

**FEMINISM, KNOWLEDGE PRODUCTION AND SOCIAL CHANGE:CRITICAL
PERSPECTIVES FROM THE SEMIPERIPHERY OF EUROPE**

Workshop

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ABSTRACTS AND CVs

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<p>Zilka SpahićŠiljak holds PhD in gender studies and her scope of work includes addressing cutting edge issues involving human rights, politics, religion, education and peace-building with more than fifteen years experience in academic teaching, and work in governmental and non-governmental sectors. She runs TPO Foundation Sarajevo and teaches at several universities in BiH and abroad. As post-doctoral research fellow at Harvard University she published the book: <i>Shining Humanity – Life Stories of Women Peacebuilders in Bosnia and Herzegovina</i>, Cambridge Scholars Publishing, UK, 2014. She also published: <i>Contesting Female, Feminist and Muslim Identities. Post-Socialist Contexts of Bosnia and Herzegovina and Kosovo</i>, CIPS of the University of Sarajevo 2012; <i>Women Religion and Politics</i>, IMIC, TPO, CIPS, 2010... Her current research at Stanford University focuses on intersection of leadership, gender and politics.</p>	
<p>Religious feminism periphery within the semi-periphery in the Balkans</p>	
<p>ABSTRACT</p>	
<p>In the period of post-war transition, knowledge production on gender and feminism remained the focus of individual scholars and activists who could hardly integrate it into educational system, with the exception of a few gender and women studies programs largely supported by international donors.</p> <p>Believing that knowledge should inform activism and in return activism can provide feedback on knowledge impact and relevance, my entire scholarly and activist work was about bridging the gap between academia and civil society organization, but also bridging the secular- religious divide in the Balkans region.</p> <p>In this paper I argue that religious feminists are peripheral within the semi periphery of the Balkans. Through the analysis of university curricula and feminist publications I will demonstrate that religious feminists were ignored both by international organizations in the periphery, local</p>	

organizations, academic institutions and secular feminists in the semi-periphery, as well as by their own churches and religious communities.

Multiple exclusion made religious feminist knowledge production invisible and unrecognized in academia and women's activism. Only in rare cases did secular feminists ally themselves with religious feminists and showed sensibility and the need to involve them equally with their own arguments in feminist knowledge production, because many believed religion to be one of the main causes of gender discrimination and irreconcilable with feminist agendas.

Many religious feminists, however, were standing shoulder to shoulder with secular feminists in their struggle for gender equality.

Key words: **Feminism, secular, religious, women, periphery, semiperiphery, knowledge production, exclusion, recognition.**

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<p align="center">The particularities of feminist discourse in semi-periphery (in Cuba) as a consequence of the social context in which it is generated</p> <p align="center">Abstract</p> <p>The research paper maps the gender policies, the complexity of the feminist problem and the particularities of feminist discourse in a far-away semi-periphery, in Cuba, the country in which transition is long lasting, where feminism and its actors are part of the daily political practice.</p> <p>In the texts of Cuban writer Zoe Valdes, the first woman in Cuba who dares to write using female writing about women's problems involving its body into discourse, the peculiarities of discourse are emphasized, which is the consequence of the specific context in which it is generated, as well as personal resistance, rebellion and desire</p>	

for change, consciously using forms of knowledge.

By the theoretical implantation and discursive analysis of selected texts, the author tries to discover the conditionality and root of gender problematic: the conflict of reality and the illusory official discourse in a specific transition and the remains of colonialism (in relation to roman catholic eurocentric Spain), indicating that the relations of the center, the semi-periphery and the periphery they are not fixed geographically, it is rather a question of loyalty.

Qualitative research is based on the theories of French post-structuralism and feminist theoreticians, Luce Irigaray, Helene Cixous, Julia Kristeva, on recent theories of semi - periphery (Luisa Campuzano, Zaida Capote) that emphasize the importance of women and her rights to equality for the general development of society and the latest theory (Marina Hugson, Nelly Richard), which indicates that the production of knowledge is a necessary process of awareness, individual, group and collective, above all, a necessary condition of social transformation.

Keywords: semi- periphery, feminist discourse, gender regimes, Cuba, Zoe Valdes, transition

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<p>Theorising female labor force participation in the semiperiphery of Europe: An interdisciplinary methodology</p> <p>This article presents the methodological framework that I developed to theorise and then empirically test the drivers of female labour force participation in post-socialist Eastern Europe. As I attempted to apply existing theories from consolidated capitalist economies onto the Eastern European cases, I was faced with the dilemma of having to either label the Eastern European cases as 'deviant', because</p>	

they were not fitting into the pre-existing Western-centric theoretical categories, or to build a more useful theoretical abstraction which would reflect the Eastern European post-socialist reality. Being interested in the on-the-ground socioeconomic development of Eastern Europe rather than validation of Western-centric theories in the East, I chose the latter. My aim was to open the black box of transition, which I saw as the platitude that economists use to justify everything that has gone 'wrong' with the Eastern European socioeconomic development since the early 1990s. To address this theoretical gap between the Western theory and Eastern reality, I embarked on a study of the history of explanations in the social sciences, an elaboration of a theory-oriented mode of explanation in the context of the semiperiphery of Europe, and the development of a mixed methods empirical strategy which combined statistical analysis with qualitative case studies.

