

GENDER APPROACH TO PENAL JUSTICE¹

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Abstract: Passing of the Law on Gender Equality on 20 May 2021 raised a lot of issues in the local public about the application of the Law, especially the part concerning the usage of gender-sensitive language to some extent by neglecting other also important segments related to the improvement of the status of women and men in our country. Article 3 of the Law clearly states what gender equality means. Among other things, it means “equal rights, responsibilities and opportunities, (...), equal participation and balanced representation of women and men in all fields of social life, equal opportunities for exercising the rights and freedoms”. Highlighting equal opportunities for exercising the rights and freedoms of women and men, the authors of this paper have tried to draw the scientific community’s attention to the status of women and men in penal justice. Application of the historical legal and normative method will be complemented by a positivist approach to the main research problem.

Keywords: gender equality; justice; female convicts; restorative justice.

INTRODUCTION

Today, at the end of the first fifth of the 21st century, facing a growing collective, thus, within the humanity of planet Earth, a growing fear of a global pandemic and undesired spread of infection, scientific and expert discussions related to the issue of gender discrimination can sometimes be put aside, or even declared a marginalised issue as opposed to survival. Nevertheless, it seems that going back to marginalised issues again, vice versa, is the way the normalcy of everyday life is actually maintained. Passing of the Law on Gender Equality in the Republic of Serbia on 20 May 2021 raised a lot

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of issues in the local public about the application of the Law, especially the part related to the use of gender-sensitive language, to some extent by neglecting other also important segments related to the improvement of the status of women and men in our country. Article 3 of the Law clearly states what gender equality means. Among other things, it means “equal rights, responsibilities and opportunities, (...), equal participation and balanced representation of women and men in all fields of social life, equal opportunities for exercising the rights and freedoms”.

A repeated raising of the issue of discrimination, from the viewpoint of gender-sensitive discourse seems to swing the pendulum of change disproportionately to both sides, thus creating by visual experience and even more so by superficial observance of daily media reports a dilemma formulated by the question: “Is there a need for a ‘patchwork’ approach to discrimination and misogyny in different areas of social life?” (Blagojević, 2002: 21).⁴

Certain issues may be raised from the viewpoint of the relationship between social justice and criminal justice: in social justice - what is necessary for a society to be fairly constituted; in criminal justice - about the basics of fair punishment (Kostić, 2007: 5). What is in favour of social justice usually includes an assumption that society may be fair only when it has taken steps to ensure a fair distribution (redistribution) of access to social wealth, and if there is no equal access, then there ought to be at least the necessity to satisfy the basic needs of the members of such society. On the other hand, the assumption that punishment can be fair only if it is based on clear retribution principles is to the advantage of criminal justice (Heffernan & Kleinig, 2000: 1).

The redistributive concept of social justice and retributive concept of criminal justice are the two basic and often connected starting points of their conditionality. One connection is of empirical and the other of normative nature.

The empirical basis lies in the fact that a certain form of redistributive justice is essential to reducing the amount of crime in advanced industrial societies. Inequality of the distribution of income has a direct impact on the level of crime. In other words, the greater the disparity of wealth between the higher and lower strata of society in a community, the greater crime rate. The rate may be even higher in the societies in which the part of the population from the lower strata living below the necessary minimum of income for satisfying their basic sustenance needs is bigger.

The normative basis lies in the fact that criminal sanctions prescribed by law, when pronounced and enforced, are flawed when handed down to the persons who did not even have access to social justice before a committed crime, hence the claim that “retributive justice is possible only in the context of redistributive social justice” (Heffernan & Kleinig, 2000: 1).

As the basis of communication among people, modern countries tend to build tolerance towards diversities, regardless of whether they are ethical, racial or economic. Diversities should be perceived without objection. Activists like Z. Mršević point out simple explanations, in our case understandable to our citizens in the explanation of the necessity to accept diversity. She points out: “All of us, both women and men believe that based on common sense and everyday experience ‘know everything’ about the relationship between the sexes, about what they are and how problems emerge in those relationships and what is actually recognised as a problematic situation.” Unfortunately, this common-sense approach, which emerged in a traditional society, carries a huge burden of prejudice about gender roles, “the natural givens of such roles” (Mršević, 2021:3). Given that since 1945, with the vic-

