



## **Quality in Gender+ Equality Policies**

European Commission Sixth Framework Programme  
Integrated Project

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## **State of the Art and Mapping of Competences Report: Belgium**

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This State of the Art report is part of the comparative research project QUING that is financed by the European Commission. QUING will answer two important questions: What are actually gender equality policies in the practice of national and European policy making? And also: What is the quality of these current policies, especially in terms of their transformative potential, their attention for other inequalities and their openness for voices of the movements that lay at its origin? QUING studies all 27 EU-countries plus Croatia and Turkey. QUING will present results from January 2009 on, and will be finished in 2011.

For its analysis, QUING has chosen three gender equality relevant issues: non-employment, intimate citizenship and gender based violence. The comparative study will enable a better understanding of differences and similarities, and of the quality of gender+equality policies. This comparative analysis is the heart of QUING that will generate new theory, that will be relevant to the whole of Europe. These parts of QUING are named LARG and WHY. In a related part, named STRIQ, the project will further develop theories on intersectionality, on the relationship between gender inequalities and inequalities originating in ethnicity, class, religion or sexuality, and describe and analyze to what extent and how intersectionality is incorporated in gender equality policies with across Europe. Additionally, QUING will also be preparing the ground for comparative research on the history of feminist ideas in Europe. In this part, named FRAGEN, QUING will start with the construction of a database that will 'open' selected core feminist texts to researchers by storing original second wave feminist texts in the database together with an analytic description of these texts in English. QUING will open this database to the research community in its last year. In its last two years, QUING will also be very active with its fifth part, named OPERA, actively translating its knowledge in gender training for all actors in policy making, and it will develop high quality standards for such training, that will be tested in practice. For a more extensive presentation of the QUING project please consult the website at [www.quing.eu](http://www.quing.eu).

This State of the Art report has the goal of assuring that the QUING researchers start their research using the knowledge that is already available on gender equality policies in a country. In this sense, the State of the Art is a classic literature review, relevant to the different parts of the QUING project (LARG, WHY and STRIQ). Added to this, some information is asked for that facilitates the preparation of the activities in FRAGEN.

This report is structured as follows. In the first part a short assessment is made of the annotated bibliography that can be found in the second part of this report. In the second part of the report one will find the actual annotated bibliography. This part maps the most important relevant academic studies and other policy related literature (reports by IO, INGOs, experts etc.) about each country. The annotated bibliography has been divided into four separate sections. One section covers studies relating to gender equality policies, the following one is on non-employment related articles, the next one is on intimate citizenship related articles and the final one is on gendered violence related articles. In all sections, the accent is on studies that focus on the *gender equality aspects* of policies relating to these issues. The four sections itself have been divided into country language studies and English language studies. Comparative studies can be found under a separate heading within these language groups. Next to the bibliography, this part also contains a section relating to the OPERA part of the QUING project in which the most relevant gender training literature that has been produced in the country (e.g. gender equality manuals, gender mainstreaming manuals, gender impact assessment guides) is listed. There is a section related to the FRAGEN part in the QUING project listing the archives or documentation centres specialized in gender equality policies on national level.

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## Introduction

Research on gender issues is still in full development in Belgium. Centres for gender studies have been established at most Dutch-speaking universities but are not yet fully set up at all French-speaking universities. Even though they exist, most of these centres are not officially anchored and financed as other academic departments or research institutions, and function by the voluntary input of engaged researchers. Nonetheless, research is evolving. Researchers have frequent contacts with colleagues abroad and are embedded in international research networks. The work is growingly connected to the broader knowledge available in the field. The last couple of years research also witnessed a shift in focus from studies on women and their position as such to a broader comparative perspective on gender relations and their structural character. In this respect studies growingly surpass the descriptive level.

Gathering the information for this report was and was not an easy exercise. It was also an interesting one. It was an easy exercise since there is not yet that much research as can be found in several other EU member states. Thanks to the presence of a couple of very valuable feminist documentation centres and databases it was not too difficult to compile a list of references. The difficulty in gathering the information is located at two levels. Contrary to the facility to trace references, it was less easy to get hold of them in order to make an annotation. Much research, especially of the earlier years, ended in a research report and has never been published officially. These references are difficult to get hold of and sometimes simply do no longer exist. Another difficulty existed in defining what falls under the heading of research. We decided to draw the line very loosely, especially in fields where less research is yet available. Compiling this report was also a very interesting exercise because, in the end, it tells a lot about the state of the art of research on gender issues and its community. We found that there are big differences between issues, between different academic communities and between the academia and the women's organizations in a broader sense.

Given the recent character of a formal *equal opportunity policy* carried out by women's policy agencies in Belgium, it is not surprising to note that the scarce research about equal opportunities mainly focuses on gender mainstreaming. Gender mainstreaming is indeed a relevant issue that deserves attention when studying equal opportunity policy in Belgium, but it implies that a large period of equal opportunity policy, namely between 1985 and 1995, drops of the radar. This recent interest for gender equality policies and their structures has nothing to do with the time frame used in the present report. Other, more specific areas of gender equality policies, such as violence against women, have been covered by research before 1995. Hence, the interest of gender studies for equal opportunity policies and their structures is of a more recent nature. As this bibliography shows, most research on gender equality policies and related structures is conducted by political scientists and public policy scholars.

The Belgian studies about equal opportunity policy also have a rather narrow territorial focus. Women's policy agencies and equal opportunity policy are significantly stronger elaborated on the federal level and in Flanders, political levels with fully developed women's policy agencies and gender equality policies. The other regions (Brussels and Wallonia) are lagging in this respect. This probably explains

why these levels of policy making are absent from the literature on equal opportunity policy. It might also explain the under representation of Francophone researchers and studies in this domain.

The fact that political scientists as well as policy scientist are interested in this issue, might be considered as a strong feature of the research on equal opportunity policy in Belgium. Next to the low number of studies and their rather narrow focus (on gender mainstreaming, the period after the nineties, federal/Flemish) other striking weak features are the limited comparative approach (international as well as within the federal state) and the lack of more theoretical or conceptual analysis. There exist nonetheless a couple of comparative studies, conducted by mainly Dutch-speaking scholars, in which Belgium or Flanders is mainly compared to the Netherlands and the United Kingdom. The comparison with the Netherlands is a recurrent choice in both Flemish politics and also the Flemish academia, whereby the Netherlands are generally represented as the example and the point of reference.

### *Non-employment*

The Belgian research on non-employment mainly focuses on two forms of non-employment that determine the position of women on the labour market: leaves (temporary non-employment in order to fulfil other tasks and roles) and part-time employment. The issue of low- and unskilled women, their re-insertion in the labour market, and the topic of pensions also receives attention in this strand of research. The issue of non-employment is most often situated within the broader theme of combining paid and care work and the context of care and the family. Seldom non-employment is framed as an aspect of an employment strategy as such. Therefore, the policy areas that these studies address are social policy and not employment policy or equal opportunity policy. This might explain the fact that sociologists are the main authors writing about these topics; political scientists and public policy scholars seem to be less interested in the topic of non-employment. Probably because of the high number of sociologists working on this issue, a considerable amount of the literature is not on policies regarding non-employment. Authors such as Katrijn Vanderweyden, to cite but one example, have written many contributions on the choices and constraints to participate in paid labour or not, but most of the literature deals with other aspects than policies.

A striking feature in the recent Belgian literature on non-employment is the weak framing of this issue as a discriminatory practice or as an outcome of discrimination, an exception being the pensions of women that were not employed for a certain period of time during their professional career. In fact, non-employment is rarely framed as problematical in these studies: issues of legitimacy of non-employment or social exclusion are not addressed very often. There is only a weak linkage with the literature on equal opportunities. Also, a more conceptual analysis of non-employment as a constituting element of specific gender regimes is rather lacking in the Belgian studies on non-employment. Compared to the general studies on equal opportunity policy, the comparative approach is rather well elaborated and many studies are conducted within international teams.

### *Intimate citizenship*

Belgian research on intimate citizenship focuses on two themes: migrant women, on the one hand, and gays, lesbians and bisexuals, on the other hand. To a much lesser extent the evolution of types of relationships within families is also addressed. Regarding migrant women two aspects are central: migration due to marriage and the status of women in migrant communities due to cultural or religious habits and rules (headscarf), on the one hand, and law and jurisdiction, on the other. The focus on migrant women is therefore limited to certain communities of migrant women, those with cultural or religious backgrounds not similar to the Belgian one. Concerning gays, lesbians and bisexuals, their relationships including the possibility to marry and adopt children are the scope of gender equality study as well as their position and status within society. Equality and discrimination are key concepts in the studies on intimate citizenship.

It is important to note that the studies concerning migrant women, gays, lesbians, bisexuals, or relationships within families are not framed as aspects of intimate citizenship or citizenship in general. The policy domains addressed by the studies on intimate citizenship are social policy and equal opportunity policy. The scientists working on the theme of intimate citizenship are sociologists, anthropologists and jurists; again, political and policy scientists do not focus on these topics. Comparative analysis is scarce. There is also no interaction whatsoever between these various research topics, a focus on intersectionality is missing.

### *Gender-based violence*

The Belgian research on gender-based violence is mainly concerned with (policy against) domestic violence between partners and with sexual harassment at work. Evidently, the studies on gendered violence also address issues of law and law enforcement. Topics such as rape are not a central object of research in this respect. Although interest for themes such as genital mutilation and violence on migrant women more specifically is not completely absent, in general these issues do not receive much attention. And whenever the focus is on these issues, attention shifts to migrant women from specific communities. Again, issues are generally not approached from a point of view of intersectionality.

The issue of gender-based violence does not receive much academic interest in Belgium. Most studies on this theme are commissioned by the government. Therefore their scope is functional; more conceptual or theoretical reflections and analysis are scarce. Furthermore, gendered violence is only seldom framed as an aspect of a broader practice of discrimination or gender regime. Comparative analysis is scarce. Much of the research is conducted by sociologists, but also by NGOs and women's organisations.

# Annotated bibliography

## 1. General Gender Equality Policies

### 1.1 Dutch sources

1 Celis, Karen, and Petra Meier. 2006. *De macht van het geslacht. Gender, politiek en beleid in België* [The power of sex. Gender, politics and policies in Belgium]. Leuven, Voorburg: Acco. DU

**Keywords:** analysis, overview, gender, politics, statistics, attitudes, representation, policy, electoral system, quota, women's movement, female representatives, women's policy agencies, gender mainstreaming, gender budgeting, equality, citizenship, nation, state

This book focuses on three gendered aspects of Belgian politics: the influx of women into the political arena, the representation of women and equal opportunity policy. The first part of the book dealing with the influx of women provides statistics about the evolution of women in Belgian politics and deals with structural and cultural features of Belgian politics that hinder and stimulate their presence (e.g. electoral system, quota and attitudes of male and female politicians). The second part deals with actors (women's movements, female representatives and women's policy agencies) and processed of representation. The third part deals with policy for women with a special focus on the goals of Belgian equality policies (which equality?) and recent policy instruments such as gender mainstreaming and gender budgeting. The final part is theoretical and reveals what the findings about gendered aspects of Belgian politics tell us about the nature of equality, citizenship, nation and state in Belgian politics.