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<p>Living in precarity: women's struggles and everyday life strategies in Kaunas, Lithuania</p>	
<p>My collaborative research is focused on women's struggles in Lithuania, post-socialist country that seems to be stuck in permanent state "of transition". During</p>	

my ethnographic fieldwork that took place in Kaunas almost a year in 2016-2017 I looked at everyday life struggles of highly educated women, who use their creativity and networking skills to find solutions to their fragile existences. The proposed article is based on my ethnographic material that illustrates overwhelming precarity, incorporation of and/or resistance to hegemonic regimes (patriarchy, capitalism, neoliberalism, individualism, etc.), and basic strategies of survival, such as mobility, creativity, entrepreneurship, spiritual practices and collective engagements. The ways women deal with material hardships and discrimination, often using self-disciplinary practices and neoliberal ideology, are analyzed engaging the conversation between feminist theories (Haraway, Federici, Berlant, Fraser), precarity literature (Lorey, Butler, Standing, Ross) and critical accounts on postsocialist periphery (Balockaite, Tereskinas, Blogajevic, Tlostanova, Ghodsee, Grabowska). This particular article shall expose the precarious lives of *single mothers* and their ways to navigate hostile social realities as well as cross normative boundaries. The lack of solidarity and absence of feminist consciousness comes as one of the pessimistic conclusions of my research.

Keywords: *Single mothers, feminism, precarity, ethnography, post-soviet, survival strategies*

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Relation to the gender division of labor in the private and public sphere in Serbia 1989-2012 –examining the significance of cohort and age effects

The significance of the process of modernization cannot be sufficiently underlined regarding the changes in gender relations that took place in the public and private spheres. Nevertheless, in the developed countries of Western Europe as well as in post-socialist countries, changes in the public sphere did not automatically lead to the egalization of the relations in the private sphere, leaving disproportion of this process in different domains. The subject of this paper is the study of changes in value forms in Serbia in the period from 1989 to 2012 ("blocked" and "unblocked" transformations) in order to examine the mechanisms of change in three regions of Serbia: the Belgrade region, Vojvodina and Central Serbia. Using three databases of the Institute for Sociological Research (surveys conducted in 1989, 2003 and 2012), the authors will conduct the classic *cohort decomposition method* to specifically highlight cohort and age effects of respondents on changes in value patterns. The authors also consider how cohorts are mediated by structural factors (education, social class, working positions of respondents) when explaining value changes.

Key words: age effect, cohort effect, private sphere, public sphere, value orientations.

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„Knowledge Production at the Semiperiphery: A Gender Perspective“. Some of her publications are available on: <https://independent.academia.edu/MarinaHughson> .

Ana Pajvančić – Cizelj is assistant professor at the Department of Sociology, Faculty of Philosophy in Novi Sad. The main areas of her interests are urban, environmental and gender sociology. Her recent interests are related to gender aspects of urban/regional planning and sustainable urban development in the context of globalization. As a visiting scholar at the Department of Landscape Planning (BOKU, Vienna), she conducted a research project “The role of inter - urban networks in the regional diffusion of “gender sensitive city” model” with the funding awarded by Austrian Academy of Sciences.

Urban development and planning at the European semiperiphery: Unintended gender consequences

Abstract: This paper aims to answer two main questions: 1. What is the influence of urbanization at the European semiperiphery on its gender regimes and everyday lives of women and men and 2. what is the role of urban planning and development in shaping gender relevant social changes? Authors present historical overview of connections between urbanization and gender regimes, the overview of gender aspects of everyday urban life and also engage with analysis of gender aspects of urban policy and planning practices at the European semiperiphery. The analysis is mostly based on the case of Serbia and ex-Yugoslav region and has three main objectives: to define the key challenges for engendering urban development and planning in the semiperiphery, to map out the ‘knowledge gaps’, and to suggest guidelines for further research. In conclusion the authors state that urbanization at the semiperiphery on one hand opens new opportunities for women, but also pose new challenges. That makes gender sensitive urban planning very relevant for the quality of life of both genders. The ‘gender and social blindness’ of urban planning and neoliberal urban development model at the European semiperiphery, are seen both as one of the key challenges to gender equality, as well as one of the consequences of their semiperipheral position.

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Marija ZotovićKostić is a faculty member in the Department of Psychology, University in Novi Sad, Serbia. In 2002 she received Ph.D. degree in Psychology, from the University of Novi Sad. She got the stipend from Ministry of Science of the Republic of Serbia, for postdoctoral studies at Middlesex Univesity in London, United Kingdom. From 2013 she holds a position of a Full Time Professor. She teaches courses from the field of Developmental psychology. She was a coordinator and/or participant in more than 10 scientific and applied projects. Her bibliography contains more than150 references.

