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Enakost spolov: premisleki in izzivi

Povzetki posveta o enakosti spolov
za vključujočo univerzo in družbo
Koper, 15. november 2023

Gender Equality: Considerations and Challenges

Abstracts of the Symposium
on Gender Equality for an Inclusive
University and Society
Koper, 15 November 2023

Enakost spolov: premisleki in izzivi

Prizadevanja na področju enakosti spolov so pred desetletji nastala zaradi čedalje bolj prepoznane in ozaveščene potrebe po nujnem zmanjšanju oz. odpravi nepravilnih razlik v družbeni obravnavi žensk in moških ter izenačenju pravic in možnosti žensk v razmerju do moških. Čeprav se je od prelomnih naporov za temeljno enakopravnost in enakovrednost žensk v družbi njihov položaj v mnogih državah, skupnostih ter institucijah odtelej znatno izboljšal, potrebe po osvetljevanju, izpostavljanju in reševanju permanentno prisotnih težav zaradi starih, novih ter novih starih neenakosti žensk niso kar izginile. V zadnjem času so se okrepili poskusi retraditionalizacije žensk v družbi, celo v najrazvitejših državah, kjer so ženske kot zgodovinska sila sicer dosegle zavidljivo stopnjo enakosti z moškimi v pravicah in možnostih, zaradi česar so razlogi za pertinentno ukvarjanje z (ne)enakostjo spolov postali še bolj utemeljeni. Poleg tega so nedavno do svojega javnega glasu prišli ljudje, katerih spol in spolna identiteta sta bila povsem izključena iz preteklih enakostnih refleksij ter skrbi. Gre za vprašanje spolne enakosti spolnih manjšin, kakor so transspolni, interpolni in spolno nebinarni ljudje, torej ljudje, ki se ne prepoznavajo v spolu, ki jim je bil pripisan ob rojstvu, oz. se ne istovetijo z uveljavljeno delitvijo na ženski in moški spol, zaradi katerih se zdi, da bo treba obilno dediščino prevladujoče binarne produkcije diskurzov o enakosti moških in žensk ter normirane delitve spola na zgolj dve kategoriji (cisnormativnost) transformirati v širši spekter možnosti spolnih identitet in identifikacij ter enakost spolov začeti misliti in udeležati na način, ki bo resnično vključujoč za vse ljudi ne glede na spol oz. spolno identiteto. Tako bo zapisana enakost spolov resnično postala množinska oznaka, ki naslavlja in vključuje enakost vseh v družbi že prepoznanih spolov, gre torej za preseganje osrediščenosti na moške in ženske kot izključna spola.

Univerze povsod po svetu so se s sprejemanjem raznih dokumentov in akcijskih načrtov za enakost spolov postavile na samo čelo prizadevanj po bolj vključujoči družbi 21. stoletja. Zavezale so se, da bodo aktivno udeležale načela enakosti spolov, ki med drugim vključujejo preprečevanje diskriminacije, stigmatizacije in nasilja na podlagi spola oz. zaradi spolne identitete, zavzemanje za vključevanje raznolikosti, upoštevanje spola kot toposa tematizacije in problematizacije v vsebinah raziskav ter poučevanja. V okvir teh širših akademskih, znanstvenih in univerzitetnih prizadevanj gre umestiti pričujoči posvet na Univerzi na Primorskem. Ambicija posveta je vključujoča univerza, ki skrbi za izvajanje pogovorov in razvijanje izobraževalnih ter raziskovalnih vsebin s področja, ki zadeva enakost spolov. Ta ambicija je tudi skladna s cilji projekta GDI UP, ki je ponudil okvir za izvedbo posveta: V skladu z Uredbo o vzpostavitvi mehanizma za okrepanje in odpornost, s slovensko zakonodajo in z »Načrtom za enakost spolov« Univerze na Primorskem investicijski projekt vključuje načela enakosti spolov in enakih možnosti za vse v vseh fazah/aktivnostih projekta. V svoji sredini univerza gradi in spodbuja medosebne odnose, ki temeljijo na vključevanju različnosti. Razumevanje in sobivanje z drugače mislečimi sta temeljna stebra kritične akademske skupnosti, ki spoštuje človekove pravice in ima ničelno toleranco do diskriminacije ter nestrpnosti. Skladno z »Načrtom za enakost spolov« Univerze na Primorskem in Zakonom o enakih možnostih žensk in moških bo UP zagotavljala, da se bodo vse aktivnosti projekta sistematično presojale z vidika enakosti spolov oz. da se bo v vseh fazah izvajanja projekta upoštevalo možne posledice na položaj žensk in moških.

