

# Scientific Report

## ESF Exploratory Workshop

*Gender and Diversity: Comparative and Critical Perspectives (November 15 & 16, 2003)*

Utrecht University, The Netherlands

### 1) Executive summary:

The main aim of this symposium was to set up the basic framework for a comparative international appraisal of the field of women's and gender studies after fifteen years of successful institutional work in many European and other countries. For this reason the profile and the country of the participants was chosen carefully, so as to ensure the broadest possible coverage.

The working hypothesis for this symposium was confirmed by the high quality of the papers that were delivered. This proved that gender research has achieved considerable levels of attention and recognition in the last five years, as can also be testified by the quality of scholarly publications<sup>1</sup> in the field and the priority it has received in the (international) programmes of the local research councils and in the Sixth Framework Programme of the European Commission. It is important to stress that qualitative gender research is a different area from the equal opportunities sector, although it contributes to it<sup>2</sup>. Following the standard distinction introduced by Sandra Harding<sup>3</sup>, gender research is an interdisciplinary area which covers the social construction of masculinity and femininity in a threefold manner: in terms of issues of identity; of cultural and socio-economic institutions and also as terms that affect the normative attribution of values. This means that issues of identity and culture are central to gender research, which consequently is a thriving field in the humanities, both in the Netherlands and internationally.

This symposium achieved accordingly a number of inter-related aims:

1. To make a balance sheet of the state of gender research in a number of selected fields of the humanities, in an international comparative perspective. The symposium proved that gender research is scientifically on the cutting edge; it enjoys a high level of social relevance and it has gained importance as a tool for policy-making in education and research.
2. The setting up of a coherent group of experts in such a way as to combine both diversity and broad disciplinary and regional representativity across the European region with high scientific quality. This was achieved by a number of measures:
  - The high quality of the participants themselves and their considerable level of commitment to the development of a comparative international gender perspective.
  - A reader was assembled and distributed prior to the symposium, with representative samples of the work of each participant. This facilitated the harmonization of the group and sped up the proceedings of the scholarly discussions.
  - Intensive group discussions for the full two days, with hardly any interruptions and great levels of concentration.
  - Concrete follow-up projects.

---

1. See Gabriele Griffin and Rosi Braidotti (eds.) *Thinking Differently. A Reader in European Women's Studies*. London, Zed Books, 2002.

2. See Jalna Hanmer et alia (ed) *Women's Studies and European Integration. A Report to the equal Opportunities Unit*, Commission of the European Union, Directorate General V, April 1994.

3. Sandra Harding and Elizabeth McGregor (eds.) *The Gender Dimension of Science and Technology*, the World Science Report, UNESCO 1995; also Sandra Harding: *The Science Question in Feminism*, Ithaca: Cornell University Press, 1986; *feminism and Methodology*, Bollomington, Indiana University Press, 1987.

3. The symposium reached a consensus as to the themes and research areas which need to receive priority in a comparative international perspective. These include:
  - The theme of interdisciplinarity in research, especially from a methodological angle.
  - The issue of multiculturalism and ethnicity in relation to the question of women and science.
  - The impact of new media and information technologies and their relationship to the cultures of the humanities and social sciences.
  - The growing gap between the institutional practice of “gender mainstreaming” and the state of scientific gender theories.
  - The need for more fundamental research into the cultural and historical roots of the different gender studies traditions of countries in the European Union.
4. The importance of further European networking for research on gender was stressed and all participants expressed their support for these activities.

## **2) Scientific content of the event:**

The level of the scientific discussions was high. The symposium aimed to compare notes with a selected number of partners on gender methodologies and on critical and theoretical frameworks of analysis. This approach rested on the recognition of three crucial factors:

- The high levels of interdisciplinarity of the field of gender research.
- The wealth and high quality of published material now available in this area.
- The variety of cultural and intellectual traditions within gender studies in Europe, which calls for an intra-European and international comparative perspective.

The balance sheets of gender research and the comparison of methodologies were successfully outlined during the proceedings of this symposium and methodology issues turned out to be the main focus of the discussions. Both in terms of quantity and of quality the symposium proved the high level of maturity reached by the field of gender research.

