

## **Programme**

**(state September 2<sup>nd</sup>, 2010)**

### **The Flexible Sex**

#### **Gender, Happiness and Crisis in the Global Economy**

**Berlin, October 28<sup>th</sup> – 30<sup>th</sup>, 2010, dbb Forum**

A congress organized by the Federal Agency for Civic Education in cooperation with the Hesse State Agency of Civic Education and the State Agency of Civic Education Berlin.

What is the role of gender with radical societal changes against the background of a global economy? It may be feminism or gender mainstreaming: apart from an equitable relationship between the sexes, there is always also the vision of a society within which people may live an autonomous life under just circumstances. Does the previous progress of gender policy really constitute a step towards this, or is there rather a new, common class of those who are overburdened? Is, after all, the economization of all fields of life the all-determining factor which characterizes the lives of people these days?

In the past few years, gender categories themselves have been increasingly eroding – have thus generations of gender debates become superfluous? Are emancipated and flexible people automatically happy? In our daily fight for our own competitiveness, do we overlook possibilities of a better life? This three-days event will discuss new and old inequalities at the interfaces of gender, sexuality, status, identity and difference, and it will ask about moments of happiness and crisis connected to today's emancipation.

**All genders welcome!**

**Thursday, October 28<sup>th</sup>, 2010**

Arrival and registration

5.00 p.m.

**Opening**

**Thomas Krüger**

President of the Federal Agency for Civic Education, Bonn

**Key lecture**

**Susan Pinker**, journalist and author of the book: The Sexual Paradox, Canada

Discussion

Moderation: **Claudia Neusüß**, Technical University Berlin

Reception

**Friday, October 29<sup>th</sup>, 2010**

9:00 a.m.

**Key lecture**

**Eva Illouz**, sociologist, The Hebrew University of Jerusalem

Discussion

10:00 am Coffee break

10:30 - 1:30 p.m. Parallel fora

**Forum 1: Gender, Power and Glass Ceilings: Disillusionment in the “Female Republic”?**

There are more and more countries in which women occupy high and highest governmental positions. With the beginning of Angela Merkel’s chancellorship also Germany was already declared a “female republic”. However, how much leeway is there for new ways of doing politics?

This forum will question the conditions supporting the rise of women as well as the factors by which a “femalization of politics” could be measured at all. Is it still possible at all to ask the question if women put different topics on the agenda? And what about gender mainstreaming, which was once so much hyped by politics, and about the role of gender in individual political fields such as climate, foreign policy and economy?

Furthermore, the forum is meant to have a look at the democratic potential of female decision makers. Angela Merkel and her successful colleagues have made women in political leading positions a matter of course and have created new role models for coming generations. But is it not that the biographies of the female leadership elite are far from being socially representative.

Is gender democracy only valid for elites? And are female representatives interested at all in questions of emancipation and the breaking up of dominant structures?

Lecture by:

**Birgit Sauer**, University of Vienna

Discussion with:

**Sabine Heimbach**, Deputy Speaker of the Federal Government

**Andrea Fleschenberg**, University of Hildesheim

**Hilal Sezgin**, author and journalist

Moderation: **Marjan Parvand**, ARD

## **Forum 2: The New Housekeepers? – Crisis Management in a Male-Dominated Economy**

Despite professional qualifications of equal or higher value, still today women play a minor role when it comes to occupying positions with supervisory boards or among top management. And although there is evidence that an enterprise will work more efficiently, more successfully and more profitably if at the top decisions are equally made by people of different gender socialization, in the past few years only two women have been holding board positions with DAX 30 enterprises.

In the meantime has the crisis of the global economic and financial system brought any change to the management structure? In some European countries the governments have become active: in 2008 Norway has legally fixed a woman quota of 40 per cent for the supervisory bodies of listed enterprises. Sweden and Finland have followed the example. In Germany, Telekom was the first DAX 30 enterprise to introduce a woman quota. Until 2015, 30 per cent of senior and junior leading positions are supposed to be occupied by female managers. At the beginning of this year the Hypovereinsbank called into life the first women's advisory council at a financial institute, and for the first time in its history the SAP software group has appointed a woman to the board.