2 Decat, Annelies, and Annie Hondeghem. 2006. *Gelijke kansen op de agenda in België. Een feministische analyse van agendasettingtheorie* [Equal opportunities on the agenda in Belgium. A feminist analysis of agenda setting theory]. *Tijdschrift voor Genderstudies* 1: 28-38. DU

**Keywords:** policy analysis, gender, equal opportunities, policy, agenda, history  
In this article, Annelies Decat and Annie Hondeghem investigate how equality policy became part of the agenda in Belgium. They do not want to investigate equal opportunities policy as such, but rather want to trace the origins and implementation of equal opportunities policy in Belgium. In doing so, they apply the agenda setting theory by Kingdon.

3 Godemont, Jozefien, Joz Motmans, and Alison Woodward. 2006. *De fluwelen driehoek nader bekeken: netwerken, ideeën en strategieën binnen het Vlaamse gelijkheidslandschap van vrouwen- en holebibewegingen* [The velvet triangle analysed: networks, ideas and strategies within the Flemish equal opportunities field of women's and homosexual movements]. Antwerpen: Steunpunt Gelijkekansenbeleid. DU

**Keywords:** policy analysis, women, civil society, academia, gender, government, homosexual, women's organizations

This report is based on the qualitative research 'Valorisatieproject Vernieuwend Transnationaal Gelijkekansenbeleid' [Valorization project renewing transnational equal opportunities policy] which is based on the preceding quantitative research 'Vernieuwend Transnationaal Gelijkekansenbeleid' [Renewing transnational equal opportunities policy] by Alison Woodward and Joke Wierckx. The report gives an overview of equal opportunities policy in Belgium. The last chapter stipulates a list of challenges for government policy.

4 Van Roemburg, Bloeme, and Sonja Spee. 2004. *Gender mainstreaming: kritische analyse van gender mainstreaming als theoretisch concept en als beleidsinstrument* [Gender mainstreaming: a critical analysis of gender mainstreaming as a theoretical concept and policy instrument] . Antwerpen: Steunpunt Gelijkekansenbeleid. DU

**Keywords:** policy analysis, gender mainstreaming, government policy

This report goes more deeply into the concept gender mainstreaming, wanting to explain the concept and its implications. It analyses the concept and more specifically its implementation in Flemish public policies.

5 Michielsens, Magda. 2001. "Mechanismen en structuren ter begunstiging van de gelijkheid van mannen en vrouwen, in het bijzonder 'mainstreaming'" [Mechanisms and structures to improve the equality between men and women, especially 'mainstreaming']. In *Vrouwen en mannen in België, naar een egalitaire samenleving*, ed. Federaal Ministerie van Tewerkstelling en Arbeid, Directie Gelijke Kansen, 21-28. Brussel: Federaal Ministerie van Tewerkstelling en Arbeid, Directie Gelijke Kansen. DU

**Keywords:** commissioned report, policy analysis, gender mainstreaming, equal opportunities policy, implantation

Gender mainstreaming is an internationally used instrument and aims to improve equality between men and women. This instrument brings about a new perspective on equal opportunities policy. In this article, Michielsens analyses and discusses the implantation of gender mainstreaming in Belgian policies. This article is also available in French.

6 Nelen, Sarah. 2001. "Het federaal gelijke-kansenbeleid" [The federal equal opportunities policy]. In *Vrouwen en mannen in België, naar een egalitaire samenleving*, ed. Federaal Ministerie van Tewerkstelling en Arbeid, Directie Gelijke Kansen, 15-20. Brussel: Federaal Ministerie van Tewerkstelling en Arbeid, Directie Gelijke Kansen. DU

**Keywords:** commissioned report, equal opportunities, policy, work, violence, decision making, 1985-1999

In this article, Sarah Nelen discusses equal opportunities in Belgium between 1985 and 1999. In this period one person, Miet Smet, was responsible for equal opportunities: first as State Secretary, then as minister. She discusses three theoretical starting points: work, violence and decision making and continues to discuss why Smet's policy is a sectoral policy. Nelen finally analyses the obstacles which equal opportunity policy faces. This article is also available in French.

7 Hondeghem, Annie, and Sarah Nelen. 2000. Een beleid op weg. Situering van het gelijke kansenbeleid in België [A policy on the way. Positioning equal opportunities policy in Belgium]. *Tijdschrift voor Genderstudies* 3, 1: 36-48. DU

**Keywords:** policy analysis, Belgium (federal and Flemish), equal opportunities, government, state feminism, politics, conception of the state

Equal opportunities is a government competence since 1985. This article examines where Belgium can be situated in an international typology of state feminism. It does so by using the methodology provided by Stetson and Mazur in *Comparative State Feminism* (1995). Four variables are analysed: 1) the politics accompanying the establishment of equal opportunities, 2) the organisational form of the policy, 3) the conception of the state and 4) the patterns prevailing in the women's movement. Hondeghem and Nelen conclude that by taking these variables into consideration, Belgium (and especially the federal level) still has a long way ahead before reaching a stage of state feminism.

### 1.1.1 Comparative studies

8 Facon, Pedro, and Annie Hondeghem. 2004. *Gelijkekansenbeleid onderweg. Een internationaal vergelijkend onderzoek* [Equal opportunities policy on the way. An international comparative research]. Brugge: Die Keure. DU

**Keywords:** policy analysis, equal opportunities, gender mainstreaming, strategies, Belgium (Flanders), United Kingdom, the Netherlands

*Gelijkekansenbeleid onderweg* examines equal opportunity policies in the United Kingdom, the Netherlands and Belgium (mainly Flanders). Compared to the two former countries, Belgium's equal opportunity policy is fairly 'young'. It only started in the beginning of the 1990s (in comparison to the early 1970s). The book studies the aims, instruments, strategic and organizational manner of dealing with equal opportunities policy. Gender mainstreaming is a central theme.

9 Marage, France, and Julie Lumen. 2000. *Mainstreaming in het federaal tewerkstellingsbeleid: evaluatie en statistische hinderpalen* [Mainstreaming in the federal policy on employment: evaluation and statistical obstacles]. Brussel: Federaal Ministerie van Tewerkstelling en Arbeid, 2000. DU

**Keywords:** policy analysis, mainstreaming, equality, politics, employment, Belgium, Sweden, UK, the Netherlands, evaluation, statistics

This research was carried out by Dulbea (with support of ESF) within the frame of the JOB+ project. This report is connected to the European perspective of mainstreaming (Sweden, UK, the Netherlands). The first part of the report analyses foreign experiments and experiences with mainstreaming, the second part presents an evaluation of Belgium and the third part consists of statistics which are necessary for the implementation of a mainstreaming procedure.

10 Nelen, Sarah. 2000. Mainstreaming als 'nieuwe' strategie inzake gelijke-kansenbeleid: wondermiddel of verdwijntruc? [Mainstreaming as a 'new' strategy concerning equal opportunities policy: magic potion or disappearing act?] *Tijdschrift voor genderstudies* 3, 4: 33-42. DU

**Keywords:** policy analysis, gender mainstreaming, policy strategy, coordination, policy practices, the Netherlands, Flanders, European Commission

Gender mainstreaming is considered to be a difficult policy strategy. This however should not lead to the conclusion that it is useless and consequently that equality policy should be limited to a sectoral policy. Nelen examines why gender mainstreaming is necessary, what it entails, which risks it implies and finally, in which way this policy approach can be put in a broader policy perspective. The examples of gender mainstreaming are based on policy practices in the Netherlands, in the Ministry of the Flemish Community and in the European Commission.

## 1.2 French sources

11 Degraef, Véronique. 2002. Gender mainstreaming dans les politiques européennes: bilan de l'expérience belge [Gender mainstreaming in European policies: balance of the Belgian experience]. *Sophia* 31: 38-39. FR

**Keywords:** policy analysis, gender mainstreaming, Europe, politics, policy

On a European level strategies have been developed to integrate a gender and equal opportunities dimension into the politics of the Union, and to open the debate on equal opportunities in all the European councils. This article looks at the Belgian experience.

12 Degraef, Véronique, and Lydia Zaïd. 2000. *Evaluation des politiques, des actions et des recherches menées depuis 1985 en matière d'égalité des chances entre hommes et femmes* [Evaluation of politics, actions and researches since 1985 concerning equal opportunities between men and women]. Bruxelles: Ministre de l'Emploi et de la politique d'égalité des chances. 81. FR

**Keywords:** commissioned report, policy analysis, legislation, policy, politics, evaluation, equal opportunities, 1985-2000

In spite of almost twenty years of changes in legislation and politics, inequality between men and women persists. Therefore Laurette Onkelinx, the Belgian minister of Work and Equal Opportunities, charged Altera Vox (a small consulting agency founded by three young gender experts) with the task to evaluate the actions and investigations taken to improve equal opportunities between men and women since 1985. The report evaluates a decade of gender equality policies, those of the former Minister of Equal Opportunities, Miet Smet.

## 1.3 English sources

13 Benschop, Yvonne, and Mieke Verloo. 2006. Sisyphus' sisters. Can gender mainstreaming escape the genderedness of organizations? *Journal of Gender Studies* 15, 1: 19-33. EN

**Keywords:** analysis, gender mainstreaming, equal opportunities, management

This article questions whether gender mainstreaming can escape the genderedness of organizations. Can it effect change? The article analyses a case

project within the Human Resource Management of the Ministry of the Flemish Community in Belgium. It shows that gender mainstreaming does indeed bring about change, but does not lead to substantial changes. Gender mainstreaming results in workable instruments, strengthens the position of equality agencies, accentuates the complexity of power relations and mobilizes a commitment to action. However, it creates new problems as well and cannot escape the confrontation with attitudes that simplify and stereotype the gender problematic.

14 Meier, Petra. 2005. "The Belgian Paradox: inclusion and exclusion of gender issues in politics" In *State Feminism and Political Representation*, ed. Joni Lovenduski et al., 41-61. Cambridge: Cambridge University Press.