4 According to the author M. Blagojević, patchwork is a handicraft technique, a craft even, typically a women’s craft, where women using old textiles or patches of those textiles create new usable items, thus “forming a new reality that has its aesthetic, financial, emotional and use value” (Blagojević, 2002: 21).



tory in the Second World War the Marxist ideology became dominant in the Federal People's Republic of Yugoslavia, the women's issues were not a subject of specific interest in scientific research because both the Marxism and feminism had the same goal - emancipation of women and their liberation from social slavery. That is how the status of women and fight against discrimination actually became illusory because that was what the Marxist ideology implied. Thus, by the irony of something that was implied and not brought into question, one actually arrived at the "loss of specificity of the women's issues" (Jorgić, 2018: 1).

Crimes committed by women are in the majority of cases related to the women's difficult economic status, when they commit property and economic crimes. Economic dependence upon their husbands, fathers or some other members of their family, brings women to commit crimes against life or limb. Murder due to long-term abuse by a family member is linked to low educational and social status, which decreases their capabilities and realistic possibilities for seeking legal ways out from an economic, social or family situation in which they find themselves. This clearly implies that criminal behaviour of women should be prevented in the future by primarily acting in terms of those factors. Today, the majority of crimes by women are committed by uneducated women who were dependent on others. The process of resocialisation in prison is very important for such women. The reality is completely different. Instead of being trained and mentally empowered for an independent life when released, they are taught dependent roles, with help of the already existing dependence, in order to be held under it further, under the excuse of protection. That is how fertile ground is created for further criminalisation. That way, a woman serving a sentence for a property crime will continue to disobey the law after release because she was unable to provide for herself and her children, if she leaves the prison unable to find work in a lawful manner or does not have an opportunity to use social benefits. The woman who is imprisoned for killing her husband after long-term violence committed against her, who can be said to be a situational offender, if she is not capable of living free, may easily become a victim or offender again after release. It has been known that such women, having no alternative, repeatedly connect with primitive and abusive partners and thus enter a vicious circle from which the only way out is to commit crime again.

The authors pose the basic research question about the necessity of integrating gender equality and gender perspective into the judicial system and vice versa; they try to observe the way in which the judicial system may improve gender equality and integrate the gender perspective. The researchers' attention will also be dedicated to the issues related to the gender perspective in the prosecution of male and female perpetrators of punishable acts, female convicts and the gender approach to safety.

INTERNATIONAL STANDARDS ON HUMAN RIGHTS OF WOMEN IN PRISONS

On the international scene, specificity of the status of women sentenced to imprisonment is rarely discussed. The documents regulating women's rights, such as the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and the Beijing Declaration and Platform for Action do not contain any provisions on women in prisons. The status of convicts, regardless of gender, is regulated by the UN Universal Declaration of Human Rights, European Convention for the Protection of Human Rights and Fundamental Freedoms, European Convention for the Prevention of Torture and Inhuman or Degrading Treatment or Punishment, European Prison Rules and Standard Minimum Rules for the Treatment of Prisoners. All these documents stress the need for the protec-



tion of reputation and honour of women prisoners, as well as the protection from all acts constituting torture, humiliation or additional punishment.

On the basis of the International Covenant on Civil and Political Rights, the Human Rights Committee recommended that guards at women's prisons, especially those coming into direct contact with women prisoners or doing supervision overnight, must be women, and that male guards must not take part in the measures including physical contact, such as search. The medical staff for women prisoners should also be women. Women prisoners must be ensured medical care of a gynaecologist and must also be ensured personal hygiene and supplied with special sanitary products.

There is a certain number of international documents with special provisions on women in penitentiaries. Those documents are the UN Standard Minimum Rules for the Treatment of Prisoners, the UN Congress Resolution of 1980, and the Resolution on the Treatment of Women Offenders of 1985.

According to the UN Standard Minimum Rules for the Treatment of Prisoners, men and women should be detained in separate institutions, and if they are detained in the same institution, the whole of the premises allocated to women should be entirely separate. In women's penal institutions, there have to be special devices required for the medical treatment of pregnant women, as well as the women recovering from labour or an illness. If a child is born in prison, such circumstances are not mentioned in the birth certificate. If new mothers prisoners are allowed to keep their newborn, all measures have to be taken to set up special rooms with qualified staff for the recovery of babies.