What do these developments indicate? Are women better managers in times of crisis? Is this now their opportunity to lastingly establish with top management? Is it about gender justice or about a profitable step under the point of view that in Germany women's wages are 23 per cent on average below those of their male colleagues and that many fields of work for women are still completely unpaid?

Discussion with:

**Gülay Çağlar**, Humboldt University of Berlin

**Elke Holst**, German Institute of Economic Research

**Petra Heckmeyer**, Telekom's Group Diversity Management

**Alexander Nöhring**, Humboldt University of Berlin

**Jutta von Falkenhausen**, MPA, FidAR (Women on the Board of Directors)

Moderation: **Helga Lukoschat**, EAF | European Academy for Women in Politics and Business

## **Forum 3: Precarious Circumstances: Self-Fulfilment by a Mini-Job?**

Once, professional work for women was considered a step out of custody. Nowadays, full-time jobs are a disappearing model. They are increasingly replaced by "precarious" employment such as subcontracted employment and temporary work, temporary jobs, mini-jobs or the everlasting period of practical work. They are characterized by low, interrupted or even lacking income, unpredictable periods of being employed, insufficient social security, lacking access to worker participation and employee protection, little career opportunities and maximum readiness. Women make the vast majority of people in precarious employment. While wishing to combine family and job, to find self-fulfilment by way of creativity or to be socially committed, often they connect the hope for individual flexibility and a maximum of time management to these kinds of employment. Often, however, the labour market offers no other choice.

Meanwhile, even a full-time job does not guarantee an income securing a living. In the constantly growing German low-wages sector women are the great majority with almost 70 per cent – often despite professional qualification or university entrance qualification. Inevitably these kinds of employment are connected to the danger of a life in poverty. How could we work against such developments? What has become of the promise of freedom by way of work? What must be the

goals of gender-just economic and social policies in the current situation? And are there answers beyond the classical markets?

Lectures by:

**Isabell Lorey**, currently Humboldt University of Berlin

**Hildegard-Maria Nickel**, Humboldt University of Berlin

Discussion with:

**Esra Erdem**, University of Fulda

**Iris Kronenbitter**, National Agency for Women Start-ups Activities and Services (bga)

**Renate Liebold**, Friedrich Alexander University Erlangen-Nürnberg

**Daniela Rastetter**, University of Hamburg

Moderation: **Heide Oestreich**, die tageszeitung

#### **Forum 4: Media Heroes and „Female Role Models“ – Dirty Laundry and Successful Biographies**

Wherever we may look, we see power women and alpha girls. Not only that they do everything which was once reserved for men, no, they even do it better: They achieve better marks and grades, they are ahead in respect of professional qualification, they are determined, efficient and self-confident. After having completed their education, they reconcile child and career, always act in a well-organized way yet spontaneously, nevertheless looking sexy and relaxed. How are we supposed to deal with these female model biographies which the media never get tired of reproducing? How are role models produced in the context of global economy and who produces them? Do female public people work in favour of actual challenges of private life staying in the dark? When do female heroes wash their dirty laundry, after all? This forum will ask about the contributions by pop culture, casting shows and the Internet to the image of the perfect superwoman – and if, given increased pressure to perform, we need honest anti-heroes.

Lecture by:

**Angela McRobbie**, Goldsmiths, University of London

Discussion with:

**Sonja Eismann**, Missy Magazine

**Mely Kiyak**, journalist and author

**Ulrike Prokop**, Philipps University Marburg

Moderation: **Sharon Adler**, AVIVA-Berlin

## **Forum 5: Brain Drain? Boys and Girls in Educational Competition**

Why is it that suddenly so many people speak of supporting young males? Are boys not able these days to compete with well trained, ambitious girls anymore? Is there really a lack of male communicators and models, or does the whole educational system suffer from overstrained educators and teachers? What are the effects of the economization of education in the context of the Bologna Process on the educational careers of the sexes? At this forum, education and brain research will discuss how gender is learned and who is fit for knowledge society.

