

# **BOLETÍN DE SUMARIOS**

**Nº 38-39  
Enero-Junio 2016**

**INSTITUTO DE LA MUJER  
Y PARA LA IGUALDAD DE  
OPORTUNIDADES  
CENTRO DE DOCUMENTACIÓN**



**MINISTERIO  
DE SANIDAD, SERVICIOS SOCIALES  
E IGUALDAD**

**SECRETARÍA  
DE ESTADO DE SERVICIOS SOCIALES  
E IGUALDAD**

**DIRECCIÓN GENERAL  
PARA LA IGUALDAD  
DE OPORTUNIDADES**

**INSTITUTO DE LA MUJER**

## INDICE DE REVISTAS

<b>ANDAINA</b>	<b>2015: 66</b>
<b>DIALOGOS</b>	<b>2015: 102</b>
<b>DIFFERENCES</b>	<b>2015: V.26:3</b>
<b>EQUAL OPPORTUNITIES REVIEW</b>	<b>2015: 254,255,256,257,258,259,260,261,262,263</b>
<b>EUROPEAN EQUALITY LAW REVIEW</b>	<b>2015: 2</b>
<b>REVISTA DE ESTUDIOS DE JUVENTUD</b>	<b>2015: 109</b>
<b>REVISTA DEL MINISTERIO DE EMPLEO Y SEGURIDAD SOCIAL</b>	<b>2015: 118,119</b>
<b>WOMEN´S STUDIES INTERNATIONAL FORUM</b>	<b>2015: V.49,50,51,52,53</b>



- 3** Editorial
- 4** Denuncias e comentarios
- 10** Manifestación 7N
- 12** 25N Compostela en negro
- 13** Película pioneira da historia do cinema na temática da violencia de xénero  
Anna Amorós Pons
- 15** Obreiras do teléfono:  
chamando desde a precariedade  
Sylvia Moreiras
- 18** Conciliando maternidade e feminismo  
Estrela Vilaverde
- 20** Ser muller e non querer ser nai  
Verónica Rodríguez Alba
- 22** A igualdade entre mulleres e homes:  
O vaso medio baleiro?  
Paloma Uría
- 26** Mulleres do estraperlo  
Raquel Castro
- 28** Geeks, gafapastas, modernos... e machistas  
Marta Veiga Izaguirre
- [LEMBRANZAS] **32** Conxeta, monxa por devoción  
e pianista por vocación  
Anna Amorós Pons e Dora Albentosa Labuiga
- [LIBROS] **34** *Malditas de Itziar Ziga*  
Estrela Vilaverde
- [LIBROS] **36** Mulleres chanadoras, retratos feministas  
contra o esquecemento  
Zélia Garcia
- [LIBROS] **38** *O derradeiro libro de Emma Olsen  
de Berta Davila*  
Patricia Arias Chachero

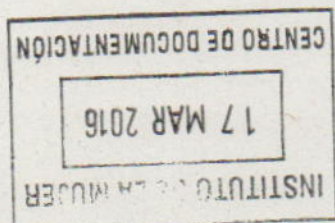
Revista Galega de Pensamento Feminista  
Ano 2015  
Apdo. 1058 Santiago de Compostela  
www.andainamulleres.org  
andaina@andainamulleres.org

Consello de redacción  
Nadia Álvarez Fernández  
Ana Arellano  
Patricia Arias Chachero  
Ana Luísa Bouza Santiago  
Zélia Garcia  
Laura Gómez Lorenzo  
M.ª Teresa Gómez Louzao  
Pilar Pérez Rey  
Saleta de Salvador  
Nanina Santos  
Iria Vázquez  
Estrela Villaverde

Colaboran neste número  
Anna Amorós Pons  
Sylvia Moreiras  
Estrela Vilaverde  
Verónica Rodríguez Alba  
Paloma Uría  
Raquel Castro  
Marta Veiga Izaguirre  
Dora Albentosa Labuiga  
Zélia Garcia  
Patricia Arias Chachero  
María Vieites

Deseño gráfico: [uqui.net](http://uqui.net)  
Imprime: Grafisant, S.L.  
D.L.: C-1.146-88

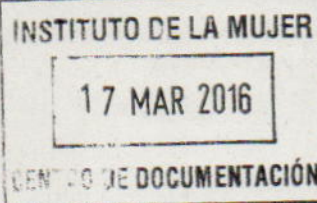
RE.0239







número 102  
diciembre  
2015



**EDITA**  
Federación de Planificación  
Familiar Estatal (FPFE)

**COMITÉ EDITORIAL**

**Estela Buendía Iglesias**  
Psicóloga. Sexóloga.

**Guillermo González Antón**  
Médico. Master en Sexualidad Humana.  
Master en Bioética y Derecho.

**Isabel Serrano Fuster**  
Ginecóloga del Programa de Salud Sexual y  
Reproductiva del Ayuntamiento de Madrid.

**CONSEJO ASESOR**

**Domingo Álvarez González**  
Ginecólogo. Exdirector del Centro de  
Orientación Familiar La Cajiga. Cantabria

**José Luis Dueñas Díez**  
Profesor titular de Obstetricia y Ginecología.  
Universidad de Sevilla

**Félix López Sánchez**  
Catedrático de Psicología de la Sexualidad.  
Universidad de Salamanca

**Javier Martínez Salmeán**  
Jefe del Servicio de Obstetricia y Ginecología  
del Hospital "Severo Ochoa". Leganés. Madrid

**Lucía Mazarrasa Alvear**  
Enfermera. Exjefa de Sección de Salud y  
Desarrollo Internacional. Escuela Nacional de  
Sanidad. Instituto de Salud Carlos III. Madrid

**Mercedes Oliveira Malvar**  
Doctora en Filosofía. Catedrática de Enseñanza  
Secundaria. Instituto Alexandre Bóveda. Vigo

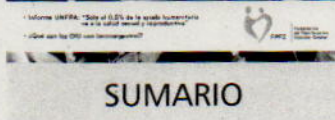
**Anne Webb**  
Ginecóloga especialista en Salud Reproductiva.  
Centro Abacus. Liverpool. Gran Bretaña

**COORDINACIÓN GENERAL DE LA REVISTA**  
**Eugenia García Raya**

**REDACCIÓN, PUBLICIDAD Y  
SUSCRIPCIONES**

C/ San Vicente Ferrer, 86. Bajo  
28015 Madrid  
Teléfono: 91 591 34 49  
e-mail: info@fpfe.org

El equipo editorial no se hace responsable de  
las opiniones vertidas en los artículos que son  
responsabilidad de las y los autores



**5 EDITORIAL**

**6 KIOSKO**

**8 TEMAS**

8..... *Informe UNFPA: "Sólo el 0,5% de la ayuda humanitaria va a la salud sexual y reproductiva"*

10.... *¿Qué son los DIU con levonorgestrel?*

12.... *Movember*

**14 EXPERIENCIAS**

14.... *Mi experiencia en Liberia... el drama de la fistula obstétrica*

17.... *Proyecto CRECE. Ayudando a madres y padres jóvenes a crecer*

**20 LA FEDERACIÓN INFORMA**

20... *Persisten las barreras para que jóvenes y adolescentes en Cataluña accedan a la interrupción voluntaria del embarazo*

22... *Para que se cumplan los derechos en la próxima legislatura*

**24 DENUNCIAMOS**

24... *Eurodiputados extremistas quieren vetar en el Parlamento Europeo a la Federación Internacional de Planificación Familiar*

**25 PENSAMIENTOS**

25... *Relaciones sexuales...*

RE.0534

**26 RECURSOS DE INTERÉS**

**27 PARA LEER**

Indexada en bases de datos:

CUIDEN [www.index-f.com](http://www.index-f.com)

PSICODOC

<http://psicodoc.copmadrid.org/psicodoc.htm>

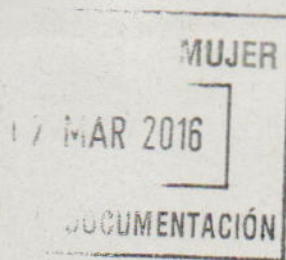
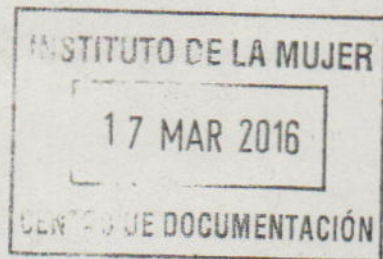
IMPRESO EN PAPEL ECOLÓGICO  
1070 EJEMPLARES

