

T@sk Project Third Consolidation Training Activities – Madrid 2020

“Social intervention with women”

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Sex, gender & stereotypes: the deep roots of inequality

- **Gender** refers to the **characteristics of women, men, girls and boys that are socially constructed**. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time.
- Gender is hierarchical and produces inequalities that intersect with other social and economic inequalities. Gender-based discrimination intersects with other factors of discrimination, such as ethnicity, socioeconomic status, disability, age, geographic location, gender identity and sexual orientation, among others. This is referred to as **intersectionality**.

World Health Organization



Sex, gender & stereotypes: the deep roots of inequality

- **Gender interacts with but is different from sex**, which refers to the **different biological and physiological characteristics of females, males and intersex persons**, such as chromosomes, hormones and reproductive organs. **Gender and sex are related to but different from gender identity**. Gender identity refers to a person's deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth.



World Health
Organization

World Health Organization

Gender Stereotypes

- **Gender stereotypes** are preconceived social and cultural patterns or ideas whereby women and men are assigned characteristics and roles determined and limited by their sex.
- Gender stereotyping presents a **serious obstacle** to the achievement of real **gender equality** and feeds into gender discrimination.
- **Gender stereotypes** both result from and are the cause of deeply engrained attitudes, values, norms and prejudices. They are used to justify and maintain the historical power relations of men over women, as well as sexist attitudes which are holding back the advancement of gender equality.



Council of Europe
Gender Equality Strategy 2018-2023

Gender Stereotypes: The problem is not seeing the problem



Gender perspective

- A fundamental social analysis tool
- First implemented by UNDP (United Nations Development Programme)
- Three approaches:
 - Women in Development (WID) – 1970's
 - Modernization paradigm. Focused on women on isolation
 - WID identified women's lack of access to resources as the key to their subordination without raising questions about the role of gender relations in restricting women's access in the first place.
 - Women and Development (WAD) – 1970's
 - Offers a more critical view of women's position but it fails to undertake a full-scale analysis of the relationship between patriarchy, differing modes of production, and women's subordination and oppression. The WAD perspective implicitly assumes that women's position will improve if and when international structures become more equitable
 - Gender and Development (GAD) – 1980's
 - Various social science disciplines suggested the **importance of power, conflict and gender relations in understanding women's subordination.**

What is NOT applying a gender perspective

- Simply adding the words “woman” “gender”, “equality”...
- Women are not a collective. We amount to half of the world population and there are plenty of differences among us: disabilities, age, social class, ethnic origin, sexual orientation...
- Intervene with women without trying to make changes in their situation
- Simply showing sex-disaggregated data
- To make women responsible for the discrimination they suffer
- The use of not gender-biased language without taking care of the content

Beijing Declaration and Platform for Action Fourth World Conference on Women – 1995

12 critical areas of concern



- The persistent and **increasing burden of poverty** on women
- Inequalities and inadequacies in and **unequal access to education and training**
- Inequalities and inadequacies in and **unequal access to health care** and related services
- **Violence against women**
- **The effects of armed or other kinds of conflict on women**, including those living under foreign occupation
- **Inequality in economic structures and policies**, in all forms of productive activities and in access to resources
- **Inequality between men and women in the sharing of power and decision-making** at all level
- **Insufficient mechanisms at all levels to promote the advancement of women**
- **Lack of respect for and inadequate promotion and protection of the human rights of women**
- **Stereotyping of women and inequality** in women's access to and participation in all communication systems, especially in the media
- **Gender inequalities in the management of natural resources** and in the safeguarding of the environment
- Persistent **discrimination against and violation of the rights of the girl child**

Gender-based violence



- Gender-based violence is enacted under many different manifestations, from its most widespread form, intimate partner violence, to acts of violence carried out in online spaces. These different forms are not mutually exclusive and multiple incidences of violence can be happening at once and reinforcing each other. Inequalities experienced by a person related to their race, (dis)ability, age, social class, religion, sexuality can also drive acts of violence. This means that while women face violence and discrimination based on gender, some women experience multiple and interlocking forms of violence.
- The Istanbul Convention (Council of Europe, Convention on preventing and combating violence against women and domestic violence), defines violence against women as falling under four key forms: **physical, sexual, psychological** and **economic**.