Lecture by:

**Manfred Spitzer**, University of Ulm

Discussion with:

**Maureen Maisha Eggers**, University of Magdeburg-Stendal (tbc)

**Heike Kahlert**, University of Rostock

**Paul Mecheril**, University of Innsbruck

**Sigrid Metz-Göckel**, Technical University Dortmund

Moderation: **Jürgen Kaube**, FAZ

## **Forum 6: New Spaces, Old Borders? – Gender in a Migration Society**

Why are some migrants perceived as victims, and how do they reject this role? Even feminists give different answers to this question. Which leeways of action have migrants opened up for themselves – self-organized and/or according to the mainstream – where do old borders still exist, and where do new ones become visible? This forum will take stock: Who does women policy in Germany, and in favour of whom is it done? Where are self-determined (post-)migrant positions located within majority society, e.g. those of black or Muslim women/lesbians from the North, East, South or West or from the midst of Germany? In which way do they fight their way out of attributions, and where do they experience structural insecurity? By what can repression, sexism, racism be recognized – by the scarf, by career opportunities or by residential permits? At this forum, people from the fields of culture, politics and educational work will discuss the meaning of flexibilization for Germany's migrant society.

Discussion with:

**Tülin Duman**, GLADT e.V.

**Gabriele Dietze**, Humboldt University of Berlin

**Lamya Kaddor**, religious educationalist and author

**Sharon Otoo**, Limited to You

Moderation: **Mariam Lau**, Die Zeit

1.30 p.m – 3.00 p.m.      Lunch break

2.30 p.m. - 6.00 p.m.      Parallel forums (4.00 p.m – 4.30 p.m coffee break)

### **Forum 7: Fit for Reproduction? Bodies for Achievement-Oriented Society**

Ways of planning reproduction as well as the respective possibilities have fundamentally changed: for a variety of reasons, homo- and heterosexual men and women more and more postpone their wish to have children. Ever more often they reach back to the possibilities of modern reproductive medicine or use global surrogate mothers.

In this context, the debate on ethics, morality and dignity happens in different ways. Debates on demographic developments, the right to one's own body, "securing the future" and embryo protection collide. Given the ever more extensive possibilities of prenatal diagnostics, are there limits anymore for man being confronted with ever higher demands? Is there room anymore for life beyond the bio-political norm? Have we arrived in the age of post-humanism? Experts from the fields of biology, medicine, sociology, law and ethics will discuss modern ways of reproduction and the child as an "achievement".

Discussion with:

**Sarah Diehl**, africa scientist and filmmaker

**Luzenir Caixeta**, maiz – Autonomes Zentrum von & für MigrantInnen (tbc)

**Anne Waldschmidt**, University of Cologne

Moderation: **Martin Spiewak**, Die Zeit

### **Forum 8: I'm Porno – The New Sexual Revolution?**

For decades the advertisement business has been conditioning us to react by material desire when being confronted with sexy images, and often we have become used to crossing the border to sexism and pornography, as long as it creates added value. Now, by way of new media the sexual lives of a whole generation are newly negotiated at a semi-private and semi-public level, and there is great confusion and even indignation about this new way of referring to one's own body and this new lust for displaying oneself. What are the effects of this new porno fashion on our sexualities and our relationships?

Do-it-yourself pornos are traded at online sites as an expression of sexually experiencing oneself. Porno rap musicians present sexuality as a form of rebellious violence which constantly goes beyond the border to despising women and to homophobia, and across the nation they are successful with this. But also women are active with this development. Is it the heritage of a sexual revolution which has fallen asleep, a result of social bluntness if parents at home are watching hardcore pornography, or is it a playful answer to a new kind of puritanism? How much self-fulfilling are these new body images, and what do they make us want to do?