The main points for discussion were:

- a) The intersection of gender, race/ethnicity and other variables. This provided the running thread for the whole workshop and it proved a most inspiring and thought-provoking issue. It became apparent that both the degree of intersection of the different variables and their impact upon actual gender practices varies greatly from one country to the other. Far more work is needed to develop a clearer assessment of this situation. Gender is no longer a unified and transparent category, but it rather marks a set of relations which call for specific forms of analysis.
- b) The current crisis of social constructivist research methods, under the impact of new scientific methodologies that underline quantitative and empiricist methods.
- c) Special attention was also given to the parallels but also the potential conflicts that are emerging between gender methodologies as they are developed in the interdisciplinary academic practice at university level and “gender mainstreaming” as an institutional policy. The latter results in equal opportunity practices which lack the qualitative dimension that is instead required in gender research. Serious questions were raised about the effectiveness of this policy and its effects on the more scientific practices of gender research methods.
- d) The extent to which gender concepts “travel” and are exported to different countries and contexts was discussed at length. This is linked to the linguistic and cultural supremacy of the English language. It is much more difficult for non-English speaking scholars to make the same impact as their Anglo-American colleagues in the field of gender research, dissemination and publishing. Great concern was expressed about the continuing domination

of the gender research agendas by theoretical frameworks and cultural traditions originating from outside Europe

A great deal of attention was also devoted to the identification of new innovative themes for further research. Among these the following received special support from the participants and should be given priority:

- a) A comparative genealogy of the different ways in which gender, race/ethnicity and other variables intersect, in different cultural contexts and disciplinary practices. This requires attention to be paid both to the theoretical traditions that inform the different gender practices and to the methodological requirements of the different disciplines.
- b) The question of interdisciplinarity needs to be given higher priority in research. Special emphasis is given to the analysis of the methodological implications and requirements of an interdisciplinary approach.
- c) A comparative analysis of the institutional practice of gender mainstreaming in education and research in different countries needs to be implemented at a broad European level. This should start by clarifying the exact meaning of the concept of “gender” in each institutional framework and each country.
- d) Because of the widespread dissemination of gender in different institutional and cultural contexts, it was recommended that gender methods be studied as “Travelling theories” and be given higher priority in research agendas.
- e) It is urgent to develop perspectives that reflect European political and cultural histories and do not uncritically adopt schemes and methodology imported from elsewhere. Especially urgent is to document and adequately cover the gender analysis traditions and feminist concerns from Eastern European countries.

### **3) Assessment of the results:**

- The symposium had concluded unanimously with the agreement to proceed to the formation of a research network and to submit an application. This however proved impossible because this specific action is not offered by the ESF in 2004. It is now expected that this application will be submitted at the next call for proposals by the ESF.
- As a fall-back measure, a smaller group of the participants to this symposium joined forces in submitting an application for research exchanges within the Marie Curie scheme of the Sixth Framework programme of the EU. This application, coordinated by Prof. Braidotti at Utrecht University was submitted in February 2004 and is currently pending.
- Most of the participants to this symposium that came from the accession countries took this opportunity to become members of other European networks that are coordinated by Utrecht. Concretely, Cyprus and Malta joined the Socrates Thematic Network ATHENA for European Women’s Studies and are actively participating in it.
- A follow-up to this symposium was organized at her own expense by Dr. Dorthe Staunes and her colleague Prof. Dr. Lykke at the university of Odense in Denmark in March 2004. Several participants from the first symposium also joined in this activity, including Utrecht University. This meeting resulted in the decision to proceed with a EUROCORE application in the field of gender. As this activity depends on the support of the national research councils, however, it is not sure that all participants would be able to move in this direction.
- The work of the symposium will also be fed back into the forthcoming application for a Research Network of Excellence on ‘Gender and Diversity’ which will be submitted to the Sixth Framework Programme later on this year.

## **PROGRAMME**

Please note that Professor Svetlana Slapsak's session was cancelled due to illness. This session was taken over by a discussion on gender, nationalism and citizenship. Prof. Mona Khalaf and Prof. Paloma de Villota cancelled at the very last minute. Their sessions were taking over.