IMPRIME Such Sierra, S.A.  
ISSN 1136-5188

Depósito Legal M-30065-2013







# d i f f e r e n c e s

## Dossier: Étienne Balibar on Althusser's Dramaturgy and the Critique of Ideology

ÉTIENNE BALIBAR	1	Althusser's Dramaturgy and the Critique of Ideology
JUDITH BUTLER	23	Theatrical Machines
WARREN MONTAG	43	Althusser's Authorless Theater
ADI OPHIR	54	On Linking Machinery and Show
BANU BARGU	81	Althusser's Materialist Theater: Ideology and Its Aporias
BRUCE ROBBINS	107	The Performance of Poverty: On "Althusser's Dramaturgy and the Critique of Ideology"

RE.0327



W.A.  
1914

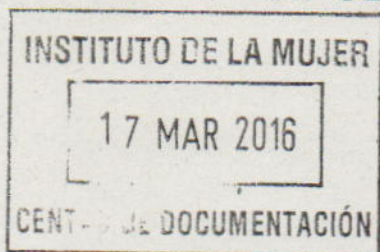
XIAO LIU	116	<i>Red Detachment of Women:</i> Revolutionary Melodrama and Alternative Socialist Imaginations
SARA COHEN SHABOT	142	<i>Dogville; or, On Ambiguity and Oppression: A Beauvoirian Reading</i>



# EMPIRIA

REVISTA DE METODOLOGÍA  
DE CIENCIAS SOCIALES

N.º 32, septiembre-diciembre, 2015

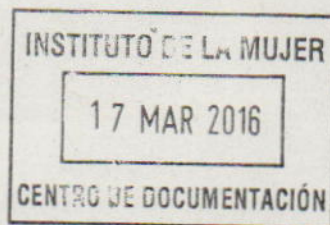


## Índice

	<u>Página</u>
<b>ARTÍCULOS ORIGINALES</b>	
EDUARDO ROMANOS Y IGOR SÁDABA: <i>La evolución de los marcos (tecn) discursivos del movimiento 15M y sus consecuencias.....</i>	15
JOSÉ MANUEL ROBLES, RUBÉN DÍEZ, ANTÓN. R. CASTROMIL, ARTURO RODRÍGUEZ Y MILDRED CRUZ: <i>El movimiento 15-M en los medios y en las redes. Un análisis de sus estrategias comunicativas .....</i>	37
ELENA FERRI FUENTEVILLA Y ANTONIA MARÍA RUIZ JIMÉNEZ: <i>Entre patria y estado: formas de nombrar España. Un recorrido por los discursos programáticos de PSOE y AP-PP entre 1977 y 2011)....</i>	63
MORA DEL PILAR CASTRO: <i>Las metodologías de investigación en revisión: Análisis de redes sociales y producción textil local .....</i>	85
ANTONIA OLMOS ALCARAZ: <i>Análisis crítico de discurso y etnografía: Una propuesta metodológica para el estudio de la alteridad con poblaciones migrantes.....</i>	103
MARÍA TERESA LÓPEZ RUÍZ: <i>La identidad asexual: De la masculinización social a las redes sociales virtuales.....</i>	129
ANGEL CALLE COLLADO: <i>Podemos y el auge municipalista. sobre partidos-ciudadanía y vieja política.....</i>	169
<b>DOCUMENTOS</b>	
IÑIGO ERREJÓN: <i>Vieja y nueva comunicación política (Presentación : Ramón Adell) .....</i>	193

RE 0605





role is to help their “watchees” be assigned to specific clients and take part in key business development opportunities. One result is that 41% of participants in the programme achieved promotion, compared to 22% of those not on the programme.

### **Southern Health NHS Trust: integrating equality**

Southern Health NHS Foundation Trust adopted a five-point strategy to embed equality, diversity and inclusion (EDI) throughout the organisation. This includes an equality impact group, an equality standard, a workforce diversity scorecard, a diversity champions’ network and an EDI training programme. All the trust’s clinical divisions have already achieved bronze level in the equality standard and are working towards silver.

### **Embedding diversity at Land Registry**

Land Registry realised that despite having a single equality scheme in place, diversity was seen as a “bolt on” HR issue, with senior managers generally failing to take responsibility for diversity. An overhaul of its approach was instigated, and an organisational restructure placed responsibility for diversity with senior managers in each business unit. They take part in the organisation’s diversity committee and have to report on progress on specific equality objectives that are allocated to them. Land Registry reports improved representation of women in all senior grades and of ethnic minority staff in middle management.

### **The Pregnancy Test**

In his Diary, Michael Rubenstein reports on the launch of the TUC’s publication on ending discrimination against new mothers. He sets out the TUC’s recommendations in the booklet, *The pregnancy test*, and reports that in the panel discussion at the launch, Shadow Equalities Secretary, Sharon Hodgson, pledged that Labour would introduce a new duty on employers to make reasonable adjustments for new mothers.

### **New, expanded EOR**

Also in his Diary, Michael Rubenstein explains the decision to close down EOR’s sister publication, *Equality Law Reports*. This is good news, however, for EOR subscribers as, from our next issue, EOR will include a new section, where Rubenstein will give his commentary on recent case law, with links to transcripts. There will also be an expanded case digest section, reporting more employment tribunal decisions.

Sue Johnstone  
Editor

## DIARY

- 2 ET fees to go in Scotland?; *The Pregnancy Test*; *Selma*; *Equality Law Reports/Equal Opportunities Review*; IRLR appearances 1972–2014

## NEWS AND REPORTS

- 4 BAME people miss out on top executive roles
- 5 Private sector employers to offer enhanced shared parental rights; Framework published to develop inclusive leadership
- 6 Gender pay gap falls slightly – but not for older workers; Pregnancy damages women’s careers; Arts Council shift in approach to diversity
- 7 Finance and flexible working key to new parents returning to work; Businesses should boost flexible working, says CBI; Family-friendly initiatives for Scottish employers
- 8 Prejudice is being ‘privatised’ by equality legislation; Over-50s needed in work; Equality data collection matters; Conciliation stats show most claims do not proceed
- 9 EHRC comments on UN gender equality report; New Government mental health taskforce; Equality training for voluntary sector; Equality and diversity in the housing sector; Recently published

## FEATURES

- 10 Key discrimination decisions from 2014
- 19 Shared parental rights and discrimination

## CASE STUDIES

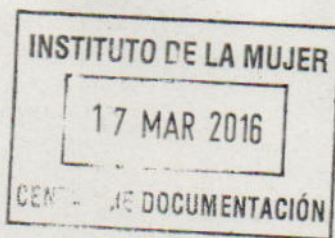
- 21 EY: sponsoring career progress for women and ethnic minorities
- 24 Southern Health: integrating equality, diversity and inclusion
- 27 Embedding diversity at Land Registry

## IN THE COURTS

- 30 Pregnancy – *Sefton Borough Council v Wainwright*
- 31 Age – *Games v University of Kent*

RE.Ø475





activities, undertaking recruitment events at a wider range of universities and targeting students from a broader range of subject disciplines. It also improved the number and variety of internships that it offers, with a focus on BAME candidates, working with Sponsors for Educational Opportunity London. Its selection process has also been reviewed to eliminate practices that were disproportionately affecting BAME candidates.

### Developing BAME talent

Our second case study looks at how HM Revenue and Customs have set up a career management programme – “embrace” – that supports and develops talented minority ethnic employees. Developed to address underrepresentation of BAME employees at first-line manager grades, the programme provides bespoke learning packages, senior mentors and structured development plans.

### Discrimination case law

Our new law section comprises three parts. The first part is the new “This month in discrimination case law”, which contains Michael Rubenstein’s commentary on the cases reported in our “In the courts” and “Employment tribunal case digest” sections, as well as highlights of other interesting cases, such as decisions from the Court of Justice of the European Union (CJEU), on age discrimination, and the European Court of Human Rights on the application of Article 14 of the European Convention.

In the Courts this month includes analysis of the CJEU’s decision in *Kaltoft*, on obesity and the definition of disability. It also covers the EAT decision in the *Tirkey* case on caste discrimination.