**Keywords:** political science, fundamental research, women's policy agencies, power  
The chapter analyses the extent to which Belgian state feminism is to be called feminist, furthering feminist aims and providing feminist movements with access to political decision-making. It studies the cases of gender quota in the field of political decision-making (gender quota to be applied to electoral lists of candidates, executives and advisory boards). The chapter concludes that Belgian women's policy agencies dispose of limited power, which is mainly due to the functioning of the Belgian political system..

15 Plasman, Robert, and Salimata Sissoko. 2003. *Equapol: Gender-Sensitive and Women-Friendly Public Policies: a Comparative Analysis of their Progress and Impact. Country Belgium: state of the art report*. Bruxelles: DULBEA, Université Libre de Bruxelles. EN

**Keywords:** state of the art report, Belgian politics, gender equality, gender mainstreaming, social protection, tax policies, education policies  
In the first part of this state of the art report on Belgium Robert Plasman and Salimata Sissoko discuss and evaluate the national policy framework on gender equality and gender mainstreaming. In a second part they discuss and evaluate gender equality and mainstreaming in social protection and tax policies, and in a third part in education policies.

16 Ravesloot, Saskia. 2002. Gender the mainstream, introduce a revolution. *Sophia*, 31: 34-38. EN

**Keywords:** policy analysis, gender mainstreaming, gender, policy, process  
In this article, Saskia Ravesloot analyses some of the key points of the gender mainstreaming policy of minister Laurette Onkelinx. The purpose of her article is to contribute to the theoretical reflections on gender mainstreaming. In the first part, she traces the meaning of gender mainstreaming. Secondly, Ravesloot takes a closer look at the integration of the gender dimension into policy processes, and focuses on the respective actors who are involved in the process. The following part looks at the transversal character of the process. Further, the author goes more deeply into the methodology. In the last part of her article she reflects on the ongoing process, since 2002 is too early to draw overall conclusions.

17 Woodward, Alison, and Petra Meier. 1998. Gender Impact Assessment: A New Approach to Changing Policies and Contents of Citizenship? In *Shifting Bonds, Shifting Bounds: Women, Mobility and Citizenship in Europe*, ed. V. Ferreira, 95-104. Oeiras: Celta Editora.

**Keywords:** policy analysis, gender equality policies, innovating policy processes, gender impact assessment

The chapter analyses the difficulties and challenges in introducing a new policy tool to the policy making process of the regional Flemish government. The aim consists of putting gender mainstreaming into practice, through the introduction of a gender impact assessment tool. The tool is meant to screen all mayor policy initiatives on the effects they will have on the equality of men and women in order to undermine any negative effects.

## 2. Non-employment

### 2.1 Dutch

1 Van Aerschot, Marian. 2004. *Combinatie van levenssferen doorheen de levensloop. Literatuurstudie* [Combining spheres of life throughout the course of life]. Antwerpen, Diepenbeek: Steunpunt Gelijkekansenbeleid.  
[http://doclib.uhasselt.be/dspace/bitstream/1942/136/1/mva\\_doct\\_2004.pdf](http://doclib.uhasselt.be/dspace/bitstream/1942/136/1/mva_doct_2004.pdf) DU

**Keywords:** study of literature, combining private life and paid work, equal opportunities, policy

This literature study researches the combination of private life and paid work throughout people's lives. Throughout the report attention is paid to equal opportunities between men and women. Marian van Aerschot asks the question which periods in life exist, which problems they bring about, and which evolutions are being made in time. Furthermore she investigates which actors influence the combination of work and family and she gives an overview of the actual situation of women and men in Flanders. The last chapter focuses on public policies.

2 Vanderweyden, Katrijn. 2003. Van loopbaanonderbreking naar tijdscrediet. Een verhaal van een wijzigend maatschappelijk discours [From career break to 'time credit'. An history of a changing social discourse]. *Alert* 29, 2: 73-89. DU

**Keywords:** policy analysis, empirical study, part-time working, career breaks, 'time credit', policy, society, welfare state, labour market, discourse

Part-time work and career interruptions have become very popular in Belgium, whereas the popularity of traditional full-time employment weakens. This shift is the result of the reciprocity of policy making on the one hand, and changes in society on the other. Within the model of an active welfare state, the aim is to increase the number of people on the labour market by giving them a chance to take time off. Vanderweyden's article discusses the public opinion on this topic and connects it – by means of an empirical study – to the policy discourse.

3 Nuelant, Tanja. 1998. *Ons gezin is een duobaan: ouderschapsverlof: een onderzoek bij ouders met jonge kinderen* [Our family is a shared job: parental leave: a research as regards parents with young children]. Brussel: Bond van Grote en van Jonge Gezinnen, Brussel. DU

**Keywords:** research report, parental leave, family policy, European policy

Nuelant discusses the results of an explorative research on parental leaves in Belgium. In the focus of attention are the experiences of families with small children. She starts with situating the Belgian law on parental leave of 1998 in a European context. After discussing the research design, the author consequently deals with the availability of information about parental leaves, frequency of parental leaves, considerations regarding parental leaves and other measures to support families in their aims to combine parenting and employment.

4 Sociaal-Economische Raad van Vlaanderen, Vlaamse Overlegcommissie Vrouwen. 1998. *Aanbeveling over de arbeidsmarktpositie van laaggeschoolde*

*meisjes en vrouwen. Deel I: opleidings- en tewerkstellingsprojecten* [Recommendation in connection with the position of semi- and unskilled girls and women on the labour market. Part 1: education and employment projects]. Brussel: SERV. DU

**Keywords:** recommendations, low-educated women, non-employment, re-integration, policy, Flanders, child care, mobility, awareness-raising

This document contains several recommendations to enhance the labour market position and participation of low-educated girls and women in Flanders. These recommendations are based on a qualitative research conducted by the Vlaamse Overlegcommissie Vrouwen, a consultation committee on gender and work within the Flemish socio-economic Council. The recommendations are addressed towards the VDAB (public office for employment), educational programmes and policy makers. The latter concern child care, mobility, consciousness-raising campaigns and employment programmes.

5 Vanderweyden, Katrijn. 1998. De arbeidssamenleving voorbij [Beyond a society of labour]. *Tijdschrift voor sociologie*. 19, 4: 421-447.

<http://www.sociologie.be/tijdschrift/jrg/pdf/Tvs1998nr4art2.pdf> DU

**Keywords:** policy analysis, wage work, welfare state, basic income, unemployment  
Nowadays, wage work occupies a central position in many individual lives. The structural inequality between supply and demand however, does not seem to be able to realise full employment. On the one hand, a lot of people are unemployed. Those who work, on the other hand, are largely confronted with the concept of 'flexibility', the need to be very flexible. In this article, Vanderweyden wants to rethink the options and to redefine the role of work in the lives of individuals. She pays special attention to the concept of 'basic income', an income independent of the participation in paid labour.

6 Van Haegendoren, Maria. 1998. *Van huisvrouwen tot uitzendkrachten: arbeid in België sinds 1945* [From housewives to temporary workers: labour in Belgium since 1945]. Leuven: Davidsfonds. DU

**Keywords:** reflection, work, family, labour market, history, post-war Belgium, welfare state, gender

This book is a broad reflection on changes in the labour market, the functions of the family and the meaning of labour in the lives of people in post-war Belgium. It addresses general socio-economic evolutions, the rise of the consumption society, the welfare state, the phenomenon that labour gives meaning to peoples' lives and the evolutions of family types. In discussing these topics the authors pays attention to gendered dimensions.

7 Dehaes, Viviane a. o. 1997. *Gezinseffectrapportage: loopbaanonderbreking en deeltijdse arbeid: effecten van de arbeidssituatie op de gezinnen* [Family impact assessment: career break and part-time work: effects of the labour situation on families]. Brussel: Centrum voor Bevolkings- en Gezinsstudie. DU

**Keywords:** impact assessment, employment policy, leave, part-time employment, jurisdiction, statistics, work

Dehaes and others assess the impact of two means of temporary and partial unemployment, notably leaves (sabbaticals) and part-time employment. The first part of the study examines the global context of these measures (demand and offer of labour, employment policy and combination of work and family). The second and third part analyse specific cases of leaves and part-time employment, thereby focusing on the legal frames, the statistics and the point of views of social actors that are directly or indirectly involved in the policy process.

8 Cliquet, Robert. 1996. *Gezinnen in de verandering: veranderende gezinnen* [Family in change: changing families]. Brussel: Ministerie van de Vlaamse Gemeenschap, CBGS-monografie. DU

**Keywords:** commissioned report, work, family, family planning, income, choice: children, education, parenting, social services

This book synthesizes Flemish family policy. It addresses a wide range of topics that are grouped under three headings: 1) the structure, the dynamics and relations between types of families (including intergenerational relations and networks); having children (or not) and the situation of children (birth control, children within the family and society); employment, income and public facilities.

9 Vanherck, Rina. 1996. *Het effect van arbeidsherverdeling op de positie van vrouwen op de arbeidsmarkt* [The effect of the allocation of labour on the position of women on the labour market]. Wilrijk: Universitaire Instelling Antwerpen, Centrum voor Vrouwenstudies. DU

**Keywords:** analysis, statistics, legislation, part-time employment, flexibility, sabbatical, early retirement, leave, career, equal opportunities

The research assesses the effects of several measures of unemployment on the position of women on the Belgian labour market, notably part-time work, flexibility, sabbaticals and early retirement. The first part investigates the differences in continuity between male and female careers. Women more than men make use of measures of non employment which results in discontinued careers and changing status. Vanherck subsequently deals with the juridical meanings of these finding: can they be interpreted as an unjust inequality and as discrimination?

### 2.1.1 Comparative studies

10 Koopmans, Ivy, Teun Jaspers, Trudie Knijn, and Janneke Plantenga. 2003. *Zorg in het huidige stelsel van sociale zekerheid en pensioen: een vergelijking tussen zes landen* [Care in the contemporary system of social security and pensions: a comparison of six countries]. Utrecht: de Graaff. DU

**Keywords:** social study, work, care, social security, unemployment, illness, unable to work, pensions, comparative research, Belgium, Netherlands, Great Britain, Germany, Italy, Denmark

The main research question is whether and how caring is taken into account in the social security system and more in specific in laws concerning unemployment, illness, being unable to work and pensions. By comparing Belgium, the Netherlands, Great Britain, Germany, Italy, Denmark, the researchers indicate the

main differences and similarities within the European Union concerning the way social security systems deal with care.