### **ESF Exploratory Workshop**

*Gender and Diversity: Comparative and Critical Perspectives*

**November 15 & 16, 2003**

Chair: Prof. Rosi Braidotti

Women's Studies / Faculty of Arts  
Utrecht University  
Muntstraat 2A  
3512 EV Utrecht  
The Netherlands  
Tel: +31 (0)30 253 6001  
Rosi.Braidotti@let.uu.nl

#### **Meeting place:**

Polman's Huis  
Keistraat 2  
3512 HV Utrecht  
Tel: +31 (0)30 231 3368

## **PROGRAMME**

### **SATURDAY, November 15**

**09.00 – 09.15** Welcome: Prof. Rosi Braidotti

**09.15 – 09.30** Opening Prof. Wiljan van den Akker (Director, Arts Faculty Research Institute)

**09.30 – 09.45** ESF Representative Professor Pilar Lopez (ESF Humanities Standing Committee)

#### **Session 1: METHODOLOGICAL ISSUES (I)**

**09.45 – 10.00** Speaker Prof. Nira Yuval – Davis (UK)

Background reading: *“Racialized Boundaries. Race, nation, gender, colour and class and the anti-racist struggle”*

**10.00 – 10.30** Responses and discussion of Yuval Davis' paper

**10.30 – 10.45** Speaker Dr. Philomena Essed (NL)

Background reading: *“Towards a methodology to identify converging forms of everyday discrimination”*

**10.45 – 11.15** Responses and discussion of Essed's paper.

**11.15 – 11.30 Break**

**11.30 – 11.45** Speaker Dr. Dorthe Staunaes (Denmark)  
Background reading: "*Where have all the subjects gone? Bringing together the concepts of intersectionality and subjectification*"

**11.45 – 12.15** Responses and discussion of Staunaes' paper

**12.15 – 12.30** Speaker Dr. Margo Brouns (NL)  
Background reading: "*Crumbling Ivory Towers: Academic Organizing and its Gender effects*"

**12.30 – 13.00** Responses and discussion of Brouns' paper

**13.00 – 14.00 Lunch**

**SESSION 2: GENDER, NATIONALISM and CITIZENSHIP**

**14.00 – 14.15** Speaker Prof. Svetlana Slapsak (Slovenia)  
Background reading: "*Theorizing Women's Mobility: 'Women across the Borders' action in the Balkans, Summer 2002*"

**14.15 – 14.45** Responses and discussion of Slapsak's paper

**14.45 – 15.00** Speaker Prof. Myria Vassiliadou (Cyprus)  
Background reading: "*Questioning Nationalism. The patriarchal and national struggles of Cypriot women within a European context*".

**15.00 – 15.30** Responses and discussion of Vassiliadou's paper

**15.30-15.45 Break**

**15.45 – 16.00** Speaker Prof. Ute Gerhard (Germany)  
Background reading: "*Gendered citizenship: a model for European Citizenship?*"

**16.00 – 16.30** Responses and discussion of Gerhard's paper

**SESSION 3: GENDER AND SOCIAL POLICIES**

**16.30 – 16.45** Speaker Dr. Maria Stratigaki (Greece)  
Background reading: "*The co-optation of gender concepts in EU policies*"

**16.45 – 17.15** Responses and discussion of Stratigaki's paper.

**17.15 – 17.30** Speaker Prof. Mona Chemali Khalaf (Lebanon)

Background reading: “*Employment, breadwinning and women’s status: the case of Lebanon*” and also “*The Institute of women’s studies in the Arab world: the pioneer in the Middle east*”.

**17.30 – 18.00** Responses and discussion of Khalaf’s paper

**18.00 – 18.15** Speaker Prof. Paloma de Villota (Spain)

Background reading: “*Two approaches to the fiscal policy from a gender viewpoint: the cases of Germany and Spain*”

**18.15 – 18.45** Responses and discussion of Villota’s paper

**19.00 Drinks and dinner**

**SUNDAY, November 16, 2003**

**09.15 – 09.30** coffee

**SESSION 4: METHODOLOGICAL ISSUES ( II)**

**09.30 – 09.45** Speaker Prof. Marianne Liljestrom (Finland)

Background reading: “*Success stories from the margins. Soviet women’s autobiographical sketches from the late Soviet period*”.

