

GENDER PERSPECTIVES IN SOCIAL WORK PRACTICE

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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, ...)

INTERSECTIONALITY - GENDER / RACE / ETHNICITY

Life experiences of women with migration background: (Petra Ezzeddine)

- transnational motherhood, work in households, low-skilled and low-paid work, triple invisibility (gender, ethnicity, class), labour exploitation, access to health insurance and health and social services, legal status based on spouse's residence permit

Roma women: (Roma women groups Manushe – about 170 Roma women and family members across the CZ)

- gender-based violence, horizontal and vertical intersectional discrimination on the labour market, participation in politics and public space

Roma LGBTQ+ people: (David Tišer, <https://www.araart.cz/en/roma-lgbt>, short movie Roma boys)

- gender-based violence (intersectionality of sexual orientation, gender, ethnicity, class)

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INTERSECTIONALITY - GENDER / RACE / ETHNICITY

Multiple discrimination

Project Barabaripen (Council of Europe):

- The project looked specifically at the following grounds for discrimination: ethnicity (all the young people involved are Roma), sexual orientation and gender identity, sex, and migrant status.
- The project also looked at two aspects: how young people live their lives within the community and outside the Roma communities: what they have to deal with, and what strategies they have to counter the often discriminatory attitudes that surround them.

While the fact of being Roma seems to be the most visible ground for discrimination, other grounds – sex, sexual orientation, gender identity or migrant status – can also play a role, so that the person is discriminated against on multiple levels. (We need intersectional analysis of life experiences to be able to understand the complexity of barriers and also to hear personal strategies to deal with them.)

INTERSECTIONALITY - GENDER / RACE / ETHNICITY

Multiple discrimination

A word of caution is needed when using the term 'multiple discrimination'. One may find this term used in legal texts, in activism, in human rights organisations, as well as in academic publications. There is no universal consensus on this term, and each field may use it with small variations, either in a more restricted way or in a broader way.

- several discrimination episodes, where different grounds of discrimination are at stake
- additive discrimination, when in the same discrimination episode two or more grounds for discrimination are at stake and it can be shown that each ground adds up to the discrimination
- intersectional discrimination, where in the same discrimination episode two or more grounds for discrimination are at stake; however, in this case, the grounds cannot be analysed separately

SCALE OF VIOLENCE

ACTIVITY

Rank situations on a scale of violence from the least violent to the most violent.

GENDER BASED VIOLENCE

DEFINITIONS

- 1992 (CEDAW Committee): gender-based violence is “violence that is directed against a woman because she is a woman or that affects women disproportionately” and it “is a form of discrimination that seriously inhibits women’s ability to enjoy rights and freedoms on a basis of equality with men”
- 2015 (Akční plán prevence domácího a genderového násilí na období 2015-2018): includes all acts of physical, sexual, psychological, economical or other forms of violence which are directed against women because they are women or men because they are men, or acts of such violence which have a disproportionate impact on women or men. It is violence that is based on or legitimized by social stereotypes associated with gender prejudices and roles.

GENDER BASED VIOLENCE

DEFINITIONS

- EIGE (European Institute for Gender Equality): Gender-based violence is a phenomenon deeply rooted in gender inequality, and continues to be one of the most notable human rights violations within all societies. Gender-based violence is violence directed against a person because of their gender. Both women and men experience gender-based violence but the majority of victims are women and girls.
- multiple and interlocking forms of violence

GENDER BASED VIOLENCE

FORMS

- Child marriage.
- Female genital mutilation.
- Honour killings.
- Trafficking for sex or slavery.
- Intimate partner violence.
- Stalking.
- Physical punishment.
- Sexual, emotional or psychological violence.
- Acts of violence carried out in online spaces.

VIOLENCE AGAINST WOMEN - EUROPEAN SURVEY

FRA, 2014. Violence against women: an EU-wide survey.

Physical and sexual violence:

- One in three women (33 %) has experienced physical and/or sexual violence since she was 15 years old.
- Out of all women who have a (current or previous) partner, 22 % have experienced physical and/or sexual violence by a partner since the age of 15.
- 11 % of women have experienced some form of sexual violence since they were 15 years old, either by a partner or some other person.
- One in 20 women (5 %) has been raped since the age of 15.
- both partner and non-partner violence have the highest prevalence in the youngest age group, women who are 18–29 years old.