11 Van Dongen Walter, Eric Vanhaute, and Koenraad Pauwels. 1998. *Het Kostwinnersmodel Voorbij? Naar een nieuw basismodel voor de arbeidsverdeling binnen gezinnen* [Beyond the breadwinner's model? Towards a new model for the allocation of work within families]. Leuven: Garant. DU

**Keywords:** analysis, models of employment, unemployment, family, male breadwinner-model; two incomes-model, Belgium, the Netherlands

The central theme of this book is the shift from the traditional 'male breadwinner'-model to a new 'two incomes'-model in which women no longer are or are expected to remain non employed. Flemish and Dutch researchers from several disciplines approach this issue with historical and actual perspectives. They investigate the roots and the central concepts of these two models, assess the success of the 'male breadwinner'-model and look for proof of the switch towards the 'two incomes'-model in several domains.

12 Deven, Fred. 1996. "Mannen en de zorg voor (jonge) kinderen [Men and care for (young) children]." In *Kinderopvang in Vlaanderen: onderzoek en beleid*, Deven, F., Lambrechts E., Malfait, D., Van den Bergh, B., Van Dongen, W., and Wyns, M., 89-112. Brussel: CBGS Projectgroep Kinderopvang. DU

**Keywords:** policy analysis, parental leave, paternity leave, family literature review, image of fathers, policy, Flanders, Belgium, Sweden, Germany, France, the Netherlands

In this book chapter Deven focuses on policies such as parental and paternity leave that facilitate fathers to care. Deven briefly looks at Flemish, Belgian, Swedish, German, French and Dutch measures. By way of introduction he discusses scientific (psychology) literature on fathers and deals with their image in the media.

## 2.2 French sources

13 Jespen, Maria, Danièle Meulders, and Isabelle Terras. 2001. Les femmes à temps partiel: un nouveau risque de pauvreté en Belgique [Part-time working women: a new poverty risk in Belgium]. *Travail, genre et sociétés* 1-2: 71-85. FR

**Keywords:** policy analysis, work, unemployment, poverty, policy

This article analyses the development of part-time work. Part-time work is encouraged by European governments and by Europe since it is an instrument to combat unemployment. However, women are often affected negatively by this flexibility since part-time work can lead to poverty.

14 Peemans-Poullet, Hedwige. 2001. Fin de crise? Les femmes réclament des dommages de guerre: allocations familiales, réforme fiscale, pensions [End of the crisis? Women demand war indemnities: family allocations, fiscal reforms, pensions]. *Chronique féministe*: 50-56. FR

**Keywords:** policy analysis, social security, labour market, child support, fiscal regimes, pensions, women's movement, discrimination, equal treatment

In this article Peemans-Poullet lists some demands that would compensate women for their historic discrimination on the Belgian labour market. Regarding child support, fiscal policy, and pensions the author gives an overview of key facts and figures, laws and women's movements' requests and subsequently formulates claims with regard to equal treatment of working women.

15 Peemans-Poullet, Hedwige. 1996. Pensions: une égalité plus juste, est-ce trop demander? [Pensions: more equal equality: too much to ask?] *Démocratie/MOC* 16: 4-6. FR

**Keywords:** policy analysis, pension, equal opportunities, law, inequality, social security

This article discusses how the Belgian law of July 20<sup>th</sup> 1990 fixed the pensionable age on 60 and 65 years. This is a reaction to the Directive 79/7 that stipulates the equal treatment of men and women within the matter of social security. This evolution in Belgian law however brought about an inequality of pensions between men and women. In 1995, for example, the difference between men and women's pensions was 52%.

16 Theunissen, Anne-Françoise. 1996. Emploi, chômage et inégalités [Work, unemployment and inequalities]. *La Revue Nouvelle* 3: 55-67. FR

**Keywords:** policy analysis, legislation, equality, discrimination, salary, social security, unemployment, part-time working, working, labour market

Legally, the equality between men and women is achieved, but in reality things are different since women are still the victims of discrimination. Anne-Françoise Theunissen alleges that the politics of work and the policies on unemployment affect women's salaries and social security negatively. Women enter the labour market, but they have other kinds of careers than men, since they are working part-time, take care of children...

17 Laurent-Garcet, Monique. 1995. *Femmes, la récession? Claire, Catherine, Eliane et les autres ...*[Women, the recession? Claire, Catherine, Eliane and the others]. Saint-Servais: Editions Feuilles Familiales, Réalisé à la demande du mouvement pour le Couple et la Famille. Avec le soutien de: Madame Miet Smet, Ministre chargée de la Politique d'Égalité des Chances entre Hommes et Femmes et du Ministère de la Prévoyance Sociale. FR

**Keywords:** interviews, policy analysis, employment, unemployment, economic recession, family, household, work, policy, positive action, social security

The first chapter of this book contains the transcriptions of interviews with 18 women about their lives, families, employment and unemployment. The second chapter analyses these interviews and focuses on three topics: 1) division of care and household tasks; 2) the impact of the socio-economic evolution and more particularly of the economic recession on the employment and non employment of women; and 3) the impact of employment policy (such as positive action) and social security on women's (un)employment.

18 Meulders, Danièle, Christian Hecq, and Rodrigo Ruz Torres. 1995. *Les femmes et le taux d'emploi en Belgique: causes et effets des variations des modalités de participation et d'emploi des femmes: rapport final* [Women and work in Belgium: causes and effects of different sorts of participation and the work of women: final report]. Bruxelles: ULB. Département d'Economie Appliquée. FR

**Keywords:** policy analysis, work, statistics, family, policy, social protection, social security, child care, fiscal policy

The first part of this research report deals with the quantitative evolution of employment and unemployment of women in Belgium between 1983 and 1992. The second part focuses on structural factors that influence and explain the degree of female employment and unemployment. This section also deals with the impact of policies and especially social protection of women on their degree of (un)employment. The third part discerns the impact of family structure on the degree of (un)employment of women and assesses the influence of policies such as fiscal measures, child care and social security.

## 2.3 English sources

19 Bogaerts, Kristel, and Lieve De Lathouwer. 2004. "The improper use of unemployment benefits as a care arrangement: an evaluation of the impact of benefit withdrawal on the labour market transitions of long term unemployed women in Belgium." In *Diversity in life courses: consequences for the labour market*, Nick Van den Heuvel. Tilburg: Organisatie voor Strategisch Marktonderzoek. EN

**Keywords:** questionnaire, unemployment, women, care, re-integration, unemployment benefit, statistics, policy advice

The authors question whether unemployment benefits keep women unemployed in order to care and, consequently, whether putting an end to these benefits would be an incentive for these women to re-integrate the labour market. The authors analyse the profiles of these women and via a questionnaire assess the relationship between unemployment benefits and their inclination to (re-)enter the labour market. The authors conclude with some policy advice about conditions for re-integrating these women in the labour market. This article is also available in Dutch.

20 Declercq, Anja, and Chantal Van Audenhove. 2004. Services for supporting family carers of elderly people in Europe: characteristics, coverage and usage. National background report for Belgium – EUROFAMCARE. Hamburg: EUROFAMCARE. [http://www.uke.uni-hamburg.de/extern/eurofamcare/documents/nabares/nabare\\_belgium\\_rc1\\_a4.pdf](http://www.uke.uni-hamburg.de/extern/eurofamcare/documents/nabares/nabare_belgium_rc1_a4.pdf) EN

**Keywords:** policy analysis, family carers, care policy, health and social services

The family network of caring becomes smaller because of lower birth rates, higher life expectancy and more women participating in the labour market. The Belgian government promotes family care, but the policies for the various regions differ. This study goes more deeply into the profile of family carers, the Belgian care policies, the services for family carers, health and social services for older people,

the costs and benefits of caring. The report concludes with current trends and future perspectives.

21 Meulders, Danièle, and Sile O'Dorchai. 2004. *Assessment of the 2004 national action plan for employment from a gender perspective. Belgium. Evaluation of the 2004 Belgian NAP for Employment*. Manchester: EGGSIE, EC's Expert Group on Gender, Social Inclusion and Employment, European Work and Employment Research Centre, University of Manchester.  
[http://ec.europa.eu/employment\\_social/gender\\_equality/docs/2005/belgium\\_napemp\\_en.pdf](http://ec.europa.eu/employment_social/gender_equality/docs/2005/belgium_napemp_en.pdf) EN

**Keywords:** policy analysis, (un)employment, labour market, gender equality, policy tools, gender mainstreaming

This report reviews the 2004 Belgian National Action Plan for Employment. With regards to the labour market trends, it investigates who is employed and who is unemployed. The study addresses the main problems for gender equality and elaborates on the major changes in institutional arrangements and policy tools for gender mainstreaming. It continues with ten guidelines for national employment plans from a gender perspective.

22 Meulders, Danièle, Christian Hecq, and Rodrigo Ruz Torres. 1995. *Women and the Belgian employment rate: The causes and consequences of variations in female activity and employment patterns. Belgium*. Manchester: DG V's Equal Opportunities Unit, European Commission Network of Experts on the Situation of Women in the Labour Market. EN

**Keywords:** report, statistics, employment, unemployment, part-time employment, flexibility, fiscal policy, social security, child care

The first part of the report deals with the evolution and the structure of women's employment and non employment between 1983 and 1992. The second part focuses on structural factors that explain the employment and non employment of women, including the effect of social security measures. The final part deals with family structures and types and the way they affect women's (non)employment, thereby giving special attention to effects of fiscal policy, child care and social security.

### 2.3.1 Comparative English

23 Van Aerschot, Marjan. 2006. "The special situation of self-employed women and maternity leave in Flanders, Belgium." In *Proceedings of the Second International Conference on Women's Studies*, ed. Centre for Women studies. Gazimagusa: Eastern Mediterranean University. EN

**Keywords:** policy analysis, self-employment, women, maternity leave, combination work-private life

This paper investigates how self-employed women combine their formal work and private life. Part one of this paper is theoretical and looks at the main aspects of combining formal work and private life in general. Marjan van Aerschot gives an overview of the problems that can occur and their causes, and focuses on the special situation of self-employed persons and the difference between their

characteristics of work and those of employees. In the second part the maternity leave arrangements for self-employed people in fifteen countries of the European Union are compared. Belgium is given extra attention, as well as examples of structural and individual initiatives to support self-employed women in the weeks after giving birth. Part three discusses the empirical research of July-October 2005 on self-employed women and maternity leave in Flanders, Belgium. This research consists of interviews with 40 self-employed women, differentiated by profession, sector, working hours and number of children. The main question is which specific problems these self-employed women experience in the weeks before and after giving birth and how they manage to find a balance between their work and family life.

