Summaries

▸ *Yvonne Benschop*
  From lipservice to counteraction
  A critical approach to gender in
  organizational change

For decades, organizations have been inten-
ding to employ more women in top positions,
but with little success. An important cause for
this lack of organizational learning is that the
problem is still framed as a 'glass ceiling', and
that measures only concentrate on helping
women to break through it. This means that
women get training and mentors to change
them. Organizations do not change and the
organizational processes that produce gender
inequalities remain intact. A more complex
view on gender in organizations sheds new
light on those processes. Organizations are
characterized by dynamic social processes,
and gender is such a process. The behaviour
that people display when they enter and main-
tain networks also (re)produces distinctions
between femininity and masculinity and bet-
ween women and men. By studying the micro-
politics of gender in networks, it becomes visi-
ble how power works in daily social practices.

▸ *Marguerite van den Berg*
  Constructions of social mobility
  Definitions and expectations of poor
  Moroccan women in Rotterdam

Social mobility is almost always measured in
terms of income, job status or educational
attainment. When measured as such, Moroc-
can first generation women in the Nether-
lands are socially immobile. However, in the
narratives of the women collected during 1,5
years of qualitative study among 50 women
between the ages of 25 and 45, alternative

defitinitions and expectations of social mobi-
lity surfaced. Acquiring better social positions
in formal definitions is not a goal that these
women can reach. However, learning Ara-
bic, learning how to read, moving to a better
house and emancipating from certain gender
norms, can be seen as forms of 'moving up'.
Also, because these women cannot reach the
'formal' attainment goals, they want their
sons and daughters to gain a better position.
It is thus crucial to take alternative definitions
and expectations of social mobility into ac-
count when studying groups like Moroccan
migrant women and the second generation.

▸ *Ineke Boerefijn*
  **Violence against women and human
  rights**

Women's organizations have been instrumen-
tal in putting violence against women, both
by private and public actors, on the agenda of
human rights institutions. The human rights
machinery of the United Nations can play an
important part in preventing and combating
violence against women. Legally binding hu-
man rights instruments impose obligations
on States and international organs have been
established to monitor their implementation.
The effective enjoyment by women of their
human rights requires, however, that human
rights institutions apply a gender perspective
in their work. States can be held accountable
before international institutions for acts of vi-
olence committed by their agents, and, under
certain conditions, also for acts committed
by private actors. States have an immediate
obligation to abolish or amend discriminatory
legislation and policy, entailing the duty to ap-
ply a gender perspective in policies aimed at

combating violence against women. In assessing whether states have fulfilled their obligations the adoption of general measures as well as state conduct in concrete cases must be examined.

▸ *Marieke van den Brink*
  Gatekeepers of academia A gender analysis of recruitment practices for professorial positions at Dutch universities

I discuss the gatekeeping process in the recruitment for professorial positions. In a closed recruitment system, which is getting more common in the Netherlands, it is crucial to be invited to apply directly, or have connections with people in the network of scouts. Scouts have a gatekeeping position as they control the information flow and access to the vacant positions; they determine which candidates are nominated. My central question is how gender is practiced in the gatekeeping process. I draw upon feminist constructivism and organizational network theory to show how gatekeepers influence the persistence or (re)production of gender inequality in academia. Three gendered practices are distinguished, two of which occur in 'regular' appointment procedures which lead to disadvantages for women applicants by men mobilizing masculinities in homophilous networks. In the third process, gatekeepers explicitly search for women to appoint on a chair in the framework of special women's programs or affirmative action. Gatekeeping processes can therefore be exclusionary, as well as facilitate opportunities.

▸ *Margreth Hoek*
  Informal networks strengthen the learning process of parents

Dutch policies supporting parents in child rearing might take more notice of the ongoing learning process of parents. Through informal networks, parents support and advise each other and thus strengthen this learning process. However, parents sometimes lack adequate informal networks. For example, these networks may be too small to assist parents in coping with everyday questions. On the other hand, the questions parents face may be too complicated for other parents to answer. In both cases, the learning process of parents may stagnate. Policy makers should take notice of these different scenarios for stagnation in the parental learning process, and stimulate suitable forms of parental support.

▸ *Judith Metz*
  How interactions create exclusion and diversity

Research on civil society and on emancipation show that in the Netherlands the participation of women, people of color, people with disabilities or chronic illness and people with low education levels stay behind. This is, moreover, the case for the majority of the countries in the world. Bryan Turner's definition of citizenship implicates that participation is constituted in the interaction between citizens and the context of participation. Thus, for understanding exclusion, we must find out how the interaction between citizens and the context of participation produces social exclusion. While social closure of networks is a dominant explanation for the absence of women in powerful positions, less is known about the functioning of networks in terms of gender and social closure. The support of volunteers by the Dutch association Humanitas is an intermediary between citizens and the context of their participation. I explore the significance of this support for the participation of the different volunteers, and how intermediaries produce both social closure and diversity.