

Gender and the European Union

4 credits/2 study weeks
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THE UNIT

Feminists' first impression was famously that the EU is not interested in gender equality or deals with it only in a very narrow way due to its traditional focus on labour market equality. This statement has since been proved partial. The original commitment of the EC member states to equal pay for equal work has widened to the progressive recognition of equality between women and men as a fundamental principle of democracy for the whole EU. The course covers, first, the question how gender came into the EU agenda and how feminists came to study it. Second, it focuses on the current gender policies including the institutions and actors relevant in advancing gender equality, gender specific policy initiatives, gender mainstreaming and recent moves to theorising gender in connection with other bases of equality. Third, the course explores how the EU gender model is being exported, first, to old member-states (Europeanisation), second to the new member-states (enlargement) and third to countries outside the EU (foreign and development policy).

Objectives

- Develop critical thinking on gender and the EU
- Understand the relevance of gender to different EU policies

COURSE WORK AND FORMS OF STUDY

The course will combine lectures and seminar work. The first two meetings will consist of two lectures (i) history of gender and the EU and (ii) actors and institutions for advancing gender equality in the EU. This will be followed by a two week study break. The following six meetings will take the form of seminar work. Each week's seminar will proceed on the assumption that you have completed ONE of that week's required readings. The seminars will start with student presentations (based on required and supplementary readings), followed by a general discussion on the topic.

Required work

- Active participation in the seminar (10%)
- Reading one article for each seminar (10%)
- One oral presentation (40%)
- Essay, 10 pages (40%)

The course is assessed on the basis of your performance in all four areas.

UNIT READINGS

Most of the books are available in the University libraries. To make it easier for you to get hold of the readings, I have compiled a folder with copies of all of the most important chapters and articles. You can find this folder in the Department of Political Science just outside Erja Ernberg's office. The articles are not to be taken outside the Faculty of Social Sciences. You can read or photocopy them at the Faculty, but please make sure that you return the copies to the folder as soon as possible.

OVERVIEW OF THE CONTENT

Lectures

1. History of gender and the EU
2. Institutions and actors for gendering policy in the EU

Study break

Seminar work

3. Gender policies in the EU (1): Reconciliation of work and family, maternity and parental leave and childcare
4. Gender policies in the EU (2): Domestic violence, prostitution and trafficking in women, sexual harassment
5. Gender mainstreaming: Gender aspects of other policies
6. Gender diversity: From gender to multiple inequalities
7. Europeanisation and enlargement: EU gender policies' impact on old and new member states
8. Foreign, security and development policy: EU gender policies' impact on non-member states

DETAILED COURSE CONTENTS

Lectures:

1. History of gender and the EU (Wed 12 March, 14-16)

How gender came to the EU agenda and how feminists came to study it?

2. Institutions and actors for gendering policy in the EU (Thu 13 March, 14-16)

How are women represented in political, economic, social and judicial decision-making in the EU? What different institutions and actors are there for advancing gender equality in the EU?

[Study break – no classes]

Seminars:

3. Gender policies in the EU (1): Reconciliation of work and family, maternity and parental leave, and childcare (Wed 2 April, 14-16)

Questions for presentations:

How did the issue emerge to the EU policy agenda? What policies and/or legislation are there in place? Who promotes the issue, how and with what discourses/frames? Are there differences between the member states in framing the policy problem? What about between the Commission, the Parliament and other actors for gender equality (women's organisations, such as the European Women's Lobby, and relevant women's movements)?

Required reading:

Morgan, Kimberly J. (2008) 'Towards the Europeanization of Work-Family Policies? The Impact of the EU on Policies for Working Parents' in Silke Roth (ed.) *Gender Politics in the Expanding European Union* (forthcoming from Berghahn books).

Supplementary reading:

Bleijenbergh, Inge, Jet Bussemaker and Jeanne de Bruijn (2006) 'Trading Well-Being for Economic Efficiency: The 1990 Shift in EU Childcare Politics', *Marriage and Family Review* 39 (3/4), 315-336.

Guerrina, Roberta (2005) *Mothering the Union: Gender Politics in the EU* (Manchester: Manchester University Press). Ch.3.