24 Kremer, Monique. 2005. *How welfare states care: Culture, gender and citizenship in Europe*. PhD diss., Utrecht University, <http://igitur-archive.library.uu.nl/dissertations/2005-1116-200003/index.htm>. EN

**Keywords:** women's employment patterns, welfare states, care policies, division of labour and care, logic of economic self-interest, logic of appropriateness, cultural analyses, ideals of care

Women's employment patterns changed drastically over the last decades. But they are still different across Europe. Welfare state scholars often presume that diversity and change in women's employment across Europe is based on financial (dis)incentive structures embedded in welfare states. In other words: if childcare is available and affordable, most mothers will work. If tax and benefit schemes have no financial employment obstructions, most mothers will work. This book shows, by in depth analyses of women's (and men's) employment and care patterns as well as child care services, taxation, leave schemes and social security in four different welfare states (the UK, the Netherlands, Denmark and Belgium) that this logic does not hold. It is based too much on the misunderstanding that women's decision making is exclusively based on economic self-interest. A more suitable understanding is to study what March and Olsen (1989) call 'the logic of appropriateness'. What explains better the differences in Europe is the cultural analysis of welfare states. In the case of caring and paid employment, welfare states send culturally-defined moral images of good-enough caring in the form of ideals of care. An ideal of care implies a definition of what is good care and who gives it. These ideals of care are embedded in welfare states and their regulations, laws and implementation processes. Each welfare state promotes specific ideals of care. Five ideals of care can be distinguished: full-time motherhood, surrogate motherhood, parental sharing, intergenerational care and professionals care. Each of these ideals has consequences for women's employment patterns and differences between women. This book tries to show, by studying care policy in welfare states, that social policy has an impact on women's and men's division of labour and care. This goes all the more if welfare states are not seen as a financial structure only, but as cultural catalysts.

25 Uunk, Wilfred and Matthijs Kalmijn and Ruud Muffels. 2005. The impact of young children on women's labour supply: A reassessment of institutional effects in Europe. *Acta Sociologica* 48: 41-62. (also available on the web: <http://arno.uvt.nl/show.cgi?fid=14271>). EN

**Keywords:** analysis, child care, children, gender values, labour supply, multilevel models, panel analysis of 13 EU countries.

The proportion of women who withdraw from paid employment when they get children differs considerably among EU member states. This variation in child effects has mostly been attributed to institutional factors. In this study, the authors reassess the institutional explanation because earlier supportive evidence is threatened by two alternative macro-level explanations: the influence of the economic necessity to work and the influence of gender role values in society. Their main research question is whether and to what extent these alternative explanations alter the effect of public childcare arrangements on mother's labour supply. Using panel data from 13 countries of the European Union (Austria, Belgium, Denmark, Finland, France, Germany, Greece, Ireland, Italy, the Netherlands, Portugal, Spain, and the United Kingdom), they find evidence in favour of the institutional and economic explanations. In countries with more generous provision of public childcare and in countries with a lower level of economic welfare, the impact of childbirth on female labour supply is less negative than in other countries. Economic welfare appears to suppress rather than rival the institutional effect. More egalitarian gender role values in a country increase mother's labour supply, yet these values do not alter the institutional effect. The results underpin the importance of publicly supported arrangements for enhancing female labour supply.

26 Ghysels, Joris. 2004. *Work, family and childcare. An empirical analysis of European households*. Cheltenham: Edward Elgar Publishing. EN

**Keywords:** Belgium, Spain, Denmark, care, work, policy

Work, family and childcare studies the joint decisions made by parents regarding the time they allocate to paid employment and childcare. Extensive cross-national data are analysed from three countries that represent the diversity of European households: Belgium, Denmark and Spain. The book compares and contrasts the results and draws out important implications for European social policy. Among Belgian and Danish couples, the author identifies a variety of ways in which the responsibility of childcare is handled. In certain cases both partners will invest considerable time and effort in looking after the child, whereas in other couples one parent will compensate for the partner's lack of time. He also demonstrates that childcare considerations dominate parental decision-making. This is evident not only in a country such as Spain which lacks childcare facilities, but also in Denmark which, relatively speaking, provides an abundance of childcare services. Importantly, the author finds that joint preferences tend to result in either work-centred or care-centred couples, which poses new challenges for policymakers. He argues that future policy initiatives regarding the relationship between 'work and care' should focus on parental diversity and help parents to balance care responsibilities and employment according to their preferences

27 Ghysels, Joris. 2003. *Boundaries adrift. Partners' combination of paid work and childcare time in Spain, Belgium and Denmark*. Antwerp: Universiteit Antwerpen, Centrum voor Sociaal Beleid. EN

**Keywords:** paper, work, care, Denmark, Belgium, Spain, policy

In this paper, the joint decision making of male and female partners about the time they spend on paid work and childcare is addressed. Joris Ghysels uses data of the European Community Household Panel (ECHP, 1997) and analyses the outcomes of Danish, Belgian and Spanish households. The results point at preference heterogeneity among couples in Denmark and Belgium. In some households, both parents are fairly job-oriented and spend relatively little time on childcare. In others, parents are more care-oriented and end up with a less time-consuming job. In Spain, the scarcity of formal childcare and other employment facilitating policies often causes women to feel 'left without a choice': they either opt for a career or for children. Regarding policy, the results suggest that an expansion of the supply of childcare by men may well foster the gender balance in the household.

28 European Foundation for the Improvement of Living and Working Conditions. 2002. *Quality of women's work and employment: tools for change*. Luxembourg: Office for Official Publications of the European Communities, 2002. EN

**Keywords:** paper, employment, part-time employment, combination work and family, segregation, equal pay, EU, policy

Improving the quality of women's work and employment is the focus of this paper. It draws mainly on research carried out by the European Foundation for the Improvement of Living and Working Conditions. It provides statistics about labour participation of women, gender segregation of the EU labour market and work-life balance for women and men. The second part of the paper discusses tools for change such as collective bargaining (forms of joint consultation and regulation) and strategies at company levels (such as equality plans).

29 Deven, Fred, and Peter Moss. 1999. *Parental leave arrangements in Europe: a catch 22?: paper prepared for the round table S.5 'Parental leave in Europe: research and policy issues' (1 September 1999: The Hague)*. Brussel: Centrum voor Bevolkings- en Gezinsstudie, Brussel. EN

**Keywords:** congress paper, parental leave, policies, family, Belgium, Denmark, Germany, Finland, France, Austria, Sweden

This congress paper is a summary of a book of the same authors that contains a status quaestionis of policies, rules and research concerning parental leave in Belgium, Denmark, Germany, Finland, France, Austria and Sweden. It contains a research agenda and draws conclusions regarding the impact of gender, diversification of families in Europe, major changes in the workplace and the labour market.

30 Jenson, J, and M. Sineau. 1999. Child care and mothers' right to work: New practices in crisis-ridden Europe. *Nouvelles questions féministes*, 20, 2: 55-86. EN

**Keywords:** policy analysis, Belgium, France, Italy, Sweden, European Union, childcare policy, employment policy, gender equality, women's work

In this comparative study, Jenson and Sineau address the cases of Belgium, France, Italy, Sweden and the European Union and their new child care policies for the children between 0 and 3 years. Child care policies are organized around the principles which respond more to employment policy, neo-liberal ideologies of

'parental choices' and cost concerns rather than to the goal of gender equality. Mothers therefore are often presented as the best care-givers for their children. Other policies incite parents to hire care-givers rather than use public childcare centres. As well as threatening women's access to paid work, these policies undermine the ideal of high quality child care as a public service available to all.

### 3. Intimate citizenship

#### 3.1 Dutch sources

1 Yalcin, Hilâl, Ina Lodewijckx, Rudy Marynissen, and Rut Van Cauwenbergh. 2006. *Verliefd, Verloofd... Gemigreerd. Een onderzoek naar Turkse huwelijksmigratie in België* [In love, engaged... migrated. A research concerning Turkish migration by marriage in Belgium]. Antwerpen: Steunpunt Gelijkekansenbeleid. [http://www.statbel.fgov.be/studies/ac655\\_nl.pdf](http://www.statbel.fgov.be/studies/ac655_nl.pdf) DU

**Keyword:** analysis, interviews, migration, marriage, Turkey, Belgium, policy

For migrants, it is rather difficult to settle legally in Western Europe. Marriage with a Western European citizen is a way to overcome this obstacle. This often happens within the Turkish community. Hilâl Yalcin takes a closer look at the Turkish people in Flanders, who often come from Emirdag. In the first chapter she explains the background of the Turkish migration towards Belgium. The second and third chapter discuss the theoretical (including policy) and methodological background of her study. In the fourth chapter, the author describes the dimensions of migration by marriage from Emirdag in 2004 and 2005. She then goes on to discuss the views of young Turks (chapter 5) and the size of migration by marriage, based on statistics about marriages including one person of Turkish origin (chapter 6). In chapter 7, she elaborates on the views on marriage by married people, people who live together and people who are not married.

2 Caestecker, Frank. 2005. *Huwelijksmigratie: een zaak voor de overheid?* [Migration by marriage: a case for government?] Leuven: Acco. DU

**Keywords:** policy analysis, marriage, migrants, arranged marriages, forced marriages, policy, Moroccan community, Turkish community, Belgium,

This edited volume gives an overview of 'marriage migration' in the Turkish and Moroccan communities living in Belgium. Several contributions describe its frequency, diversity and features (including forced and arranged marriages). It also deals with policy regarding 'marriage migration' and reflects on how this policy could be reoriented.

3 Dewaele, Alexis. 2003. *Structurele en culturele belemmeringen en succesfactoren in het leven van holebi's: een verkenning* [Structural and cultural impediments and successes in the life of gays, lesbians and bisexuals: an exploration]. Antwerpen: Steunpunt Gelijkekansenbeleid. [http://www.ua.ac.be/main.aspx?c=\\*SGK&n=16643&ct=011652&e=o25333](http://www.ua.ac.be/main.aspx?c=*SGK&n=16643&ct=011652&e=o25333) DU

**Keywords:** overview, impediments, gays, lesbians, bisexuals, federal, local, policy, culture, movement

This study discusses the structural and cultural successes and impediments for homosexuals and bisexuals in Belgium. Alexis Dewaele analyses the federal and local legislation, the discrimination of homosexuals by the prohibition to marry, the discrimination by the government and by other parties. He continues with cultural impediments and successful factors within specific areas such as work, health, education, relations, and public space. A separate part takes a closer look at movements.

4 Cockx, Frank, and Herman Baert. 2002. *Holebi's en gelijke kansen(beleid): Verslag van een zoektocht naar toekomstige onderzoekspistes. Studie uitgevoerd door het Centrum voor Sociale Pedagogiek van de K.U.Leuven in opdracht van het UA/LUC Steunpunt Gelijkekansenbeleid* [Homosexuals and equal opportunities (policy): report of the search for future research areas]. Leuven: K.U.Leuven, Centrum voor Sociale Pedagogiek.