**WHO ARE WOMEN IN THE NATIONAL IVF PROGRAM?
NEW REPRODUCTIVE TECHNOLOGIES AND BIOPOLITICS IN SERBIA**

The present rise of modern technologies has given hope to women who have failed to achieve this highly valued ideal of motherhood, simultaneously imposing many ethical, legal, socio-cultural and gender issues related to assisted reproductive technologies (ART). **METHOD:** The aim of this study is to determine basic socio-demographic variables of infertile woman in state funded *in vitro* fertilization (IVF) program and theirs attitudes towards ART. We have applied method of survey research among 50 women in IVF program in Novi Sad. **RESULTS:** The average respondent who is included in the IVF program is 34 years old, has completed secondary school and lives in the city. She is religious, of the Serbian Orthodox confession; works in a state company and is of average financial situation. She has been with her partner in a relationship for almost 7 years. She finds the IVF very stressful and complicated, but she is not worried about the potential risks and complications of these treatments. A total of 80% of women strongly believe that they will manage to become pregnant and deliver a healthy baby from the first attempt. **CONCLUSION:** Respondents have a positive attitude towards ART, but without involving third-parties in the reproductive process. They desire a biological child only with their partner. Traditional use of ART is prevailing in Serbia compared to countries where donations are common; as well as surrogacy, ART in same-sex marriages, women without a partner etc.

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Gender and Women's Studies: Situated Academic Marginalization

This paper aims to discuss the situation of Gender and Women's Studies (GWS) graduate programs within mainstream academia of Turkey with a critical Feminist Standpoint Theory approach from the aspect of situated academic marginalization. Within the scope of the study, I carried out 17 semi-structured in-depth interviews with GWS academics from two distinct universities with similar historical backgrounds yet quite different specificities, and in the light of these interviews, I analyzed whether GWS, as an academic reciprocity of feminist movement, can be thought as a field with a twofold epistemic superiority with regard to "better accounts of social reality", as an 'other' of academia or not. In this regard, four main factors influencing GWS directly and deeply are founded to be: socio-political situation that the programs born into, current political conjuncture of the country, current situation of academia and of feminist movement within the country. In addition to these structural factors, self-definitions and self-valuations of the agents of the programs- from students to academics-, and curricula formed in parallel to the mission and vision the agents adopted appear to be significant factors that situate the programs within academia within the scope of subjects and specificities of the subjects.

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European Idea, 2010) and *Ona ima ime. O filozofiji i feminizmu (She Has a Name -About Philosophy and Feminism*, 2007). Main courses at faculty: Ontology, Feminist Philosophy, Democracy and Human Rights; other courses: Introduction in Philosophy, Pragmatism. Her interests include: ontology, women`s studies, feminist theory, poststructuralist theory, European studies, political philosophy.

Education and Knowledge Production on the Semi periphery – Feminist/Gender Perspectives

The feminist activist approach primarily relate to works within civil society and professors and researchers only as civilian actors. The gender education`s development and the production of gender theory in itself is already an engagement. Published scientific and analytical texts and publications, and pointing to university courses and topics of gender and feminism in various fields of social sciences and humanities, show only the final result. This is preceded by the many-year endeavor of individuals who, within the university themselves, have to face basic gender prejudices in order to speak at all about the academic contribution of feminism and gender research to education, contemporary theories, and practices. The ideological influences, (un) hidden curricula, the deep rootlessness of gender prejudices and discrimination, the economic and transitional societies` political insecurity of continue to be the main obstacles to the systematic development of feminist/gender education at universities and knowledge production in semi-periphery. Therefore, it remains to be important to describe the very scene in which these activities take place and to show everything that stands out behind the scenes itself or deconstruct the current state of higher education in order to point out the possibilities of developing feminist and gender education and knowledge production.

Keywords: feminism, gender, university, semi periphery, education, knowledge production.

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She published the following books: *The Budapest School – Theory of Radical Needs*, Nikšić 1988), the textbook *Political and Legal Theories*, Beograd 1996, *Political Philosophy of Ronald Dworkin*, Beograd 2007, *Civil Society and Political Institutions*, Beograd 2009, *Civil Society in Contemporary Context*, Belgrade 2009 (in English), *Democracy and Human Rights in the EU* (co-authored with M.

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Co-editor for the following books: D. Vujadinovic, V. Goati, L. Veljak (eds.), *Between Authoritarianism and Democracy: Serbia, Montenegro, Croatia – Institutional Framework*, 3 Volumes in English and in Serbian, published from 2002 to 2009. M. Jovanović and D. Vujadinović (eds.), *Identity, Political and Human Rights Culture as Prerequisites of Constitutional Democracy*, Eleven International Publishing, Hague, Netherlands, 2013, H. Brunkhorst, D. Vujadinovic and T. Marinkovic (eds.), *European Democracy in Crisis: Politics under Challenge and Social Movements*, Eleven International Publishing, Hague, Netherlands, 2017, the textbook *Gender Studies*, Beograd 2017.

