

## **Report of the Meeting ATHENA II – 3B 21 February 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, Magda Michielsens, Sonja Spee

### **Participants:**

Ada Garcia, Andrea Péto, Carmela Sanz-Rueda, Claudia Krops, Chris Zwaenepoel, Gunnel Karlsson, Inge Vanderstighelen, Ingrid Pincus, Maria Stratigaki, Mervi Heikkinen, Nadine Plateau, Yvette Jeuken, Zorona Sijacki, Bieke Tollenaere (reporter, Centre for Women’s Studies, Antwerp).

### **Agenda:**

1. Scope of the project
2. Presentation of the inventory
3. Planning and timing

### **1. Scope of the project**

- The scope of the project is described in the separate document that was distributed to the members of the workinggroup at the end of september with the minutes of the meeting in Lund . Martha goes over the text of this scope once more during this meeting and explains that the input for the project that is expected from each member has to deal with one or more facets of the total scope. The inventory sheet that we sent to everyone is meant to inventorise the expertise and the field in which each member of this project will be working during the project. The coordinators will make up a document with the results of this inventory so we can then make the necessary conclusions about what will be filled in and what is still lacking (for eventually searching new members).

### **2. Presentation of the inventory**

Most of the participants sent us an inventory of the specific contribution they can provide within the framework of this project. During this meeting we bring in what information was provided and discuss the input of those who are attending the meeting. The coordinators ask those who have not yet filled in the inventory to urgently do so (even those who are not attending this meeting), so that the complete inventory of the scope of the project can be finalised.

**Barbara Hey** - University of Graz (Austria)

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Small study, only on local level, on the actual cooperation(s) between researchers and policy makers.

**Nadine Plateau** - Sophia (Belgium)

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Case study 'EO-policies in education in Belgium'

A case study on the topic 'Equal Opportunity Policies in Education: Belgium 1980-2003'. By reviewing the Flemish and French Literature on this theme, they want to examine how the issue of Equal Opportunity was set on the political agenda, how it was dealt with by the three concerned actors (Decision makers, Women's movement, researchers). The fact that public policies in education have stopped being federal and depended on the Flemish and the French community since 1989, allows interesting comparisons as the process of mainstreaming gender in education appears to present specific traits in each community.

**Ada Garcia** - University of Louvain-la-Neuve (Belgium)

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Later

**Alison Woodward** - Free University of Brussels (Belgium)

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Collection of good equality networking practices

*Alison Woodward wants to stay involved with Athena. Therefore she will write several papers, articles,...*

**Chris Zwaenepoel** - Documentationcentre ROSA (Belgium)

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Information & documentation on EO/ database of experts

RoSa documentation centre owns quite a few extensive databases that can be consulted via the website [www.rosadoc.be](http://www.rosadoc.be) : books, magazines, archives, newspaperarticles, audio-visual materials about feminism, equal opportunities. Next to that they also have a database of women's organisations and women's studies national and international and a database of experts. Within the frame of this project RoSa proposes to build up a specific expertdatabase with bio-bibliographical data crosslinked to the other databases, so that information can be found about the organisation or university the expert is working for, published books and articles etc..

It will be a cross-linked database of experts on gender, indexed on different levels: person, article, title, theme,...

There will be no overlap with existing databases in Europe but a cooperation will be set up.

*Chris Zwaenepoel will work together with other persons of Athena where possible and necessary.*

**Inge Vanderstighelen** - Amazone (Belgium)

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Update (actualization) of Digma-project

Amazone has quite an expertise in the collection, description and on-line presentation of mainstreaming instruments via the Digma-project, which resulted in an on-line database on the internet.

Amazone is actualizing the Digma-database: updating of existing data, detection and description of new instruments.

A collaboration between policy-makers, women's movement and researchers has been established by thematic files.

The results of this actualization can be followed on the Amazone-website (<http://www.amazone.be>). There is an English translation for every instrument.

*In Helsinki Inge Vanderstighelen will probably give a presentation of the website.*

**Djurdja Knezevic** - Regional Centre of Women's Documentation (Croatia)

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REWIND NET-coordination (spread over 3 years)

The REWIND NET, which gathers 14 mostly Eastern European countries (some middle East countries too), could bring various systematic knowledge about the region covered by this network. First of all there is already existing a database on women's organizations in these countries with extensive descriptions and information about their work and interests.

Also, the project that monitors the media regarding women which takes part the REWIND NET (already one book of analysis is published) could bring substantial, systematized knowledge about that part of the Europe into the Athena project.

They are also planning to create a database of resourceful women in this region.

The national INDOC, Zenska infoteka (Croatia), could bring specific knowledge on status of women in Croatia (women's groups databases, researches, media monitoring, political participation, various statistics,...)

