

**Report of the Meeting ATHENA II – 3B in Helsinki
29-30 May 2004**

“Reconceptualizing the Notion of Equal Opportunities and Rethinking the Policy Aims and Instruments
– a Joint Effort of Women’s (Gender) Studies in the Academia (research and training), Policy Makers
and Women’s Organizations”

Project Coordinators:

Martha Franken, Sonja Spee

Participants:

Ada Garcia, Andrea Péto, Carmela Sanz-Rueda, Claudia Krops, Chris Zwaenepoel, Inge Vanderstighelen, Ingrid Pincus, Mervi Heikkinen, Nadine Plateau, Irma Erlingsdottir, Marina Calloni, Christine Michel, Barbara Bagilhole, Marcella Corsi (new), Eva Cendon (new), Giovanna Vingelli (new), Sheila Quaid (temporary replacement of Jalna Hamner), Mireille Baurens (new), Ifigeria Katchie (new), Eeva Raevaara (new), Hilda Roemer Christensen (new), Anna Cabo (new), Frances Camilleri-Cassar (new).

Agenda:

1. On May 29th: state of the art of the work group, presentation and discussion of papers and contents ...
2. On May 30th: products to deliver; working methods, contents, next seminar and further prospects for 3B

Proceedings on May 29th

Martha Franken started the day by giving a state of the art of the Workgroup 3B. In February 2004 a successful seminar on Equal Opportunities Policies was held in Antwerp organized by the Policy Research Centre on Equal Opportunities and the Equal opportunities department of the Flemish Ministry. This seminar with lectures of several participants of our Athena 3B workgroup was followed by a workgroup day of Athena 3B (the minutes of this workgroup are available online at: <http://www.rosadoc.be/site/maineng/athena.htm> - and click at project minutes). Martha Franken gave a short overview of the newly developed website of the workgroup, and focused on the EXPERT DATABASE (more specifically: every participant of Athena is encouraged to fill in the questionnaire (look at the website) in order to build up an excellent data base with experts in EO!).

After this introduction several participants gave presentations of interesting papers/lectures each followed by a discussion on contents:

1. Marcella Corsi (Ralfa - ASDO: Assembly of Women for Development and the Struggle Against Social Exclusion): **‘Family Friendly Women’s Careers: Reinforcing and Reproducing Good Practices of Reconciliation between Family Life and Qualified Women’s Work in 3 EU countries’**. More information on this European research project you can find on their interesting website: <http://www.ralfa.org>, they are welcoming discussions on their forum - specifically on the implementation of *family-friendly* policies.
2. Claudia Crops (University of Nijmegen): gave information on the Mageeq project (research about mainstreaming in different European countries by Mieke Verloo – full report probably on the seminar in Nijmegen) and about a local research project in the Netherlands with women’s organizations.
3. Barbara Bagilhole (Loughborough University): ‘Equality and Human Rights: A New Equality Framework for Britain’. An abstract of her lecture is electronically available: <http://www.rosadoc.be/site/maineng/pdf/athena%20papers/bagilhole.pdf>
4. Carmela Sanz-Rueda (University of Madrid): ‘Rethinking the Equality of Opportunities : The Contribution of the Academy to the Society’. The whole lecture of Carmela can be found in the Papers Archive of the Athena webpages at the Rosadoc - website.

5. Inge Vanderstichelen (*Amazone, the Belgian resource centre on equality between women and men (Brussels.)*): a presentation of DIGMA (Database of Instruments on Gender Mainstreaming) (www.amazone.be : look under Info Desk / Reading list by subject). DIGMA contains only 'practical' tools of different types, which can be applied to one or more stages of the gender mainstreaming process and which are addressed to decision-makers.
- DIGMA contains actually "standard" descriptions of 108 instruments from 15 countries, the addresses of and info on 75 "promoters", a screening of the instruments based on the theoretical work of the Council of Europe which steers the search, links to the website-addresses of the promoters and to the instruments/materials available in electronic format, a trilingual search engine and info in English and in French and/or Dutch. However, DIGMA is not complete and no in depth evaluations of the instruments have been made.
- An inventory of policy tools on EO was scheduled as a product of outcome for the second year of our working group 3B. DIGMA could be used as a base of this inventory. Therefore we ask you to visit and explore DIGMA.

As well on Saturday as on Sunday several new participants for this working group were present – for a new participants list see annex.

Discussions on May 30th :

1. Products agreed upon :

The group looks over the products that have been promised for the 3 yr project, and comes to the following conclusions :

- 1st year: as we are ahead of the program, all of the promised products will be delivered, so there is no need for downsizing now;
- 2nd year:
 - a) an inventory of policy tools can be provided (see later in the report)
 - b) an inventory of Training Possibilities: in the light of the "tuning" activities it might become very important to deliver this outcome

We decide that no downsizing of the products for the 2nd year is necessary, but we might need part of year 3 to fulfill this obligation.

- 3rd year:
 - evaluation of policy tools (a)
 - new policy recommendations (b)
 - teaching materials (c)
 - discussion papers on EO policies (d)
- a, b and c will certainly be achieved at the end of the 3rd year. About c there have been no concrete discussions so the decision on c is suspended for a later meeting;
The "Journal for EO" will not be held up officially but we might at least try to work towards a final "book" with papers and conclusions.

2. Working methods

- As far as working methods are concerned the group agrees on picking out themes and delivering a series of pamphlets (definition: a critical, challenging paper on a theme of max 15-20 pages/ the idea is proposed by Marina Calloni).

The first theme for such a pamphlet is also settled: "education" (within the view of the inventory of training possibilities – see later) Coordination: Andrea Peto.

