



INSTITUTO
SUPERIOR
DE CONTABILIDADE
E ADMINISTRAÇÃO
DO PORTO

GENDER IN EUROPEAN ACADEMIA

Único evento da ECREA
na Península Ibérica!

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AUDITÓRIO 1
25 | 11 | 2009
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ECREA WOMEN'S NETWORK WORKSHOP

Gender in European Academia: Difference and Discrimination in Communication Research

PROGRAM

**09.00 – 11.00 (Auditório 1)
Welcome and Opening Session**

Conferences

- 1.** "The situation of young women professors in the Faculty of Communication Sciences of the Autonomous University of Barcelona". Núria Simelio Solà, Florencia Rovetto Gonem, Birgit Wolf. Departament de Periodisme i de Ciències de la Comunicació, Universitat Autònoma de Barcelona, Spain.
- 2.** "Women and University in Catalonia: Invisible Discrimination". Iolanda Tortajada, Arantxa Capdevila, Sunsi Huertas, Cristina Rodríguez. Universitat Rovira I Virgili, Tarragona. Spain.

11.30 – 13.00 (Auditório 1)

Conferences

1. "An empirical study about gender issues in the Information Systems area". Ana Isabel Rojão Lourenço Azevedo. Instituto Superior de Contabilidade e Administração do Porto, Portugal.
2. "How Discrimination Works in the Academia: The Case of Germany". Parminder Bakshi-Hamm. Department of English Studies, RWTH, Aachen University, Germany.

Discussion

13.00 – 14.00
Break

14.15 – 16.00 (Auditório 1)

Conferences

1. "Women Researching in the Intercultural Sphere: A Portuguese Case". Clara Sarmento. Centro de Estudos Interculturais, Instituto Superior de Contabilidade e Administração do Porto, Portugal.
 2. "Female Spanish Scholars: the first experience and the reasons of a failure (1910-1936)". Mercedes Montero. Departamento de Comunicación Pública, Universidad de Navarra, Pamplona, Spain.
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16.15- 18.00 (Auditório 1)

Conferences

1. "The right to difference. Critical reflections on the lack of quotas and special treatment in Danish Academia". Dorte Andersen. University of Southern Denmark, Denmark.
2. "Sexual Harassment at Universities: The Experience of the Czech Republic". Kateřina Šaldová and Barbora Tupá. Institute of Sociology of the Academy of Sciences of the Czech Republic, Dept. Gender and Sociology, Prague, Czech Republic.

Closing Discussion and Conclusions **Closing Session**

Parallel Discussion Groups (3rd floor, block D, meeting room)

11.30 – 13.00

Open discussion: "Submission of works; publish on the web; publish in English; cooperative work; sharing information".

16.00 – 18.00

- 1.** "State of Women's Representation in the Local Government Institutions: The Case of Bangladesh". Pranab Kumar Panday. Rajshahi University, Bangladesh.
- 2.** "Lesbian main characters in Spanish Cinema: lesbianism in prisons, convents and boarding schools". Irene Pelayo García. Faculty of Cultural Studies, Lund University, Sweden.

Conferences

"The situation of young women professors in the Faculty of Communication Sciences of the Autonomous University of Barcelona". Núria Simelio Solà, Florencia Rovetto Gonem, Birgit Wolf. Departament de Periodisme i de Ciències de la Comunicació, Universitat Autònoma de Barcelona, Spain.

This article analyses the present situation of female academics and researchers, who were working at the Communication Sciences Faculty of the Autonomous University of Barcelona during 2007-2008. Our principal aim is to determine if the evaluation of academic quality in communication produces inequality of gender and age. We present the outcomes of a qualitative research carried out by in depth interviews with a sample of 5 professors. Our results show that the young women collective faces several difficulties in the access to academia, which deeply affect them and may generate a double discrimination.

"Women and University in Catalonia: Invisible Discrimination". Iolanda Tortajada, Arantxa Capdevila, Sunsi Huertas, Cristina Rodríguez. Universitat Rovira I Virgili, Tarragona, Spain.

