ABSTRACT

THE TRANSFORMATIVE POTENTIAL OF GENDER MAINSTREAMING: SOME CRITICAL COMMENTS

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Presented at Gender and Power in the New Europe, the 5th European Feminist Research Conference
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There is great need for more academic and critical reflection on the widespread trend to shift gender equality policies to gender mainstreaming. Central question could be to analyse the very quick and positive response towards this new strategy, to deconstruct its "content in practice", and try to understand the dynamics of its introduction.
Gender and gate-keeping in academia are explored in this paper in relation to one key academic arena: research funding. This is analysed by studying both organizational and individual gate-keepers of research funding, their policies and practices. The dynamics of gate-keeping are analysed as processes, policies and practices which, on the one hand, exclude and control, but, on the other hand, also facilitate and provide resources and opportunities. Research funding is of growing importance in academic life. This is because of both trends towards increasing competitive and external funding of university research and greater use of the level and source of research funding as a measure of evaluation of academic activity, sometimes even quality. Women are particularly under-represented among the academic gate-keepers, and in leading positions in science and science policy organisations. According to the EU ETAN report on women in science (2000), gate-keepers of research funding in Europe consist to a large extent of middle-age male academics. In EU science policy, mainstreaming gender equality in scientific organisations is currently seen both as an important goal in itself and a way to promote excellence in scientific research. A critical analysis of the dynamics of gate-keeping in research funding and its gendered aspects is important in order to increase understanding of gendered practices in science. This kind of analysis can also inform science policy in general and policies and practices of funding organisations towards greater gender awareness and fairness. As one of the top countries in gender equality development globally and also a country with very high R&D intensity and relatively high proportion of female researchers, Finland offers an internationally interesting setting for exploring the topic. The paper presents work in progress by a 3-year research project started in 2002.
In this paper I am focusing on the topic: Remembering Communism and the Period of "statist feminism". Lived and narrated history: memory of 1956 and the communism in Hungary. What were the effects of the 'statist feminism' on their personal life and how it shaped their strategy as political actors? How did this memory contributed to migration decisions?

For my work besides the bibliographical research on press and archival material of conservative women’s organizations in Hungary after 1990 and before WWII, I made life story interviews with 23 women representing the five Hungarian rightist and conservative political parties. I also used interviews with conservative women who left Hungary before 1989 to understand similarities and differences. The interviews were made in the EU 5th framework research project of GRINE HPSE- CT-2001-000087.

The paper is to uncover the interconnection between lived, narrated and phantasmagoric pasts as far as the different levels of historical memory is concerned. An interesting aspect of conservative women’s organizations is that they reaching back for symbols, for legitimization and for discourses to the pre-1945 Hungary. The question is also interesting in an other framework, which is the framework of resistance to communism: how the remembered past is used for legitimizing changes in life strategies.
ABSTRACT

CHALLENGING THE SLOW MOTION OF GENDER EQUALITY
What can be learned from the Icelandic case?

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Why don’t we experience more progress in gender equality with all the knowledge we have gained, and with all the institutionalised gender equality policy machinery we have? Three key pillar have been identified in the furthening of women’s emancipation and equal opportunities, i.e. feminist research and women’s studies in the academia; policy makers and the official EO policies; and the women’s movement. The first two pillars have become institutionalised: the issue of equal opportunities and official EO policies have gained legitimacy in public administration and on the labour market as well. The same holds true for gender studies in the academia, which are now providing extensive knowledge and research. Despite this, there is an increasing concern among feminist scholars about slow progress. In the Nordic countries there are indications of stagnation or even backlash. This situation raises two kind of questions: 1) the acceptance and the integration of gender-sensitive and feminist knowledge in EO policies. Gender impact assessment of EO policies point to a lack of gender awareness, a marginalisation or a superficial application of gender-sensitive knowledge, despite the fact that gender equality has become a legitimate political issue, 2) the integration and reconnection of the three pillars mentioned above, especially consolidation of the role of the women’s movement in the project. In the paper these questions are discussed from the case of Iceland. Iceland has a long history of Equal Status Acts and EO policies but has, nevertheless, lagged behind the other Nordic countries. With the founding of the Feminist Association of Iceland in March 2003, more or less initiated by feminist scholars at the University of Iceland, the climate around gender issues in Iceland has dramatically changed. The Feminist Association made a strong impact on the election campaign in the spring 2003 and still affects heavily the media debate. It is suggested in the paper that the links between the three partners’ above have been bridged in Iceland, at least temporarily. The Icelandic experience points to the vital role of the women’s movement, which can constitute the necessary pressure needed to move the EO policies from the stage of “lip service” and “alibi” to a successful, engaged project. The Icelandic case further underpins the crucial roles of academic feminist (i.e. feminist knowledge and feminist research) as the “glue” or an important factor in this bridge-building.
ABSTRACT