**09.45 – 10.15** Responses and discussion of Liljestrom’s paper

**10.15 – 10.30** Speaker Prof. Elzbieta Oleksy (Poland)

Background reading: “*Constructions of femininity in post-war Polish visual culture*”

**10.30 – 11.00** Responses and discussion of Oleksy’s paper

**11.00 – 11.15** Break

**11.15 – 11.30** Speaker Prof. Rosi Braidotti (NL)

Background reading: “*The relevance of gender for the issue of ‘women and science’*” and also “*Identity, subjectivity and difference: a critical genealogy*”.

**11.30 – 12.00** Responses and discussion of Braidotti’s paper

**SESSION 5: CONCLUSIONS AND FORWARD-LOOKING PLANS**

**12.00 – 12.30** General discussion of main themes and concerns

**12.30 – 13.30** Concrete Planning of future joint activities

**13.30 – 14.30** Lunch and goodbye

## **RESPONDANTS IN ATTENDANCE THROUGHOUT THE SYMPOSIUM:**

- Prof. Magda Michielses (Belgium)
- Mrs. Monia Gastli (Tunisia)
- Prof. Nicky Le Feuvre (France)
- Prof. Harriet Silius (Finland)
- Dr. Sylvana Zarb Darmanin (Malta)
- Dr. Eleni Alitzoglou (Greece)

## **UTRECHT UNIVERSITY RESEARCHERS IN ATTENDANCE:**

- Dr. Berteke Waaldijk, Associate Professor in gender and history, Women's Studies programme
- Dr. Sandra Ponzanesi, post-doctoral fellow in gender and post-colonialism
- Ms Jeannette v.d. Sanden, Researcher in Fifth Framework Programme, project on women's employment and women's studies.
- Ms Iris van der Tuin, PhD student
- Ms Maayke Botman, PhD student
- Ms Jolanda Robinson, junior researcher
- Ms Sanne Koevoets, research master student
- Ms Sabrina Marchetti, research master student
- Ms Rozanne Drost, research master student
- Ms Annabel van Baren, research master student

## **ADMINISTRATIVE STAFF IN ATTENDANCE**

- Ms Trude Oorschot, ESF Symposium organizer and co-ordinator of the Netherlands Research School of Women's Studies
- Ms Marlise Mensink, coordinator of the international activities in women's studies Utrecht
- Representative of Netherlands Organisation for Scientific Research (NWO) and ESF contact Ms Pilar Lopez.

## List of participants and statistical information on participants (insofar it could be found)

### 1. Eleni Alitzoglou

Greek National Centre for Social Research, EKKE

**Dr. Eleni Alitzoglou (passed away early 2004, was in her thirties)**

14 -18 Messogheion Av.

115 27 Athens

GREECE

Unfortunately, Dr. Eleni Alitzoglou passed away early 2004. Dr. Alitzoglou worked at the Greek National Centre for Social Research in Athens.

### 2. Rosi Braidotti

Instituut voor Media en Re-presentatie / Utrecht University

**Prof. Dr. Rosi Braidotti (year of birth 1954, Italy)**

Muntstraat 2A

3512 EV Utrecht

THE NETHERLANDS

+31 (0)30 253 6507

[rosi.braidotti@let.uu.nl](mailto:rosi.braidotti@let.uu.nl)

Rosi Braidotti is professor and founding chair of Women's Studies in the Arts Faculty of Utrecht University and scientific director of the Netherlands Research School of Women's Studies. She is the director of the ATHENA network and of the NOISE European Summer School of Women's Studies. Together with Gabriele Griffin, she has co-edited *Thinking Differently: A Reader in European Women's Studies* (Zed Books 2002). Her latest publication is *Metamorphoses* (Polity Press, 2002).