Posvet ponuja raznolik spekter disciplinskih, teoretskih in izkustvenih obravnav, ki premišljajo različne perspektive enakosti spolov, od normativnih, kategorialnih in performativnih preko etničnih, procesualnih ter intersekcionalnih do subverzivnih, transgresivnih in transformativnih. Udeleženske/-ci posveta bodo premišljale/-i (ne)enakost spolov v razmerju do spolov, raznih (ne)enakosti, nor-



mativnosti, razrednosti, etničnosti, seksualnosti, interseksionalnosti, binarnosti, nebinarnosti, cisspolnosti in transspolnosti. Prav tako bodo premišljale/-i (ne)enakost spolov na različnih področjih (v politikah enakosti spolov, pravu, na univerzi, na podeželju, v potopisju, migracijah, izobraževanju, medijih, javnem in zasebnem prostoru).

Posvet bo izveden v okviru projekta Zelena, digitalna in vključujoča Univerza na Primorskem (GDI UP) – pilotni projekt Univerze na Primorskem v okviru ukrepa prenove visokošolskega strokovnega izobraževanja za reformo visokega šolstva za zelen in odporen prehod v družbo 5.0.

Posvet bo potekal v slovenskem in angleškem jeziku.

Gender Equality: Considerations and Challenges

Gender equality efforts began decades ago as a result of a growing recognition and awareness of the urgent need to reduce or eliminate unfair differences in the social treatment of women and men, and to equalise women's rights and opportunities vis-à-vis men. Although women's position in society has improved significantly in many countries, communities and institutions since (the advent of) ground-breaking efforts for fundamental equality and equity for women, the need to highlight, expose and address (the) persistent problems of old, new and re-emerging inequalities for women has not simply disappeared. Recently, attempts to re-traditionalise women in society have intensified, even in the most developed countries, where women as a historical force have achieved an enviable degree of equality with men in rights and opportunities, making the case for a pertinent engagement with gender (in)equality all the more compelling. Moreover, people whose gender and gender identity have been completely excluded from past equality reflections and concerns have recently come to have a public voice. It is about gender equality for gender minorities such as transgender, intersex and gender non-binary people, i.e. people who do not identify with the gender/sex assigned to them at birth, or who do not identify with the established gender divide of female and male. It is precisely because of gender variant people that the persistent legacy of the dominant binary production of discourses on the equality of men and women and the normalised division of gender into only two categories (cisnormativity) seems to be transformed into a broader spectrum of possibilities of gender identities and identifications. This is also an opportunity to begin to think and practice gender equality in a way that is truly inclusive for all people, regardless of their gender or gender identity. In this way, gender equality will truly become a plural label that addresses and includes the equality of all genders already recognised in society, thus moving beyond a focus on men and women as exclusive genders.

Universities around the world have put themselves at the forefront of the mission for a more inclusive society in the 21st century by adopting various documents and action plans on gender equality. They have committed themselves to actively implement (the) principles of gender equality, which include, inter alia, the prevention of discrimination, stigmatisation and violence on the basis of gender or gender identity, the commitment to the inclusion of diversity, and the consideration of gender as a topos of thematisation and problematisation in research and teaching. The present symposium at the University of Primorska should be placed in the context of these broader academic, scientific and university efforts. The ambition of the symposium is to have the University become a more inclusive university that fosters conversations and develops educational and research content in the field of gender equality. This ambition is also in line with the objectives of the GDI UP project, which provided the framework for the symposium: In accordance with the Regulation on the Establishment of the Recovery and Resilience



Mechanism, Slovenian legislation and the Gender Equality Plan of the University of Primorska, the investment project integrates the principles of gender equality and equal opportunities for all into all phases of the project/activities. At its core, the University builds and promotes interpersonal relationships based on the inclusion of diversity. Understanding and coexistence with dissenting voices are fundamental pillars of a critical academic community that respects human rights and has zero tolerance for discrimination and intolerance. In accordance with the Gender Equality Plan of the University of Primorska and the Law on Equal Opportunities for Women and Men, UP will ensure that all project activities are systematically assessed from a gender perspective or that the possible consequences for the position of women and men are taken into account in all phases of project implementation.

The symposium offers a diverse range of disciplinary, theoretical and experiential presentations that consider different perspectives on gender equality, from the normative, categorial and performative, through the ethnic, processual and intersectional, to the subversive, transgressive and transformative. Symposium participants will reflect on gender (in)equality in relation to gender, various (in)equalities, normativity, class, ethnicity, sexuality, intersectionality, binarity, non-binarity, cisgender and transgender. They will also reflect on gender (in)equality in different fields (gender policies, law education, university, rural environments, travel, migration, media, public and private spaces).

The symposium will be held in the framework of the Green, Digital and Inclusive University of Primorska (GDI UP) project – a pilot project of the University of Primorska within the framework of the action of the renewal of higher professional education for the reform of higher education for a green and resilient transition to a 5.0 society.

The symposium will be held in Slovenian and English.