GENDER MAINSTREAMING AND THE WOMEN'S MOVEMENTS

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My thesis is that Gender Mainstreaming is the symptom of a development that indicates
- a professionalisation of parts of the women's movement that is leading to
- profound changes in the relationship between feminist movements and the state, between grassroots
groups and feminist state politics.
I will summarize the discussion on Gender Mainstreaming in Germany. On the ground of arguments
by academics, women working in non-governmental organizations and state actors, I will try to trace
the new relationship between state feminism and the women's movement and discuss the
implications this has for the effort to achieve equal opportunities for women.
"Male Winners and Strong Regions?" Discourses on Regional Politics and Gender-Equality in Norway and Sweden

Malin Rönnblom, Centre for Women’s Studies, Umeå University, Sweden

Presented at the Gender and Power in the New Europe, the 5th European Feminist Research Conference
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This paper discusses gender-equality in relation to regional politics in Norway and Sweden. In both countries, the strategy of gender mainstreaming has been adopted with the goal of making regional development politics “more gender-equal”. During the 80’s and until the mid 90’s, the focus in both countries concerning gender and regional politics was (if any) mainly to give special support to women in sparsely populated areas. In Sweden, for example, regional resource centres were established in all counties with the broadly defined goal of increasing women’s positions in society, especially in sparsely populated areas. Today, the political intention is instead to “think gender” in the whole of regional politics. The overall question in the paper is how gender and gender-equality is constructed in relation to this policy area, and especially what the practice of gender mainstreaming means in this context. Concepts like growth, development and strong regions are scrutinised from a feminist perspective.

In this paper, a special emphasis is put on the importance of what could be called a territorial power dimension, i.e. an urban – rural power dimension, and the analysis include both the national levels and a couple of regional examples. In other words, the analysis puts sparsely populated regions in the northern parts of the two countries in focus. Here, the ambition is to discuss and question the image of these areas as “backwards” or “traditional”. What does it for example mean to be, or struggle to become, a “strong region” when the established way of understanding growth and strength is in an economic manner that puts regions in the south in a much “stronger” position? And what does this understanding mean when gender is included in the analysis?
ABSTRACT

GENDER (IN)EQUALITY IN THE POST-SOCIALIST ROMANIA
Enikő Magyari-Vincze, Faculty of European Studies, Babes-Bolyai University

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This paper views gender (in)equality as a central aspect of the post-socialist reconstruction of the social and cultural order, implicitly of the emergence, formation and consolidation of new inequalities between and within men and women of different ethnicity and social position. It also addresses it as a phenomenon composed of material and social practices, mechanisms and processes, but as well as of classificatory systems and underlying cultural concepts; and, further on, it considers (in)equality a social and cultural construct which has diverse but as well shared meanings for different people at various walks of a particular society at certain moments of their life.

Based on the empirical case study done in the multiethnic city of Cluj (situated in Transylvania, the Western part of Romania), my paper exposes the differences and similarities between the gender orders characteristic of Romanian, Hungarian and Roma families. The statistical data resulted from the survey and the stories collected by the means of life narrative interviews and group interviews reflect the ways in which people create, accommodate to, resist and eventually change the patriarchal gender order. But they also disclose the social inequalities produced at the crossroads of ethnicity and gender. At the same time they prove that the nature and dynamics of the patriarchal gender regime, but as well as of women’s emancipation acquire features and meanings according to the broader social order in which they are embedded.