*The network exists, but they are waiting for more funds for this project.*

**Mervi Heikkinen** - University of Oulu (Finland)

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Articles and teaching material on EO

They are analyzing equality projects which have been carried out in Finland since 1970. They are mapping them to see what has been done and which tools, instruments,... were used. It's important to evaluate projects with a feminist prospective. In that way, we can find reasons why some projects failed or why they were successfully.

They are also planning to write articles about violence against women. She worked on a study about the sexual and gender harassment and coercion at

the University of Oulu 2002. Harassment can be examined as a special implication of the changes in equality and its processes in the organization.

*Mervi Heikkinen will probably work together with other persons of Athena (Jalna Hammer) about the theme 'Women and Violence'.*

**Suzanna Baer** - Humboldt University (Germany)

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Later

**Maria Stratigaki** - Panteon University (Greece)

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There isn't a good collaboration between the policy makers and the universities in Greece. There is only an informal network of Women Studies (3 masters). On 7 March 2004 there will be the elections, so that means: a new government with new policy makers. The aim is to make new gender studies.

*She wants to organize a one-day meeting with the exchange of the Women's Movement, the government and the universities. During that meeting she wants to show what the new government needs and present them the Women Studies-organization in Flanders and show an instrument like e.g. the Policy Research Centre in Antwerp.*

**Andrea Péto** - University of Miskolc (Hungary)

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Articles and teaching material on EO

Several projects:

- Teaching an international course on 'E.U. and Gender Equality' and 'Women and Politics': students will have to write articles about their countries,
- funding a 'Gender Equality Centre': an interdisciplinary centre with institutions and researchers from the faculty of law, economics and arts,
- analyze the future of Women Studies after the Bologna-treaty: What's happening in Eastern-Europe?

*To realize all these projects they will need intellectual help. For sure they will realize the first project.*

**Thorgerdur Einarsdottir** - University of Iceland

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Later

**Marina Calloni** - University of Milano-Bicocca (Italy)

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Research on comparing European Measures

**Lorella Cedroni** - University La Sapienza of Rome (Italy)

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Women in Power & decision making

By 2005, they will organize seminars on 'Political Representation of Women', a Summer School on 'Gender & Power' and a Workshop on 'Gender & Political Discourse'.

**Monique Leijenaar** - University of Nijmegen (The Netherlands)

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She did suggestions about the input in discussions and institutional mechanisms. She wrote a paper 'Why do we have to keep institutions only for women?'

**Mieke Verloo**

**Claudia Krops** - University of Nijmegen (The Netherlands)

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Papers on differences in EO-policies and visions

They will write discussion papers about 'Differences in Equal opportunities/emancipation policies and visions by women's organizations in The Netherlands' and on 'E.O. policy in The Netherlands (women's Organizations and Government)'.

They will also give their contribution to the Database of Experts, to the inventory of policy tools on E.O and to the development of teaching material on E.O.

The Centre for Women's Studies of the University of Nijmegen will disseminate the output of the activities through its website, the annual report of the Centre, its monthly research seminar, and in publications.

*They will write a paper about which role they see for the European Gender Institute and which role they see for the different actors.  
In Helsinki they will give a presentation of their project.*

**Jeannette van der Sanden** - Utrecht University (Netherlands)

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Later

**Eniko Magyari-Vincze/ Livia Popescu** - Babes-Bolyai University (Romania)

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Inventory of EO-policies of political parties, EO in labour market in Romania

- They will research the mechanisms of the promotion of women in politics – an inventory of the equal opportunities policies of the political parties in the election year 2004 (coordinated by EMV),
- they will also do research on equal opportunities on the labour market – an inventory of some major local private and state-owned companies in terms of their equal opportunities policies (coordinated by LP),
- finally they will organize a workshop on equal opportunities in Romania with representatives of the academic, the policy making and the NGO sphere (coordinated by LP and EMV).

*They found the funds for the several projects.  
They would like to arrange in a way to organize the Athena meeting in Cluj in the fall of 2006.*

**Zorona Sijacki** - Provincial Secretary for labour, Employment and Gender Equality (Serbia)

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Reports on status of women in Serbia and activities

- They set up a pilot project Persons for Gender Equality in the Municipalities of North Backa County. It is planned to cover all counties in Vojvodina, i.e. all Vojvodinian municipalities, till the end of the year,
- there was established a Board for Gender Equality,
- they participated in a international conference on 'Introduction of Women's Studies at the University in Novi Sad',
- they support SOS telephone line for women, the victims of violence,
- they started the project 'Safe Women's House',
- they are finalising other projects: 'Policemen Education on how to React in the Situations of Violence against Women in a Timely Manner', 'Interventions for Stopping Family Violence' and 'On Laws from Women's Point of View',
- they will organize a regional conference on the laws of equal opportunities, gender equality, or anti-discrimination.