Nevena Petrušić is full professor at the Faculty of Law University of Nis, teaching Civil Procedure Law, Alternative Dispute Resolution, Children's rights, Gender Studies and gender-based violence. She has also been the Head of Chair of civil law and the founder and coordinator of Antidiscrimination Legal Clinic at the Faculty of Law. She was the editor-in-chief of *Temida*—the journal on victimization, human rights and gender and the coordinator of the national project *Access to Justice - implementation of European standards in the legal system of the Republic of Serbia*, the Ministry of Education of Serbia (2006-2010).

Nevena has published on civil procedural Law, rights of the child, antidiscrimination law, gender equality, gender based violence, mediation, etc. Her latest books include: *Legal Protection against domestic violence in judicial practice of Serbia* [co-authored with S. Konstantinovic-Vilic], Niš, 2010, *Women, laws and social reality*, Book 1 and 2 [co-authored with S. Konstantinovic-Vilic], Niš, 2010; *Education for gender equality* [co-authored with D. Zaharijevski, D. Gavrilović]; *Introduction to ageing and human rights of older people: pilote research study on financial elder abuse* [co-authored with N. Todorović, M. Vračević], Belgrade, *Rights of the Child* [co-authored with N. Vučković Šahović], Niš, 2015 etc.

Nevena is an activist of women's-rights movement in Serbia. She was a co-founder and volunteer of the S.O.S. Phone for women and children victims of violence from Niš (1993) and Women's Research Center in Niš (1997).

FROM GENDER BLIND TO GENDER INCLUSIVE HIGHER EDUCATION IN SERBIA: GENDER MAINSTREAMING ACTION PLANS

Gender inequalities in Serbian society have been cumulated since many centuries ago and manifested more or less also nowadays in all spheres of public and private life. Patriarchal mindset and male domination have been still influencing the context of higher education in its all dimensions - study programs, textbooks, pedagogical approach, cultural settings, imbalances in human resources. In spite of a significant quantitative rise of female representatives among academics and students (and certain emancipator shifts), it is obvious that still does exist horizontal and vertical gender segregation, gender imbalance in governmental structures, gender blind curricula, reproduction of gender stereotypes and prejudices in higher education.

We argue in this article that structural changes are necessary in higher education and research institutions, which presuppose that universities, among

other things, introduce the so-called action plans for gender mainstreaming of higher education.

We offer in this paper the draft model of gender action plan (GEP) for higher education. We base our draft model on already developed tools and GEPs through international projects like as GEAR, GenderTime, ENWISE, and Toolbox GEAR built by EC and EIGE.

Our GEP model will aim towards the following: 1. Eliminating obstacles for recruitment and carrier advancement of women in scientific and educational field, 2. Overcoming and preventing power misbalances concerned with decision making and governmental bodies election, 3. Gender sensitizing of study programs and textbooks, and 4. Enhancing gender dimension of scientific work.

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Women, Memory, and History: Autobiographics as a Way of Confronting the Past and a Means of Creating the Future

In this paper, I use *interdisciplinary research methods* of literary theory, feminist theories, new historicism, psychology, memory studies, and **social engagement studies in order to** point at two groups of problems: 1. untruthful memory of history and unreliable academic knowledge which transferred into all levels of national education and spread internationally; 2. epistemicide, memoricide and matricide or systematic destruction of knowledge, memory and heritage of important women from the past (sometimes executed by women themselves).

Autobiographics of important women from the second half of the 19th century create *contra memory* to *official* representations of the past. As a self

representational discourse, it can be one of the main ways of futurizing a vital feminist connection with education and the society's progress which happened at the time.

This is the first interdisciplinary synthesis of autobiographics of important women. By shedding the light on the link between psychology, narratology, and memory I remind the readers of neglected potentials of memory books and albums as genres of specific obligatory mnemonic energy and explain the need to introduce positive discrimination in futurization the memory on important women from the past Serbian culture.

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Feminist Approach to Discursive Critics of Gender Equality

Can the quality of gender equality policies be defined in ways that apply across different policy contexts?. The article illustrates how the quality of gender equality policies is constructed through policy debates in ways that are dependent on the different discursive, institutional and structural factors specific to various policy contexts. Discursive dynamics play an important role in shaping the meanings of gender equality. The article discusses the relation between hegemonic discourses on gender equality policies and feminist presumptions and expectations.

By discursive politics I mean the intentional or unintentional engaging of policy

actors in conceptual disputes that result in meanings attributed to the terms and concepts employed in specific contexts. The consequences of these discursive processes are depoliticizing and degendering. The processes of bending gender equality to some other goal depoliticize the issue of gender equality, thus not representing gender equality as a political issue. One key element that is neutralized in the depoliticization is the 'dimension of conflict' that is relevant because it highlights power dynamics. Depoliticizing an issue tends to obscure its discordant relations, its hierarchy of power, which, if recognized, could have opened up possibilities for challenging that hierarchy. Depoliticization in gender equality is also found in the idea of degendering. This refers to how issues that were quite promisingly politicized and consciously gendered soon after became de-gendered - the gender dimension was reduced, neutralized, or abolished.