- Seminars with physical discussions are preferred above virtual discussion. As the organisation of seminars is more expensive than the virtual discussions we will need more co-funding. 3 seminars (including a workgroup meeting) are possibly foreseen in the second year:
 - 12-14 November 2004 in Nijmegen

- Spring (february) 2005 in Antwerp or Brussels
- May 2005 at the next Athenameeting in Barcelona

The group also agrees that a forum for the virtual discussions will be set up – e-mail interaction between participants that work on the same theme. For the theme of Reconciliation Family and Work the forum of Marcella Corsi is already available (look at: www.ralfa.com)

- In order to reach the goal of evaluating policies in the different countries it is necessary that *all participants give input about their own countries policies*. (As most countries have sent in their national reports for the Beijing +10 meeting in New York March 2005 there should be enough materials to work upon in 2005).

- In order to evaluate policies we will use the SWOT analyses (Strong points, Weaknesses, Opportunities and Threats) which is less “threatening” to politicians (we try to establish 3 or more weak points and 3 or more strong points of the policies – the best action of EOP in countries and the worst actions...).

- Next to the input from **all** participants that was promised in the inventory document – all participants will give :

- input on experts for the database hosted by the RoSa documentationcentre
- input on mainstreaming instruments for the DIGMA database hosted by Amazone
- input on national/regional/local policies and tools for the inventory
- input on training possibilities for the inventory

- For a final report (end of year 3) we will need some sort of “umbrella paper” to evaluate tools and policies and provide recommendations for new policies.

We will work towards this goal by

- screening the existing discussion papers that are already on our website (<http://www.rosadoc.be/site/maineng/athena.htm>)
- have physical and virtual discussions on subthemes with the input of new papers (presentations)
- develop criteria for scrutinising the policies (and the papers)

3.contents discussed: (see_annotated inventory matrix + additional Beijing information will be send to you)

- *Education:*

the cluster consists of two themes that will be covered :

- a. training possibilities in higher education (Andrea ..)
- b. the evaluation of primary and secondary education (and how gender is included to form next generations (Nadine, Mervi..)

The first sub theme will be the subject for our first pamphlet. Andrea Peto will give an input for a questionnaire about the training (cfr. The IIAV mapping the world idea). The questionnaire will be put on the RoSa website + Athena website. Participants of 3B are **all** asked to fill in the questionnaire for their country. Other Athena members are welcome to add their contribution (but at least we should reach a database with 30 contributions). From the database we will start the evaluation and critical analysis, which should end up in a pamphlet. Andrea Peto will coordinate this activity, but input from others is necessary.

- *The inventories of expertise:* (see tables with clusters)

New members to 3 B are urgently asked to fill in the inventory sheet.

Martha will send the annotated table back to all participants so everybody can check whether the interpretation for thematical clusters is OK

- *Institutional Mechanisms* : several subthemes are included like velvet triangle, mainstreaming, policy tools and instruments, the National Action Plans... the policies itself.

The Beijing Strategic tools for every domain can serve as guidelines for the evaluation of all policy domains (the

12 critical areas of concern are overlapping).

The "evaluation" of subdomains can become themes for other pamphlets like :

- the rhetorics of EOP and the semantical changes of EO (e.g. Marina Calloni, Maria Strategaki..)
- mainstreaming as a method (e.g. Mieke Verloo...)
- the backlash on EOP/ conservatism as a threat
- the role of women's movement and researchers (velvet triangle)
- diversity policies as a threat for gender...

- *Women and economics* : the theme of Reconciliation : coordination Marcella Corsi

4. Summary of agreements :

1. New members will send in their inventories of expertise (which also means stating what their input in our project can be next to taking part in the discussions)
2. Martha will send out the annotated table of the inventories to all participants to check if the input (expertise) was interpreted right
3. All participants will send in: the questionnaire and a photo for the expert database to athena3b@rosadoc.be
4. All participants will send in: lacking mainstreaming materials for Digma to i.vanderstighelen@amazone.be
5. Andrea will make up an input for the questionnaire on training possibilities
6. Inventory of training possibilities after the questionnaire is sent out;
7. Inventory of policy tools and instruments in their own countries and SWOT analysis op EOP in their countries (also look for comparison with strategic goals of the Beijing Platform for Action)
8. All participants will send in new discussion papers that fit within the scope of this project
9. Martha and Sonja will give an input for criteria to evaluate discussion papers and presentations
10. The existing papers will be screened with the criteria after agreement on the criteria
11. The forum of Marcella will serve as a virtual discussion forum on the theme of "reconciliation"
12. Martha and Sonja will actualize the participants list and send it to all participants of 3B (hereby done!)
13. Sonja will send strategic goals per cluster theme to all participants of that cluster
14. Coordinators for clusters and sub themes will have to be appointed: volunteers for a theme please give your name to Martha and Sonja
15. Please send all documents to athena3b@rosadoc.be (they will be forwarded automatically to Martha and Sonja)

5. Next seminar:

Dates: 12-14 November 2004

Place: Catholic University of Nijmegen – Netherlands

Program: proposal: a seminar on Friday with a presentation on the state of affairs of the Mageeq project/ a presentation by Monique Leijenaar / An Icelandic analysis of the national Action Plan... (more ideas are welcome) and a meeting of the working group on Saturday with on the agenda a SWOT analysis of EOP in different countries.

Funding: Claudia Krops will try to find fundings for hosting the seminar/meeting. Participants will pay for their own traveling costs. Extra funding might be found via Socrates especially for Eastern EU participants.

6. Further prospects for 3B:

- a seminar in Antwerp or Brussels in February 2005
- a seminar on EO within the Athena meeting in Barcelona at the end of May 2005.

Martha Franken and Sonja Spee