On the other hand, my paper aims to prove the theoretical and critical potential of feminism in understanding and deconstructing both the socialist/paternalist type of gender-consciousness and the post-socialist patriarchal gender-blindness.

Enikő Magyari-Vincze
ABSTRACT

IMPORTED AND NON-OURS

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Estonia should accept and adopt socio-political values and principles, which are shared in Europe where issues of equal opportunities of men and women have been in agenda more than thirty years. The principle of equal treatment of men and women was prescribed in the Treaty establishing the European Economic Community. The Treaty of Amsterdam identifies that ensuring equal opportunities to men and women is one of the fundamental aims of the Union. Estonia as accessing country has prepared national action plans and has made progress reports on different spheres of life. Estonia has some success in an acknowledgement and learning an issue and rhetoric of equal opportunity principle and policies. Gender equality policy and gender mainstreaming is in strategic planning phase where vision and goals are set up in workshops organised by the Equality Bureau.

Still there exists a gap between ‘right’ rhetoric and everyday talk about gender equality. Members of the parliament (MPs) are opinion leaders and national discourse builders; therefore shorthand reports from Riigikogu sessions were studied to follow equality discourse.

In Estonia gender issues and gender equality are new terms to think and work with. In 2002, ideas from shorthand reports from hearings of draft Gender Equality Act can be grouped under three main themes:

1. Women and men are performing their roles dedicated to them by nature.
2. Gender equality does not fit to Estonian society and culture.

Analysis of statements of MPs shows that gender equality and equal opportunity policy is not a genuine expression of committed political will towards the advancement of women. As male MPs consist 82% of Riigikogu, then a ‘poor man’ discourse is sharply brought up. MPs share their thoughts of their ‘hard life’ and impressions about phenomenon what they perceive as gender equality issue. They construct ‘gender’ and ‘gender equality’ in connection with men’s right to ‘Men’s Day’, necessity to take appropriate measures to tackle with men’s low average life expectancy, and women’s get within doors prior to men.
ABSTRACT

SHAPING EQUAL GENDER POLICY IN SWEDEN IN 1960-70

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Equal gender policy in Sweden. What are the origins and mechanisms? Could these mechanisms be implemented in my country?

The answers I want to find in my PhD research, which is dedicated to Swedish woman’s organizations and their role in shaping equal gender policy in Sweden in 1960-70.

Today Swedish woman, despite some problems (still difference in wages with man, for example), have better living conditions and social position, than women in other European countries, and far better than in Russia. At present both Swedish men and women have two roles – as family breadwinner and parent.

Of course, this would be impossible without certain state measures, such as child allowance (barnbidrag), parental insurance (föräldraförsäkring), including paternity leave (pappaledighet), and law, appointed the gender equality (jämställdhetslag).

I consider, that the origins of equal gender policy refer to the beginning of the 1960-s and the whole 70-s have been the years of usage of this policy. I also think that equal policy is the part of Swedish model as a whole, with its effort to find compromise between different opinions.

The state was strong, but there were however other forces, which initiated the equal gender policy. I mean apolitical women’s organizations (especially Fredrika Bremers Förbund) and the woman’s organizations, connected with all political parties (except vpk – kommunister, which had no special woman’s organization).
Despite the fact, that every party had its own decision of how the equal gender policy should be look like, all of them were agreed that this policy should be provided for the better society. That’s what we unfortunately don’t have today in Russia.

What we need today is to unite all political sources to provide equal gender policy and to make the lack of equality between men and women the part of societies’ problem, not only concern of female organizations, which, by the way, are not so active in political scene, as were Swedish woman’s organizations in 1960-70.
ABSTRACT

PUBLIC AND PRIVATE WELFARE. HISTORICAL AND COMPARATIVE PERSPECTIVES ON THE SWEDISH PUBLIC SECTOR FROM A FEMINIST POINT OF VIEW 1900-2000

Ann-Katrin Hatje, Department of Historical Studies, Umeå University

Presented at Gender and Power in the New Europe, the 5th European Feminist Research Conference
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Themes: Changes of women’s work, especially caring work, family policies - comparison especially between Sweden and Germany (both former West and East Germany); analysis of the concepts social citizenship, relational and state feminism, and gender equality. Feminist claims and activities will be analysed in a context with reference to broader economic and social structural changes in order to point to different phases, especially in women’s work during the 20th century.