### 3. Margo Brouns

Universitair Centrum Genderstudies RUG

**Dr. Margo Brouns (year of birth 1956, The Netherlands)**

Grote Rozenstraat 38

9712 TJ Groningen

THE NETHERLANDS

+31 (0)50 363 62 44

[M.L.M.Brouns@ppsw.rug.nl](mailto:M.L.M.Brouns@ppsw.rug.nl)

Margo Brouns, associate professor Gender Studies in Social Sciences and manager of the project Gender and Sciences at the Groningen University. This project brings together expertises on gender studies, epistemologies as well as on the positions of women in academia. Her current research concentrates on the issue of academic culture and career development from a gender perspective, with special attention to the definition and assessment of scientific competence. She is co-rapporteur for the workshop Minimising Gender Bias in Definition and Measurement of Scientific Excellence, organised by the European Commission (Women and Science Unit) in co-operation with RSCAS-EUI and the Joint Research Centre (EC). Recently articles were published in *Gender, Work and Organization* and *European Journal for Higher Education*.

### 4. Philomena Essed

**Dr. Philomena Essed**

AGIDS / INDRA



Nieuwe Prinsengracht 130  
1018 VZ Amsterdam  
THE NETHERLANDS  
+31 (0)20 525 5086  
[essed@antenna.nl](mailto:essed@antenna.nl)

Philomena Essed is Senior Researcher at the University of Amsterdam, Amsterdam Institute for Global Issues and Development Studies; and Visiting Professor at the University of California, Irvine, Women's Studies and African-American Studies. She is author of the monographs *Everyday Racism: Reports from Women in Two Cultures* (1990), *Understanding Everyday Racism: an Interdisciplinary Theory* (1991), *Diversity: Gender, Color and Culture* (1996) and co-editor of *Race Critical Theories: Text and Context* (2002.) In press are two co-edited volumes: *Refugees and the Transformation of Societies: Agency, Policies, Ethics and Politics* (2004) and *A Companion to Gender Studies* (2004).

#### 5. Nicky le Feuvre

SAGESSE, Universite de Toulouse Le Mirail  
**Dr. Nicky le Feuvre (year of birth 1963)**  
allées Antonio-Machado 5  
F-31058 Toulouse Cedex 1 France  
FRANCE  
+33 5 61 504394  
[lefeuvre@univ-tlse2.fr](mailto:lefeuvre@univ-tlse2.fr)

Nicky Le Feuvre is an Associate Professor at the Department of Sociology and Gender Studies & Director of Simone – SAGESSE Doctoral Research Centre, Universite de Toulouse.

#### 6. Monia Gastli

CREDIF  
**Ms. Monia Gastli El Beji**  
Avenue du Roi Abdelaziz Al Saout, Rue 7131, El Manar II  
2092 Tunis  
TUNESIA  
+216 71 885322  
[moniagastli@yahoo.fr](mailto:moniagastli@yahoo.fr)

Monia Gastli has a master degree in sociology. Since 1993 she is conducting research on women and gender. First experience was supervising a research on rural women in Tunisia. Was appointed at the Tunisian Ministry of women, family and childhood affairs where she supervised projects of the world bank. Moved to Centre de Recherches, d'Etudes, de Documentation et d'Information sur la Femme in Tunisia (CREDIF) in 2002.

#### 7. Ute Gerhard

Cornelia Goethe Centrum für Frauenstudien  
**Prof. Dr. Ute Gerhard (year of birth 1939, Germany)**  
Robert-Mayer-Straße 5  
D-60054 Frankfurt am Main  
GERMANY  
+49 69 798 236 25  
[gerhard@soz.uni-frankfurt.de](mailto:gerhard@soz.uni-frankfurt.de)

Ute Gerhard is Professor of Sociology and Director of the Cornelia Goethe Centre for Women's and Gender Studies at the Johann Wolfgang Goethe-University of Frankfurt/Main. Study of law, social sciences and

history. Publications on women's rights, social policy, the history of women and the women's movement, feminist theory, such as *Frauen in der Geschichte des Rechts. Von der Frühen Neuzeit bis zur Gegenwart*, München 1997 (Women in the History of Law. From Early Modern Times to the Present), *Atempause. Feminismus als demokratisches Projekt*, Frankfurt 1999 (Breather: Feminism as a Democratic Project), *Debating Women's Equality. Toward a Feminist Theory of Law from a European Perspective*, New Brunswick, NJ 2001: Rutgers University Press.

