

GENDER PERSPECTIVES IN SOCIAL WORK PRACTICE

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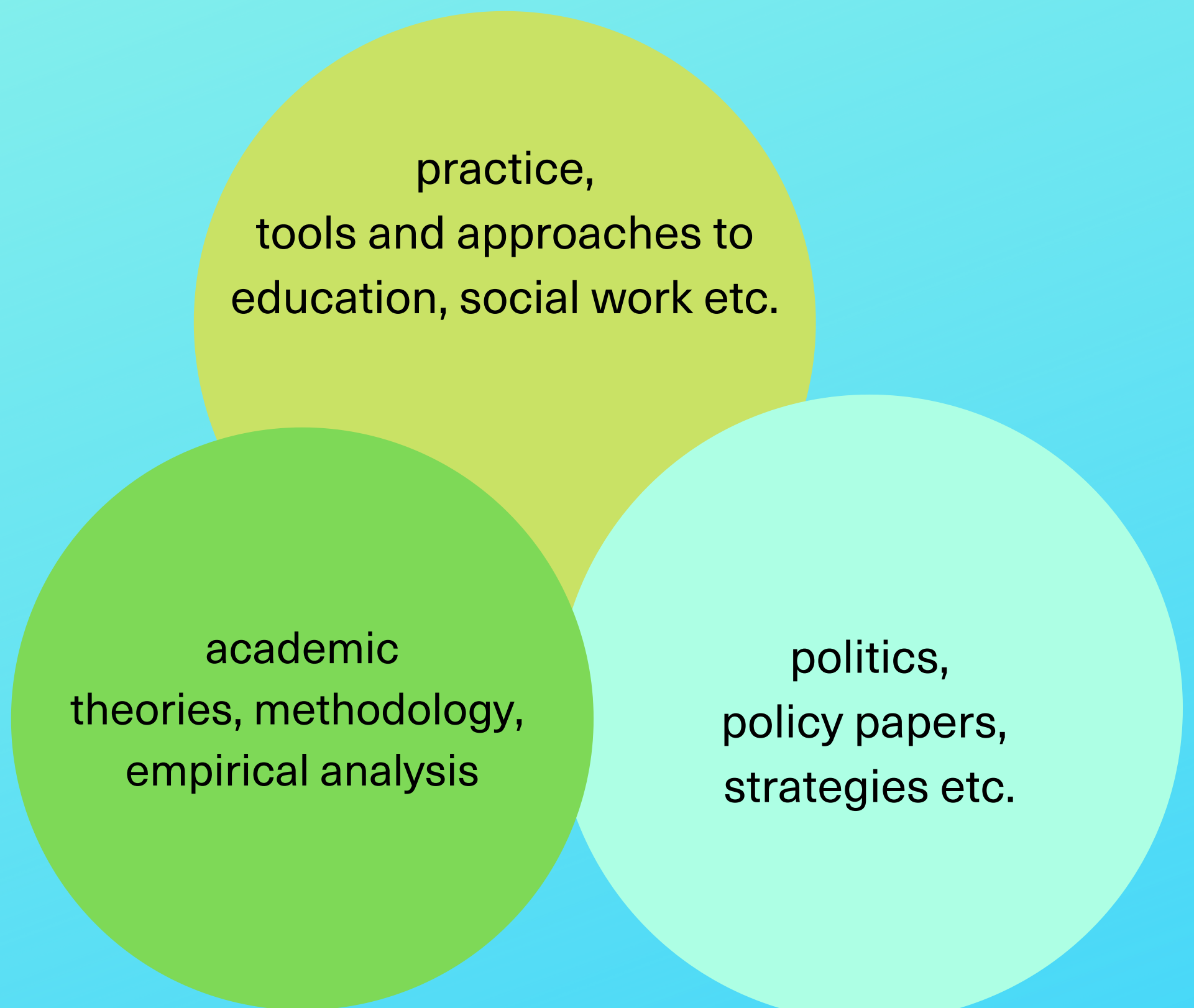
GROUP ACTIVITY

What have feminist theories brought to the critique of social work practice?