In this paper general questions will be put, such as: To what extent is a big public sector a guarantee for gender equality? To what extent does it promote women’s social citizenship? To what extent was the expansion and feminization of the Swedish public sector in the 1960s and 1970’s in line with feminist claims? To what degree does or can a large feminized public sector decrease social and economic inequalities between classes and sexes? What about the heavy reduction of government means to the public sector in Sweden in the 1990’s and feminist claims today?
ABSTRACT

WILL THE MASTER’S TOOL EVER DISMANTLE THE MASTER’S HOUSE?
FEMOCRATS AND THE ROLE OF THE STATE IN PROMOTING GENDER EQUITY.

Giovanna Vingelli, Department of Sociology and Political Science, Università della Calabria, Italy

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Why do women and men experience such different economic outcomes, and what can policy makers do to promote gender equity?

The paper aims to examine the relationship between women’s movements and state feminism in order to explore the capacity of state feminist institutions to facilitate interaction between women’s movements and the state in support of integrating diversity questions into public policy making. Women’s policy machinery (femocrats) can provide linkages between feminists and state feminist institutions in place. The paper aims in particular at discussing the experience of femocrats in Australia and United Kingdom. Comparative analyses of women’s efforts to influence the policy process through interaction with women’s bureaucratic mechanisms are critical in developing strategies for achieving substantive policy goals. Women’s policy machinery can be an important partner with feminists in public policy debates, but new channels of communication between state feminism and women’s movements are required, in order not to marginalize women’s movements from the consultative process. Reconsidering the role of the state, from a feminist point of view, is thus pivotal to the achievement of equality and justice for all women.

"The master's tools will never dismantle the master's house."
-- Audre Lourde
ABSTRACT

EQUAL OPPORTUNITIES FOR LESBIANS, GAYS AND BISEXUALS: THE “VELVET TRIANGLE” OF RESEARCH, SOCIAL MOVEMENT AND POLICY

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We use the concept of the velvet triangle (Alison Woodward, 2001), which underlines the interrelations between research, social movement and policy, to investigate equal opportunities for lesbians, gays and bisexuals (LGB’s).

It seems important to us to look at the structural and cultural chances and impediments in relation to homosexuality in thinking about equal opportunities for LGB’s. Therefore we examine the judicial position of LGB’s, the position of LGB’s in society (Elchardus, M., Chaumont & Lauwers, 2000; Waege, H. & Agneesens, F., 2001) and, finally, the influence of the LGB movement on the well-being of LGB’s (Baert, H., Cockx, F. & Seghers, A., 2001; Vincke, J., 2002).

An active equal opportunities policy for LGB’s in Flanders is of recent date (1995). Influences of local, federal and European directives, research and movement lobbying will be analyzed.

We focus, on a structural level, on the legal discriminations and from a cultural perspective we analyze concepts as ‘superficial tolerance’, ‘heteronormativity’, ‘LGB (in)visibility’, ‘negative anticipation’ and ‘internalized homophobia’. The LGB movement has both a structural component (organizational aspects) as an implicit cultural base.

