

Veröffentlichungen

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Ingrid Jungwirth, Carola Bauschke-Urban (Hrsg.), (2018): *Gender and Diversity Studies. European Perspectives*

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The book *Gender and Diversity Studies. European Perspectives*, including articles from different regions in Europe and beyond in the fields of gender and diversity studies, presents a variety of approaches to this field around Europe as well as some examples of non-European regions. The foreword, by Ilse Lenz under the title, *Diversity and Transnational Exchange* (pp. 7–8), explains the aim of the book as illustrating perspectives on “diversity on the move”, creating an exchange about gender equality and anti-discrimination between inside and outside the EU.

In the introduction (pp. 9–30), Ingrid Jungwirth outlines the main concepts including the fields of diversity studies and gender studies and their relationship to each other as well as their relevance for the equal opportunities policies of the EU. Diversity studies as a new-born and developing field is based on *difference*, emphasized by political discourses and theory formation in the context of globalization and post-industrial economics. The field of diversity studies aims to recognize differences, plurality, and inclusion, as well as challenging the dominant norms and norm setting. The field of gender studies has contributed essentially in building theoretical approaches to diversity studies. Similarly, class and ethnicity, migration and race studies as well as disability studies refer to various dimensions of social inequality in the field of diversity studies; therefore, diversity studies is recognized as an interdisciplinary field which links various disciplines and sciences as well as everyday life experiences and politics.

The book consists of four sections. The first section, *Equal Opportunities and Law*, investigates equal opportunities and human rights from different disciplines and geographical perspective. In the first chapter of this section, *EU Gender Equality Policies in Times of Crisis: different instruments, different actors, different outcomes* (pp. 31–54), Petra Ahrens and Anna van der Vleuten clarify core instruments and actors in EU gender equality policy. They reveal how the triple

crisis has weakened EU gender policy programs and accordingly; how hard law instruments have been replaced by soft law tools, which lead to a shift from feminist to technocratic policymaking. Doris Liebscher evaluates the German *Allgemeines Gleichbehandlungsgesetz* (AGG) in the next chapter, *Opening Doors: how the German General Act on Equal Treatment (AGG) advances racial equality* (pp. 55–70). The law was passed in August 2006 and was criticized by *the business community* and their lobby groups, claiming that Germany did not have a discrimination problem. The AGG protects not only groups, but also persons affected by discrimination.

In the article, *Gender Equality in the UK Public Sector: is reflexive legislation the way forward?* (pp. 71–87), Hazel Conley illustrates another case of equal opportunities in responsive and reflexive law in the UK. Conley outlines a form of statutory participative democracy, which means involvement of women’s and other civil society groups in the legislative process in order to implement the equality law. The European convention on Human Rights and the convention on the Elimination of Discrimination Against Women (CEDAW) regarding the case of religious marriage of women in Turkey are discussed in the article, *A Case of Collateral Damage: widows of religious weddings in Turkey* (pp. 88–111), by Hülya Şimga and Zeynep Oya Usal. They highlight the indirect discrimination by a case study of a widow who was deprived of retirement benefits and health insurance because of not being legally married, but just religiously. They argue how the social reality of Turkish women is ignored by formal argumentation. Amel Gerami analyses in her article, *The Parity Law: Tunisian women’s next battle* (pp. 112–130), the new law after the revolution of 2011, the so-called Arab Spring, in order to improve women’s political participation as a catalyzer for the implementation of gender equality in Tunisia; however their participation was restricted by political parties because of patriarchal interpretation of religious texts. Women

activists mobilized their efforts to change gender and power relations in Tunisia and to achieve their full citizenship.

The second section, *Gender and Diversity Studies: concepts and methods*, present articles on methods of implementation of gender and diversity studies. In the chapter of *From Discovery to Politicization: the trajectory of Russian gender studies* (pp. 131–148), Anna Temkina and Elena Zdravomyslova show the scope of gender studies in Russia over the last two decades and how it has been affected by the intersection of authoritarianism and conservatism. Martina Tißberger challenges in her contribution, *At the Intersection of Gender and Racism: critical whiteness as a method of hegemonic self-reflection* (pp. 149–172), the relationship between gender studies and critical studies of whiteness. Tißberger explores the mechanisms of ontologization which highlights the social structure of differences of gender and racism.

Heike Weinbach's chapter, *Social Justice Training: a dialogic approach to diversity education* (pp. 173–185), illustrates diversity trainings that provide practical insights of gender and diversity studies. Different trainings on social justice address political and ethical issues in order to achieve equality in educational, work, and civil rights organizations. The concept of Transdisciplinary Research (TR) is discussed in the following chapter, *Transdisciplinarity with 'Science & Fiction'* (pp. 186–211), by Dagmar Vinz. She recognizes transdisciplinary perspective as a goal of gender and diversity studies to analyze society, culture and politics. It is also important for participatory and applied science. Ultimately, another approach is Vinz's attitude of 'Science & Fictions', which refers to the intersection between science and fiction. Constanze Schwärzer-Dutta discusses in her chapter, *Unlearning Discrimination: experiences with the antibias approach in adult-education in Germany* (pp. 212–238), anti-bias approach in early childhood education in the US and later in South-Africa and finally in Germany in the 1990s. The characteristic of this training starts with the participants' individual experience of biases and becoming aware of them.

The third section consists of one article about changing social inequalities. Peter Streckeisen deals with the labor market policy of the EU in his contribution, *The Business Case for Diversity: Europe 2020, the economic approach and antidiscrimination policies* (pp. 239–260). Streckeisen illustrates the "interrelations between diversity management and anti-discrimination policy and a new conception of full employment" (p. 239).

The last sector, Work and Organizations starts with the article, *Boundaries that Matter: workforce diversity in the STEM field in Germany* (pp. 261–281), by Ingrid Jungirth. It demonstrates the outcomes of empirical research on highly qualified migrant women in the technological branch in Germany (STEM fields). The research shows how normative social structure such as a high level of German language prevents highly qualified women in STEM fields from finding a position according to their qualification. The following chapter, *Female Physicians in the Medical Profession: a case study in a German hospital* (pp. 282–299), by Sarah Vader identifies the 'feminization of medicine' which has impacted the work place in the hospital as an organization. In the last article, *Leadership and Cultural Identity* (pp. 300–321), Victoria Showunmi observes Black Minority Ethnic (BME) women leaders in the UK. She examines the construction of race and whiteness as a necessary condition for leadership. The research shows how BEM women need to affirm their right to be in a leadership position.

Different contributions of this book reveal a mutual and dialectical relationship between social, cultural, economic and political debates and gender and diversity studies. It reveals the essential role of the institutionalization of equal opportunity policy and, at the same time, the impact of civil society and actors in the process of institutionalization. The book is directed towards students of gender and diversity studies as a textbook, and gives insights into practical as well as theoretical approaches, methods and recent findings in this field.

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