In 2007 the socialist government of Spain passed legislation aimed at ensuring effective equality between men and women (Organic Law 3/2007 of 22 March). A year later, after winning the elections of March 2008, it created a Ministry for Equality. These initiatives only serve to highlight the fact that, despite advances in recent years in regard to addressing sex-based discrimination, this issue continues to be a feature of Spanish society and its institutions. The university system, one of society's most representative institutions, is no exception. Equal opportunity plans, which were proposed by Organic Law 3/2007, are the means by which measures aimed at overcoming inequalities between men and women are established. In this article we describe the results of our analysis of a number of equal opportunity plans designed and implemented in Catalan universities and also examined initiatives aimed at communicating and ensuring the visibility of the plans, disseminating knowledge about them, and encouraging their application. Our research was based on content analysis of the plans and telephone interviews conducted with the heads of university equal opportunity centres. Our main conclusion is that the initiatives aimed at communicating the equal opportunity plans are failing to address the modern sexism that is present in both the university system and society at large.

"An empirical study about gender issues in the Information Systems area". Ana Isabel Rojão Lourenço Azevedo. Instituto Superior de Contabilidade e Administração do Porto, Portugal.

There is the perception on the Information Systems area that the majority of the researchers are traditionally male.

There is the question if this is really true, and the intention to deepen into this issue arose. In this study, an analysis of articles, published in some of the more important journals of the area that have Blind Review processes for article selection, is made in order to inquire about the weight of female researchers. A comparison of this weight with the weight of female researchers' participation in conferences as invited speakers is made. Some conclusions are drawn.

**"Women Researching in the Intercultural Sphere: A Portuguese Case".
Clara Sarmento. Centro de Estudos Interculturais, Instituto Superior de
Contabilidade e Administração do Porto, Portugal.**

This "Portuguese Case" refers to the Centre for Intercultural Studies of the Polytechnic Institute of Porto. This research group, composed almost exclusively of female researchers from the polytechnic sector of higher education, co-operates with national and international institutions, from Spain to Sri Lanka, from Brazil to the United Kingdom, in scientific, technical and cultural projects. Despite being twice as outsider as its male dominated, university based counterparts, the Centre comprehends the whole intercultural and multidisciplinary field created by the experience of its members, both as teachers and as researchers, and has been able to promote the development and circulation of scientific projects and programs, especially in the domains of literary, linguistic, communication, cultural, gender, translation, and globalisation studies. In this short presentation, we will discuss some of the everyday problems and challenges faced by young women researchers, when they try to establish a solid reputation in the peculiar modern Portuguese academic world.

**"How Discrimination Works in the Academia: The Case of Germany".
Parminder Bakshi-Hamm. Department of English Studies, RWTH, Aachen
University, Germany.**

This paper will give a statistical profile of the situation of women in academia in Germany, with a special focus on women scientists with migrant background. It will outline the historical development of the German higher education system and research institutions and highlight the specific features of this system and the implications of these features for women who wish to pursue an academic career. The paper will further go on to discuss some theories of discrimination that help to explain the situation of women in German universities. It will provide an overview of the measures of equality that have been implemented to include and promote the advancement of women in academic careers. This will include the results of an empirical study conducted last year, which involved a survey of equal opportunities of all German universities and colleges. The paper will constantly draw a comparison between women of German background and women with a migrant background in Germany. The paper will identify procedures and issues that implicitly perpetuate gender discrimination

"Female Spanish Scholars: the first experience and the reasons of a failure (1910-1936)". Mercedes Montero. Departamento de Comunicación Pública, Universidad de Navarra, Pamplona, Spain.

In Spain 1910 was the first time women could go to the University in equality with men. From this year to Civil War there were a select few women with career opportunities (Ph. D's, grants for US and Europe Universities and Research Centers, first steps in Higher Education teaching...). This development finished with the Civil War and Fracoism, but not only. Before this, the biggest problem for the challenge has been the social thinking about women' debts. And it was very similar in both, traditional or liberal circles.

"The right to difference. Critical reflections on the lack of quotas and special treatment in Danish Academia". Dorte Andersen. University of Southern Denmark, Denmark.

*Sister blister we fight to please the brothers
We think their acceptance is how we win
They are happy we are climbing over each other
To beg the club of boys to let us in*
Alanis Morissette

The paper discusses implications for gender divisions at Danish universities of the reluctance in Denmark to accept quotas and special treatment. This reluctance rests in the belief that it is possible to achieve equal treatment by emphasising homogeneity at the labour market. A broad consensus characterises Danish politics presuming that quotas and special treatment undermines equal judgement on qualifications when employing people. One consequence of this is that the Danish labour market is one of the most gender-divided in Europe. Especially the representation of women in higher positions at universities and in committees and boards is very low. Similarly, one finds very few men who work as nurses or social workers. Whereas the right to difference seems to have some resonance in relations to groups that represent minorities, the communication of gender struggle through the lenses of difference seems much more problematic. Hence, the consensus reduces gender struggle to a concern with achieving equal rights. Images of gender are in other words stereotypically operating in a world dominated by faith in homogeneity, the equal and the similar.