Discussion with:

**Antke Engel**, Institute for Queer Theory

**Johannes Gernert**, author

**Linda Hentschel**, Weißensee School of Art Berlin

**Silja Matthiesen**, University Hospital Hamburg-Eppendorf

**Tim Stüttgen**, film scientist and performer

Moderation: **Nana Adusei-Poku**, Humboldt University of Berlin

### **Forum 9: Twosome Democracy? Presence, Resistance and Prospects**

Although everybody is talking about gender democracy, ideas that only two sexes are normal, that is “man” and “woman” are widespread. The human rights of people who are not interested or not able to meet these criteria are continuously violated. At the same time, by way of trans- and intersex movements there is growing resistance against this kind of discrimination. What is the situation of the reform of the legal foundations for and the social acceptance of intersexual and trans-people and their ways of life? This forum will discuss questions such as these, just as the international prospects for gender democracy beyond heteronormativity.

Discussion with:

**Eveline Kilian**, Humboldt University of Berlin

**Ulrike Klöppel**, Charité, Berlin

**Ins A. Kromminga**, International Association of Intersexual People (IVIM)

**Konstanze Plett**, University of Bremen

**Arn Thorben Sauer**, TransInterQueer e. V.

**Uta Schirmer**, University of Basel

Moderation: **Adrian de Silva**, Humboldt University of Berlin

### **Forum 10: Family as a Matter of Negotiation: How Does Workshare Function With a Patchwork Family?**

For all times family has been a place where gender relationships are defined and equal rights are negotiated. Given changed economies of caring, bringing up children – both for single parents and couples – becomes a challenge which often cannot be coped with without hiring services. Women who despite having a family consistently pursue their careers close this caring gap by hiring the services of (migrant) women from lower classes who take over that role which they have given up on for themselves. How can family work and gainful employment be made compatible beyond the classical, gender-oriented division of work? Which new role models characterize our society and contribute to also men exchanging gainful employment for a parental period? Are the effects of taking time off the same for men and women, and what will be the consequences for women if the new kind of fathers insist in their rights? For whom have demands become higher, for whom do they result in overburdening? Experts will discuss new models of living together between the ideal and daily life.

Lecture by

**Uta Meier-Gräwe**, Justus-Liebig University Gießen

Discussion with:

**Robert Habeck**, author

**Lisa Herrmann-Green**, psychologist\*

**Karin Jurczyk**, German Youth Institute

**Ahmet Toprak**, University of Applied Sciences and Arts Dortmund

Moderation: **Sonja Eismann**, Missy Magazine

### **Forum 11: A Love Like Bookkeeping: Romantic Affairs and Pragmatism in the Age of Consumption?**

The economization of all fields of life has even reached our emotions: Experts predict a turning away from the love match and an increase of choosing partners for purely pragmatic reasons. At partner finding services and dating agencies, potential dream partners are found according to members' detailed personality profiles. Still, for women one important criterion is social status and high income, however the suitable clientele is running out. German men, on the other hand, are rather interested in loving "downwards". Will 'social software' turn out to be an efficient machine of social segregation? How are ways of life and level of income connected? In this respect, are homosexual couples different from heterosexual ones? Why is it that only binational marriages are checked for romanticism and criminalized as "sham marriages"? A discussion on the new borders and open markets of love and desire.

Discussion with:

**Judith Alwin**, author and model

**Tanja Ostojic**, artist

**Bastian Schwithal**, sociologist and media manager

Moderation: **Mercedes Bunz**, The Guardian

**Saturday, October 30<sup>th</sup>, 2010**

10.00 a.m.

**Key Lecture**

The demand for equal rights and equal opportunities was supposed to make better life possible. But has this objective been achieved, after all? Apart from success records, a particular development is conspicuous: women are less satisfied and suffer particularly from depression and burnout. But has happiness ever been the suitable parameter? And who or what defines a good life?

**Miriam Meckel**, University of St. Gallen

Discussion

Moderation: **Ferdos Ferudastan**, journalist

11.15 a.m.

**Reflexion on the congress**

**Claudia von Braunmühl**, Freie Universität Berlin (tbc)

11.30 a.m.

**Concluding statement by the organizers**

**Petra Grüne & Milena Mushak**

Federal Agency for Civic Education

12.00 a.m.

Snack/cultural event