Employment tribunal case digest covers six tribunal decisions, ranging from age discrimination claims by judicial office-holders to claims for reimbursement of tribunal fees from a claimant who only partially won her discrimination case.

### Diary

Michael Rubenstein’s Diary covers the usual mix of interesting stories on equality from the last month. It includes commentary on the latest failed challenge to the tribunal fees regime by Unison. He also comments on issues arising from “Je suis Charlie”; in particular the “deeply ingrained anti-Semitism” of radical Islamism.

Sue Johnstone  
Editor

### DIARY

- 2 Changes to EOR; Je suis Charlie; Je suis Juiv; ET fees judicial review fails; Latest ET statistics; New QCs; 22QCs 2015: hold the date

### NEWS AND REPORTS

- 4 Progress halts on flexible working but parental benefits increase
- 5 Nottinghamshire NHS Trust tops Stonewall’s 2015 Top Employers List; Stonewall Star Performers to pioneer workplace equality; EHRC project to tackle LGBT hate crime; Sexual orientation affects pay
- 6 53% say childcare should be shared equally between parents; Parents with disabled children miss out on work; Parents call on political parties to help with childcare costs; Mothers face ongoing career disruption
- 7 Access to Work helps a minority of disabled people; Getting mental health patients back to work; Ethnic inequalities persist; Met Police told to become more diverse; Employers fail to stop workplace bullying
- 8 Casualisation on the increase; Younger workers trapped in insecure work; Flexible working and women’s employment rates; UN Convention on disabilities; Political participation by disabled people; Corporate human rights benchmark
- 9 Retirement attitudes changing but over-50s still face discrimination; Older workers’ champion scheme; Recently published

### FEATURES

- 10 The equality agenda in 2015
- 13 Why we need a quota system for judicial appointments

### RESEARCH

- 17 Impact of gender and nationality on partnership prospects

### CASE STUDIES

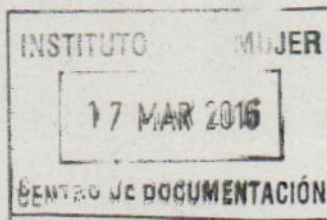
- 23 Barclays Group: recruiting BAME talent
- 26 HM Revenue and Customs: developing BAME talent

### DISCRIMINATION CASE LAW

- 28 This month in discrimination case law
- 31 In the Courts
- 35 Employment tribunal case digest

RE-0475





The work carried out to gain this recognition transformed into wider action on disability and accessibility in general. It has resulted in greater employee engagement, and increased disclosure of disabilities. The firm's equality and diversity officer oversees all requests from employees for adjustments, for whatever reason, and ensures consistency in approach across all the firm's offices.

### Discrimination case law

In this issue of EOR, 18 discrimination cases are reported in the Discrimination Case Law section. As well as commentary on cases reported in In the Courts and Case Digest, Michael Rubenstein this month analyses age discrimination decisions in the EAT and CJEU, as well as cases dealing with issues of disability and remedies. He also covers three public sector equality duties decisions.

### Diary

In his Diary this month, Michael Rubenstein discusses some of his findings on discrimination law in South America, including a law in Argentina prohibiting discrimination on the ground of "physical characteristics", including being overweight, which may be of particular interest in the UK in the light of recent decisions on obesity. He also highlights law in Brazil that requires those offering public services to provide preferential treatment for seniors – those aged 60 plus – such as special, shorter queues and lanes for those 60 and over. He points out that in the run-up to the general election, with parties vying for the "grey vote", this could be a form of positive action that would be a vote winner!

Rubenstein also discusses the issue of tribunal fees in Scotland, stating the Smith Commission recommendations seem to suggest that the devolution of powers will enable Scotland to make changes to the tribunal fees regime, but that the UK Government will continue to be able to maintain consistency. Whether or not the Scottish Parliament would be able to remove or reduce tribunal fees may depend, he argues, on whether tribunal fees are seen as part of "overarching national policy" which, in turn, is likely to depend on the outcome of the general election.

Sue Johnstone  
Editor

### DIARY

- 2 South American sojourn; Tribunal fees in Scotland; Bid to save wider recommendations fails; Jeremy McMullen 1948-2015

### NEWS AND REPORTS

- 4 Keep up board changes or face mandatory quotas, warns Cable
- 5 Over-50s face barriers to work; Advertising is key to attracting older workers; Professions set to work beyond 65
- 6 Broadcasters must do more to support women in news broadcasting; Women needed to strengthen energy sector; More support needed for women entrepreneurs
- 7 Beyond 2015: a future agenda for equality and human rights; Fathers fake illness to meet family obligations; Many fathers may not qualify for SPL
- 8 Many LGB people still lack confidence to be open at work; Significant role for Law Society in co-ordinating LGB events
- 9 Most diverse workforces outperform least diverse; 37% of disabled jobseekers face discrimination; Increasing gender gap among university students; Entrenched ethnic inequalities in UK universities

### FEATURES

- 10 Reforming equal pay law in Britain: some proposals
- 16 Transparency or avoidance – update on equal pay legislation

### CASE STUDIES

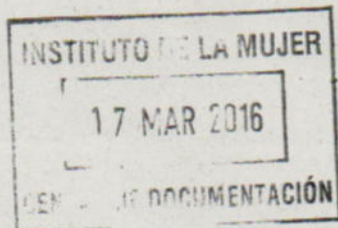
- 19 Genesis Housing: increasing gender equality
- 22 TLT LLP: action on accessibility

### DISCRIMINATION CASE LAW

- 25 This month in discrimination case law
- 28 In the Courts
- 31 Employment tribunal case digest

RE-0475





We look at two public sector organisations. At **Nottinghamshire Healthcare NHS Trust**, staff and patient involvement were seen as key to defining the priorities for the trust on LGBT. This has led to a culture change at the organisation, partly achieved by staff training and development and a review of its policies. Its straight allies include the trust's chief executive, who demonstrates her commitment to LGBT equality in her day-to-day work and championing LGBT issues at board level.

At the **National Assembly for Wales**, again the approach has been one of changing the culture. Support is offered to LGBT staff through mentoring, role modelling, coaching, performance management and career development plans. Its emphasis on supporting staff, and the high profile of the chair of its LGBT network, has contributed to an increased declaration rate on sexual orientation, from 28% to 80% of staff. It also conducted a publicity campaign explaining why such information is important and how it is used.

The LGBT staff network gave the impetus for change at energy company **BP**. The network, recognising the lack of role models in the energy sector, initiated a programme where LGBT staff and straight allies shared their experiences with a wider audience. The programme encourages LGBT employees at all levels to be visible role models for others in the organisation.

### Project managing equality

The **Crown Office and Procurator Fiscal Office for Scotland** (COPFS) explains how it has sought to comply with its responsibilities under the Equality Act public sector duty through a project management approach; setting up an implementation team with staff from across the organisation from various grades, locations and functions. Its newly appointed equality champion, who leads the project, started by appointing 10 equality ambassadors representing particular characteristics. She has also promoted equality across the justice system in Scotland, chairing the justice, equality and diversity subgroup of Scotland's Justice Board.

### Discrimination case law

Our case law section covers 16 discrimination cases. Two cases are reported in full in *In the Courts*, and six employment tribunal decisions are covered in *Case Digest*. Michael Rubenstein provides commentary on all 16 cases in "This month in discrimination case law", with links online to full transcripts of all decisions covered.