## 8. Mona Khalaf

Institute for Women's Studies in the Arab World  
Lebanese American University

**Dr. Mona Chemali Khalaf**

P.O. Box 13-5053

Chouran Beirut 1102 2801

LEBANON

+961 01 786456

[mkhalaf@beirut.lau.edu.lb](mailto:mkhalaf@beirut.lau.edu.lb)

Mona Chemali Khalaf is Assistant Professor of Economics at the Lebanese American University, and the Director of the Institute for Women's Studies in the Arab World, at the same university. She is the Coordinator of the World Bank's Gender Consultative Council in the MENA region (June 2000 till present). Furthermore, Mona Chemali Khalaf was a Member of the Lebanese National Commission for Women Affairs (1996-1999), and a Member of the Board of Trustees of the United Nations International Research and Training Institute for the Advancement of Women (INSTRAW), 1996-1999. Recent publications: Evaluating the Status of Lebanese Women in light of the Beijing Platform for Action, (2002), the United Nations Development Fund for Women. Arab State Regional Office (both in English and Arabic) and "Women in Post War Lebanon", in Kail, C.Ellis, Lebanon's Second Republic, Prospects for the Twenty-first Century, (2002). University Press of Florida, pp.146-156.

## 9. Marianne Liljeström

Centre for Women's Studies

University of Turku

**Prof. Dr. Marianne Liljeström**

Maaherran makasiini

Henrikinkatu 10

20014 Turku

FINLAND

+358 (0)2 333 6643

[marlil@utu.fi](mailto:marlil@utu.fi)

Ph.D. Marianne Liljeström is professor of Women's Studies at the University of Turku, Finland. Her educational background is in History, and she is a Docent in Women's History. She has published articles on Nordic and Soviet women's history, and edited textbooks in Finnish on feminist theory and methodology. She is the head of an extensive international research project within Russian Studies, *Contrasting Russian Others: Gender and Nationality in Cultural, Historical and Literary Discourses of the 20<sup>th</sup> Century*, financed by the Academy of Finland in 2002-2005. Her book *Emancipated to Subordination. The Discursive Reproduction of the Soviet Gender System* was published in 1995 (in Swedish), and her monograph *Useful Selves: Soviet Women's Autobiographical Texts from the Late Soviet Period* is forthcoming in the end of 2003.

## 10. Magda Michielsens

Centrum voor Vrouwenstudies

Universitaire Instelling Antwerpen

**Prof. Dr. Magda Michielsens (year of birth 1944)**

Universiteitsplein 1  
2610 Wilrijk  
BELGIUM  
+32 3 820 2850  
[magda.michielsens@ua.ac.be](mailto:magda.michielsens@ua.ac.be)

Magda Michielsens works as professor of Women's Studies at the Centre of Women's Studies of the University of Antwerp, Belgium. She is a philosopher from origin. Since 1980 her philosophical work has strongly been influenced by empirical research on media. These are the joys of a Women's Studies Philosopher: 'real' women, representations of women, portrayal, theories about femininity, and emancipation policies. And the possible combinations of all of this. One of her current projects is an analysis of the discussion on the public forum, about special cases concerning the presentation of women in the media.

**11. Elzbieta Oleksy**

Uniwersytet Lodzki  
Women's Study Center  
**Prof. Dr. Elzbieta Oleksy (year of birth 1948)**  
Ul Narutowicza 54/11  
90-136 Lodz  
POLAND  
+4842 635 42 54  
[eloleksy@krysia.uni.lodz.pl](mailto:eloleksy@krysia.uni.lodz.pl)

Elzbieta H. Oleksy is Full Professor of Humanities at the University of Łódź, Poland, where she founded the – first in Poland – Women's Studies Centre in 1992 and has been its Director since. She is also Dean of the Faculty of International and Political Studies. She has published over 90 books, book chapters and articles in international presses and journals. Her special expertise is in representations of women and men in visual cultures. She is President of the Council of the Association of the Institutions for Feminist Education and Research in Europe and Expert of the European Commission for Women and Science in Eastern and Central Europe. She is also Expert of the Minister for Equal Opportunities in Poland and Expert of the Minister of Education for the field of international relations. She has coordinated and participated in numerous EU-sponsored projects in the area of social sciences, humanities and education.