THE CONNECTIONS BETWEEN POSTMODERN FEMINISM AND THE OBJECTIVES OF CRITICAL SOCIAL WORK

- The crisis of knowledge
- The crisis of identity

INTERSECTIONALITY




A Venn diagram consisting of three overlapping circles. The top circle is yellow and contains the text 'practice, tools and approaches to education, social work etc.'. The bottom-left circle is green and contains the text 'academic theories, methodology, empirical analysis'. The bottom-right circle is light blue and contains the text 'politics, policy papers, strategies etc.'. The circles overlap in the center and at the intersections.

practice,
tools and approaches to
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academic
theories, methodology,
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INTERSECTIONALITY



academic
theories, methodology,
empirical analysis


Intersectionality has become the primary analytic tool that feminist and anti-racist scholars deploy for theorizing identity and oppression.

academic
theories, methodology,
empirical analysis

I N T E R S E C T I O N A L I T Y



- the concept of intersectionality was introduced by Kimberlé Williams Crenshaw - American lawyer, professor at Columbia Law School (1989, paper: "Demarginalizing the Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics")
- the concept originally framed within the context of anti-racist feminists in the USA (among a group of legal scholars)
- the starting point for wider feminist theorizing and conceptualization - in order to find a shared framework for negotiation and the most effective analytical work



academic
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INTERSECTIONALITY

STRUCTURALIST (SOCIAL JUSTICE)

- Kimberlé Crenshaw (American professor of law)
- Marion Young (American political theorist and socialist feminist)

Intersectional invisibility in anti-discrimination policy - analysis of how power differentials around gender, race and ethnicity are entangled with each other.

The systemic approach to highlight structural inequalities, intersecting systems of domination and subordination that are connected with the categories of gender, race, ethnicity

POSTSTRUCTURALISTS (SOCIAL CONSTRUCTIVIST)

- Dorothe Staunæs (Danish social psychologist)
- Baukje Prins (Dutch feminist, political philosopher)

The structuralist approach fails when it comes to the analysis of agency and subjectivity of people and the ways in which individuals construct their social identifications.

Turn to subjectivity and agency - power as productive on a subject level (to be able to grasp the complexity of life experiences, social constructions of self, narratives of gender, race, ethnicity, sexuality within own meaning-making process)

GROUP ACTIVITY

THE STORY OF MRS. T.

- In the communities of foreigners living in the Czech Republic, the awareness of helping people at risk of domestic violence is low,
- the service is harder to reach for them,
- current practice dealing with domestic violence is difficult to apply to foreigners,
- classic tools to help people of other ethnicities at risk of domestic violence do not work perfectly,
- there is a need to create an approach that respects cultural differences.

GROUP ACTIVITY

THE STORY OF MRS. T.

Some factors which may complicate access to the service for foreigners (Spondea):

- fear of the police, which may be caused, for example, by bad experiences from the country of origin or illegal residence,
- little knowledge of the language,
- religions and traditions transferred from the country of origin,
- economic dependence, limited access to social assistance benefits,
- increased dependence on a partner.

GROUP ACTIVITY

THE STORY OF MRS. T.

These factors can lead, for example, to the following phenomena:

- communities and ethnicities of foreigners do not report domestic violence, victims do not seek help,
- endangered persons do not know where to seek help, in case of illegality they are afraid of the connection of social services with the Police of the Czech Republic,
- a violent person from another culture does not respect the established patterns of social control, eg expulsion of violent partner may be considered a disgrace that may lead to the need for revenge,
- there may be other people in the community who take on the role of violent person,
- consent (silent or public) to physical violence against women (for infidelity, alcohol abuse, ridicule of a partner, family, etc.).

Solutions: multicultural empathy, cooperation with organizations working with foreigners, ...

GROUP ACTIVITY

THE STORY OF MRS M.

VERTICAL GENDER SEGREGATION on LABOUR MARKET

Vertical segregation can be described as an unequal representation of women or men in different rungs of the employee hierarchy, for example, in leadership positions, in middle positions management, in positions requiring a certain degree of responsibility and characterized by the ability to define the work of subordinates, etc. In most European countries, women are at the bottom rungs of the employee ranking and less often than men hold leadership positions. (VALENTOVÁ, ŠMÍDOVÁ, KATRŇÁK, Gender segregation of the labour market in the context of segregation educational: an international comparison, 2007)

HORIZONTAL GENDER SEGREGATION on LABOUR MARKET

Horizontal segregation can be defined as a high concentration of men or women in a given labour market sector or in certain professions. Among the horizontal segregated work environments in the Czech Republic, for example, includes education, where women strongly predominate among employees, or construction, where, on the contrary, there is a strong predominance of men. Horizontal labour market segregation has an impact on the amount of salaries or wages in the given fields. The so-called typically female or feminized fields of work as education or social services are substantially worse rated than the so-called typically male fields.

(VALENTOVÁ, ŠMÍDOVÁ, KATRŇÁK, Gender segregation of the labour market in the context of segregation educational: an international comparison, 2007)

MULTIPLE DISCRIMINATION (based on gender, ethnicity, ...)

N E X T L E S S O N

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