*Sue Johnstone*  
Editor

### DIARY

- 2 Mandatory gender pay gap reporting; Out at work?; Trevor and Onora; Employment tribunal statistics; Quota for women on boards in Germany; 22 QCs – 1 and 2 October; McMullen memorial

### NEWS AND REPORTS

- 4 Employers fear falling foul of laws protecting religion or belief
- 5 Myths and reality of employment tribunals; ET fees divide employers; Businesses not monitoring gender diversity, finds CIPD
- 6 Government help to get women into engineering; Schools urged to boost leadership diversity; TUC warns of growth in low-paid jobs for women; Low levels of women in full-time employment
- 7 A vision for employment of older workers; Employers value the experience of older workers; Informal practices used in managing age diversity; Most workers consider working beyond state pension age
- 8 Promoting the social model of disability; Mental health help for emergency services; More disabled people in work but employment gap persists; Change to Access to Work
- 9 Help for STEM employers recruiting BAME students; RfO key findings on recruitment and fair pay; Migrant workers benefit businesses; 49% rise in long-term unemployed young BME people; 24% of NHS employees bullied by colleagues
- 10 Two-thirds of men considering shared parental leave; Employers need to help to implement flexible working successfully; Childcare review needed, says charity

### AGENDA

- 11 Equality Commission for NI

### FEATURES

- 12 Shared parental leave: implementation
- 15 Flexible Working Regulations 2014: assessing a clash of rights

### CASE STUDIES

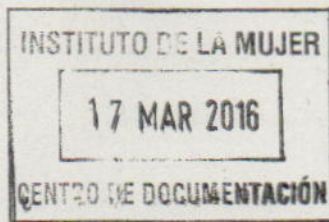
- 18 Nottingham Healthcare NHS Trust: creating a friendly workplace for LGBT staff
- 21 BP: achieving change through its LGBT staff network
- 24 National Assembly leads the way on LGBT equality in Wales
- 26 COPFS: project managing equality

### DISCRIMINATION CASE LAW

- 29 This month in discrimination case law
- 32 In the Courts
- 35 Employment tribunal case digest

RE.0475





the need to rectify the imbalance in the proportion of women at senior management levels, and introduced a Women in Leadership programme – a two-year, women-only training programme. A key part of it is “Pay it forward”, where in the second year participants are required to share their experiences and become role models, to encourage other women to come forward and participate in the programme. This is complemented by the organisation’s maternity mentoring programme, which is designed to support mothers returning to work. Women are paired with mentors, outside their own department, who have had a positive experience returning to work, and experiences can be shared and questions answered in confidence.

### Supporting carers at LSE

London School of Economics has introduced measures and practical support for carers. It realised it had a gap in its family-care provision – those who have responsibility for elderly parents. As a result, it introduced workshops on “Balancing work and being the carer of an adult”, to which partners of employees are invited as it was recognised that caring responsibilities can have a wider family impact. Other support mechanisms include provision of specialist external advice, for example, from cancer support group Macmillan; a carers network; and provision of flexible hours and paid time off, for example when a close relative is terminally ill. LSE was also involved in a pilot project run by Working Families, focusing on how organisations can benefit when they promote family-friendly policies that reduce stress on employees.

### This month in discrimination law

This month we report 15 discrimination cases. Michael Rubenstein’s column starts with two EAT cases dealing with harassment, which is also the subject of one of the employment tribunal cases in case digest. Other topics covered in the case law section this month include the definition of disability, reasonable adjustments, age discrimination, indirect discrimination and religion or belief.

### General Election 2015

In his Diary this month, Michael Rubenstein considers the equality and diversity implications of the General Election including the challenges for the Labour party, increased diversity in Parliament and the significance of the Conservatives’ proposals in its election manifesto.

Sue Johnstone  
Editor

### DIARY

- 2 General Election 2015: diversity in Parliament, equal opportunities, minimum wage and living wage, industrial action, tribunal fees, Human Rights Act, Europe; 22QCs: 1 and 2 October

### NEWS AND REPORTS

- 4 Opportunity Now award winners announced
- 5 Reasons why Muslim women more likely to be unemployed; More ethnic minorities in low-paid and insecure work
- 6 Disabled employees face ‘workplace hell’; Disabled teachers and students face discrimination; Mental illness ‘no excuse’ for time off, says managers; Good workplace practices help mental health; Helping people with mental health problems find work
- 7 New specialist employment scheme; Disability awards open for entries; High stress levels among further education workers; Guide to epilepsy at work; Creating a dementia-friendly workplace
- 8 Flexible working a ‘pipe dream’; Scotland’s most family-friendly employers; Inclusion programmes good for business; Remote working increases by 37%; PwC scraps A-level scores as graduate job criteria
- 9 Equality Evidence Toolkit for public authorities; RBS sets target for women leaders; Guidance on appearance and recruitment; The cost to business of ‘missing’ women; New chief executive for Fawcett Society

### AGENDA

- 10 Equality and human rights in Wales

### CASE STUDIES

- 11 The Royal Navy: tackling bullying and harassment
- 14 WWL NHS Foundation Trust: improving staff wellbeing and engagement
- 16 Asda: supporting women’s career development
- 19 Supporting carers at LSE

### DISCRIMINATION CASE LAW

- 21 This month in discrimination case law
- 24 In the Courts
- 27 Employment tribunal case digest

RE. 0475



with just three the previous year. Our findings show an upward trend across all awards – the average and median has increased overall and in almost all jurisdictions. The only two showing a decline are sexual orientation and religion or belief, which had only three and two awards respectively.

The average level of injury to feelings has moved from the low *Vento* band to the middle band. There has been a big jump in the number of high-level awards, from two to 13, and middle band awards were made in almost half of cases (47%).

In this first part of our survey, as well as an analysis of the overall picture, we detail the findings in relation to sex, maternity or pregnancy and race discrimination. Other jurisdictions – disability, age, sexual orientation, religion or belief and cases involving more than one protected characteristic – will be covered in part 2, along with appeals and recommendations. We will also include the first two cases where compensation was awarded in cases involving marriage and civil partnership and transgender.

### Agenda – European Parliament

Mary Honeyball MEP presents her views on the position of the European Parliament on maternity legislation in the European Union. As well as explaining the current situation regarding the draft Pregnant Workers Directive, which has been delayed for five years, she states how she believes the European Parliament should take this forward.

### Diary – ET fees

In his Diary this month, Michael Rubenstein, revisits employment tribunal fees. He explains the Government's announcement of a review of the fees regime, pointing out that this has been long-awaited and has come about when the Unison appeal in its judicial review challenging the fees is imminent. He adds that the coincidence of this and the announcement of the review "is unlikely to have been inadvertent".

He also comments on the latest statistics on ET claims, explaining that although the figures for the first quarter of 2015 show a small increase on claims received in the same quarter in 2014, a comparison with the 2013 figures reveals that discrimination claims are still down by around 62% since the fees were introduced.

*Sue Johnstone*  
Editor

### DIARY

- 2 Government review of ET fees; Latest statistics on ET claims; Scotland Bill; Queen's Speech; EELA; New CJEU headscarf references; Women and Equalities Committee; Cultural context

### NEWS AND REPORTS

- 4 Action needed to close disability employment gap; Improving recognition of mental health symptoms
- 5 Ethnic minorities more likely to earn below the living wage; Unconscious bias biggest barrier to women's promotion; Little change in union membership; More needs to be done to develop young people at work, says CIPD
- 6 Funding for women in care, cleaning and catering industries; Discrimination against women in Scottish law firms; Scottish law firms study shows experience counts; Promotion potential of over-50s ignored
- 7 Athena SWAN Charter extended; Over four million work from home; 'Macho' work cultures deter women applicants; Recently published: Employers' guide to childcare; TUC guide on surrogacy; Recruitment website for LGBT professionals; Essays published to promote equality and diversity

### AGENDA

- 8 **Maternity legislation in Europe**

### FEATURE

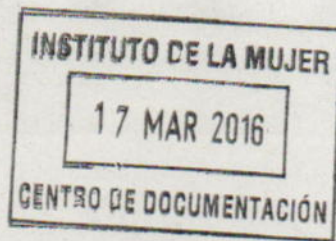
- 9 **Compensation awards 2014: part 1**

### DISCRIMINATION CASE LAW

- 25 **This month in discrimination case law**
- 28 **In the Courts**
- 31 **Employment tribunal case digest**

RE-0475





are of course required to be physically fit. This includes mental health issues. NFRS has emphasised that its aim is to accommodate disabilities to keep people in the role, and has improved its reasonable adjustments procedure and accessibility to training for all staff, as well as ensuring the training given to managers encompasses disability awareness including mental health issues.

### Engaging fathers at work

West Dunbartonshire Council has taken steps to encourage men in its workforce to take up childcare vouchers. Its employees are predominantly women (71%) but certain services, such as road workers and refuse collectors, are male-dominated. The council found that take-up of childcare vouchers among those groups was low, so it took steps to promote the scheme among them, through messages in council vehicles and payslips, as well as active marketing of the scheme through poster campaigns, leaflets and notices. There was, as a result, a 5% increase in the uptake of the vouchers by male employees.