**12. Harriet Silius**

Institute for Women's Studies  
Åbo Akademi University  
**Prof. Dr. Harriet Silius (year of birth 1948)**  
FIN-20500 ÅBO  
FINLAND  
+358 2 215 4328  
[harriet.silius@abo.fi](mailto:harriet.silius@abo.fi)

Harriet Silius is a Professor of Feminist Studies and director of the Institute of Women's Studies, Åbo Akademi University, Finland. She is President of the Association of Institutions for feminist Education and Research in Europe (AOIFE), and member of the External Advisory Group for Socio-Economic Research to the European Commission.

**13. Svetlana Slapšak**

ISH, Ljubljana Graduate School in Humanities

**Prof. Dr. Svetlana Slapsak (year of birth 1948, Beograd)**

Cankarjeva 9  
SL-1000 LJUBLJANA  
SLOVENIA  
+3861 2523024  
[svetlana@ish.si](mailto:svetlana@ish.si)

Born in Beograd, Yugoslavia, 18.1.1948. Classical studies, MA and Ph.D. at the University of Beograd. At the Institute for Literature and Arts in Beograd 1972-1988. Taught courses at the universities of former Yugoslavia, Europe, and USA, among them the first course in women's literature in former Yugoslavia. Laurie New Jersey Women's Studies Chair at Rutgers University, 1994-5. Coordinator of Anthropology of Ancient Worlds and Anthropology of Gender programs at ISH, Ljubljana Graduate School in Humanities (Slovenia), since 1996. Actual courses include history of women, Balkan women, anthropology of Greece and Rome. Publications include historic semantics of Ancient languages, comparative literature, women's studies, essays, Ancient anthropology. Published 30 books, circa hundred academic articles, and several hundred articles in periodicals and journals. NIAS Fellow 1999-2000, Max Planck Institute für Wissenschaftsgeschichte Fellow 2000. Miloš Crnjanski Award for Essay 1990, American PEN Freedom of Expression Award in 1993, Helsinki Watch Award 2000, Helen Prize 2001.

**14. Dorthe Staunæs**

Institute of Pedagogical Psychology  
The Danish University of Education  
**Dr. Dorthe Staunæs**  
Emdrupvej 101  
2400 Copenhagen  
DENMARK  
+45 8888 9180  
[dost@dpu.dk](mailto:dost@dpu.dk)

Dorthe Staunæs is a master of psychology and Ph.D. and works as an assistant professor at the Danish University of Education (DPU), Institut of Educational Psychology. Her research areas are those of subjectification, intersectionality, boundary-figures and co-reparticipation at a subject level with special reference to the classic categories of gender, ethnicity, age, and sexuality, but also with new and very contextualised categories such as "professionalism", "pupilness", "gross-ness", "later performer" e.g. The optic is poststructuralism and social constructionism, the qualitative methods are dialogically oriented (interviews, fieldwork and disposable cameras). Her just defended Ph.D.-thesis "Ethnicity, Gender and School-Life" concerns pupils' processes of subjectification in two different contextual settings. At the moment she is working on the project "gender, diversity and management" in cooperation with professor Dorte Marie Søndergaard, DPU.

**15. Maria Stratigaki**

Panteion University  
Kekmokop, Center for Social Morphology and Social Policy  
**Dr. Maria Stratigaki (year of birth 1955)**  
Syggrou Ave. 134  
GR-17571 Kallithea-Athens  
GREECE  
+30 2103217477  
[mstrati@panteion.gr](mailto:mstrati@panteion.gr)

Maria Stratigaki is Lecturer at Panteion University (Greece) on gender and social Policy. She studied economics, sociology and women's studies in Athens, Paris and New York. She holds a Ph.D. in sociology of work. She worked in the Equal Opportunities Unit (DG V) of the European Commission from 1991 to 1999 and she was Director of the Greek Research Center for Gender Equality from 1999 to 2002. She has

participated in research on women's work, gender and technology. Her current research focuses on European Union's policies for equal opportunities and gender equality.