*They wrote a paper about the mechanisms for gender equality in Southeast European countries.*

*They want to create more stable links between the political parties, the Women's Studies and the Women's Movement.*

*It's very difficult to find the funds for projects.*

**Eva Bahovec** - University of Ljubljana (Slovenia)

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Later

**Carmela Sanz-Rueda** - University of Madrid (Spain)

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Articles and teaching material on EO

Project: 'Public policy from academia to society'

*They are organizing a radio programme for women, and are doing interviews with women. Every year they write a report with the results.*

**Ingrid Pincus**

**Gunnel Karlsson**

**Anna G Jonasdottir** - University of Orebrö (Sweden)

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Articles and teaching material on EO

Short term plans:

- Papers on 'Development of Policy Area on national level',
- initiating general overview of Swedish material for database, policy tools, and inventory of EO training possibilities.

Long term plans:

- Investigating and documenting Swedish "experts" for database,
- investigating and documenting national and local policy tools on EO,
- investigating and documenting EO training possibilities,
- arranging seminar on gender equality policy and implementation with Norwegian and Swedish representatives from politics, the academy and women's organizations/femocrats – collaboration between Centre for Women's Studies, Örebro University and Centre for Women's Studies and Gender Research, Oslo University,
- participating in the development of recommendations for EO policy reforms and other relevant materials to promote gender equality.

*They will interview the gender equality ministers and ask about their problems, strategies and issues. They will also do a research about the number of events in Sweden (from the 1970's) where the three actors (partners from women's studies, women's organizations and policy makers) were collaborated.*

**Christina Scholten** - University of Lund (Sweden)

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Articles on EO-labour market + regional development issues

*As a Managing Director she has to implement the Swedish gender equality policy into programmes at a regional level. When she teaches at Centre for Gender Studies it is mainly on gender equality, planning and qualitative methods.*

**Christine Michel** - University of Bern (Switzerland)

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Analysis of the Swiss Association of Fem. Studies and discussion

Project 1:

A scientific analysis of one actor in the velvet triangle (women's movement, feminist research, equal opportunities policy), the Swiss association of feminist studies, and its links to the other actors of the triangle.

Project 2:

Discussion of tools for equal opportunities in higher education, especially

- discussion of an equality controlling instrument based on quantitative indicators,
- discussion of the tool of part-time work as a means of advancement of women in higher education: chances, risks, forms of implementation.

*A discussion of the development of these tools bridges the fields of general equal opportunities, equal opportunities in higher education, feminist researchers especially in economy of enterprise, and policy makers in higher education.*

**Jalna Hammer** - University of Sunderland (UK)

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Articles and raise the awareness on EO and violence

- They want to provide an overview on violence against women and equal opportunities policy and organization in the UK, with more limited information on other European countries,
- they would like to raise the awareness of this issue and Athena II 3B amongst key UK organizations – policy makers and women’s movement,
- they will gather and compare similar attempts in other European countries.

**Barbara Bagilhole** - Loughborough University (UK)

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Articles and teaching material on EO

- Development and refinement of discussion paper on Equal opportunities policies and instruments of implementation across gender, race and disability in the UK,
- discussion paper on ‘Diversity in non-traditional occupations’ and on ‘Family Friendly policies in the UK’,
- development of teaching materials for the inclusion of Equal opportunities into the Social Policy and Social Issues degree programme at Loughborough University,
- evaluation of policy tools

**Eva Schomer** - Vaxjo University (Sweden)

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New member

**Marcella Corsi** - ASDO (Italy)

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New member

**Francoise Picq** - Paris 9 Dauphine University (France)

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New member

### **3. Planning and timing**

#### **Planning**

- The coordinators will set up a mailing-list of all the participants of this meeting,

- the partners who did not fill in the inventory yet will be asked to do so as soon as possible,
- the coordinators are planning to make a website with all the information about the different projects,
- the inventory of the different plans of each partner has been categorized in a matrix, in different clusters (see attachment) – cluster coordinators will be indicated during the next meeting.

*After 3 years of working we will come to conclusions. Each project shall show how it contributed to the rethinking of Equal Opportunities. This helps to develop new strategies, new tools and new aims.*

*The final outcome will probably be one or more publications. We will set up reading groups to rewrite and harmonize the results of each project. This output can be the input of a new meeting.*

### **Timing**

Friday 28 May – Sunday 30 May 2004: Helsinki - Finland

Friday 28 May 2004: Seminar on Equal Opportunities

Saturday 29 May 2004: small working groups

Sunday 30 May 2004: working group

This is our proposal. We will negotiate with the Athena-coordinators of Utrecht and see what's possible.

Friday 12 November – Saturday 13 November 2004: Belgium

First meeting of the second Athena-year - possible dates.