### This month in discrimination case law

There are 15 discrimination cases in our discrimination case law section this month. Two of them are reported in *In the Courts*, including *Home Office (UK Border Agency) v Essop*, which, says Michael Rubenstein, “goes some way towards eviscerating the right to claim indirect discrimination”, adding that the Court of Appeal’s decision is “both confusing and regrettable”.

Other cases referred to by Michael Rubenstein are *Secretary of State for Justice v Prospero*, explaining principles for determining whether discrimination arising from disability had been justified, and *NHS Direct NHS Trust v Gunn*, which is also the subject of our first feature. He also comments on the six employment tribunal decisions that we report in *Case digest*.

### Diary: Gender pay gap

In his *Diary*, Michael Rubenstein examines some of the issues arising from the Government’s consultation on gender pay reporting, explaining why the proposals will result in only a slow move towards closing the gender pay gap. He points out that the consultation claims that publication of gender pay gap differences will result in “competition and peer pressure” that will “drive employers to take constructive actions” to tackle inequalities, adding that “no evidence is given to support this assertion and ... it seems utterly implausible”. He also suggests measures that would go some way to reduce the gender pay gap.

Sue Johnstone  
Editor

### DIARY

- 2 Closing the gender pay gap ... slowly; Appealing to the Court of Appeal ... slowly; Implementing the prohibition on caste discrimination ... slowly; *Maistrellis* on parental leave discrimination; Bonya Ahmed

### NEWS AND REPORTS

- 4 Impact of first year of Early Conciliation
- 5 Working Families award winners 2015; enei award winners 2015
- 6 Assessment of Equality Act; Fathers struggle for work-life balance; More support for carers needed
- 7 Disabled employees need confident line managers; Mental health problems rise despite employers’ efforts; Unite targets racism in NHS; RfO launches largest ever race at work survey
- 8 EHRC launches project to increase diversity in the television sector; ‘Poshness test’ excludes working class from elite firms; Recently published: Time off and pay for adoptive parents; Guidance on the Equality Act and the PSED; Quotas and targets
- 9 TUC calls for job guarantee scheme for jobless young people; Business faces mass exodus of skills as workforce ages; Apprenticeships targets; British mothers twice as likely as EU average to stay at home

### FEATURES

- 10 Protection for job applicants and others under the Equality Act 2010
- 12 Compensation awards 2014: part 2

### CASE STUDIES

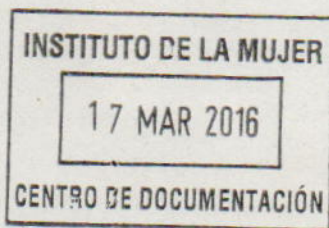
- 21 Nottinghamshire Fire and Rescue Service: a disability-friendly employer
- 24 Engaging fathers at work

### DISCRIMINATION CASE LAW

- 26 This month in discrimination case law
- 29 In the Courts
- 32 Employment tribunal case digest

RE.0475





policy already mirrors its maternity provisions, offering up to six months on full pay for mothers or fathers.

### **BIS: gender equality at senior level**

The Department for Business Innovation and Skills has achieved full gender balance on its leadership team. The action it has taken to support the career development of women includes familiar measures such as mentoring, a buddy scheme and unconscious bias training. In addition, it has introduced “storytelling” – a RADA-led session for all senior leaders to develop their storytelling talents, with the aim of encouraging colleagues to talk about their experiences; for example, their work–life balance concerns.

### **A core competency approach to learning and development in EDI**

Nottingham Trent University has changed its approach to delivering equality, diversity and inclusion (EDI) by introducing a new staff learning and development programme that focuses on a core competency framework in EDI. Staff are then encouraged to apply these competencies to real situations. Angie Pears and Susanna Dermody explain how the approach was developed, implemented and evaluated, and the impact it has had. For example, staff indicated that they had changed their attitudes and were seeing the value of such training, rather than undertaking it because they have been told to. The university, recognising the value of the EDI learning and development programme, have now made it a mandatory module for all new starters.

### **Discrimination case law**

We cover 16 discrimination cases. Two judgments from the Court of Justice of the European Union – one on a father’s rights to parental leave and another on associative race discrimination. Other appeal cases include decisions on the exclusions from the statutory definition of disability and two age discrimination cases. We also report six employment tribunal decisions.

*Sue Johnstone  
Editor*

### DIARY

- 2 Court of Appeal dismisses fees JR; Fees in Scotland; ET stats; Corbyn and women; Corbyn, Alibhai Brown and anti-Semitism; Harassment: intent v impact; US requires disclosure of CEO–worker pay gap; Bob Hepple 1934–2015; Candida Royalle 1950–2015

### NEWS AND REPORTS

- 4 First findings from pregnancy and maternity discrimination survey; Action against pregnancy discrimination
- 5 The Law Society on employment tribunals; Gender and diversity at the Bar
- 6 Older women losing out at work; Over-50s need more employment opportunities
- 7 Unconscious bias remains huge problem for recruiters; Mothers forced to leave jobs due to lack of flexible working; Female equality could increase GDP by 35%; EY changes its graduate entry criteria; Most people have experienced bullying at work; Recently published

### AGENDA

- 8 **Equality in Scotland**

### FEATURES

- 9 **Compensation awards 2014: part 3**

### CASE STUDIES

- 14 **Family-friendly working at iCrossing**
- 17 **The Scottish Parliament: supporting equal parenting**
- 19 **BIS: gender equality at senior level**
- 22 **A core competency approach to learning and development in EDI**

### DISCRIMINATION CASE LAW

- 25 **This month in discrimination case law**
- 28 **In the Courts**
- 31 **Employment tribunal case digest**

RE. 0475



staff, particularly the over-60s, whose engagement scores increased by 14 percentage points.

### Multigenerational workforce at Sodexo

As part of its work on diversity and inclusion, Sodexo launched its "Generations" work programme, aimed at ensuring that age is not an obstacle to success at work. The programme included GenERAtions – an employee network that seeks to explore the differences between generations that lead to misunderstandings. It now has more than 300 members representing staff across the age groups. One way people were encouraged to join the network was through a board game – GenMatch – that helps different generations to understand one another. The success of the programme is measured by the increased engagement scores in Sodexo's staff survey. External clients and other parts of the business have expressed interest and asked for help in developing their own intergenerational strategies.

### Scottish Courts and Tribunals Service: carers

The Scottish Courts and Tribunals Services (SCTS) began its support for carers over a decade ago, and is still being recognised for its achievements. Having set up a working party in 2001, it has gone on to develop a range of practical support for employees who are carers, including joining a carer register which brings benefits such as paid special leave, respite care schemes and interest-free loans for specialist equipment. It provides peer support in the form of a carer contact team, who carers can speak to about their caring responsibilities. SCTS is the second organisation that has been awarded the "established" level in the Carer Positive Scheme.

### Diary

Michael Rubenstein in his Diary this month comments on the statements on equality made by David Cameron in his speech to the Conservative Party Conference, and questions whether such commitment is supported by the Government's track record on equality issues, including the introduction of employment tribunal fees and repeal of statutory discrimination questionnaires and the power of tribunals to make wider action recommendations. He points out that the Government will be judged on its actions, and highlights three forthcoming opportunities for it to demonstrate its commitment to "end discrimination": replacement of the chair of the EHRC, review of employment tribunal fees, and the consultation on gender pay gap reporting.