On doing research on LGB’s we are confronted with certain specific methodological challenges. How do we reach the hidden LGB population (Vincke, J. & Stevens, P., 1999)? How do we define and conceptualize LGB’s as a research subject? It is a challenge to describe the LGB group with its inherent diversity (the race, gender and class differences). The absence of the T (transgenders) is remarkable in the light of European LGBT policy (Adam, B.D., Duyvendak, J.W., & Krouwel, A., 1998).
Do men behave like primitive barbarians in business life and do women have the burden of civilising them? What changes took place in recent years and what remains the same? Although one can observe an increasing rate only 9 to 11% of professors in Germany are female. Only 6% of leading-positions are held by women world-wide. 56% of men think that children suffer as a result of their mother’s career; 34% of men would give up their own career in favour of that of their wife’s. How would one start to explain this with respect to the differences in European societies? Scientific researches proof that women nowadays are highly qualified but nevertheless are under-represented in leadership posts. Being constructed as basically different to men and as outsiders women are a relatively new phenomenon in this extraordinary sphere of work life. Long-term figurational studies help to understand the persistence of women’s under-representation that is embedded in the complex movement of ascending and descending groups. From the eighteenth century up to the present day one can observe in an impressive way how far the behavioural codes in the work-life are gendered. They express the socially constructed tension between (male) professionalism, authority and leadership on the one hand and femininity on the other hand. With a few of typical examples from the empirical data the research paper lines out this ambivalent development, trying to understand nowadays problems of Gender Equality.
When it comes to the topic of physical force traditional images of femininity and masculinity remain very vivid. The image of women using physical force, especially as members of the armed forces and police, is still problematic in our culture. The image of the peaceable woman can even be found in feminist discourses.

In Germany, women were long excluded from police service and are still in the minority there. Physical force is a central topic in public and internal discourses about whether women should be police officers: Their capability to use force is questioned and there is hope that they support de-escalation. Now that the police forces are undergoing reform, and avoiding violence is becoming a more important issue, it seems to be an appropriate time to improve the situation of female police officers. There are many police women trying to support their female colleagues by emphasising their ascribed greater social skills for de-escalation.

In my presentation I will speak about the results of my own research in a German police station. As a sociologist I based my study on feminist theories of organisations and gender. My thesis is that hierarchical social arrangements between men and women are improved by using the argument of different abilities of female and male officers and the image of the peaceable woman.

My analysis of the interviews with female and male police officers shows that the ascription of de-escalation to women can both help avoid violence and also make use of physical force possible.

However, the concept of de-escalation does not improve the situation of police women: They are assigned unpleasant work, have less authority and power than their male colleagues, and are often seen as second class officers.
ABSTRACT

WORKING IN GENDERED ORGANIZATIONS

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The aim of the paper is to participate in the emerging conceptual discussion on power in gendered work organizations. The paper is based on my extensive, ongoing ethnographic studies in clerical and white-collar work organizations in Finland. My analysis also makes use of the results of qualitative research on gender and work-related inequalities in Finland after World War II.

The ethnographic follow-up studies are based on the conceptualisations around “doing gender” and “gendering organizations”. The studies result in questions that concern theoretical considerations, methodological solutions and future research topics.

The topics that I find crucial when studying power and doing gender at work, or gendered organizations, have to do, first, with skills and qualifications; secondly, with the symbols in the organizations; and thirdly, with technology. Theoretically, it is very important to consider what kinds of subjectivities are produced in the present-day working life from the point of view of gender. Aspects of the body and emotions are of significance in developing the perspective of “doing gender”. Methodologically, research relationships shape the results concerning the practices of doing gender in organizations.

The analyses of qualitative research on gender and work-related inequalities in Finland show that everyday practices contribute to the formation and maintenance of unequal divisions between women and men. These practices are not necessarily consciously intended discrimination. Rather, they are taken for granted and remain implicit. The point is that the employees like to maintain harmony in their closest social environment. Furthermore, there are also other issues that the employees hardly mention in Finland. These silences revolve around sexuality and the body, or the symbols of sexuality and the body. The challenge is to study the power of gendered silences in organizations.
ABSTRACT

A CRITICAL MASS: DOES IT MAKE A DIFFERENCE?
WOMEN JOURNALISTS IN FLANDERS

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Figures have shown that up until today there is still a substantial under-representation of women journalists in Flanders’ newsrooms (the Dutch-speaking part of Belgium) (De Clercq, 2002). At present, female journalists make up only 21.5% of the total workforce, which is a poor result compared with female participation in journalism in other European countries. Additionally, long term content analyses of Flemish news still shows that women’s portrayal is far from balanced: women are severely under-represented in Flemish news-coverage and overall depiction remains quite stereotyped (for an overview, see De Clercq, 2003).