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Visnja Baćanović is a sociologist and the director of Gender Hub, an independent research agency aiming to establish forum for dialogue between practitioners and scholars in gender and feminist studies. In the last 10 years she has been focused on the gender mainstreaming, especially at the local level. She is conducting gender analyses in various sectors, including environment, energy efficiency and disaster risk reduction. Visnja is also capacity building trainer/ adviser for UN Women, OSCE, GIZ and other international organizations as well as public authorities and CSOs. She developed several tools and manuals on gender mainstreaming, monitoring and evaluation of gender policies.

Gender Equality Policy and Knowledge Production in Serbia

The paper analyzes the knowledge production of gender equality policies in Serbia after 2000 in the academic and non-academic context.

The authors problematize the integration of academic knowledge on gender in the formulation, implementation and evaluation of gender equality policies, as well as validation and dissemination of knowledge from policy making into the academic context. The authors argue that the knowledge of gender policies is not integrated into formal academic practice, although it is one of the key conditions for the further development of academic knowledge about current socio - political processes.

Within the theoretical framework of feminist discursive analysis of public policies the authors problematize strategic framing of key gender equality policies in Serbia (2010-2015 and 2016-2020). The analysis focuses on the conceptualization of gender equality in these strategies with regard to political possibilities (transnational feminism, reform processes) and mobilizing structures (women's groups, experts, political parties, administration). The authors also problematize relations between important concepts for feminist practices and knowledge production: activism and professionalism, sisterhood and transnational feminism, as well as empowerment and gender mainstreaming. In the conclusion, the text summarizes key issues of establishing a dialogue between the feminist academic and non-academic community in Serbia.

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Ankica Šobot has investigated low fertility, population structure, education of the population, the female population, gender differences, and older persons. Her dissertation aimed at analyzing spatial and generational specifics of the gender regime in Serbia. She highlighted the importance of gender aspects related to demographic development. The connection between gender roles and low fertility was particularly emphasized. Also, her research focuses on investigating the influences of educational and socio-economic characteristics on low birth rates as well as on the quality and style of life of the older population. She has written many articles which have been published in Serbian scientific journals and conference proceedings. She has participated in numerous scientific conferences on different demographic issues.

Major scientific interests: Fertility and reproductive behaviour, family, public policy aimed at demographic challenges, socio-cultural specifics of demographic phenomena

THE CONTRIBUTION OF FEMINIST DISCOURSE TO COMPREHENSION OF LOW FERTILITY IN SERBIA: RECOGNITION OF THE ISSUES ESSENTIAL FOR CONTEMPORARY PRONATALIST POLICIES

One of meeting place of feminist discourse and comprehension of social phenomena is the research of low fertility reproductive model. The parenthood is one of the most important determinant of women's social position into traditionally patriarchal society. Hence, it has appeared as the theme in feminist sociological analyzes. However, the focus was not stopped here. Theoretical paradigm was established as one key basis for further empirical researches regarding causality of low fertility in Serbia. Every day life perspective has enabled the investigation of the causes concerning parental experience, leading to recognition of concrete problems.

This text is addressed to the contribution of a feminist sociological discourse in Serbia keeping in mind its cognition of deterministic basis of low fertility. Research findings of this theoretical approach are observed in relation to relevant demographic literature as well as current policies which are directed on this issue. Taking into account cognitive concept and the interpretation of research results, scientific contribution is clear visible. The essential issues which have a central place in the attempts to influence on low fertility rates are recognized and produced knowledges have become the segment of improving pronatalist policy in Serbia. The insisting regarding to respect socio-economic and cultural specifics for understanding of social phenomena brings another proposal. The approach connected with recuperation of low birth rates should adapt to specificities of social context into concrete country.

Key words: feminist perspective, female social status, parenthood, low fertility, pronatalistic policies

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**Feminist criticisms of the concept of resilience:
Transformation of the subversive into the normative**

The concept of resilience originated in engineering and environmental systems theories. Resilience entered humanities relatively recently, as a new theoretical and practical approach to addressing challenges and risks in macro and micro-communities. The concept of resilience is being criticized for theoretical fluidity behind it, difficulties related to it's empirical verification and for being ideologically embedded in the neoliberal global capitalism as a framework. Subject of this paper is an overview of a sharper critique of the concept that is coming from feminist perspective. In perspective of feminist criticism, the concept of resilience is perceived as an element of hegemony in neoliberal theory that purports deregulation, in particular market deregulation. While the concept of resistance, at first glance, denies identity related policies and social exclusion deriving from it, it in fact absorbs harm inflicted by neoliberal economic and social restructuring. Resilience allows induced damage to be recycled given that new identity frames and aesthetics are being created. Gender status is no longer associated with visible gender manifestation – it rather appears as it is shaped by economic and social background. Resilience becomes new neoliberal female ideal feature what only enhances vitality of white supremacist patriarchy.