Spain – Macro-survey on VAW

- 35 women killed by their current or former intimate partner (January 1-September 25 2020)
- 57,3% of women over 16 have suffered gender violence in their lives
- 1 of each 5 (19,8%) have suffered it during the last year
- Only 11% of sexual assaults are reported to the police (8% by the woman)
- 12,4 of sexual assaults perpetrated by more tan one person
- Violence by an intimate partner (last year):
 - Physical or sexual only: 1,8%
 - Psychological: 10,6%
 - All: 10,8%

The private – public divide

- Women's lives are by and large still more oriented to the private sphere than men's
- Until recent times, what occurred inside one person's home or community was considered as a private matter
- Gender stereotypes still constrain the future and professional careers of the youth

The impact of COVID-19 on women

- Women typically earn less and hold less secure jobs than men. **With plummeting economic activity, women are particularly vulnerable to layoffs and loss of livelihoods.**
- **Incomes of women working in the informal sector have declined dramatically.** Some of the sectors hardest hit by the pandemic are feminized sectors characterized by low pay and poor working conditions, including lack of basic worker protections like paid sick and family leave.

UN Women: *From Insights to Action. Gender Equality in the Wake of COVID-19*



The impact of COVID-19 on women



- **Domestic workers are particularly at risk.** While the need for caregiving and cleaning services has increased, lockdowns and quarantine measures have made it difficult to maintain pre-pandemic working arrangements, resulting in a loss of income and employment among this largely female workforce.
- Women on the front lines are more affected by COVID-19. **Many women are sacrificing their health for economic security.** Globally, women make up 70 per cent of the health and social care workforce, and they are more likely to be front-line health workers, especially nurses, midwives and community health workers.

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The impact of COVID-19 on women

UN Women: From Insights to Action. Gender Equality in the Wake of COVID-19

The pandemic exposes women's precarious economic security

740 million women work in the informal economy.

Their income fell by **60%** during the first month of the pandemic.

In Asia and the Pacific, more women than men in formal employment reported drops in working time.



In Europe and Central Asia,

25% of self-employed women

reported job losses, compared to

21% of self-employed men.



Feminized sectors are likely to be hit the hardest

Women's employment is

19% more at risk compared to men's.

72% of domestic workers,

80% of whom are women, have lost their jobs as a result of COVID-19.

75.4 million workers

in the accommodation and food services sectors (54% are women).

The impact of COVID-19 on women

UN Women: From Insights to Action. Gender Equality in the Wake of COVID-19

Female essential workers face elevated risks of infection

Globally,



70% of the health and social care workforce

is female, and they are more likely to be **front-line health workers**, especially nurses, midwives and community health workers.

Infection rates among female health-care workers are up to



than among their male counterparts.

Migrant women and women from marginalized ethnic groups are often overrepresented in **personal care jobs**, which require close contact with others.

In Italy, **72%** of long-term-care workers are foreign-born.



A gender-aware response to COVID-19 requires greater support and social protection for women workers, including:

1.

Investments in universal, gender-responsive social protection systems to support women's income security.

2.

Expanded access to affordable, quality childcare services to enable women to remain in or (re)enter the workforce.

3.

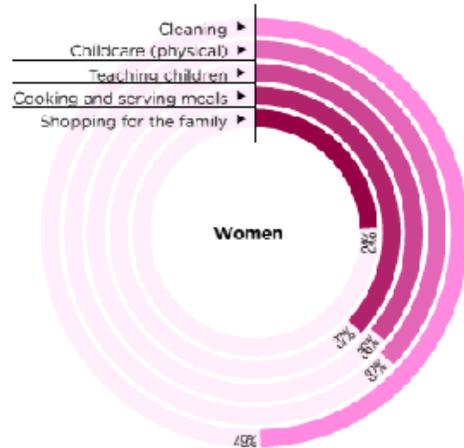
Reversal of long-standing inequalities, including unequal division of work at home, the gender pay gap and pervasive undervaluation of work done by women.

The impact of COVID-19 on women

UN Women: From Insights to Action. Gender Equality in the Wake of COVID-19

The pandemic has intensified women's unpaid care and domestic workloads

Share who reported an increase in time spent, based on 22 countries in Asia and the Pacific and Europe and Central Asia:



Men are much more likely to say they do not engage in these activities than women.

While only **6%** of women say they never engaged in cleaning.

44% of men report the same.

The impact of COVID-19 on women

UN Women: From Insights to Action. Gender Equality in the Wake of COVID-19

Domestic violence has grown globally in parallel to the virus

Before the pandemic:

18%

of ever-partnered women and girls

aged 15 to 49 had experienced **physical and/or sexual violence** at the hand of a **current or previous partner** in the previous 12 months.