To counter this under-representation and negative depiction, or so-called ‘symbolic annihilation’ (cfr. Tuchman, 1978) it is often stated, more women should enter the profession and make decisions. However, whether obtaining a critical mass (around a one-third employment rate) will make women able to change newsroom culture and/or affect organizational change, and subsequently have an effect on news content, is still a much debated question. Several authors, such as van Zoonen (1988, 1994, 1998) or Weaver (1997) argue that an increase of women in journalism is unlikely to influence news coverage, because organizational constraints and professional socialisation for instance have greater impact on news production than personal characteristics have. Others however, like Ross (2001), Gallagher (1995), Robinson (1997, 1998), Christmas (1997), Mills, (1997) or Beasly (1997) think that a higher number of women journalists can make a difference (though not automatically), by changing distorted media practices, by affecting organizational culture and newsroom climate, and thus transforming news content. Still, it is striking that although much debate is going on and both perspectives imply important strategic consequences, empirical research in this field is very scarce, and arguments used for both views vary greatly and are sometimes even contradictory.

This paper will address both of these problems. First we will give an overall picture of arguments used in the debate on critical mass and media production, and we will try to outline pro’s and cons. Then we will take a closer look at both men and women journalist’s opinions on their supposed (positive) impact on news content and the organizational identity. Based on a nationwide survey amongst professional journalists in Flanders, conducted early 2003 (N=2.400), and in-depth interviews, we will also focus on possible differences in professional socialisation. Do men and women have different routines, values and norms, and perception of newsworthiness? Do they perceive their personal autonomy differently, and what kind of organizational limitations do they face? What about job allocation and tasks? And to what extent do women really conform to dominant (male) values and norms?

Currently, data of the large scale survey are being analysed, but preliminary results already show significant differences on several issues between male and female media professionals in Flanders. More in-depth results are expected by spring 2003.
Voluntary sports organizations have during recent decades undergone comprehensive and rapid changes. The increasing commercialization and professionalization of top sports have generated a transformation from traditionally voluntary structures towards more professional and "business-like". We find a situation where sports bodies both at the national and local level are seeking corporate sponsorship and emphasizing the primacy of the market as their most important financial source.

In the paper I will address how interests and political pressure from the market; from sponsors/investors may influence the organizational 'gender habitus', the understandings of gender as well as relevance of gender political issues. 'Gender habitus' refer in this context, in accordance with Bourdieu's conceptualization, to active, generative and unarticulated dispositions or tacit rules governing strategies and practices. Feminist studies suggest that meanings of gender and how gender is made relevant are dependent on hegemonic power relations as well as the normative construction of organizational contexts (Johannessen 1994).

The analyses is based on a study, highlighting meanings of gender and gender political strategies connected to discourses of sponsorship in market-oriented sport organizations. The data material is mainly based on interviews with staff, working with sponsorship and marketing in three Norwegian sports (soccer, team-handball, volleyball).

The paper will describe dominating understandings and meanings of gender and discuss how market integration may contribute to cause a crumbling - or a disintegration - of the overall stated organizational gender policy - promoting gender equality and equal opportunities.
ABSTRACT

GENDER AND INDIVIDUAL DIFFERENCES IN PRIMARY SCHOOLS IN ICELAND

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Presented at Gender and Power in the New Europe, the 5th European Feminist Research Conference
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The goal of this presentation is to discuss the views of women primary school teachers in Iceland about gender. It is based on an interview study with 14 experienced teachers focusing on teaching boys and girls in relation to gender issues. The study is based on poststructural feminist and profeminist views, and it aims at unveiling and combating some of the persistent myths about the differences between boys and girls and men and women teachers.

One of the most surprising findings of the study was that in spite of the researcher continuously asking about gender differences—and receiving many answers about them—the interviewees contended that often times the differences between the individual children are greater than the gender differences. There is a balance in teachers’ story as it relates to the children: neither gender or individual differences come out as more important. When asked about teaching styles, the interviewees maintain that teaching styles are mostly individual rather than gendered styles. Further, the interviewees believe that most children do not mind if a man or a woman is their teacher.