#### 16. Myria Vassiliadou

Mediterranean Institute of Gender Studies

**Prof. Dr. Myria Vassiliadou**

P.O. Box 24005

Nicosia 1703

CYPRUS

[vassiliadou.m@intercollege.ac.cy](mailto:vassiliadou.m@intercollege.ac.cy)

Myria Vassiliadou is the Director of the Mediterranean Institute of Gender Studies and an Assistant Professor of Sociology at Intercollege, Nicosia, Cyprus. She is further a Fellow at the Solomon Asch Centre for the Study of Ethnopolitical Conflict, University of Pennsylvania. The author has been involved for several years in scholarly work on gender and conflict in Cyprus, Ireland, and Israel with particular emphasis on ethnic and gender identities. She is also an activist on issues of domestic violence, sexual harassment, and gender awareness. Her current interests include the interrelationship of national identities, ethnicity, gender, and media and conflict

#### 17. Paloma de Villota

University Complutense de Madrid

Gender Studies

**Prof. Dr. Paloma de Villota**

Despacho 209

28040 Madrid

SPAIN

+34 91 394 3955

[pvillota@anit.es](mailto:pvillota@anit.es)

Paloma de Villota is graduated in Political, Economic and Commercial Sciences and in Geography and History (section of Historia Contemporanea) by Universidad Complutense de Madrid. She grants a doctorate in Economic and Commercial Political Sciences ("Cum laude") at Universidad Complutense. She has been interim Professor of International Economy and from 1988 she is full time Professor of Applied Economy at Universidad Complutense de Madrid.

Her field of interests are: Labour market, Fiscal and Social policies and sensitive gender budget from a gender perspective. She has been co-ordinator of Comisión de América Latina del Ilmo Colegio de Doctores y Licenciados en Ciencias Políticas y Sociología (1991-1992), Secretary of FIEALC, member of the executive Commission CECAL (Center of Contemporary Studies of Latin America) from 1995 to 1996 and Director of Gender Department at Instituto Complutense de Estudios Internacionales (ICEI). At the present time it is part of the Executive Commission of the Instituto de Investigaciones Feministas of the Universidad Complutense and national coordinator of the Section of Europe of the International Association for Feminist Economist (IAFFE).

#### 18. Nira Yuval-Davis

**Prof. Dr. Nira Yuval-Davis (year of birth, 1943)**

School of Cultural and Innovation Studies

University of East London

Dept. Gender, Sexualities and Ethnic Studies

London E16 2RD

UNITED KINGDOM

[N.YuvalDavis@uel.ac.uk](mailto:N.YuvalDavis@uel.ac.uk)

Nira Yuval-Davis is a professor in Ethnic and Gender Studies at the University of Greenwich, London. She has published extensively on issues related to multiculturalism, diversity, anti-racism citizenship, nation and nationalism, in a gender perspective. She recently carried out an ESRC research project (with M. Silverman) on Racialized Discourses on Arabs and Jews in Britain and France. Among her books are *Racialized Boundaries* (written with F. Anthias, Routledge, 1992); *Unsettling Settler Societies: Articulations of Gender, Race, Ethnicity and Class* (ed. with D. Stasiulis, Sage 1995) and *Gender and Nation* (Sage, 1997). Her forthcoming book is *Women, Citizenship and Difference* (edited with P. Werbner, Zed Books, 1999).

### **19. Sylvana Zarb Darmanin**

University of Malta

Workers Participation Dev. Center

**Dr. Sylvana Zarb Darmanin (year of birth 1957)**

Msida MSD 06

MALTA

+356 2340 27 27

[sylvanazd@fincotrust.com](mailto:sylvanazd@fincotrust.com)

Sylvana Zarb Darmanin has worked in the banking sector for 25 years, 15 years of which were spent on Human Resources. She was involved in Industrial Relations, particularly during an era when various improvements were being introduced in Malta with regard to women employees. Graduated, with Distinction, in November 2001 for the Diploma in Social Studies (Industrial Relations), a course run by the Workers' Participation Development Centre at the University of Malta. Sylvana Zarb Darmanin was also presented with the 'Best Student of the Course' Award. She is presently employed as Corporate Services Manager with Finco Trust Services Limited. This company is one of the leading multi-disciplinary professional services organisations in Malta. It embraces an equal opportunities policy where "Glass Ceilings" have been broken and "Sticky Floors" have been thoroughly washed. Her personal experiences with regard to discrimination in atypical employments have instilled in her a great interest in gender issues. She has kept herself abreast of the situation by attending local seminars as well as by examining Research Projects undertaken locally.