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business, Business Surroundings, European and national economy. Studied of development and economics at Faculty of economics, University of Belgrade, obtained Ph.D. in Economics 1992. In 2004 obtained Post-Graduate Diploma in Feminist Development Economics, Institute of Social Studies, The Hague. Main research: feminist development economics, gender and globalization, gender and development, gender budgeting and gender mainstreaming. Currently she researches gender bias in small family business and economic violence on woman in post-socialist transformation of Serbia

Destroy it slowly! Small-scale family entrepreneurship as support to the neoliberal state in post-socialist Serbia

The paper points to the danger of the instrumentalization of feminism in promoting entrepreneurship as an emancipatory idea and practice for women. It criticizes the key assumptions of neoliberal feminism about the freedom of choice that women have in their individual lives, and the myth about the scope of empowerment of women through entrepreneurship. To that end, and through empirical research, it researches the experiences and challenges arising from women's participation in the management of family businesses in 30 micro and small-sized family firms in the traditional sectors during the post-socialist transformation of Serbia. Power structures based on the logic of capital and the neoliberal state in the semi-periphery of the world system, as well as the specific patriarchal gender regimes, reproduce the strong subordination of women in this type of entrepreneurship. The economic, social and moral benefits women create by engaging in small family entrepreneurship are debatable and bound by the interests of large-scale capital and the neoliberal state. The possibilities of transforming gender relations through gender policy remain limited, because they do not derive from critically situated feminist discourse and do not correspond to the structural specifics of a semi-peripheral economy and society like Serbia.

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BIOGRAPHY VIOLETA ŠILJAK

Born in Belgrade (Serbia). After having completed high school, she entered the Faculty of Sport and Physical Education, where she graduated, obtained her Master's Degree and a Doctoral degree at the same Department. As a Lecturer (2003), Associate Professor (2008), and Full Professor (since 2013) on Faculty of Management in Sport, Alpha University, Violeta Šiljak has covered a large number of subjects - Undergraduate, MSc and Doctor Studies. From 2002 and further, she

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BIOGRAPHY IVANA PARČINA

Born in Zemun (Serbia). After having completed high school, she entered the College of Sports where she got Bachelor degree, and then Faculty of Management in sport, where she graduated, obtained her Master's Degree and a Doctoral degree. As an assistant professor (2013) on Faculty of Management in Sport, Alpha BK University, she has covered a large number of subjects on Undergraduate and MSc Studies. Ivana has published over 50 papers. Since October 2017 she is working at Faculty of Sport.

THE PARTICIPATION OF WOMEN IN SPORTS IN MANAGERIAL POSITIONS

In the constant struggle for gender equality, women are not giving up on active participation in all segments of society. Despite being equally educated and ambitious as men, due to social circumstance and the present gender inequality, women are still a minority in organizations. This phenomenon is also reflected in sports in which women are established in competitions only. On the other hand, there is a long road ahead for their presence in the managerial positions.

This subject of this paper deals with the participation of women in managerial positions in sports organizations. The negligible percentage of the presence of women in managerial positions has opened up room for this research. A small number of researchers have written about women in sports, mainly about the training process of the female population. While more and more researchers are involved in this issue around the world, as evident in the work of the Olympic Movement's umbrella body, there are almost no papers on the subject in Serbia. The aim of this research is to show the wider public another segment of society where women are neglected, with the desire to project theoretical knowledge into application in practice. The Serbian Olympic Committee has a Commission for Women and Sports within its organizational structure, the work of which is presented through the case study in this research. The research results indicate that the Commission has had a formal existence in the past five years.

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Scenes in and outside the library: Contesting feminist knowledge in Czech society

Feminist sociological research is well institutionalised in the Czech Republic with two major departments at the Institute of Sociology of the Czech Academy of Sciences. However, it would be wrong to believe the knowledge produced by them goes uncontested. In the article, we analyse the discursive frameworks and language means used to discredit and denounce such knowledge in two particular cases that entered the media since 2015. In the first case, feminist sociologists criticized an exhibition of photographs of nudes presented as part of an event aimed at attracting schoolchildren and youth to science. In the latter case, a Czech documentary director criticized a rhyme, which delineates roles for boys and girls and appears in many Czech reading books. Both the cases were followed by several analyses and comments by Czech feminist sociologists, and articles employing different strategies to specifically denounce feminist knowledge and expertise. We analyse two sets of media (both online and newspaper) articles and identify frameworks including challenges based on gender, personal qualities of feminist researchers, parallels drawn between feminism and communism, feminism and Islamism, construction of the “us versus them” dichotomy, etc. We conclude by reconstructing the regimes of truth referred to in the articles and inferring the current standing of feminist knowledge in Czech public discourse.

Keywords: feminist knowledge, denunciation, feminist sociologists, public discourse

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Gender aspect of leadership in higher education

Abstract

In the last few decades, both abroad and in Serbia, there is a marked increase in the number of women among teaching staff at universities and yet this changes have not been translated into higher number of women in university leadership. The subject of this research is the cause of (under)representation of women in leadership positions at the University of Novi Sad. The paper will analyze the normative framework, numerical data on men and women at leadership positions at the University and genuine narrative (interviews) of women professors on obstacles they faced in reaching leadership positions. Findings based on research indicate that legal framework of the University does not address gender equality in leadership positions and the fact that as higher we look in the hierarchy the proportion of women is smaller. Underrepresentation of women is also pronounced among senior academic ranks. Findings from the interview point to absence of mentoring as a form of support in career development of women towards leadership positions; importance of lobbying for leadership positions being more used by men and women focusing on their competence and negative influence of gender stereotypes of women on leadership positions. Data also show that informal men-only networks have a large influence in reaching leadership positions, especially those higher in hierarchy; importance of organizing academic networks for women with the aim to support women with leadership potential and the dual roles of women as a significant obstacle in the competition for the leadership position.