[http://www.ua.ac.be/main.aspx?c=\\*SGK&n=16643&ct=011652&e=o28630](http://www.ua.ac.be/main.aspx?c=*SGK&n=16643&ct=011652&e=o28630) DU

**Keywords:** expert's assessment, homosexuality, lesbianism, bisexuality, equal opportunities, research, policy, marriage, children

In this report an expert's assessment is carried out concerning equal opportunities for *holebi's* (homosexuals, lesbians and bisexuals). Frank Cockx and Herman Baert make recommendations for future research, relying on another research (*Hulpvragen van holebi's*) and the results of the inventory of Flemish research concerning *holebi's*. The report addresses a variety of themes, including: social services, policy research, marriage, sexual identity, children, age, religion...

5 Cockx, Frank, Anja Seghers, and Herman Baert. 2002. *Hulpvragen van holebi's: eindverslag van het onderzoek Hulpvragen van holebi's* [Questions of aid of homosexuals: final report]. Brussel: Ministerie van de Vlaamse Gemeenschap, Gelijke Kansen in Vlaanderen. DU

**Keywords:** policy, autobiography, homosexuality, bisexuality, relationship, work, social services

Several issues concerning homosexuality/bisexuality are considered in this report. The authors discuss the lives of *holebi's* (relationships, work, identity), their needs, the support social services can provide, the characteristics of impeding and encouraging factors in their development. These results were gathered by interviewing 16 persons. The authors also address policy and which changes and suggestions can improve the lives of *holebi's*. Extra attention is being paid to the role of social work.

6 Vanmol, Marie-Jeanne. 1999. *Migrantenvrouwen en volwaardig burgerschap: een feministische lezing: rechts- en arbeidsmarktpositie van allochtone vrouwen in België* [Migrant women and complete citizenship: a feminist reading: legal position and situation on the labour market of migrant women in Belgium]. Gent: Vrede (Vredeschahier). DU

**Keywords:** conference proceedings, migrant women, citizenship, law, marriage, Islam, feminism, labour market, trade unions, racism, education, Belgium

These conference proceedings contain the speeches held at a conference about two important aspects of the citizenship of migrant women in Belgium: their legal status and their position on the labour market. The first part deals with marriage and divorce in Islamic states, right of residence for migrant women, implementation of Islamic personal and family laws in Belgium and the relation between Islam and feminism. It also discusses obstacles migrant women face when entering the labour market: language, level of education and racism. The second part of the conference proceedings deals with women's and migrant organisations within trade unions, the mission of the VDAB (public office for employment) and experiences of migrant women in employment projects.

7 Beke, Frank, and Marie-Claire Foblets. 1998. *Marokkaanse migrantenvrouwen. Wat zijn passende juridische oplossingen?* [Moroccan migrant women. Which are the best legal solutions?] Antwerpen/Apeldoorn: Maklu. DU

**Keywords:** social study, Moroccan jurisdiction, Moroccan women living in Belgium, family disputes, jurisdiction, interviews, unequal treatment

Beke and Foblets investigate to what extent Moroccan jurisdiction still determines the lives, partnerships and status within the family of Moroccan women in Belgium. The study is based on an analysis of jurisdiction related to family disputes and interviews with jurists, magistrates, social workers and Moroccan women and men. The main focus is on unequal treatment of Moroccan women as a consequence of the application of Moroccan personal and family law.

8 Borghs, Paul. 1998. *Juridische aspecten van homoseksueel ouderschap: het recht om lief te hebben* [Legal aspects of homosexual parenting: the right to love]. Gent: Mys & Breesch. DU

**Keywords:** legislation analysis, homosexuality, adoption, artificial insemination, parenting, relational rights, surrogate mothers, guardianship, law, jurisdiction, Belgium

Borghs analyses practical problems and juridical discriminations that homosexual men and women face in cases of adoption, artificial insemination, guardianship and surrogate mothers. The author focuses on the Belgian case, but also discusses evolutions in other countries and international jurisdiction.

9 Raad van de Gelijke Kansen voor Mannen en Vrouwen. 1998. *Gezin(nen) in beweging: verslag van de Studiedag van 11 juni 1998* [Families on the move: report of the workshop of June 11th 1998]. Brussel: Federaal Ministerie van Tewerkstelling en Arbeid. DU

**Keywords:** commissioned report, conference proceedings, family, equal opportunities, marriage, living together, evolution, fiscal policy, social security

This document contains the speeches held at a conference about families and evolutions within family types organised by the Council for Equal Opportunities for Women and Men. The speeches deal with the recent evolutions in partnerships and parenthood, rights and obligations between partners, fiscal policy regarding marriage and living together, and consequences for social security of married couples and couples living together.

10 Cliquet, Robert. 1996. *Gezinnen in de verandering: veranderende gezinnen* [Family in change: changing families]. Brussel: Ministerie van de Vlaamse Gemeenschap, CBGS-monografie. DU

**Keywords:** work, Belgium, family, family planning, income, choice: children, education, parenting, social services

This book synthesizes Flemish family policy. It addresses a wide range of topics that are grouped under three headings: 1) the structure, the dynamics and relations between types of families (including intergenerational relations and networks); 2) having children (or not) and the situation of children (birth control, children within the family and society); 3) employment, income and public facilities.

11 Van Haegendoren, Mieke. 1996. *Vrouwen, gezinnen en fiscaliteit* [Women, families, tax laws]. Brussel: Nederlandstalige Vrouwenraad. DU

**Keywords:** conference proceedings, taxes, fiscal policy, family

These conference proceedings contain the speeches of a conference about women, families and fiscal policy organised by the Dutch speaking Women's Council of Belgium. It gives a status quaestionis regarding the fiscal treatment of families in Belgium and Europe.

12 Senaev, P. 1995. *Co-ouderschap en omgangsrecht: commentaar op de Wet van 13 april 1995* [Co-parenting and parental access: comments regarding the law of 13th April 1995]. Antwerpen, Apeldoorn: Maklu. DU

**Keywords:** family law, co-parenting, divorce, power, Belgium

This book is the report of a one day conference concerning family and youth legislation. It goes more deeply into the new law of April 13 with regard to combined parenting, stipulating that both parents are responsible for their children. This is called co-parenting. Senaev's report evaluates the law, probes the law to the bottom and discusses the practical side of co-parenting.

### 3.1.1 Comparative studies

13 Coene, Gily, and Chia Longman. 2005. *Eigen emancipatie eerst?: over de rechten en representatie van vrouwen in een multiculturele samenleving* [Our emancipation first? On the rights and representation of women in a cultural diverse society]. Gent: Academia Press. DU

**Keywords:** migrant women, women's rights, feminism, cultural diversity, headscarf, forced marriages, maidenhead reconstructions, female genital mutilation, discourse analysis, UK, Europe, France, Belgium

This book aims at contributing to the ongoing debate concerning the compatibility of women's rights and respect for cultural diversity. It deals with issues such as the headscarf, forced marriages, maidenhead reconstructions and female genital mutilation. Based on research concerning these topics Coene and

Longman deconstruct discourses about the incompatibility of feminist and multicultural ideals.

## 3.2 French sources

14 Foblets, Marie-Claire, and Jean-Yves Carlier. 2005. *Le Code marocain de la famille. Incidences au regard du droit international privé en Europe* [The Moroccan family law. Approaches as regards international private law in Europe]. Bruxelles: Bruylant. FR

**Keywords:** migrant, family law, Islam, personal rights, family, Belgium, Europe

This book discusses the Moroccan family law of 2004. It focuses on the consequences of the Moroccan family law for Moroccan citizens living abroad with regard to international personal rights in Europe. It also contains practical advice such as inclusion of special clauses in marriage contracts to avoid problems related to differences between these two sets of laws. The book contains the Moroccan family law in French, Dutch and Moroccan.

### 3.2.1 Comparative studies

15 Jeandidier, Bruno a.o. 1995. *Analyse et simulation de politiques de prestations familiales en Europe: une comparaison entre la France et l'Allemagne, la Belgique, l'Irlande et le Luxembourg. Rapport final* [Analysis and simulation of family benefits in Europe: a comparison between France, Germany, Belgium, Ireland and Luxemburg]. Nancy: Université Nancy II. FR

**Keywords:** policy analysis, economics, social policy, family policy, tax laws, social protection, transfers, France, Belgium, Luxemburg, Ireland, Germany

This report by the University of Nancy wants to improve the knowledge of policies in other European countries. It does so by examining the analogies between different countries concerning family policies, tax laws and social protection. The report wants to look at French family policies in a new way, by including social transfers of family politics in Belgium, Luxemburg, Ireland and Germany. The first part introduces the issue and explains its limits and difficulties. Then the redistributive approach is considered. It analyses a list of French studies, to continue with the results of the new study in the second part.

## 3.3 English sources

16 Waaldijk, Kees. 2005. *More or less together: Levels of legal consequences of marriage, cohabitation and registered partnership in nine European countries. Summary of the study More or less together 2 as presented at the Fórum do Casamento \* entre pessoas do mesmo sexo*. Lisbon: Associação ILGA Portugal 3 & Centro de Estudos de Antropologia Social 4. <http://pwp.netcabo.pt/0170871001/KeesWaaldijk.pdf> EN

**Keywords:** analysis of law, civil marriage, different sex couples, same-sex couples, cohabitation, registered partnership

Through civil marriage all countries in Europe regulate and recognize different sex couples. Since the 1970s unmarried partners who cohabit informally are given some legal rights. These regulations on cohabitation are targeted at different sex couples but in some countries same-sex couples are included as well. Since 1989, several European countries have introduced registered partnership. This is a legal institution that is more or less analogous to marriage and is meant for same-sex partners, even though different sex partners are targeted at as well in several countries. Since 2001 a few European countries have opened up civil marriage for same-sex partners. This study wants to make a comparison between countries and provides a tool to analyse family laws that have become much more complex.

17 Stevens, Liesbeth, and Marc Hooghe. 2003. The swing of the pendulum: the detraditionalisation of the regulation of sexuality and intimacy in Belgium. *International Journal of the Sociology of Law* 31, 2: 131-151.