*Sue Johnstone*  
Editor

### DIARY

- 2 Prime Minister on equality; Fees inquiry; Gender pay gap reporting; Board diversity planning in Scotland; California Equal Pay Act narrows defence; Jessica Mendoza; 22 QCs documentation; Discrimination Law in 2016

### NEWS AND REPORTS

- 4 Race equality winners announced; Eight universities receive award for race equality
- 5 Employees want gender pay gap data published by pay grade and job type; Women with degrees earn 3 times as much as those without; Gender pay gap starts in apprenticeships; Work needed on pay equality in HE
- 6 Age-related bias unchecked in majority of companies; Employers report rise in mental health problems
- 7 Muslims underrepresented in professions; Briefing on ET fees; Diversity advisers appointed to help civil service; Recruitment changes at Deloitte; SPL to include grandparents; Recently published

### AGENDA

- 8 **EHRC: legal and policy**

### FEATURES

- 9 **Discrimination claims in employment tribunals: the Scottish perspective**

### CASE STUDIES

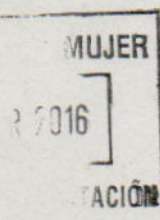
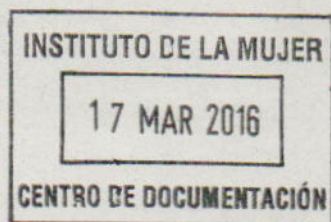
- 12 **Department for Transport: championing an ageing workforce**
- 15 **Sodexo: harnessing the benefits of a multigenerational workforce**
- 18 **SCTS: leading the way on caring**

### DISCRIMINATION CASE LAW

- 21 **This month in discrimination case law**
- 24 **In the Courts**
- 27 **Employment tribunal case digest**

RE-0475





smartphones has enabled staff to work remotely and resulted in reduced sickness and increased productivity. Staff performance is measured on output, not visibility. Interestingly, the organisation does not have formal flexible working arrangements, as its systems allow for flexibility for everyone. The shift in culture was accompanied by personalised training, to help all employees use the technology and learn new skills.

### Equality and diversity at the Bar

Robin Allen QC gives his personal views on developments in equality and diversity at the Bar, and the work of the Bar Council's Equality & Diversity and Social Mobility Committee. He is appalled at the fact that, at current levels, there is no prospect that the Bar will ever have equal numbers of women and men, and at the lack of progress of black and minority ethnic barristers into the judiciary.

### PurpleSpace

We feature a new online platform for disability networks. Created by Kate Nash, former RADAR chief executive, the hub aims to bring together the leaders of disabled employee networks and disabled employees and their allies. It will offer learning and professional development packages as well as practical advice from disabled employees on managing disability at work and managing career progression.

### This month in discrimination case law

We report 14 discrimination cases in our case law section, including four EAT and three employment tribunal decisions on disability discrimination, which continues to generate interesting case law. Other areas covered are whether there was a "practice" in an indirect age discrimination claim, a finding on "detriment" in a race discrimination case, and two decisions of the European Court of Human Rights on sex and race discrimination.

### Diary: Name-blind application forms

In his Diary this month, Michael Rubenstein comments on the Government announcement that the civil service will be introducing name-blind recruitment for all levels below senior civil service. He reminds us that there was an attempt to introduce such a measure into legislation in 2009 when the Equality Act 2010 was going through Parliament, which was prevented by the then Labour Government.

*Sue Johnstone  
Editor*

### DIARY

- 2 Name-blind applications; Gender pay gap reporting expanded; Cuba impressions; Diversity in broadcasting; Iain Lee; Charlotte Proudman; ILS talk; Discrimination Law in 2016

### NEWS AND REPORTS

- 4 Disability recruitment awards announced; Disability-smart award winners announced
- 5 BAME employees more ambitious than white colleagues; Equality and human rights progress report
- 6 Runnymede Trust call for evidence; New collaborative learning network; Top-level gender pay gap hits 54.9%; More older women in work; One-third of British working mothers are main breadwinners
- 7 Police publish diversity profiles; LSE study calls for gender quotas in positions of power; Davies sets new target for women on boards; Women and ethnic minorities in HE; Recently published

### AGENDA

- 8 **Equality and diversity at the Bar**

### FEATURES

- 9 **New professional development network for disabled employees**

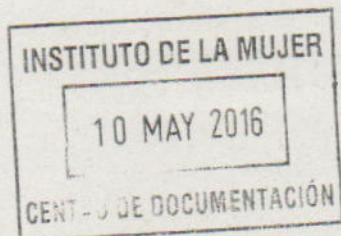
### CASE STUDIES

- 10 **Agility and family-friendly working at Scottish Water**
- 12 **Circle Housing: introducing agile working**
- 15 **National Assembly for Wales: embedding flexible working**
- 18 **Agile working at Cafcass**

### DISCRIMINATION CASE LAW

- 21 **This month in discrimination case law**
- 24 **In the Courts**
- 27 **Employment tribunal case digest**



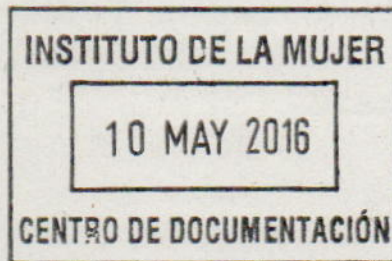


# Contents

<b>Introduction</b>	v
<b>Members of the European network of legal experts in gender equality and non-discrimination</b>	vii
<b>Self-employment in EU member states: the role for equality law</b> <i>Catherine Barnard and Alysia Blackham</i>	1
<b>Access to justice for persons with mental disabilities: without procedural accommodation, an impossibility</b> <i>Margarita Ilieva</i>	14
<b>Gender identity and registration of sex by public authorities</b> <i>Marjolein van den Brink and Jet Tigchelaar</i>	29
<b>Combating sexual orientation discrimination in the European Union</b> <i>Christa Tobler</i>	41
<b>European case law update</b>	
Court of Justice of the European Union	52
European Court of Human Rights	61
<b>Key developments at national level in legislation, case law and policy</b>	
Belgium	66
Bulgaria	68
Croatia	70
Cyprus	72
Czech Republic	75
Denmark	77
Estonia	79
Finland	80
France	81
Former Yugoslav Republic of Macedonia	86
Germany	89
Greece	95
Hungary	98
Iceland	100
Ireland	102
Italy	105
Liechtenstein	109
Lithuania	110
Malta	111
The Netherlands	113
Norway	121
Portugal	123
Romania	124
Serbia	131

RE.0616





ÍNDICE

→ Septiembre 15 | N°

109

**Juventud Global: Identidades y  
escenarios de actuación en clave  
cosmopolita**

Coordinador:  
**Manuel Espín / Fundación Atenea**

**EL TEMA** | pág. 5

Introducción | pág. 7

1. Educar a la generación de los *Millennials* como ciudadanos cultos del ciberespacio. Apuntes para la alfabetización digital | pág. 13  
**Manuel Area Moreira, José Francisco Borrás Machado, Belén San Nicolás Santos. Laboratorio de Educación y Nuevas Tecnologías (Edullab). Universidad de La Laguna.**
2. Tesis/Antítesis. Identidades y contextos de los y las jóvenes. De lo local a lo global | pág. 33  
**Manuel Espín. Fundación Atenea.**
3. Fronteras a la construcción de la identidad en un mundo sin límites: Jóvenes en busca de un sentido | pág. 49  
**Jaime Hernández de la Torre. Artista plástico, escritor, profesor. Budapest (Hungria).**
4. Jóvenes españoles en programas europeos y extracomunitarios. Análisis y evaluación | pág. 79  
**Daniel Madrid. Universidad de Granada.**
5. Programas bilingües en Educación Secundaria. Actividades, iniciativas, oportunidades | pág. 97  
**Alberto Piñera Piñera. IES Velázquez. Móstoles (Madrid).**
6. La confluencia de formación académica y tecnología profesional en los Centros de Alto Rendimiento (CAR) universitarios | pág. 115  
**Jaime Repollés. U-tad. Adscrita a la Universidad Camilo José de Cela.**
7. Estímulo a la creatividad y emprendimiento joven para la innovación social en un contexto global | pág. 127  
**Rosa María Torres Valdés. Universidad de Alicante.**
8. Nuevas tendencias de aprendizaje vinculadas a territorios de participación | pág. 147  
**Patricia Núñez. Universidad Complutense de Madrid. Erika Patricia Álvarez Flores. Universidad de Sonora (México). Marcel Higuera Brunner. Universidad Carlos III de Madrid.**
9. La palabra de los niños y las niñas. El Parlamento Infantil *Online* | pág. 165  
**Gregorio Aranda y Noemí Biscione. UNICEF-España. Inés Domínguez Llorens. Esther Freire. En Babia Social Communication.**
10. G-20. Experiencia y aprendizaje. Encuentro internacional de jóvenes para la simulación de una reunión del G-20 | pág. 177  
**Concepción Campillo-Alhama, Rosa María Torres Valdés. Universidad de Alicante. Carolina Lorenzo. Instituto Mediterráneo de Estudios del Protocolo.**
11. Ruta Quetzal: un rito iniciático | pág. 199  
**Jesús Luna Torres. IES Ciudad de Los Ángeles (Madrid).**
12. Nuevas formas de cooperación en actuaciones internacionales: bomberos ante situaciones de riesgo | pág. 207  
**Charles Rodríguez Dos Santos. Bomberos Unidos Sin Fronteras.**

**MATERIALES** | pág. 221

**COLABORACIÓN** | pág. 235

RE.0132



# Revista del Ministerio de Empleo y Seguridad Social

## Seguridad Social

La demografía como logro y reto en los sistemas de protección social.  
Evolución en el concepto de contribución a los sistemas:  
¿hacia una contributividad demográfica?