The UN resolution was adopted in Caracas in 1980. It refers to the treatment of women prisoners. It foresees that during trial, detention or serving a sentence, women should be treated fairly, respecting the principle of equality. The resolution specifically underlines the attention that should be paid to pregnant women and their babies.

The Resolution on the Treatment of Women Prisoners was adopted at the UN Congress in Milan in 1985. It contains several recommendations. It points out that there should be services in prisons that will take care of the special needs of women and girls offenders. The resolution demands that alternatives to imprisonment be examined in each stage of the procedure and ensure adequate determination and pronouncement of sentences, proportionate to the gravity of the crime. It also stresses the need to work out a strategy to ensure correct treatment of women offenders and encourage cooperation with medical and social protection services.

The UN Office on Drugs and Crime (UNODC) adopted the Handbook on Women and Imprisonment in 2008. This document highlights the special needs of female convicts with the emphasis on the rights of female convicts with children. In addition, the Handbook stresses the need to provide access to female convicts to all activities accessible to male prisoners. Penitentiary authorities have the duty to invest adequate efforts in organising women prisoners' contact with their families.

In the regional context, a document of the Council of Europe of crucial importance for establishing the standards for the protection of human rights is the European Prison Rules. The document firstly establishes the standard of separation of convicted persons by gender (Rule 18.8). Rule 19.7 regulates the requirement for ensuring special conditions for women's hygiene. The European Prison Rules also stresses the requirement to respect physical, psychological and social needs of female convicts (Rule 34.1). The same rule (34.2) imposes the duty to provide help and support to the victims of all forms of abuse in a penitentiary. For children born in prison, authorities have the duty to provide all the necessary conditions. Infants may stay with their mother in prison only when it is in the best interest of the infant concerned (Rule 36.1). Apart from that, special accommodation in special rooms is required for the stay of children while with their mothers in prison.



The majority of countries have adopted the Standard Minimum Rules and European Prison Rules and incorporated the provisions concerning women prisoners in their laws. However, the implementation of legal provisions in practice depends on an array of circumstances, primarily on financial capability, as well as the level of the respect of women's human rights and freedoms of female convicts. The Law on the Execution of Criminal Sanctions of 2014 implements the achieved international standards in the protection of basic rights of convicted persons, and deals with special needs of female convicts in several provisions, which will be analysed in the following sections.

PHENOMENOLOGICAL AND AETIOLOGICAL CHARACTERISTICS OF WOMEN'S CRIME

Only passing references are made to women's crime in writings on crime as it is usually men who commit crimes. The rate of women's crime varies in some countries and ranges between 5% and 25%. In Serbia, the percentage is 8-9%. The majority of crimes committed by women are minor crimes committed without the use of violence. In the majority of cases, women commit property crimes with an aim to acquire material gain. Few women commit professional crimes. Apart from property crime, women often commit minor criminal offences and drug-related offences. Women commit several times less crimes of murder in comparison to men. It often happens that women kill after long-term violence they endure from their spouses or other family members. Not rarely does it happen that a newborn is murdered upon birth (infanticide), most often caused by postpartum depression as well as other factors, such as bad family or economic situation. Over the past few decades, changes have been noticed around the world in the structure and dynamics of the crimes committed by women. Generally speaking, crimes committed by women are on the rise, not just in transition economies but also in the most powerful countries in the world. In the United States, the number of women committing crime is rising and is higher than that of men who commit crime. During the 1980s alone, crimes committed by women in the United States grew by 200%, and a 400% rise has been recorded since. Such crime dynamics is explained by the strictness of the law on drugs, resulting in a staggering increase in drug-related crimes. The number of crimes committed with the use of violence, as well as the number of female gangs has also risen. Of the total number of women criminals in the US, Afro-American population is in the majority in comparison to Caucasian women (as much as eight times higher). Theory also warns of the increasing number of women committing acts of terrorism. It is believed that almost the same number of women as men take part in terrorist groups and that they often have a leading role in them. In Serbia, crimes committed by women include offences against property, against honour and reputation, against life and limb (predominantly murders and minor and major bodily injuries), as well as economic crimes and abuse of office. Among female criminals, the majority are unemployed, uneducated, often illiterate women, who usually come from families with social pathology. They were usually victims of abuse in childhood or at a later age in their primary or secondary family. Women's motives to commit crime do not differ from men's, except for spousal homicide. The recidivism rate is considerably lower in relation to men and stands at around 10%. The type of crime changes in relation to age. Younger women tend to commit violent crimes, while older women commit property crimes, with the exception of murder at this age.