The implications of these findings will be discussed. The teachers’ belief in "the individual" can be utilized to increase plurality in teaching methods, useful for boys and girls and for children with different cultural backgrounds and different abilities. But we must also emphasize gender studies in Icelandic teacher education. This is not to replace the discursive and legal individualism but to add gender analysis as one of teachers' methods to analyze the needs of children. Furthermore, the paper argues that it is important for ALL teachers to be able to teach ALL children, and we (at least in Iceland) need not only men teachers but also more women teachers into our primary schools.
ABSTRACT

“MAY I BUY STRAWBERRIES?” A STUDY OF CONTROL OF MONEY AND HOUSEHOLD SPENDING IN MARRIAGE IN THE NORTHERNMOST BORDERLAND OF SWEDEN

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A study consisting of interviews and observations of women from the northernmost borderland of Sweden (Tornedalen area) has been conducted. Sweden is generally considered to be one of most gender equal cultures in the world. However, in some parts of the rural areas of northern Sweden, the population is strongly dominated by men, which could suggest a cultural-lag in gender equality. By using the women’s narratives the study focus on household spending and the control of money in marriage. The gendered patterns in the “social and sexual contracts” between the men and the women are discussed. Women felt that they were responsible for the day-to-day management of the household money even when they did not have the real control over the money. Women showed, in general, a greater concern of any earnings to the housekeeping than did their partners. In many cases, the male dominance in marriage was clearly evident in terms of household money spending since women took much less for their personal needs than did the men. The women, themselves, explained this male dominance by the local culture with its traditional gender roles (as compared to other areas of Sweden). The gendered differences could refer to culturally formed patterns of masculinity and feminity, that is, forms of behaviour of men and women, respectively, explained by a cultural-lag. It seems that the female and male roles have been strongly cemented in this part of Sweden during the late twentieth century.
DON'T THEY WANT TO - OR DON'T THEY GET TO?  
A STUDY OF THE LOW NUMBER OF FEMALE REPRESENTATIVES IN THE SAMI PARLIAMENT IN NORWAY  
Torunn Pettersen, Sámi Instituhtta/Nordic Sami Institute  

Presented at Gender and Power in the New Europe, the 5th European Feminist Research Conference  
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From the first election in 1989 to the fourth election in 2001, the percentage of female representatives in the Sámi Parliament in Norway dropped from 33 % to 18 %. The study aimed to find some possible explanations to this decline. Our analysis indicates that in general, it has not become less attractive or more difficult for women to get to run as candidates during this 12-year period. The drop rather seems to be caused "indirectly" by a combination of aspects of the electoral system and changes in electoral participation and behavior: Both the number of electoral lists and the number of participants have increased, and more representatives are elected from the first position of the list. This is of consequence because there always have been fewer women on top of the lists than on the lists in general.  

The survey also focused on the great variation in number of female representatives from the 13 different electoral districts. In one district, eight of total 12 representatives have been women, while from another district only men have been elected. By using different methods, we looked for tendencies in some selected districts that may explain this great variety in female representation. Few general discoveries were found, but in districts with a higher representation of women, there seems to be a local opinion about the importance of female representation and also active networks of Sámi and female politicians.  

In addition to focus on the background for the study and on some of the findings, the presentation will also deal with some specific methodological challenges in studying the Sami society/societies in general, and Sami women's conditions in special. Some of these challenges are related to the fact that the Sami society have no distinct borders, neither on maps nor in minds.
ABSTRACT

GENDER DIFFERENCES AMONG RESEARCHERS IN THE PUBLIC SECTOR – THE DANISH CASE

Kamma Langberg, The Danish Institute for Studies in Research and Research Policy

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The paper presents the overall gender difference in the public research sector in Denmark based on the official statistics of Research and Development (R&D statistics) as well as the general development in the research sector.

The R&D statistics includes information on gender, level of position, place of employment (universities, government research institutes and others), and main subject area of the researchers. One example is that 28 percent of the employed researchers at Danish universities in 2000 were female but among full professors the percentage was 8 percent.

Two large surveys and one minor have been conducted among researchers in Denmark:
- among all researchers at 20 government research institutes (GRI) in 1998
- among all university researchers at Danish universities (UNI) in 2000/2010
- among all researchers at 15 examples of dynamic and innovative research units (DYN) in 2002

The questionnaires included a number of questions on attitudes as well as information on age, education, and mobility.