**Keywords:** policy analysis, sex legislation, liberal democracies

The current transformation of sex legislation in liberal democracies is usually described in terms of growing permissiveness or, on the contrary, as the result of a conservative backlash. A review of the changes in the Belgian sex legislation during the past three decades, however, demonstrates that both models are inadequate to understand this transformation. Indeed, in the 1973-1989 period various Acts resulted in a liberalisation of sexual behaviour in Belgium, while from 1989 onwards new legislative restrictions were introduced. While traditional regulations referred to a vague notion of public morality, these new measures explicitly aimed at protecting victims of sexual violence, e.g., minors or prostitutes from Third World countries. This new regulatory regime can therefore be considered as an example of 'detraditionalised' (Giddens) regulation of sexuality: new rules can only be considered as legitimate if they are congruent with the fundamental values of contemporary, individualised and rationalised societies.

## 4. Gender-based Violence

### 4.1 Dutch sources

1 Instituut voor de Gelijkheid van Vrouwen en Mannen. 2006. *Nationaal actieplan inzake de strijd tegen het partnergeweld: principes en lopende acties en perspectieven* [National action plan concerning violence between partners: principles, actions and perspectives]. Brussel: Instituut voor de Gelijkheid van Vrouwen en Mannen. DU

**Keywords:** overview, violence between partners, inequality, policy

The aim of this document is to coordinate governmental actions against violence between partners. It contains a definition of violence between partners that strongly stresses the context of inequality between men and women that lies at the basis of violence between partners. The document gives an overview of governmental initiatives against violence between partners: consciousness raising and informing; training; preventive measures (including offender support); protection and shelters; repression and sanctions; registration and evaluation.

2 Latour, Anne, Nicole Steegmans, and Maria Van Haegendoren. 2006. *Mobbing II: Sensibilisering omtrent vrouwelijke slachtoffers van mobbing. Belgische bijdrage aan het Europees onderzoek* [Mobbing II: sensibilization concerning female victims of mobbing. Belgian contribution to the European investigation]. Hasselt: Universiteit Hasselt, SEIN. <http://doclib.uhasselt.be/dspace/handle/1942/991> DU

**Keywords:** legislation analysis, mobbing, men and women, sexual harassment, legal framework, social assistance

This report deals with the consequences of mobbing for the victims and the organizations they work at. Mobbing is a relatively new matter of policy in the European Union. Both men and women are victims of mobbing, but several studies show that women are more likely to be affected by sexual harassment at work, or by mobbing. This report looks at and discusses the legal framework and social assistance concerning the issue in Belgium.

3 Clycq, Noël, Ina Lodewyckx, and Christiane Timmerman. 2004. *Huwelijksdynamiek in allochtone gemeenschappen in relatie tot faciliterende factoren met betrekking tot intra-familiaal geweld* [Dynamics in migrant communities in relation to factors concerning intrafamilial violence]. Antwerpen: Universiteit Antwerpen, Limburgs Universitair Centrum: Steunpunt Gelijkekansenbeleid. [http://www.ua.ac.be/main.aspx?c=\\*SGK&n=16590&ct=011610&e=27712](http://www.ua.ac.be/main.aspx?c=*SGK&n=16590&ct=011610&e=27712) DU

**Keywords:** sociologic study, (domestic) violence, migrants, partners, family, friends, experts, policy, suggestions

According to scientific research, domestic violence takes place in all countries and societies and cannot be attributed to certain groups, cultures or religions. This study gives an overall picture of the most important studies on violence. Most of these studies discuss violence between partners, but Noël Clycq and Ina Lodewyckx stipulate that family and friends can also be offenders of crime or violence. The study also looks at the ways of explaining (domestic) violence, and allows experts (doctors, psychiatrists, social workers) to discuss violence in

migrant communities. Finally, Noël Clycq and Ina Lodewyckx put forward suggestions for policy improvement and changes.

4 Vrouwenraad. 2003. *Strafrecht: seksualiteit, reproductie, fysiek en psychisch geweld* [Criminal law: sexuality, reproduction, physical and psychological violence]. Brussel: Vrouwenraad. <http://vrouwenraad.be/pdf/strafrecht.pdf> (accessed February 21, 2007). DU

**Keywords:** analysis, violence, reproductivity, criminal law, timeline, prostitution, trafficking, adultery, abortion, physical and psychological violence, acts of indecency  
Some forms of sexuality and reproductivity are criminalized by criminal law. This article is based on the analysis and methodology of Liesbeth Stevens and concerns themes such as prostitution, trafficking, adultery, abortion, physical and psychological violence and acts of indecency.

5 Kumps, Nathalie en Van Beek, Gert. 2002. *Het strafrechtelijk beleid inzake partnergeweld* [The criminal policy concerning violence between partners]. Brussel: Federaal Ministerie van Tewerkstelling en Arbeid. DU

**Keywords:** commissioned research report, violence between partners, statistics, interviews, criminal law, police, justice, penal policy  
Kumps and Van Beek focus on the penal policy regarding violence between partners. Based on new analysis of existing statistics, they address quantitative questions regarding the number of cases of domestic violence dealt with by Belgian courts. To address qualitative issues regarding the profiles of the victims, offenders and crimes and how courts deal with violence between partners Kumps and Van Beek interviewed key actors (jurists and social workers).

6 Hutsebaut, F. 2001. "De strijd tegen fysiek, psychisch en seksueel geweld" [The battle against physical, psychological and sexual violence]. In *Vrouwen en mannen in België: naar een egalitaire samenleving*. Brussel: Federaal Ministerie van Tewerkstelling en Arbeid. 37-47. DU

**Keywords:** review, legislation, physical violence, psychological violence, sexual violence, 1980-1989, 1990-1999  
Hutsebaut reviews and discusses the Belgian legislation of the eighties and nineties concerning physical, psychological and sexual violence that takes place in the private sphere and the legislation regarding violence at work.

7 Samson, Ludwig, and Maryline Horemans (ed.). 2001. *Aangesteld als vertrouwenspersoon van osgw?: resultaten van de enquête gericht aan de vertrouwenspersonen aangesteld in het kader van het koninklijk besluit van 18 september 1992 ter bescherming van de werknemers tegen ongewenst seksueel gedrag op het werk in de privé-sector* [Appointed as confidant of sexual harrasment at work?: results of the inquiry of confidants appointed due to the Royal decree of September 18th 1992 to protect employees against sexual harassment in the private sector]. Brussel: Federaal Ministerie van Tewerkstelling en Arbeid. Directie van de Gelijke Kansen. Cel geweld. DU

**Keywords:** qualitative research, sexual harassment at work, legislation, confidential advisor, statistics, questionnaire

This document reports on a qualitative research based on a questionnaire concerning sexual harassment at work that was addressed at confidential advisors. It discusses the implementation of legislation regarding sexual harassment at work; the appointment, training and tasks of the confidential advisor; the procedure of complaint; the sanctions and the nature of the complaints. The authors also give policy advice.

8 Bruynooghe, Rose-Marie and Sigrid Noelanders. 1998. *Geweld ondervinden, gebruiken en voorkomen* [Experiencing, using and preventing violence]. Diepenbeek: Limburgs Universitair Centrum, Sein.  
<http://doclib.uhasselt.be/dspace/bitstream/1942/909/3/geweld1998.pdf> DU

**Keywords:** commissioned report, violence, children, women, men, sexual violence, policy, research, gender, age, suicide, victims, offenders, primary and secondary prevention

This report was commissioned by Miet Smet, Minister of Equal Opportunities, and carried out by SEIN. It deals with those forms of violence people are confronted with, or that people commit. The report is an update of a former study (1988). To compare the data, a similar sample survey was carried out. The study focuses on both women and men since both groups can be victims of violence, as well as on primary and secondary prevention. The last part of the report aims to discover the meaning people put on violence.

9 Van Gyes, Guy. 1995. *De implementatie van het KB ter bescherming van werknemers tegen ongewenst seksueel gedrag op het werk* [The implantation of the Royal decree to protect employees from sexual harassment at the work floor]. Leuven: Katholieke Universiteit Leuven. 109. DU

**Keywords:** research report, sexual harassment at work, policy, implantation  
Van Gyes investigates the implementation of the Belgian law (1992) protecting employees against sexual harassment at work in 68 companies. He reports on whether or not these companies adopted a mission statement about sexual harassment at work, appointed a person or service in charge of assisting victims of sexual harassment, implemented a procedure for complaints about sexual harassment and formulated sanctions for offenders.

## 4.2 French sources

10 Réseau pour l'Élimination des Violences entre partenaires. 2006. *Recommandations de la Plateforme des Associations membres du Réseau belge francophone pour l'élimination des violences entre partenaires (REV)* [Recommendations of the Platform of French-speaking member organizations of the Belgian francophone network for the elimination of violence between partners]. Réseau pour l'Élimination des Violences entre partenaires. 22. FR

**Keywords:** recommendations, violence between partners, actions

This documents contains the recommendations of the 'Réseau belge francophone pour l'élimination des violences entre partenaires' (network in French-speaking Belgium against violence between partners). The recommendations are grouped around three axes: the actions to be taken (research, prevention, ...), how to realise them and what to prioritize.

11 Garcia, Ada, and Isabelle Dumont. 2002. Harcèlement, violence intraconjugale, viol: enjeux politiques et perspectives [Harassment, intrafamilial violence, rape: politics and perspectives]. Coenen, Marie-Thérèse and, Yvonne Knibiehler. *Corps de femmes. Sexualité et contrôle social*. Bruxelles: De Boeck Université: 175-202. FR

**Keywords:** sexual harassment, violence between partners, rape, policy, women's movement, public opinion, research, Belgium

In this book chapter, Garcia and Dumont deal with sexual harassment, violence between partners and rape. In the first section they subsequently discuss the governmental actions and position regarding these topics, the mobilisation and demands of the women's movement and the (non)reaction of society and public opinion. In the second section Garcia and Dumont review Belgian research related to these issues of gendered violence.

12 Direction Générale des Droits de l'Homme. 2007. "Belgique." [Belgium] *Législation dans les Etats membres du Conseil de l'Europe en matière de violence à l'égard des femmes*, Direction Générale des Droits de l'Homme. Strasbourg: Conseil de l'Europe: 17-33.

[http://www.coe.int/t/E/Human\\_Rights/Equality/PDF\\_EG\\_2007\\_1\\_F.pdf](http://www.coe.int/t/E/Human_Rights/Equality/PDF_EG_2007_1_F.pdf) FR

**Keywords:** critical survey, law, legislation, violence towards women, domestic violence, rape, incest, abuse of children, sexual harassment, pornography, prostitution, sanctions, offenders

In this comparative study the laws and legislation concerning violence to women in several European countries are explained and discussed. The chapter on Belgium explains the legislation and sanctions concerning gendered violence, continues to go more deeply into specific issues and deals with the crisis and emergency services. These issues are domestic violence, rape, incest, abuse of children, sexual harassment, pornography, and prostitution. The study continues to discuss the effectiveness of the legislation and condemnations with regards to the offenders of gendered violence.