Lewis, Jane (2006) 'Work-family reconciliation, equal opportunities and social policies: the interpretation of policy trajectories at the EU level and the meaning of gender equality', *Journal of European Public Policy* 13 (3), 400-437.

Lohkamp-Himmighofen, Marlene and Christiane Dienel (2000) 'Reconciliation policies from a comparative perspective' in Linda Hantrais (ed.) *Gendered Policies in Europe* (London: Macmillan), 49-67.

Lombardo, Emanuela and Petra Meier (2007) 'European Union Gender Policy Since Beijing. Shifting Concepts and Agendas Europe' in Mieke Verloo (ed.) *Multiple Meanings of Gender Equality in Europe* (Budapest: Central European University Press).

Meier, Petra, Elin Peterson, Karin Tertinegg, and Violetta Zentai (2007) 'The Pregnant Worker and Caring Mother: Framing Family Policies across Europe' in Mieke Verloo (ed.) *Multiple Meanings of Gender Equality in Europe* (Budapest: Central European University Press).

Morgan, Kimberley J. and Kathrin Zippel (2003) 'Paid to Care: The Origins and Effects of Care Leave Policies in Western Europe' in *Social Politics* Spring 2003, 49-85.

Stratigaki, Maria (2004) 'The Cooptation of Gender Concepts in EU Policies: The Case of "Reconciliation of Work and Family"' in *Social Politics* 11 (1), 30-56.

4. Gender policies in the EU (2): Domestic violence, prostitution and trafficking in women, sexual harassment (Thu 3 April 14-16)

Questions for presentations:

How did these issues emerge to the EU policy agenda? What policies and/or legislation is there in place? Who promotes the issue, how and with what discourses/frames? Are there differences between the member states in framing the policy problem? What about between the Commission, the Parliament and other actors for gender equality (women's organisations, such as the European Women's Lobby, and relevant women's movements)?

Required reading:

Lombardo, Emanuela and Petra Meier (2007) 'European Union Gender Policy Since Beijing. Shifting Concepts and Agendas Europe' in Mieke Verloo (ed.) *Multiple Meanings of Gender Equality in Europe* (Budapest: Central European University Press).

Supplementary reading:

Askola, Heli (2007) 'Violence against Women, Trafficking, and Migration in the European Union', *European Law Journal* 13 (2), 204-217.

Elman, R. Amy (2007) *Sexual Equality in an Integrated Europe: Virtual Equality* (Basingstoke: Palgrave Macmillan). Chapters 6 and 7.

Krizsán, Andrea, Maria Bustelo, Andromachi Hadjiyanni, and Fray Kamoutis (2007): 'Domestic Violence: A Public Matter' in Mieke Verloo (ed.) *Multiple Meanings of Gender Equality in Europe* (Budapest: Central European University Press).

Zippel, Kathrin (2004) 'Transnational Advocacy Networks and Policy Cycles in the European Union: The Case of Sexual Harassment' in *Social Politics* 11 (1), 57-85.

Zippel, Kathrin (2006) *The Politics of Sexual Harassment: A Comparative Study of the United States, the European Union and Germany* (Cambridge: Cambridge University Press). Chapter 3.

5. Gender mainstreaming: Gender aspects of other policies (Wed 9 April 14-16)

Questions for presentations:

What is gender mainstreaming and what different forms can it take? What forms has it taken in the EU? Has it been implemented successfully?

Required reading:

Woodward, Alison (2003) 'European Gender Mainstreaming. Innovative Policy or Disappearing Act?', *Review of Policy Research*, 20, 65-88.

Supplementary reading:

Beveridge, Fiona and Sue Nott (2002) 'Mainstreaming: A Case for Optimism and Cynicism' in *Feminist Legal Studies* 10, 299-311.

Lombardo, Emanuela and Petra Meier (2006) 'Gender Mainstreaming in the EU: Incorporating a Feminist Reading?' in *European Journal of Women's Studies* 13 (2), 151-166.

Mazey, Sonia (2002) 'Gender Mainstreaming Strategies in the E.U.: Delivering an agenda?', *Feminist Legal Studies*, 10, 227-40.