More than

1/3

of women

who are intentionally killed are **murdered** by a **current or former intimate partner**.

Since the lockdown:

Domestic violence calls have increased.

In **Tunisia**, calls to a helpline in the first days of confinement increased **fivefold**.



However, other countries have seen a decline in reports, suggesting that **some women face barriers to reporting violence or seeking help**.



Women with disabilities are at increased risk

Women with disabilities are up to

2x more likely to experience violence

from **partners and family members** than women without disabilities.

Experience of sexual violence is up to

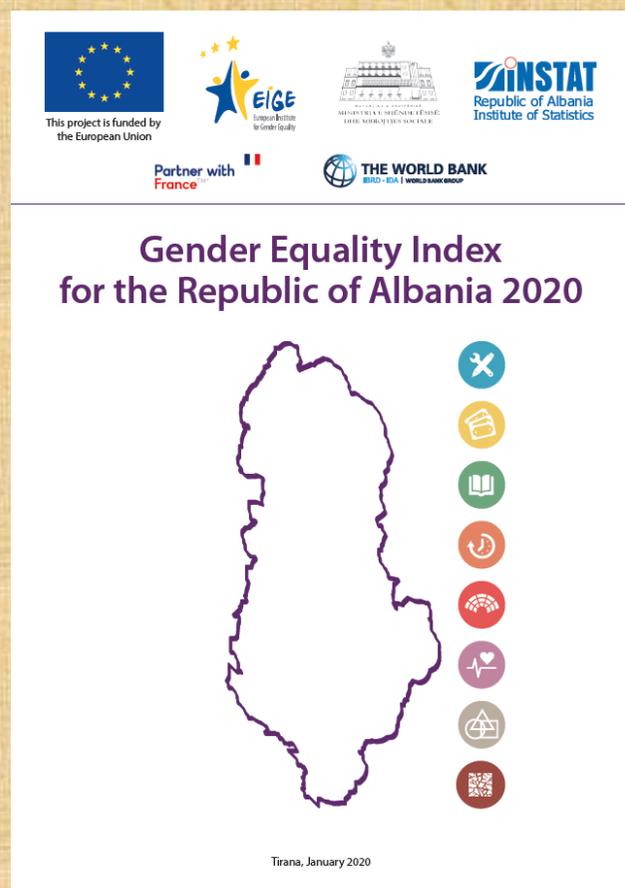
10x higher for women with disabilities

than women without disabilities.



Women and girls with disabilities may find it **harder to report violence and abuse and access help** due to the nature of disability as well as isolation and dependence on (or fear of) caregivers.

Gender Equality Index - Albania



Gender Equality Index



Domains	Sub-domains
Work	Participation, Segregation and quality of work
Money	Financial resources, Economic situation
Knowledge	Attainment and participation, Segregation
Time	Care activities, Social Activities
Power	Political power, Economic Power, Social Power
Health	Status, Behavior and Access
Intersecting inequalities	Analysed by family type, age, disability, education level, rural-urban, etc.
Violence	Prevalence, Severity, Disclosure

Gender Equality Index - VAW

- Violence against women is **both a consequence and cause of persisting gender inequalities** in the areas of work, health, money, power, knowledge and time.
- In contrast to other domains, the domain of violence does not measure differences between women's and men's situations but examines women's experiences of violence.
- For this reason, the domain of violence is not captured in the calculations of the Gender Equality Index. Instead, it is calculated as a separate composite measure of three aspects: prevalence, severity and disclosure of violence against women.

Gender Equality Index - Albania



- The overall Gender Equality Index for the Republic Albania reached **60.4** in 2017, indicating a substantial **gender gap**. This finding confirms the need for stakeholders, including government, private sector, civil society and citizens to renew their commitment and efforts to achieve full gender equality.
- The Gender Equality Index for Albania is **7 points below the EU-28 average (67.4)**, except in the domain of **power**, where Albania has higher gender parity than the EU-28. The **largest gaps** to the EU-28 are in the domains of **knowledge, money** and **time**, while **scores are similar** in the domains of **work** and **health**.

Albania



The score for the domain of **work** is 67.6, with a better situation in the sub-domain of **participation** than in **segregation** and **quality of work**. Similar to the situation across the EU, gender segregation in the labour market is still prominent and reflected in the higher concentration of women in sectors such as social services.