## 4.3 English sources

### 4.3.1 Comparative English

13 Deblonde, Jessika, Els Leye, and Marleen Temmerman. 2004. *Legislation in Europe regarding female genital mutilation and the implementation of the law in Belgium, France, Spain, Sweden and the UK*. Ghent: International Centre for Reproductive Health, Ghent University. EN

**Keywords:** female genital mutilation, law, law enforcement, Belgium, France, Spain, Sweden, U.K.

This research focuses on female genital mutilation (FGM) in Belgium, France, Spain, Sweden and the UK. More specifically the study deals with the presence of criminal law provisions with regard to FGM, presence of FGM practising communities in these countries, reporting of FGM, investigations with regard to the reported cases and court cases. The research is based on analysis of laws and law enforcement.

## 5. OPERA – Gender training books and manuals

### 5.1 Dutch sources

1 Instituut voor de Gelijikheid van Vrouwen en Mannen. 2006. *Sekseneutrale functieclassificatie: handleiding* [Sex neutral function classification]. Brussel: Instituut voor de Gelijikheid van Vrouwen en Mannen. DU

**Keywords:** manual, wage gap, legislation, discrimination, function classification systems, tools for good practices, competence management, performance interviews, wage negotiations

Equal pay for equal work is a principle in European and Belgian law. In reality however, the wage gap remains. Via 'EVA-Analytische EVALuatie van functies' (analytical evaluation of functions) several tools were designed which should revise the old function classification systems. These tools should disclose discrimination at performance interviews and wage negotiations. This manual addresses staff managers, social secretary staff, employers and employees, inspectors of social security.

2 Borghs, Paul. 2003. *De antidiscriminatiewet: handleiding bij de Wet ter Bestrijding van Discriminatie* [The anti-discrimination law: manual concerning the law to prevent discrimination]. Antwerpen: Garant. DU

**Keywords:** manual, discrimination, positive action, legislation, violence, sexual harassment

In this book the antidiscrimination law of February 25th 2003 is explained by means of several practical examples. The first part deals with the general regulations: what is discrimination and positive action, to which domains of social life does this law apply.... Paul Borghs also links this law to others concerning violence at work, sexual harassment...

3 Holvoet, Nathalie, Annie Cornet, and Isabelle Cecchini. 2003. *Gendergevoelig budgetteren. Gender Budgeting. Syntheserapport van het project 'gender budgeting' in het kader van het globaal project 'gender mainstreaming' opgericht door het federale beleidsniveau* [Gender sensitive budgeting. Gender Budgeting]. Brussel: Instituut voor de gelijkheid van vrouwen en mannen. DU

**Keywords:** manual, federal, gender mainstreaming, gender budgeting, public policy, theory, practical

In 2001 the Belgian federal government decided to develop an action plan concerning gender mainstreaming. A team of university researchers was charged with a pilot project 'gender budgeting'. This report is a working instrument for every analysis concerning gender-oriented budget analysis of public policy. The chapters of this report deal with theoretical as well as practical aspects of gender budgeting. This manual is also available in French.

4 Meier, Petra a.o. 2000. *De eer van ons beleid: Emancipatie-Effectrapportage. Een instrument ter bevordering van gelijke kansen op alle beleidsterreinen* [The honour of our policy: Emancipation Effect report. An instrument to improve equal opportunities within all policy areas]. Brussel: Ministerie van de Vlaamse Gemeenschap. DU

**Keywords:** commissioned manual, policy analysis, policy tool, gender equality policies, gender impact assessment

The brochure introduces an updated version of the first Flemish gender impact assessment tool (1997), meant to screen all mayor policy initiatives on the effects they will have on the equality of men and women in order to undermine any negative effects. It explains the concept behind the tool, its internal logic and functioning and describes the tool step by step.

5 Meier, Petra, Meyntjens, Mips and Annick Vander Steene, 1999, *LEER: een instrument voor lokaal beleid op maat van mannen en vrouwen* [LEER: an instrument for local policy tailored to the needs of men and women]. Brussel: Ministerie van de Vlaamse Gemeenschap. DU

**Keywords:** commissioned manual, policy analysis, policy tool, gender equality policies, gender impact assessment, local politics

The brochure introduces a first Flemish gender impact assessment tool especially designed for local politics. The tool is based on the first step of the Flemish gender impact assessment developed for regional politics (1997). It explains the concept behind the tool, its internal logic and functioning and describes the tool step by step.

6 Meier, Petra, and Alison Woodward. 1997. *De Emancipatie-EffectRapportage: Een instrument ter bevordering van gelijke kansen op alle beleidsterreinen* [The emancipation impact assessment: an instrument to improve equal opportunities at all policy domains]. Brussel: Ministerie van de Vlaamse Gemeenschap. DU

**Keywords:** commissioned manual, policy analysis, policy tool, gender equality policies, gender impact assessment

The report introduces a new policy tool to the policy making process of the regional Flemish government, a gender impact assessment tool. The aim consists of putting gender mainstreaming into practice. The tool is meant to screen all mayor policy initiatives on the effects they will have on the equality of men and women in order to undermine any negative effects. The report gives important background information on the development of the tool, describes it and provides four examples of public policies to which it has been applied.

## 5.2 English sources

7 Stevens, IIs, and Ilse van Lamoen. 2001. *Manual on gender mainstreaming at universities: 'equal opportunities at universities: towards a gender mainstreaming approach'*. Leuven: Garant.  
[http://awi.vlaanderen.be/documenten/Gender\\_Manualongendermainstreamingatuniversities.pdf](http://awi.vlaanderen.be/documenten/Gender_Manualongendermainstreamingatuniversities.pdf) EN

**Keywords:** manual, gender mainstreaming, university, policy

This manual provides the answers for questions concerning the improvement of the number of women in academic careers and female careers at university. It is meant to promote an active policy to promote gender equality in the academia.

8 Woodward, Alison E. 2002. *Going for gender balance*. Strasbourg: Council of Europe Publishing. EN

**Keywords:** manual, decision making, communication, gender equality

This manual is intended for decision making channels such as trade unions and NGOs. It throws a light on effective communication skills to make the public and opinion makers aware of gender equality.

## 6. FRAGEN

### **Amazone vzw**

Contact: [info@amazone.be](mailto:info@amazone.be)

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Website: [www.amazone.be](http://www.amazone.be)

Amazone was founded in 1995 and is a national meeting point for women and women's organizations. Today it is a resource centre for the equality between women and men. The centre provides a meeting place, congress centre, restaurant and a documentation centre (with an online catalogue). Many women's organizations hold office in the Amazone building (e.g. Sophia, Nationale Vrouweraad, VOK).

### **Archiefcentrum voor Vrouwengeschiedenis**

Contact: [avg.carhif@amazone.be](mailto:avg.carhif@amazone.be)

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1210 Brussel  
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Tel.: 0032 (0)2 229 38 31  
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E-mail: [avg.carhif@amazone.be](mailto:avg.carhif@amazone.be)  
Website:  
<http://www.amazone.be/Main/Frameset.asp?reference=01%2D01&lang=nl&sess=420195063&>

The Belgian Archiefcentrum voor Vrouwengeschiedenis (archive for women's history, AVG) is situated in the Amazone building. It consists of archives, books, leaflets, magazines, references, posters and photographs. These items are accessible through an on-line catalogue and are to be consulted on the spot. The archive centre is also the Belgian secretary of the International Federation for Research in Women's History.

### **Bibliothèque Léonie Lafontaine**

Contact : [bibliotheque@universitedesfemmes.be](mailto:bibliotheque@universitedesfemmes.be)

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Website: [www.universitedesfemmes](http://www.universitedesfemmes.be)

The Francophone documentation centre Bibliothèque Léonie La Fontaine is also situated in Amazone and provides documentation (e.g. monographs and specialized

journals) concerning women, feminism and equal opportunities between women and men.

### **RoSa**

Rol en Samenleving vzw  
Documentatiecentrum en Archief voor Gelijke Kansen, Feminisme en  
Vrouwenstudies

Contact: [info@rosadoc.be](mailto:info@rosadoc.be)

Address: Koningsstraat 136  
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Tel.: 0032 (0)2 209 34 10  
E-mail: [info@rosadoc.be](mailto:info@rosadoc.be)  
Website: [www.rosadoc.be](http://www.rosadoc.be)

RoSa is a Flemish documentation centre and archive for equal opportunities, feminism and women's studies. The staff helps its visitors with all sorts of questions, provides advice (about experts, inspiration for a thesis...) and helps to find useful documentation. The documentation centre provides monographs, journals and 'grey literature' (reports, conference proceedings, work documents, posters ...). RoSa also publishes articles and files about feminist and gender topics. RoSa has an online catalogue (with 'women thesaurus') and provides data and information about specific topics on its website (e.g. facts sheets, time lines).

### **Sophia**

Belgisch coördinatie netwerk voor vrouwenstudies  
Contact: Sara S'Jegers (Dutch), Sandrine Debonne (French)

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Middaglijnstraat 10  
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Website: [www.sophia.be](http://www.sophia.be)

Sophia database: [http://www.sophia.be/index.php/genderstudies\\_database](http://www.sophia.be/index.php/genderstudies_database)

Sophia is a Belgian coordinating network for women's studies. Through its website and activities Sophia establishes a network between Flemish and Francophone researchers, policy makers and the women's movement. The most important activity of Sophia consists of a website that provides information on women and gender studies (e.g. research, publication, teaching, training, conferences) in Belgium. Sophia organizes symposiums every two years, focusing on women's studies and feminist research. Sophia publishes reports and is responsible for the state of the arts on women's studies in Belgium. The women's studies network regularly sends e-newsletters and has a very interesting and extensive gender studies database with publications, information about education and research dating back to 1995.

### **Steunpunt Gelijkekansenbeleid**

Contact: [steunpuntgeka@ua.ac.be](mailto:steunpuntgeka@ua.ac.be)

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Website: [www.steunpuntgelijkekansen.be](http://www.steunpuntgelijkekansen.be)  
Publications:  
[http://www.steunpuntgelijkekansen.be/main.aspx?c=\\*SGK&n=16576](http://www.steunpuntgelijkekansen.be/main.aspx?c=*SGK&n=16576)

Steunpunt Gelijkekansenbeleid (Centre of equal opportunities policy) is an academic institute that assists the Flemish Minister of Equal Opportunities. It is a consortium of two universities (Antwerp and Hasselt) and gathers several Belgian experts in the field of equal opportunities (for women, homosexuals, age groups) The institute does not aim to be an archive or documentation centre. However, since most of the publications by the staff are published on the website, it is an interesting research tool.