First papers on the aetiology of crimes committed by women appeared in the early 20th century. Cesare Lombroso in his *The Female Offender* from 1895 advocates a theory that women criminals are much more dangerous than men and that they often commit crimes out of revenge or jealousy. Thomas explains crimes committed by women by a huge amount of sexual energy which accumulates



due to restrictions that a woman faces in marriage. Such energy is released through the commission of crimes. Biological theories justify the lower rate of crime committed by women as opposed to men by their weaker built, hormonal stages in women, such as menstruation, pregnancy and menopause, lower levels of androgen and the lack of the Y chromosome. The link between menstruation and crime has not been proved, whereas pregnancy and the period immediately after and prior to giving birth may be accompanied by a state of depression. In that period, a woman may commit the crime of killing her baby at birth. Likewise, a woman may experience physical, mental and social changes during menopause which may lead to depression or suicidal tendencies. Among the psychological factors, criminologists include the sense of dependence and helplessness, low self-esteem, higher emotionality, timidity and passivity. All these characteristics act as an inhibitor on the commission of criminal offences by women. Psychoanalysts explain crimes committed by women by specificities that are generated during puberty, whereas Freud believes that women commit crimes due to the sense of inferiority, and the lack of the male sex organ. Among the sociological concepts, one should point out the labelling theory. According to this concept, crimes committed by women are viewed as a social reaction to the phenomenon. The rise in crimes committed by women is explained by the higher number of women engaged in the previously typically male occupations. Anomie theory explains the lower percentage of crimes committed by women in the total amount of crime by women's focus on marriage and motherhood, producing a lower level of stress and frustration. Feminist authors posit that the rise in crimes committed by women correlates with emancipation and increase in economic opportunities. They also cite oppression in a patriarchal society as one of the major factors of crimes committed by women. Even though there are many concepts about crimes committed by women, it is still an insufficiently researched phenomenon influenced by a lot of factors, biological, psychological and sociological.

MAIN FEATURES OF PRISON FOR WOMEN

According to valid regulations, women in prison, just like during a criminal procedure, have the same rights as the convicted men, but in practice they do not have equal access to such rights, nor do the legal norms applied to detained persons consider the specific needs of women prisoners. The gender-specific needs of women in prison include diet, better access to hygiene, health care, especially in the case of chronic illness, HIV, hepatitis, other infections and sexually transmitted diseases, psychological support and therapy if they experienced violence, posttraumatic stress, alcohol and drug abuse, risk of suicide and self-harm, reproductive rights and children's rights.

The issue of female convicts having contact with children is regulated in various ways. Very few countries allow infants to stay with their mothers in prison. In the US prisons only in exceptional cases allow a baby, born by a prisoner while serving her sentence, to stay with mother for some time. On the other hand, the majority of European laws allow for such possibility. In Serbia, a baby born while its mother is serving a prison sentence can stay with mother until it reaches the age of two (Law on the Execution of Criminal Sanctions (LECS) (Article 119, paragraph 1). Compared to a previous legal solution, according to this amendment, the infant stays with mother for one year upon birth. For the sake of comparison, in Croatia an infant can stay with mother until it is three years of age. In terms of the time during which a baby can stay with mother who is a prisoner, the issue of justification of the baby living under prison conditions is raised on one hand, and the possibility of staying with its mother on the other. According to psychologists, it is best for a child to be with mother until the need occurs for his/her socialisation. From that moment on, it is more purposeful for the child to grow up outside the penitentiary, or to make sure that the child stays in the kindergarten for the better part of



the day, outside prison. Since the beginning of socialisation occurs after the child reaches the age of two, the new legal solution in the new LECS seems justified.