Key words: leadership, obstacles, gender equality, higher education, women.

Milica Antić Gaber and Nina Perger

Feminist productions “in need of saving”

In the article, we are focusing on the analysis of how geopolitical power dynamics are being manifested in relation to feminism and various feminist reactions/productions regarding Melania Trump. Namely, on one hand, U.S. liberal feminism is being critical toward M. Trump, while on the other hand, we can also notice the phenomenon of the so-called ‘self-colonization’ move in the geopolitical space of Central and Eastern Europe (CEE), which can be thought of as “not-quite-Western” but not quite its “Other” as well. Thus, CEE is positioned in the ambivalent grey area in-between West and its Other-s, almost in the West, but not quite due to its so perceived “lagging behind”. In this context, self-colonization move is understood as a self-application of such feminist frameworks that are not necessarily effective (or effective enough) to grasp and address specificities of CEE, that is, as a self-application of U.S. mainstream feminist framework. The aim of the article is to analyse traces and gestures of such self-colonizing move through the content of Sofi Oksanen’s letter to Melania Trump, while at the same time taking into account the state of gender equality and liveliness of feminist production in post-socialist frameworks. We argue that discursive shaping of mentioned letter reveals the assumptions of CEE’s feminist movements and productions as being in need of and inevitably depending on hegemonic Western feminism as if feminist issues cannot be addressed and solved without paternalistic intervention of such power positions as it is the position of being First lady, the position that is immensely contaminated by extremely and openly anti-feminist, anti-gender equality stance of D. Trump. We argue that such gestures that can be traced on a level of discourse in Oksanen’s letter neglect the power and livelihood of CEE’s feminist productions and through such neglect they contribute to constituting women in CEE as a vulnerable population “in need of saving”. Such position of vulnerability (as well as vulnerability as the effect) cannot be properly addressed without taking into account its effects, namely, constituting vulnerable population as lacking agency and the capacity for politicization as well as ignoring socialist and post-socialist specifics of CEE countries, especially their relatively strong gender-equality agenda as it was manifested in socialist framework. Such making of “vulnerability” can be addressed as a mechanism and a manifestation of geopolitical dynamics as they are being played out (also) in the terrain of various feminist productions and reactions. It is a manifestation of “not-quite-Western” position of CEE that keeps haunting its feminist productions: we argue that it is not CEE’s feminist productions that need to be saved from never-ending “lagging behind” in relation to West, but rather, they need to be saved from paternalistic and hegemonic gestures made “in the name of” vulnerable women as it is precisely these gestures that constitute them as in need of saving.

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Tanja's Ostojic's Lexicon of Resistance: How Post-Yugoslav Post-Socialist Space Became a Space Empty of Women's Voices

"I wanted to find out, among other things, whether access to education and employment, and working conditions had changed after the workers' self-governance and Yugoslavian socialism vanished, and especially with migration, if and how this has influenced the position of women in families and in societies that have been transformed."

~TanjaOstojic "Transformative Encounters: On some of the aspects of the project from the author's perspective"

In 2010-11 Serbian artist TanjaOstojic embarked on a long-term research project involving her namesakes dispersed across the world. This is how the "Lexicon of TanjasOstojic (2011-2017) started, and eventually became an interdisciplinary, participatory artistic research involving 33 other TanjasOstojic who the artist found through interviews, personal connections and internet search. As Ostojic found out, her namesakes live in the former Yugoslavia, as well as in countries across Western Europe and elsewhere around the world. They belong to different socio-economic hierarchies, are of varied education, and in a variety of employment situations. Her research, which evolved into an ongoing participatory artistic and cultural project, reveals startling narratives of post-socialist predicament of women from the territories of the former Yugoslavia. Her initial interest was to find out how women sharing her first and last name fared after the fall of Yugoslavia and socialist self-management system. In the course of Ostojic's research it became clear that the stories of the women represent complex narratives pertaining to women's education, migration, economic status, gender roles, conditions of labour, sexuality, domestic violence etc. As a result her work grew, becoming more open and broader in scope in order to accommodate what Ostojic saw as an important, and yet under-investigated topic.