### SUMARIO

**EDITORIAL** *José María Marín Correa, 9*

RE 0553

#### I. ESTUDIOS

Demografía y adecuación de las pensiones. Nuevos enfoques en la contributividad. *Andrés Ramón Trillo García, 15*

La Seguridad Social en el informe de la Organización Internacional del Trabajo (OIT) sobre empleo y protección social en el nuevo contexto demográfico. *Delaira López Sanguos, Pedro Javier Budía Aldana, Luis Santos Cuenca 67*

Inercias e incertidumbres en el futuro demográfico de España. *Amand Blanes Llorens, Anna Cabré Pla, 105*

Evolución de la normativa sobre jubilación en España. *Vanesa Rodríguez Álvarez, 131*

La compatibilidad de las pensiones de Seguridad Social con el trabajo. *Iván Antonio Rodríguez Cardo, 157*

El emprendimiento después de los 50 años: una revisión teórica y algunas propuestas de gestión. *Tomas Arrieta Carrillo, Pilar Quevedo Cano, 195*



## II. JURISPRUDENCIA

Jurisprudencia en materia de Seguridad Social, en la Sala Cuarta del Tribunal Supremo. *María Luz García Paredes, 219*

## III. RECENSIONES Y DOCUMENTACIÓN

### Recensiones

El convenio especial. Una respuesta al futuro de las prestaciones de la Seguridad Social, de Francisco Javier Fernández Orrico, *249*

Respuestas a dudas y problemas sobre figuras peculiares de Seguridad Social. Una respuesta al futuro de las prestaciones de la Seguridad Social, de Francisco Javier Fernández Orrico, *252*

Pensión de Jubilación. Últimas reformas legales, de Yolanda Sánchez Uran-Azaña, Juan Gil Plana, *254*

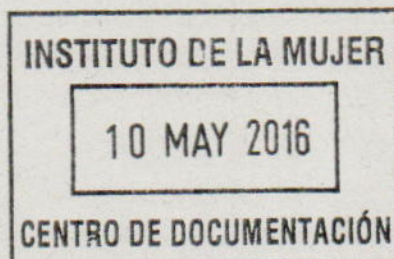
### Documentación

Informe sobre el complemento de maternidad en las pensiones contributivas, *261*



Revista del Ministerio  
de Empleo y Seguridad Social  
Derecho del Trabajo

Relaciones laborales especiales y con peculiaridades



SUMARIO

EDITORIAL *Alfredo Montoya Melgar, 9*

ESTUDIOS

RE. 0553

Estatuto jurídico del alto directivo laboral. Nuevas perspectivas en el ámbito privado y en el ámbito público. *Yolanda Sánchez-Urán Azaña, 15*

La relación laboral especial de los empleados de hogar. *Iván A. Rodríguez Cardo, 49*

La relación laboral especial de los penados en centros penitenciarios y de los menores internados. *Inmaculada Baviera, 79*

Deportistas profesionales: un breve análisis a tres décadas del RD 1006/1985. *José María González del Río, 99*

La relación laboral especial de los artistas en espectáculos públicos: balance a los treinta años de su aprobación. *Iciar Alzaga Ruiz, 127*

El contrato de trabajo para la realización de actividades mercantiles. *Alberto Cámara Botía, 157*

La relación laboral de carácter especial de los trabajadores con discapacidad que prestan sus servicios en los centros especiales de empleo. *María Antonia Castro Argüelles, 189*



Relación laboral especial de residencia con fines de especialización sanitaria. *Olaya Martín Rodríguez, 223*

Las relaciones laborales, especial y común, de la estiba portuaria. *Ángel Arias Domínguez, 267*

La relación laboral de carácter especial de los abogados que prestan servicios en despachos de abogados. *Nuria García Piñeiro, 315*

La relación laboral del personal civil no funcionario al servicio de establecimientos militares. *Carmen Sánchez Trigueros, 355*

Profesores de religión en centros públicos de enseñanza. *Juan Pablo Maldonado Montoya, 393*

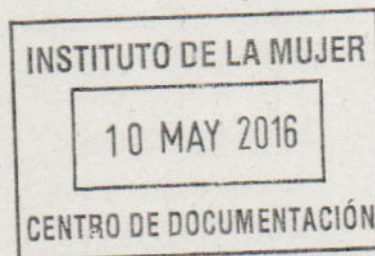
El personal investigador en formación: una peculiar relación laboral. *Francisco A. González Díaz, 419*



# WOMEN'S STUDIES INTERNATIONAL FORUM

VOLUME 49 2015

MARCH-APRIL



## CONTENTS

### Regular Articles

- ANA M. GONZÁLEZ RAMOS, ESTHER TORRADO MARTÍN-PALOMINO 1 Addressing women's agency on international mobility
- YEŞİM ARAT, AYŞE GÜL ALTINAY 12 "KAMER, a women's center and an experiment in cultivating cosmopolitan norms"
- GRETA GAARD 20 Ecofeminism and climate change
- SONYA SHARMA, SHERYL REIMER-KIRKHAM 34 Faith as social capital: Diasporic women negotiating religion in secularized healthcare services

Special Section on Transformations of Gender, Sexuality and Citizenship in South East Europe,  
Guest Edited by: Oliwia Berdak, Chiara Bonfiglioli, Katja Kahlina, Adriana Zaharijević

- CHIARA BONFIGLIOLI, KATJA KAHLINA, ADRIANA ZAHARIJEVIĆ 43 Transformations of gender, sexuality and citizenship in South East Europe
- OLIWIA BERDAK 48 Reintegrating veterans in Bosnia and Herzegovina and Croatia: Citizenship and gender effects
- CHIARA BONFIGLIOLI 57 Gendered citizenship in the global European periphery: Textile workers in post-Yugoslav states
- ROZITA DIMOVA 66 Between borderlines, betwixt citizenship: Gender, agency and the crisis in the Macedonia/Greece border region

*(Continued on inside back cover)*

Indexed/ Abstracted in *Alt Press Ind, Amer Hist & Life, Ann Guide Wom Perio US/CANADA, Research Alert®, ASSIA, Br Hum Ind, Current Contents/Social & Behavioral Sciences, Social Sciences Citation Index®, Fem Perio, Hist Abstr, PschINFO, Psychol Abstr, Social Abstr, Stud Wom Abstr, Scopus, ScienceDirect*

RE. 0158

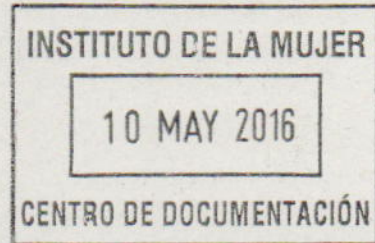
ISSN 0277-5395  
WSINDA 49 1-104 (2015)  
361





# WOMEN'S STUDIES INTERNATIONAL FORUM

VOLUME 50 2015  
MAY-JUNE



## CONTENTS

### Research Articles

- SYLVANNA M. FALCÓN,  
JENNIFER C. NASH 1 Shifting analytics and linking theories: A conversation about the "meaning-making" of intersectionality and transnational feminism
- GÜLSÜM BAYDAR 11 Embodied spaces of resistance
- THERESA TUFUOR,  
ANKE NIEHOF,  
CHIZU SATO,  
HILJE VAN DER HORST 20 Extending the moral economy beyond households: Gendered livelihood strategies of single migrant women in Accra, Ghana
- SADEGH SALEHI,  
ZAHRA PAZUKI NEJAD,  
HOSSEIN MAHMOUDI,  
ANDREA KNIERIM 30 Gender, responsible citizenship and global climate change
- AFROZA ANWARY 37 Construction of hegemonic masculinity: Violence against wives in Bangladesh
- MARÍA DEL MAR ALONSO-ALMEIDA,  
JORDI PERRAMON,  
LLORENÇ BAGUR 47 Women managers and corporate social responsibility (CSR) in Spain: Perceptions and drivers
- PAUL CHANEY 57 Organized out of politics? Parliamentary scrutiny of the substantive representation of women in UK governments' legislative programmes 1945-2012
- JOHANNA E. FOSTER 68 Women of a certain age: "Second wave" feminists reflect back on 50 years of struggle in the United States