In the domain of **money**, the score of 59.6 results from a particularly unfavorable situation in the sub-domain of **financial resources**, which measures earnings and income disparities between women and men.



In the domain of **knowledge**, the scores of 55.6 reveals a still large gender gap in both sub-domains: **attainment and participation**, and **segregation**. Although there are more highly-educated women than men in Albania, their share is still relatively low compared to EU levels and national targets. The segregation according to fields of education is still prominent, with female tertiary students concentrating in the areas of education, health and welfare, humanities and arts, and male students studying in these fields in small proportion.



The domain of **time** has the lowest index score (48.1), indicating very unbalanced responsibilities regarding care for family members and unpaid household work. While women carry a majority of these responsibilities, they do not participate as much as men in social activities that are important for their wellbeing and quality of life.



The domain of **power** scores 60.9 and places the Republic Albania in 6th place vis-à-vis the rest of the countries reporting on Gender Equality Index. The high score results from the high representation of women in **political and economic power**. On the other hand, women's **social power**, that is, representation in bodies of research financing, media, and top sports organizations boards, is lagging the progress in political and economic power.



The domain of **health** has the highest score of 81.8 (although still below the EU-28 score of 88.1). Sub-domains of **health status** and **access to health care** present lower gender gaps than **health behaviors** affecting risk factors and healthy lifestyles.

1 The Gender Equality Index measures gender equality on a scale of 1 (full inequality) to 100 (full equality).





Work, money & knowledge

Figure 5: Gender equality index in the domain and sub-domains of work, Republic of Albania, 2017

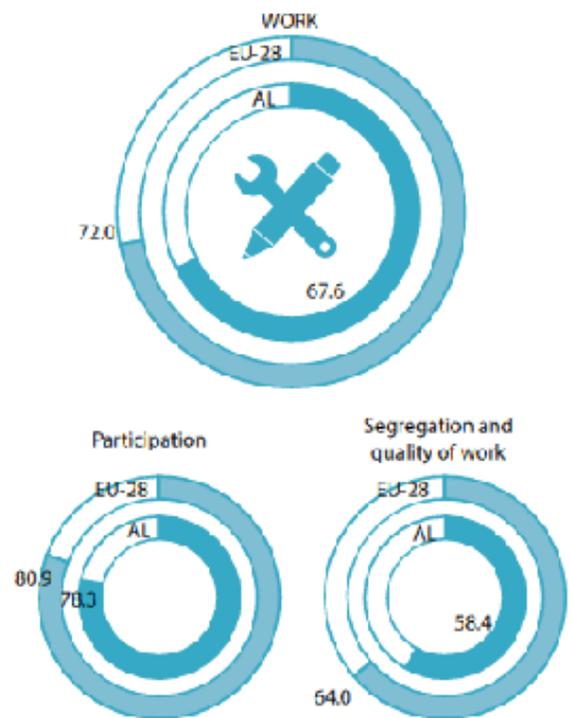


Figure 9: Gender Equality Index in the domain and sub-domains of knowledge, Republic of Albania, 2017 and EU-28 2017