Intimate partner violence:

- One third of victims (34 %) of physical violence by a previous partner experienced four or more different forms of physical violence

Gender-based violence more common than you think

In the European Union, since the age of 15:

1 in 3

women has experienced
physical and/or
sexual violence

1 in 2

women has experienced
sexual harassment

1 in 20

women has been **raped**

1 in 5

women has experienced
stalking



95%

of victims **trafficked**
for **sexual exploitation** in the EU are women

Sources: European Union Agency for Fundamental Rights, *Violence against women: an EU-wide survey - Results at a glance*, 2014
Eurostat, *Trafficking in human beings*, 2015

Image: Margaret Jone Wollman/Shutterstock.com

QUEER AND POSTSTRUCTURALIST CRITIQUE OF PREDOMINANT FEMINIST APPROACH TO GENDER BASED VIOLENCE (INTIMATE PARTNER VIOLENCE)

The predominant feminist paradigm in the U.S. for IPV—that men abuse women as an extension of patriarchy in order to assert power and control – But it did not enable to understand the dynamic of cases where the perpetration was done by female offenders in heterosexual relationships and occurrences of IPV within same-sex relationships.

Traditional feminist paradigm of domestic violence - men, the oppressors, have the power, use it to enact violence in intimate relationships, and women, the oppressed, do not have power, and are the victims of such violence. Such delineations constrain strategies to resist oppressions and reinforce the gender binary between men-as-aggressors and women-as-victims.

Foucault's understanding of power - people, based on their social location, use tactics and strategies available to them to negotiate dynamics of power - based on social location (e.g., race, gender, sexuality, class, nationality, etc.) certain tactics and strategies for using power are available to everyone - violence may be one of these strategies

However, the violence that e.g. woman in heterosexual partnership performs cannot be understood in the same way that a man using violence against a woman would be understood. Because of his social location, different tactics and strategies are available to him. Although both may punch, how we understand their acts of aggression and power differ because of the ways society is gendered and sexuality is organized.

QUEER AND POSTSTRUCTURALIST CRITIQUE OF PREDOMINANT FEMINIST APPROACH TO GENDER BASED VIOLENCE (INTIMATE PARTNER VIOLENCE)

Heteronormativity are the practices associated with heterosexuality, which are discursively constructed as the norm or referent. Those who self-present or whose practices are different from what is socially recognizable as heterosexual are discursively constructed as deviant.

By identifying and analyzing how heterosexuality functions as a norm in our society, queer theory can broaden our understanding of same-sex IPV. Rather than trying to understand same-sex IPV with a heteronormative framework, such as a traditional feminist paradigm that assumes a male perpetrator and female victim, a queer theoretical approach can show how such heteronormative approaches may not only interfere with effective treatment interventions but may also add to the stress of those marginalized by their sexuality.

We can understand the use of violence in same-sex relationships as one tactic available to queer people based on their social location. Although the violence may look the same as a male or female perpetrator in a heterosexual relationship, we understand it differently.

ORGANIZATIONS, SOURCES, ARTICLES

Pitoňák, M. & Spilková, J. (2016), Homophobic Prejudice in Czech Youth: a Sociodemographic Analysis of Young People's Opinions on Homosexuality, *Sex Res Soc Policy* 13: 215-229. Available: <https://doi.org/10.1007/s13178-015-0215-8>.

NGO ProFem: Partner violence of adolescents and young people (Violence in relationships through the eyes of teenagers - report from 2014), <https://www.profem.cz/cs/s-cim-pomahame/partnerske-nasili-mladych>

Organization PROUD: Report on Czech Schools Through the Looking Glass: National Research on Homophobia and Transphobia, https://www.ilga-europe.org/sites/default/files/Attachments/cz_proud_final_report.pdf

Úřad vlády ČR: [Analýza mediálního zobrazování genderově podmíněného násilí](#), 2016.

Persefona, ProFem, ROSA, Acorus, Spondea, Konsent, NESEHNUTÍ, ARA ART, Trans*parent, PROUD, Česká ženská lobby etc.

N E X T L E S S O N

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