According to LECS, pregnant women, new mothers and mothers nurturing a baby are housed separately from other female prisoners (LECS, Article 78). The premises in which women with children and pregnant female convicts stay must comply with the standards of child protection institutions (LECS, Article 120, paragraph 2). In Požarevac Prison, women, pregnant women and new mothers are housed in a separate part colloquially called “Maternity Ward”. Babies are provided resources for hygiene, toys and food from the budget of the Republic of Serbia, which is a standard stipulated by LECS that giving birth, care and accommodation to female convicts with children are free of charge. New mothers are provided medical care 24/7. Given the possibility of postpartum depression in women, particularly under specific conditions in penitentiaries, it is of major significance to ensure the support of a psychologist. A convicted woman who is nurturing a child is entitled to the support of expert staff under the provisions of LECS. In addition, pregnant women, new mothers and mothers nurturing a child are entitled to absence from work, according to the legislation regulating labour rights (LECS, Article 110). For visits by children after the age of two, the same rules apply as for spouses. There is a possibility of organising visits in special premises of the prison, not longer than three hours once every two months. Some countries allow a stay of two to three days in small family apartments where the female convict and her family prepare meals, have fun, and watch television on their own. Given that after turning two, a child is separated from his/her convicted mother, mechanisms need to be provided for gradual separation in the best interest of the child. In addition to these standards for mothers with children, there is a possibility to delay the serving of a sentence when the convicted woman is six months into her pregnancy or when she has a child under one year of age. This possibility exists until the child turns three. The possibility of delaying the serving of a sentence exists also in the case of stillborn, or death of an infant after birth.

In the majority of women’s prisons, prisoners are housed in sleeping rooms with several other prisoners. Penitentiaries where a prisoner has a room to herself are very rare. Unfortunately, the same goes for women in Požarevac Prison. Prison overcrowding in this part of Europe has not bypassed Serbia either. Požarevac Prison has a 260-bed capacity for women. In the past years, the number of female convicts has been much higher. Nevertheless, since 2013 the number of female prisoners has been around the prison capacity or a little higher. Given that the prison for women in Požarevac is the only institution of such type in Serbia, it houses women sentenced to prison, sentenced to jail in a misdemeanours case, or handed down a sentence in juvenile prison. Being placed in the same institution, the contexts of convicts with families is rendered difficult, whereas the principle of housing close to her place of residence is brought into question.

Characteristics of the treatment of women, as opposed to men, is not recognised in case of detention measures. Bylaws do not offer any specific provisions related to female convicts either. It is a huge shortcoming given that regulations and rulebooks put in operation the legal provisions on the treatment of women prisoners. Specificities of this category of prison population requires separate regulations respecting the women’s needs.



CONCLUSION

By raising the issue, this paper opens the perspective for examining the sources instead of offering answers. The general benefit in a human community means that everyone has the duty to contribute to the development of general good of society in the interest of justice, as well as to seeking solutions to social issues in a social community. This is exactly what the main criticism of retributive justice is based on. Namely, a retributive criminal justice system focuses on punishing offenders, particularly by handing down sentences of institutional character. Institutions where sentences are served are often described as “an insult to human dignity... and poison in a nation’s bloodstream”. Such a system has not had an impact on the prevention of crime because it does not deal with resolving the causes of criminal behaviour. Those causes are usually found in offenders’ closest social environment, in a community they usually go back to upon the expiry of their sentences.

The vision of restorative justice, in the context of general good, focuses on achieving peace in a social community by rectifying the relationships in society, including all members of the community. The essence of implementing restorative justice is ‘curing’ each person connected to crime by rectifying instead of by punishing. The whole process should be based on apology, forgiveness and strong connection between people within the community.

The public policy domain is necessarily studied in observing the application of the principle of gender equality and fight against discrimination against women, as a decision-making system in the public sector. Public policies are part of the public administration management concerning the relationships and processes and the area of public administration activity. To be more to the point, this means that public policy entails the process of decision making in the public, not the private interest (Dimitrijević & Vučetić, 2021: 51). On the other hand, it is founded upon the value judgement of its actors, and that is why it represents a choice of values implemented in order to achieve the goal set by the political authorities. A public policy (action, programme, measures) is characterised by its objectives, resources used, achievements (results), its consequences, its implementation and socioeconomic and institutional environment (Dimitrijević & Vučetić, 2021: 52).

The quality of public sector services is also assessed by the political nature of the public administration, where equality and democracy play an important role. In not-so-extensive literature on public policies and public policy management in our parts, like the book by P. Dimitrijević and D. Vučetić, interestingly enough, the issue of gender equality has not been addressed. In fact, the mention of *woman - special situation* is the only thing that could indicate the examination of the participation, or more precisely, the status of women in public policies, whether as office holders or as public administration service users. Selective life situations, episodes, like looking for a job, receiving social support, registering the birth of a baby, owning personal IDs, filing reports with the police (domestic violence), etc., are the subject of interest of policies during the evaluation of the quality of public administration operations, which is ultimately the result of decisions applied from public policies, which were again guided by value judgements, personal or political ones.