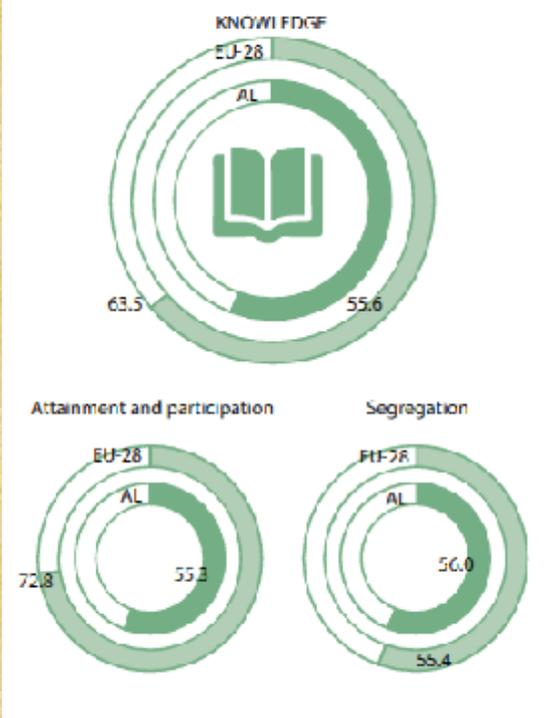
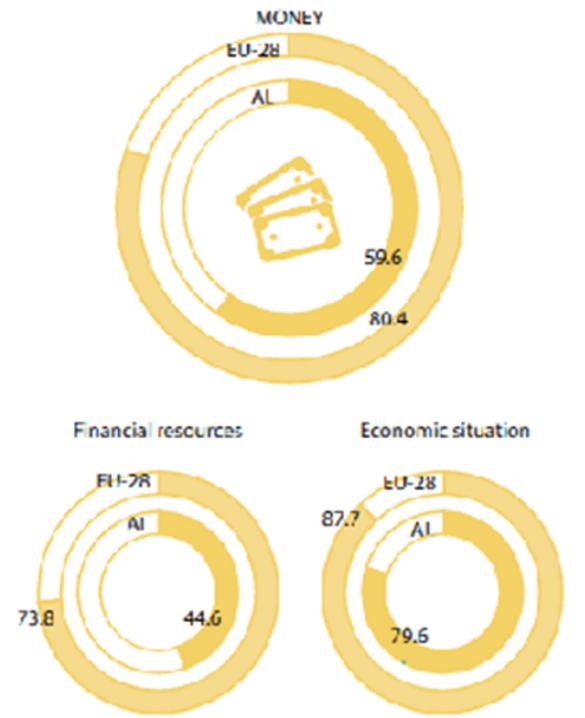


Figure 7: Gender Equality Index in the domain and sub-domains of money, Republic of Albania, 2017 and EU-28 2017





Time, Power & Health

Figure 11: Gender equality index in the domain and sub-domains of time, Republic of Albania, 2017 and EU-28 2017

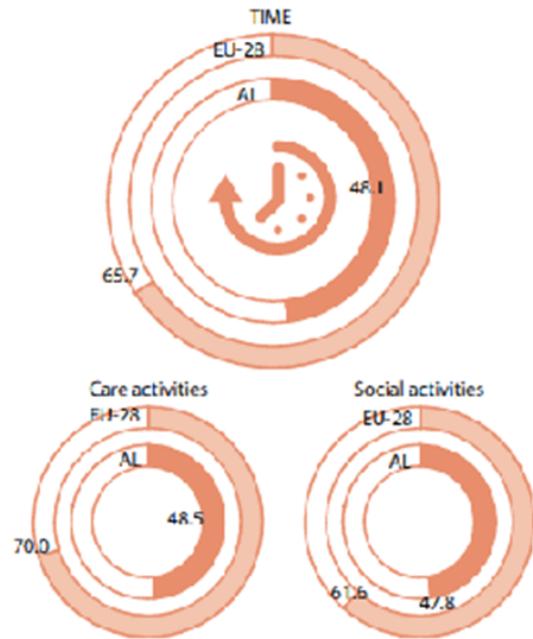


Figure 13: Gender equality index in the domain and sub-domains of power, Republic of Albania, 2017 and EU-28 2017



Intervention with women

- Many differences but even more similarities between women...

One day with her...



She's got an appointment at the social services office, so she gets up early...



One day with him...

His appointment is early in the morning, so when the alarm sounds...



Common traits in the work with women's groups

- Disclosure of Gender violence cases
- Family responsibilities, heavy burdens
- Always put other's needs above their own
- Desire for changes in their family lives
- Emotional discharge in group and individual sessions
- Estructural discrimination: underpaid and part-time jobs, unpaid work and unemployment. Care work
- Discovery of new perspectives from which understand their own lives that may bring, at first, new difficulties in their lives

Tools for working with groups of women

- Individual and grupal methodology
- Participatory workshops
- Social theatre
- Art of hosting
 - <https://www.artofhosting.org/>
- The world cafe
 - <http://www.theworldcafe.com/>
- Etc...

Three programmes

- **Adelante** – Move forward
 - Target: women at risk of social exclusion
 - Activities oriented to
 - Personal empowerment
 - Development of social and working habilities
 - Training workshops
 - Personal counseling
 - Help with employment opportunities



Three programmes

- **Salir Adelante – Get Through**
 - Workshops aimed to built empowerment in women and teach them how to help other women in their communities
 - Emotional and physical self-care
 - Personal counseling



Three programmes

- **Nosotras – Us**
 - Participatory Workshops
 - Women as agents of social change
 - Agency building



The importance of spaces of social interaction between women as a tool for empowerment