Rees, Theresa (2005) 'Reflections on the uneven development of gender mainstreaming in Europe' *International Feminist Journal of Politics*, 7 (4), 555-74.

Shaw, Jo (2002) 'The European Union and Gender Mainstreaming: Constitutionally Embedded or Comprehensively Marginalised?' *Feminist Legal Studies*, 10, 213-26.

Squires, Judith (2005) 'Is Mainstreaming Transformative? Theorizing Mainstreaming in the Context of Diversity and Deliberation', *Social Politics*, 12 (3), 366-88.

Stratigaki, Maria (2005) 'Gender Mainstreaming vs Positive Action: An Ongoing Conflict in EU Gender Equality Policy', *European Journal of Women's Studies*, 12 (2), 165-86.

Verloo, Mieke (2005) 'Displacement and Empowerment: Reflections on the Concept and Practice of the Council of Europe Approach to Gender Mainstreaming and Gender Equality', *Social Politics*, 12 (3), 344-65.

6. Gender diversity: From gender to multiple inequalities (Thu 10 April 14-16)

Questions for presentations:

Why focus on diversity? What is intersectionality? What are the pros and cons from a feminist perspective on focusing multiple inequalities? Find out what different EU civil society actors have to say about multiple discrimination (relevant actors: European Women's Lobby (EWL), International Lesbian and Gay Association (ILGA-Europe), European Older People's Platform (AGE), European Disability Forum (EDF) and European Network Against Racism (ENAR), Social Platform).

Required reading:

Verloo, Mieke (2006) 'Multiple Inequalities, Intersectionality and the European Union', *European Journal of Women's Studies*, 13 (3), 211-28.

Supplementary reading:

European Commission (2007) *Tackling Multiple Discriminations: Practices, policies and laws*. DG for Employment, Social Affairs and Equal Opportunities. Brussels.

Elman, R. Amy (2000) 'The Limits of Citizenship: Migration, Sex Discrimination and Same-Sex Partners in EU Law' in *Journal of Common Market Studies* 38 (5) pp729-749.

Hankivsky, Olena. (2005) "Gender vs. Diversity Mainstreaming: A Preliminary Examination of the Role and Transformative Potential of Feminist Theory." *Canadian Journal of Political Science*. 38(4) pp. 977-1001.

Knocke, Wuokko (2000) 'Migrant and ethnic minority women: The effects of gender-neutral legislation in the European Union' in Barbara Hobson (ed.) *Gender and Citizenship in Transition* (Basingstoke: Palgrave Macmillan), 139-155.

Kofman, Eleonore and Rosemary Sales (2000) 'The Implications of European Union Policies for non-EU Migrant Women' in Mariagrazia Rossilli (ed.) *Gender Policies in the European Union* (Oxford: Lang), 193-208.

Williams, Fiona (2003) 'Contesting "race" and gender in the European Union: a multilayered recognition struggle for voice and visibility' in Barbara Hobson (ed.) *Recognition Struggles and Social Movements: Contested Identities, Agency and Power* (Cambridge: Cambridge University Press), 121-144.

Yuval-Davis, Nira (2006) 'Intersectionality and Feminist Politics', *European Journal of Women's Studies*, 13 (3), 193-209.

For the last question, see Contributions to the Green Paper consultation on equality and non-discrimination in an enlarged European Union:
http://ec.europa.eu/employment_social/fundamental_rights/policy/aneval/greencon_en.htm

7. Europeanisation and enlargement: EU gender policies' impact on new and old member states (Wed 23 April, 14-16)

Questions for presentations:

Have the policies and legislation been implemented? What has the impact of the EU been on different old member states gender policy? How was gender equality treated by the EU in the enlargement process? How was this received by the new member states? What about Turkey? Presentations can focus on different countries.

Required reading:

Liebert, Ulrike (2003) 'Between Diversity and Equality: Analysing Europeanisation' in Ulrike Liebert (ed.) *Gendering Europeanisation* (Brussels: Presses Interuniversitaires Européennes) pp11-46.

Supplementary reading:

Einhorn Barbara (2006) *Citizenship in an Enlarging Union* (Basingstoke: Palgrave Macmillan). Chapters 5 and 7.

