the RoSadoc website under a special heading ‘Athena seminar’. The same will be done for the other seminars that we organized (Cosenza, Barcelona, Nijmegen).

Proceedings on May 5th

Chair: Martha Franken and Ingrid Pincus

1. SWOT analysis

The aim of the country papers is to map **the evolution of gender equality policies** (progress?, status quo?, backlash?) by looking at the defined goals in 1995 and the policy outcome in 2005. In this purpose the papers scrutinize the policy development, the assessment of gender equality institutions and the assessment of state steering instruments. The analysis can be visualised by an overview table at the end of the papers.

The following **SWOT analyses** were presented and followed by a discussion:

- **Ingrid Pincus (Sweden)**

There has been a progress on all points except on the status of the Minister.

- **Nadine Plateau (French Community of Belgium)**

There has been a progress in the work of civil servants concerned with gender equality, because of a larger awareness of gender issues and a better man-woman balance. The budget for gender equality increased because of the broadening of mandates.

The SWOT analyses for the Flemish Community will be added to this by Martha and Jozefien and hopefully the federal SWOT by Inge.

- **Anna Cabo (Spain, Barcelona Provincial Council)**

This SWOT analysis follows the 'Barcelona instructions' but will be upgraded with the 'Consenza instructions'. It covers the province of Barcelona and not Spain.

Monica Threlfall proposes to make a SWOT analysis of the Spain gender equality policies on the national level.

- **Petr Pavlek (Czech Republic)**

The paper is based on two shadow reports (2003, 2006) that evaluate the development of overall gender equality policy and the institutional backing in the Czech republic. The Czech government put gender equality on the political agenda in order to implement EU regulations. Gender inequality is stagnating or decreasing in the Czech Republic, because of a lack of political will (no measurable goals or indicators, a stereotypical interpretation of gender, ...), of institutional backing, of resources (no fixed budget for gender equality policies) ...

After a discussion of "perception" about progress it is decided that the analysis will be upgraded with the 'Consenza instructions'.

- **Nicola Groves (United Kingdom)**

Nicola presents a discussion paper by Sheila Quaid covering a SWOT analysis of two cases focusing on sexual minorities (civil partnership and sexual orientation discrimination in employment). So, this is an example how we can also use the technique and it delivers an interesting paper, but it does not involve the UK equal opportunities policies.

Barbara will upgrade the paper she wrote in 2004 on the gender equality policies in the UK according to Ingrid's guidelines. Overall she remarks that there has been progress in gender equality policies in the UK.

- **Mervi Heikinnen (Finland)**

Mervi presents the state of art of Finnish gender equality policies, also following the 'Barcelona instructions'.

She will upgrade his SWOT analysis for Finland, with the 'Consenza instructions'

Thus, SWOT analyses of the Czech Republic, Greece, Italy, the UK, Spain, Barcelona, Belgium (2 levels) and Finland are in progress and will be finished by the end of June.

The SWOT analyses cover different policy levels according to country. The focus of the analysis is the national level. However information on lower policy levels may be relevant because of the multiple layered institutional structure in certain countries (e.g. Belgium, Spain). So, the more policy levels that can be covered, the better. We also expect input that was promised by participants that could not attend this meeting.

All homeworks on SWOT should be send to athena3b@rosadoc.be before the end of June!

Proceedings on May 6th

1. Teaching practices about EO

Chair: Barbara Bagilhole

The aim is to collect good/best practices of teaching material on gender equality policies. This will result in guidelines, not in actual teaching material. There seems to be some confusion about the form that the workinggroup members have been asked to fill in at the Cosenza meeting (several versions of the form circulate and some questions on it are open to different interpretations). Furthermore the concern was raised of duplicating Andrea Peto's work on collecting and assessing training possibilities. Therefore it is decided to start anew. Eva and Barbara will make up a new form that will focus on teaching material, methodology and audience. The coordinators will send the new form, with an explanation on unclear questions, to the members of the working group in the week following the Athens meeting. People who want to elaborate on the question of methodology and audience, can do so, but it is not mandatory. There will be the possibility to attach teaching material to the form. When the language of instruction isn't English contact information on the responsible lecturer should be available.

2. Conclusions

Upcoming conferences

Ministerial conference "Human Rights and economic challenges in Europe - gender equality" in Sweden (Stockholm): 8-9 June, a temporary website will be set up by the Council of Europe, that will contain ALL relevant documents about equal opportunities made by the Steering Committee on Equality between Women and Men.

A EUGender conference will be organized in Finland (Helsinki) in the frame of the Finnish Presidency 5-6th Octobre about 'The role of men in equality'

Varia

Claudia is interested in data on women's participation in politics and kindly asks workinggroup members to send in papers about good practices on this topic.

Practical information on reimbursement

Plenary speakers: all travel and accomodation costs will be reimbursed by Panteion University. Maria will send the reimbursement form to all plenary speakers.

Workinggroup members: Martha will send the reimbursement form for the Utrecht Secretariat to those reimbursed by Utrecht.

Summary TO DO:

- Everyone who hasn't filled it **the expert database yet**, is kindly asked to do so asap;
- The papers on the **SWOT analysis** should be sent to Martha and/or Chris the 31st of August at the latest;
- All the plenary speakers on **the European meeting at the Panteion University** are asked to send their papers to Martha the 31st of July at the latest;
- Everyone is asked to fill in the form on **teaching material** and send it to Eva the 31st of July at the latest.