(Continued on inside back cover)

Indexed/ Abstracted in *Alt Press Ind.*, *Amer Hist & Life*, *Ann Guide Wom Perio US/CANADA*, *Research Alert®*, *ASSIA*, *Br Hum Ind.*, *Current Contents/Social & Behavioral Sciences*, *Social Sciences Citation Index®*, *Fem Perio*, *Hist Abstr.*, *PschINFO*, *Psychol Abstr.*, *Social Abstr.*, *Stud Wom Abstr.*, *Scopus*, *ScienceDirect*

RE.0158

ISSN 0277-5395  
WSINDA 50 1-110 (2015)  
361

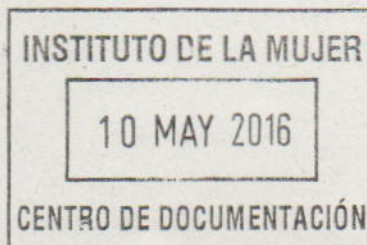




# WOMEN'S STUDIES INTERNATIONAL FORUM

VOLUME 51 2015

JULY-AUGUST



## CONTENTS

### Regular Papers

- HEIDI SAFIA MIRZA 1 "Harvesting our collective intelligence": Black British feminism in post-race times
- TRACEY FELTHAM-KING, CATRIONA MACLEOD 10 Gender, abortion and substantive representation in the South African newsprint media
- MICHELLE E. CARREON, VALENTINE M. MOGHADAM 19 "Resistance is fertile": Revisiting maternalist frames across cases of women's mobilization
- PATRICIA EASTEAL, LORANA BARTELS, NONI NELSON, KATE HOLLAND 31 How are women who kill portrayed in newspaper media? Connections with social values and the legal system
- WANDA A. WIEGERS, DOROTHY E. CHUNN 42 Stigma and resistance: The social experience of choosing sole motherhood in Canada 1965-2010
- HEATHER J. ROWE, JANE R.W. FISHER 56 Do contemporary social and health discourses arouse peripartum anxiety? A qualitative investigation of women's accounts
- TANNI CHAUDHURI 66 Looking at a culture specific model of HIV intervention: The instance of the Buladi campaign in West Bengal, India

### Special Section on Transformative Gender Justice, Guest Edited by : Jelke Boesten and Polly Wilding

- JELKE BOESTEN, POLLY WILDING 75 Transformative gender justice: Setting an agenda

*(Continued on inside back cover)*

Indexed/ Abstracted in *Alt Press Ind.*, *Amer Hist & Life*, *Ann Guide Wom Perio US/CANADA*, *Research Alert®*, *ASSIA*, *Br Hum Ind.*, *Current Contents/Social & Behavioral Sciences*, *Social Sciences Citation Index®*, *Fem Perio*, *Hist Abstr.*, *PschINFO*, *Psychol Abstr.*, *Social Abstr.*, *Stud Wom Abstr.*, *Scopus*, *ScienceDirect*

RE. 0158

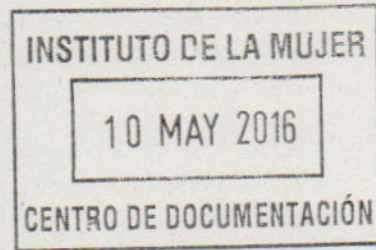
ISSN 0277-5395  
WSINDA 51 1-144 (2015)  
361





# WOMEN'S STUDIES INTERNATIONAL FORUM

VOLUME 52 2015  
SEPTEMBER-OCTOBER



## CONTENTS

### Research Articles

- MARY J. AINSLIE 1 The 2009 Malaysian Female Circumcision Fatwa: State ownership of Islam and the current impasse
- LYNNETTE ARNOLD 10 The reconceptualization of agency through ambiguity and contradiction: Salvadoran women narrating unauthorized migration
- TOVI FENSTER, CHEN MISGAV 20 The protest within protest: Feminism and ethnicities in the 2011 Israeli protest movement
- RACHEL ALSOP 30 A novel alternative. Book groups, women, and workplace networking
- Book Reviews
- AILESHA RINGER 39 Sex Tourism in Bahia: Ambiguous Entanglements
- RONJA MANNOV OLESEN 40 On being included — Racism and Diversity in Institutional Life
- MARLOES STOFFERIS 40 The Conjectural Body: Gender, Race and the Philosophy of music
- VALENTINA GENTA, ERASMUS MUNDUS GEMMA 41 Wombs in labor: Transnational commercial surrogacy in India
- JULIETTE SANCHEZ-LAMBERT 42 Fleeing homophobia: Sexual orientation, gender identity and asylum
- MICHELE TONDI 43 Sexual violence during war and peace: Gender, power, and post-conflict justice in Peru

(Continued on inside back cover)

Indexed/ Abstracted in *Alt Press Ind*, *Amer Hist & Life*, *Ann Guide Wom Perio US/CANADA*, *Research Alert®*, *ASSIA*, *Br Hum Ind*, *Current Contents/Social & Behavioral Sciences*, *Social Sciences Citation Index®*, *Fem Perio*, *Hist Abstr*, *PschINFO*, *Psychol Abstr*, *Social Abstr*, *Stud Wom Abstr*, *Scopus*, *ScienceDirect*

RE.0158

ISSN 0277-5395  
WSINDA 52 1-100 (2015)  
361



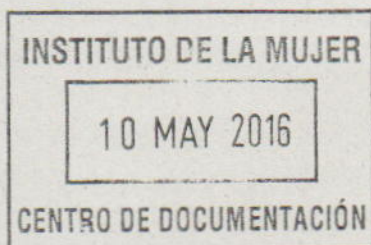
0277-5395(201509/10)52C;1-6





# WOMEN'S STUDIES INTERNATIONAL FORUM

VOLUME 53 2015  
NOVEMBER-DECEMBER



## CONTENTS

### Special Section on Choosing mothering? The gendering of agency

- |  |     |   |
|--|-----|---|
| NOLLAIG FROST,<br>ROSE CAPDEVILA,<br>SALLY JOHNSON | 103 | Special Issue of Women's Studies International Forum: Choosing mothering? The gendering of agency   |
| YA'ARIT BOKEK-COHEN                                | 107 | The golden cage of sperm banking industry   |
| LUCY VAN DE WIEL                                   | 119 | Frozen in anticipation: <i>Eggs for later</i>   |
| AMRITA NANDY                                       | 129 | Natural mother = real mother? Choice and agency among un/natural 'mothers' in India   |
| ABIGAIL LOCKE                                      | 139 | Agency, 'good motherhood' and 'a load of mush': Constructions of baby-led weaning in the press  |
| IRINA CHERESHEVA                                   | 147 | Food for thought: A comparative analysis of online narratives of maternal practices of infant feeding in Hungary and Bulgaria   |
| DAWN MANNAY  | 159 | Achieving respectable motherhood? Exploring the impossibility of feminist and egalitarian ideologies against the everyday realities of lived Welsh working-class femininities |
| ASEMEH GHASEMI                                     | 167 | Muslim Iranian women working in broadcast media (IRIB): Between motherhood and professionalism  |
| KIRSTEN ISGRO,<br>MARI CASTAÑEDA                   | 174 | Mothers in U.S. academia: Insights from lived experiences   |

(Continued on inside back cover)

Indexed/ Abstracted in *Alt Press Ind*, *Amer Hist & Life*, *Ann Guide Wom Perio US/CANADA*, *Research Alert*®, *ASSIA*, *Br Hum Ind*, *Current Contents/Social & Behavioral Sciences*, *Social Sciences Citation Index*®, *Fem Perio*, *Hist Abstr*, *PschINFO*, *Psychol Abstr*, *Social Abstr*, *Stud Wom Abstr*, *Scopus*, *ScienceDirect*

RE. 0158

ISSN 0277-5395  
WSINDA 53 1-210 (2015)  
361



0277-5395(201511/12)53C:1-0