Macrae, H. (2006) "Rescaling Gender Relations: the Influence of European Directives on the German Gender Regime." *Social Politics* 13 (4), 522-550.

Roth, Silke (2007) 'Sisterhood and Solidarity? Women's Organizations in the Expanded European Union', *Social Politics: International Studies in Gender, State & Society* 14 (4), 460-487.

Stift, Stefanie (2003) 'Pushing for Europeanisation: How British Feminist Link with the EU to Promote Parental Rights' in Ulrike Liebert (ed.) *Gendering Europeanisation* (Brussels: Presses Interuniversitaires Européennes), 149-186.

Velluti, Samantha. (2005) "Implementing Gender Equality and Mainstreaming in an Enlarged European Union – Some Thoughts on Prospects and Challenges for Central Eastern Europe." *Journal of Social Welfare and Family Law*. 27 (2) pp. 213-225.

8. Foreign, security and development policy: EU gender policies' impact on non-member states (Thu 24.4. 12-14)

Questions for presentations:

How does the EU influence non-member states gender policy through its foreign, security and development policy?

Required reading:

Debusscher, Petra and Jacqui True (2008) 'Lobbying the EU for gender-equal development' in *The EU's Role in the World and the Social Dimension of Globalisation*

Supplementary readings:

Elgstrom, Ole (2000) 'Norm negotiations. The construction of new norms regarding gender and development in EU foreign aid policy', *Journal of European Public Policy* 7 (3), 457-76.

Karadenizli, Maria (2007) *Who decides: Gender mapping the European Union's policy and decision-making in the areas of development, external relations and trade* (WIDE Report). Available at <http://www.wide-network.org> → Publications

Lister, Marjorie (2006) 'Gender and European Development Policy' in Marjorie Lister and Maurizio Carbone (eds.) *New pathways in development: gender and civil society in EU policy* (Aldershot: Ashgate).

Valenius, Johanna (2007) *Gender mainstreaming in ESDP missions*. Chaillot Paper no 101. Institute for Security Studies, European Union.

GUIDELINES FOR PRESENTATIONS

- Groups of 2-3 persons. Share the readings and the questions but meet up.
- Use the internet. Go to different EU web sites listed below. Find the relevant reports and legislation by the Commission, the Parliament etc.
- Provide statistics where relevant
- Use PowerPoint
- Stick to the time limit: 20 minutes.

USEFUL WEB PAGES

European Institutions and gender equality

The Directorate General of the European Commission on Employment, Social Affairs and Equal opportunities:

http://europa.eu.int/comm/employment_social/index_en.html

European Commission web page on Gender Equality:

http://europa.eu.int/comm/employment_social/equ_opp/index_en.htm

EU Gender equality legislation:

http://europa.eu.int/comm/employment_social/equ_opp/rights_en.html

European Parliament's Committee on Women's Rights and Gender Equality (FEMM)

http://www.europarl.eu.int/committees/femm_home.htm

European Commission - Gender equality and EU development policies:

http://ec.europa.eu/development/body/theme/human_social/pol_gender2_en.htm

EU Council of Ministers on Employment, Social Policy, Health and Consumer Affairs Council (EPSCO):

<http://www.consilium.europa.eu/showPage.asp?id=411&lang=en&mode=g>

European women's organisations (and related):

European Women's Lobby

<http://www.womenlobby.org>

WIDE (a feminist network monitoring and influencing international economic and development policy and practice from a feminist perspective)

<http://www.wide-network.org>

Platform of European Social NGOs, including European umbrella organisations working in a broad range of fields (children's rights, lesbian and gay rights, rights of people with disabilities, antiracism, etc): <http://www.socialplatform.org>

The European Union Agency for Fundamental Rights (FRA)

<http://www.eumc.europa.eu/fra/index.php>

Research on gender and the EU in the internet:

European database: Women in decision-making

<http://www.db-decision.de/>

Research project QUING: Understanding Europe: the case of gender and equality

<http://www.quing.eu/>

Research project EGG: Enlargement, Gender and Governance

<http://www.qub.ac.uk/egg/>