It is not sufficient to argue for equality in terms of homogeneity if we want to achieve recognition of gender rights. Instead, it should be recognised that gender equality is only achieved by accepting the existence of differences, social as well as existential. In my argumentation, I rely on the most central messages in the American and French feminist social philosophical traditions.

Most of these feminists' messages have a difficult time gaining headway in the Danish public debate because they emphasise that the struggle for gender rights foremost concern each and everyone's right to be different. Hence, the most important purpose in their battle for gender rights is to create as much space as possible for differences to unfold through the acceptance of their existence. Ultimately, the paper thereby encourages universities, politicians as well as the public to take seriously existential differences, a request, which is in fact essential to oblige if the genders are to gain equal rights.

**"Sexual Harassment at Universities: The Experience of the Czech Republic".
Kateřina Šaldová and Barbora Tupá. Institute of Sociology of the Academy
of Sciences of the Czech Republic, Dept. Gender and Sociology, Prague,
Czech Republic.**

The problem of sexual harassment at universities has been explored in western and mainly American sociology since the mid-1970s. Since then, anti-harassment policies and procedures (including follow-up victim care) have been introduced at most Anglo-Saxon universities designing how to deal with 'harassers' and 'victims'. In the Czech Republic, empirical research on this issue and on university anti-harassment policies has been missing till the year 2009. At the moment, the Institute of Sociology of the Academy of Sciences CR, specifically Gender and Sociology department, finishes a pilot study of one of the biggest Prague university concerning the issue of sexual harassment in tertiary education. The aim of our presentation is then to introduce outcomes of this study as well as procedures recommended to undertake in order to prevent sexual harassment from happening in the future.

The experience of this university will serve as a basis for further research and action in the field of gender and discrimination – with special focus on harassment as one of possible gender barriers for women (and men) in academia.

Parallel Discussion Groups

"State of Women's Representation in the Local Government Institutions: The Case of Bangladesh". Pranab Kumar Panday. Rajshahi University, Bangladesh.

Like other developing countries of the World, women of Bangladesh are victims of discrimination in every sphere of their lives. As a matter of fact, Bangladeshi society is not yet ready to accept women taking part in the political process as men. With an intention to ensure greater participation of women in the local government political process, the Government of Bangladesh enacted 'the Local Government (Union Parishad) (Second Amendment) Act in 1997'. Through this act, one third of seats in the local government bodies have been reserved for women along with introduction of provision of direct election in those reserved seats. Main concern of this paper is to explore the state of women's participation in the political process of local government bodies in Bangladesh. Main research questions concentrate around exploring whether the Act of 1997 has ensured women's representation only or ensure participation in the decision making process. The paper will be based on empirical data collected during 2007-2008 as partial fulfillment of the Degree of Doctor of Philosophy (PhD) at City University of Hong Kong.

"Lesbian main characters in Spanish Cinema: lesbianism in prisons, convents and boarding schools". Irene Pelayo García. Faculty of Cultural Studies, Lund University, Sweden.

Having analyzed and evaluated full-length films produced in Spain from 1972 to 2005 starring lesbian characters it's possible to track the traces of a character's film portrait by investigating the representation of parameters such as age, education & socioeconomic level, social visibility, and the acceptance degree of lesbianism depending on various contexts (personal, family, professional, social, etc) it is possible to create a filmic image about how Spanish Cinema shows lesbianism through its main characters as well as which are the general topics in this kind of films.

With general topics I mean how lesbian Spanish films associate lesbian characters with such places / scenarios as prisons, convents or boarding schools. There are several factors that made possible the association between these spaces and lesbianism: Stringent environments where people of the same sex are living together long periods of time without the presence of the opposite sex; Young age of the girls in the case of boarding schools and convents; Film and literature have associated these scenarios with lesbianism for centuries; In the case of prisons: homosexuality associated with prisons environment has been present in literature and cinema throughout the twentieth century.

Apoios:



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