Even though it is still growing and morphing, some of the main characteristic of the Lexicon are that it is participatory based (meaning all women who are willing to work with the artist have a complete say in what the topics of research are, what kind of work is produced, what their level of involvement would be, and how they wish to be publically represented,)it is also based on auto-biographical, and autoethographic methodologies, as well as creative work, political organization and activism, and interviews. The creative work that the women initiated together as a part of the project serves as both a form of self-representation—or taking of agency (something that many of the women lost in the post-socialist transition,)—but also a form of witnessing about the larger state of post-Yugoslav socio-political

space, and most importantly, of revealing the ways in which women's position has significantly deteriorated and shifted when compared to the gains of the socialist period. Ostojic's project therefore operates on multiple levels: as a form of interdisciplinary aesthetic and sociological research, as a form of revealing and publicizing or giving space to women's issues in a society that has largely shifted towards traditional patriarchal gender roles, and of opening of a dialog between various gender, ethnic and political narratives.

In this text I propose to discuss Ostojic's work both in the light of current artistic shift towards participatory and socially-engaged art and cultural work, and as a political and sociological study of the complex narratives women's status in the post-socialist Yugoslav space and the ways in which feminist discourse and issues around it need to be reassessed from the point of view of women who have been severely impacted by various forms of violence, ideological discourses of ethno-nationalism, racism, homophobia, as well as, neoliberal exploitation. I do not wish, however, to leave the analysis of the post-Yugoslav space isolated from its dependence on the more globalized issues of gender, race and class. As "Lexicon of TanjaOstojic" reveals the post-Yugoslav space functions on the margins of a much larger system which further complicates the narratives that artist Ostojic and her namesakes open up. Western forms of neoliberal exploitation, as women who live in the Western Europe exemplify, is equally invested in deterioration of women's rights. My analysis will therefore take into consideration these various movable parts which are so clearly articulated in TanjaOstojic's "Lexicon" in order to show that post-socialist, post-Yugoslav, post-industrial social matrix has been detrimental to women's political, cultural and social agency. What Ostojic points to, and what I would like to highlight, are the ways in which women can take their agency back and create a sustained, growing forms of resistance.

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Case study on the retraditionalization and clericalization of Croatian society: "feminist threat" at the governing function of a higher education institution

Abstract

Case-study from a managerial function of a higher education institution in Croatia will seek to demonstrate processes of dynamics of governance, manipulation and patriarchal power relations towards professional and feminist engagement and resistance to the authoritarian imposition of patriarchal norms and expectations within the structures of the relationship between the powers of the higher education institution and especially its governance. This is a case of professional and personal experience of work in the administration of a higher education institution in Croatia, where - through various examples of disruption to establish a strategy for development, science and education, as well as through examples of disabling and punishing expressed attitudes and opinions - have happened a whole range of manifold forms and abuses of power, threats, obstruction, shutting down, shifts, public insults and defamations in an attempt to maintain the patriarchal power system, management, value system and so on, and further imposing a more rigid form of patriarchy, even more "cemented". In this process various actors, individuals, groups, institutions, influences and strengths have been involved. Specially had been expressed a repressive approach to the elimination of one person's workplace in a higher education institution who was labeled as a secular and "feminist threat" who publicly expressed her opinion on the perspective of a non-transparent hidden and later attempted networking of incompatible types of institutions with different religious versus scientific principles, values and legal foundations as well as patriarchy systems. The time course and the political circumstances of the relationship in society have further strengthened certain processes of retraditionalization that have begun to evolve since the beginning of the transition and are in fact unstoppable in the wider and today, occupying key areas in the settings and missions of the highest levels of educational institutions in Croatian society. Subversive attempts of feminist resistance that from time to time, or from person to person, appear and seek to redirect the currents of patriarchal power and develop the awareness of critical resistance and knowledge remain excluded or eliminated while pseudoliberal goals under the mantle of "democracy" and "the common good " are set up as models of repeated perpetuation of the same system, fueling certain fully privatized and fragmented but highly recognizable capitalist or even feudal patriarchal interests.

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Feminist perspectives on gender economic inequalities

Main objective of this article is to provide overview of the state of art in the feminist perspectives in the study of gender economic inequalities. Starting with the overview of key shifts in knowledge on economic inequalities brought by feminist approaches in sociology and economy, the article attempts to provide the insights in specific knowledge on gender economic inequalities produced in Serbia during last 20 years. The aim is to shed more light on specific knowledge that is grounded in the particular context of post-socialist transformation in Serbia, and to compare that knowledge with main feminist perspectives on economic inequalities in international (primarily Anglo-Saxon scholarly tradition). In addition to this line of inquiry, article will focus more precisely on contemporary state of art in leading international feminist scholarly circles and in Serbia. The analysis of knowledge production - thematic focus, paradigms, geographical coverage, and forms, causes and consequences of gender economic inequalities - is based on the analysis of the content of two leading feminist international economic and sociological journals: *Feminist Economics* and *Gender and Society*. Second line of the analysis includes the state of art in Serbia, based on two leading sociological journals: *Sociology and Sociological Review*, and two leading economic journals: *Economic Annals* and *Economic Ideas and Practice*. The analysis will include issues published during last five years. The aim of this analysis is to identify similarities and differences between researches published in international and domestic journals and to provide some explanations on some of the possible factors influencing similarities and differences.

Key words: feminist sociology, feminist economics, gender economic inequalities, knowledge production.