In foreign writings, one can easily notice several segments in women’s participation in public policies, women and cultural changes in public policies, education policy, health protection, reproductive policy, employment policy, economic equality, family law, child care, and criminal justice system (Conway, Ahern & Steuernagel, 2005).



Legal regulations in this field are not lacking in the Republic of Serbia. Interestingly, the National Strategy for Gender Equality was adopted for the period 2016-2020 with the Action Plan for 2016-2018⁵ and the document describes in detail all the issues related to gender equality in public policies, beginning with the explanation of the notion, stipulating that: "Gender equality in public policies means that gender equality becomes a part of planning, creation and implementation of public policies, laws, programmes and measures; needs, priorities and specific status of women and men, including vulnerable groups, are systemically incorporated in public policies and their effects on the status of women and men, including vulnerable groups, are actively considered in all stages (planning, creation, implementation, supervision and evaluation) and at all levels, with equal participation of women and men in these processes," where the "gender perspective" means acknowledging gender diversity in the relevant public policy area." A particularly important matter is gender budgeting. The best achievement is raising public awareness of the presence of legal obligation for local self-government units to deal with gender equality issues. Given the complex impact of the discrimination against women, gender stereotypes and patriarchal heritage both on the status of women, and on the well-being and development of the family, society and state, the parties with an interest in the implementation of the public policy defined by this strategy are all male and female citizens of the Republic of Serbia, particularly the female members of vulnerable groups. Gender equality concerns all women and men, therefore society as a whole. Achieving *de jure* and *de facto* gender equality is a key issue for the development of society and improvement of social relations.

In the period from 2016 until 2020, the public policy will focus/focuses on achieving the following strategic objectives: change gender patterns and improve gender equality culture; increase the capacities and knowledge of male/female managers and people working for public authorities about gender equality; provide gender-sensitive formal education; develop knowledge and visibility of academic results in gender studies; build awareness of the importance of gender equality, increase women's safety from gender-based domestic violence and intimate partner violence. Then, make available better equality of women and men by applying the policies and measure of equal opportunities, such as equal participation by women and men in parenting and care economy; women and men equally deciding in public and political life; improved economic status of women and status of women in the labour market; women's improved role in the security system; women and men in rural areas actively and equally contributing to the development and having equal access to development results; improved status of discriminated and vulnerable women groups; women's improved health and equal access to health services. The Strategy also highlights a systemic introduction of the gender perspective into the adoption, implementation and monitoring of public policies, so as to set up functioning mechanisms for gender equality at all levels, where it is necessary to incorporate the gender perspective in all strategic documents. To that end, it is necessary to establish a gender analysis of policies, programmes and measures; gender-sensitive statistics and records; gender-responsive budgeting; monitor the established mechanisms of cooperation with associations and the progress in the established international and regional cooperation and sharing of good practices.

The area of security is viewed in respect of the women who are victims of various types of violence. It is interesting that pointing out rape of women usually draws attention to the prevention of false reports and condemnation of male perpetrators rather than drawing attention to women victims (Conway, Ahern & Steuernagel, 2005: 218). Certain positive progress has been noticed since the 1970s and 80s, when the spread of victimology as a specific scientific discipline emerged, and when more women started working as legal professionals in the justice system. Activities within the women's rights movement, taking of certain major political positions, as well as women's expectations outside the political

5 National Strategy for Gender Equality 2016-2020 and Action Plan 2016-2018, Official Gazette RS, 4/2016



discourse to have their rights respected had an impact on changes in the justice system, as well as law enforcement agencies - police, prosecutor's offices, legal representatives, and specifically judges in making decisions about women victims and perpetrators of crimes (Conway, Ahern & Steuernagel, 2005: 218).

Changing the gender patterns, as well as incorporating gender equality into public policies requires continuous production and promotion of valid, academically verified knowledge. That is why it is not only necessary to increase the visibility of gender studies in order to improve human resources in the field of gender equality, but also to work on upgrading the conditions for the generation of academic knowledge and its promotion through academic community.

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