The paper presents a model combining gender, age and researchers attitudes to influence on working conditions and resources

Primary references (can be found at www.afsk.au.dk):


The research is orientated towards a theoretical reading of the evolution of the politics of equal opportunities making possible the use of the category of responsibility as an element of interpretation of the current direction of such politics. It arose from a research project that had the objective of verifying the impact of the application of the Italian legislation on equal opportunities. From this it emerged that the anti-discriminatory aim of the legislation has not created a jurisprudence with regard to cases of discrimination, while the promotional objective has made possible the realization of projects that have spread the culture of equal opportunities. This tension towards the social promotion takes into consideration the transformations of the job market and of the legislation and can be interpreted through the concept of responsibility. This concept includes and builds on previous concepts present in the feminist literature and it is useful at the operative level because it employs the ideas of care, autonomy, relationships, promotions and choice. The concept of promotion signifies the provision of the means to participate in the job market in opposition to the idea of sanctioning discriminatory acts; promotion also signifies knowledge of the context and the acquisition of new skills. Autonomy is intended in a relational sense, as the capacity to overcome the traditional differentiation of roles, and is a necessary presupposition for choice. Choice is linked also to the social structure. Finally, care construes non-hierarchical relations. Responsibility is strictly linked to the idea of care, but greatly underlines the issue of the choice to take care of, its promotion and the possibility of an autonomous action. One can thus connect the individual and autonomous action with the relational idea that the law has difficulty in recognizing. By using this conceptual framework, we can speak of responsible acts.
The aim of the paper is to present a model for starting up development processes through story telling.

The KK foundation (Stiftelsen för Kunskap och Kompetens) has initiated the KrAft programme as an attempt to enhance cooperation between universities and small and medium sized companies (SME). We are working in a partnership between researchers and consultants with three KrAft groups of female leaders from small and medium sized companies. A KrAft group consists of about 10-12 representatives, in our case women in leading positions, from SMEs. About 7 SMEs are represented in each KrAft group.

The KrAft programme stresses that it is the group members themselves are responsible for the process and the topics for the training. The role for the researchers and project leaders is to facilitate the process and to contribute with the expertise demanded. The KrAft groups meet in dialogue based training for about 12 days during a year.

In our paper we will describe the ”story telling” method we have used to start the processes and how we together with the participants have found out topics for the training programme. We are reflecting upon narratives as a knowledge creating method were entrepreneur and researchers in interaction together build new knowledge and where the women’s experiences from their daily work build the ground for new and collective competence – so called local theories.

We are dealing with how the women express their need for new competence and how the dynamic interactive process leads to new ways for the participants to handle their leadership roles. Together with the female participants we are specially focusing leadership from a gender perspective.

In our paper we will highlight research methods, where researchers and practitioners in joint action take part in development processes, and how these methods both contribute theoretical knowledge and practical knowledge to working life.
ABSTRACT

EQUALITY OR RESISTANCE AND EMPOWERMENT

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Presented at Gender and Power in the New Europe, the 5th European Feminist Research Conference
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I will present the research project carried out by “Orlando” Association, in collaboration with “Centro Documentazione Donna”, in order to build up a “Gender Strategies Institute” in Emilia Romagna. The project was funded by Emilia Romagna Region and FSE.

The central issue of this research project has been to explore the reasons of the low presence of women in the public sphere, both in institutional representative bodies and in political civic society, particularly evident in the Italian context.

The first step was a comparative research about the European context. We analysed five case-studies (France, Spain, Greece, Germany and Nederland) and constructed a model of comparison based on these items: a) the relationship between the different political cultures and feminisms; b) the institutional machineries; c) the features of centres and women’s associations; d) the difficulties about gender policies and the positive practices.

The second one was the collections of data about the regional context: gender statistics, interviews to migrant women, interviews to the women in public institutions and in autonomous women associations.

The third one was the planning of an Institute with the aim to improve the presence, the visibility and the effectiveness of women and political gender strategies in institutions and in society.

The focus of the paper will be on the results of the researches and the description of Institute’s model, functions and programs.