



Setting up the scene – How to promote gender equality in a Probation organization

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1. European Network for the Work With Perpetrators - WWP EN



We are the European Network for the Work with Perpetrators of Domestic Violence

Founded in 2014, we now unite 64 members active throughout 32 European countries. Our members include perpetrator programmes, researchers, as well as victim support services.

www.work-with-perpetrators.eu



European Network for the Work With Perpetrators (WWP EN)

- Address violence in close relationships as a **gender-based** phenomenon
- Foster gender equality
- Improve safety of women and their children/others at risk from violence

Through: Promoting effective work with perpetrators



WWP EN Training

Only well-educated professionals can provide safe, effective and accountable perpetrator work.



Upcoming Training

- 25 & 26 October: **Child-Centred Perpetrator Work** (SOLD OUT)
- 27 & 28 October: **Working on fathering with men who use violence** (SOLD OUT)

"THE EFFECTS OF CYBER VIOLENCE ON WOMEN AND GIRLS ARE DEVASTATING, ALL-CONSUMING AND NEVER ENDING, BECAUSE THEY ARE PART OF A CONTINUUM OF VIOLENCE (OFFLINE AND ONLINE) THAT DEPRIVES THEM OF THEIR FREEDOM."

Alexandra Paucic, WWP EN Executive Director

2019 WWP EN Annual Conference

Let's talk about it - Advancing interventions on sexual violence in perpetrator work

23-25 October
Heraklion, Greece

PRISON, PROBATION & PERPETRATOR PROGRAMMES

Collaboration for Change

2-3 SEPTEMBER 2020
ONLINE

Show your IMPACT

IMPACT **WWP**
Outcome
Monitoring Toolkit



2. Concepts: Gender, Gender Equality, Gender mainstreaming



CEP Strategy 2023-2024

- CEP has implemented **gender mainstreaming** in its strategy and strived to secure **gender-sensitive approach in all its actions** as well as gender-based representation. CEP specific objectives seek to promote **gender equality and non-discriminatory mainstreaming** in accordance with the Gender Mainstreaming Toolkit and following the EC Gender Equality Strategy 2020-2025.
- **In 2021 audit was conducted on how CEP addresses** cross-cutting equality, equity, marginalisation, discrimination, and human rights issues including those related to gender, race, minority or social status, beliefs, ability/disability, economic and communication factors (...).
- In all its activities CEP aims at a gender balanced approach. CEP's expert groups on Domestic Violence and Sex Offenders are two practical examples of CEP's contribution towards a more equal society.



Concepts

- **Gender (UN WOMEN):**

- Refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships **are socially constructed** and are learned through **socialization processes**. They are **context/time-specific and changeable**.
- Gender determines what is expected, allowed and valued in a woman or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities.
- Gender is part of the broader socio-cultural context. **Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.**



Concepts

- **Gender equality:**

- EIGE, 2016 (<https://eige.europa.eu/thesaurus/terms/1168>)

- **Equal rights, responsibilities and opportunities** of women and men and girls and boys. **Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born female or male.** Gender equality implies that the **interests, needs and priorities** of both women and men are taken into consideration, thereby recognising the diversity of different groups of women and men. **Gender equality is not a women's issue but should concern and fully engage men as well as women.** Equality between women and men is seen both as a **human rights issue** and as a precondition for, and indicator of, sustainable **people-centred development**.

- European Commission (2015):

- “Gender equality means an equal visibility, empowerment and participation of both sexes in all spheres of public and private life. Gender equality is the opposite of gender inequality, not of gender difference, and aims to promote the full participation of women and men in society. **It means accepting and valuing equally the differences between women and men and the diverse roles they play in society. Gender equality includes the right to be different.** This means taking into account the existing differences among women and men, which are related to class, political opinion, religion, ethnicity, race or sexual orientation. **Gender equality means discussing how it is possible to go further, to change the structures in society which contribute to maintaining the unequal power relationships between women and men,** and to reach a better balance in the various female and male values and priorities”.



Concepts

- Strategies to gender equality

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HANDBOOK OF GENDER, WORK, AND ORGANIZATION

TABLE 17.1: A two-dimensional model of strategies for gender change.

	<i>Inclusion</i>	<i>Re-valuation</i>	<i>Transformation</i>
Individual	LIBERAL Equip the woman Create equal opportunity	MANAGING DIVERSITY Value difference	
Structural	RADICAL Create equal opportunity		GENDER MAINSTREAMING Post-equity

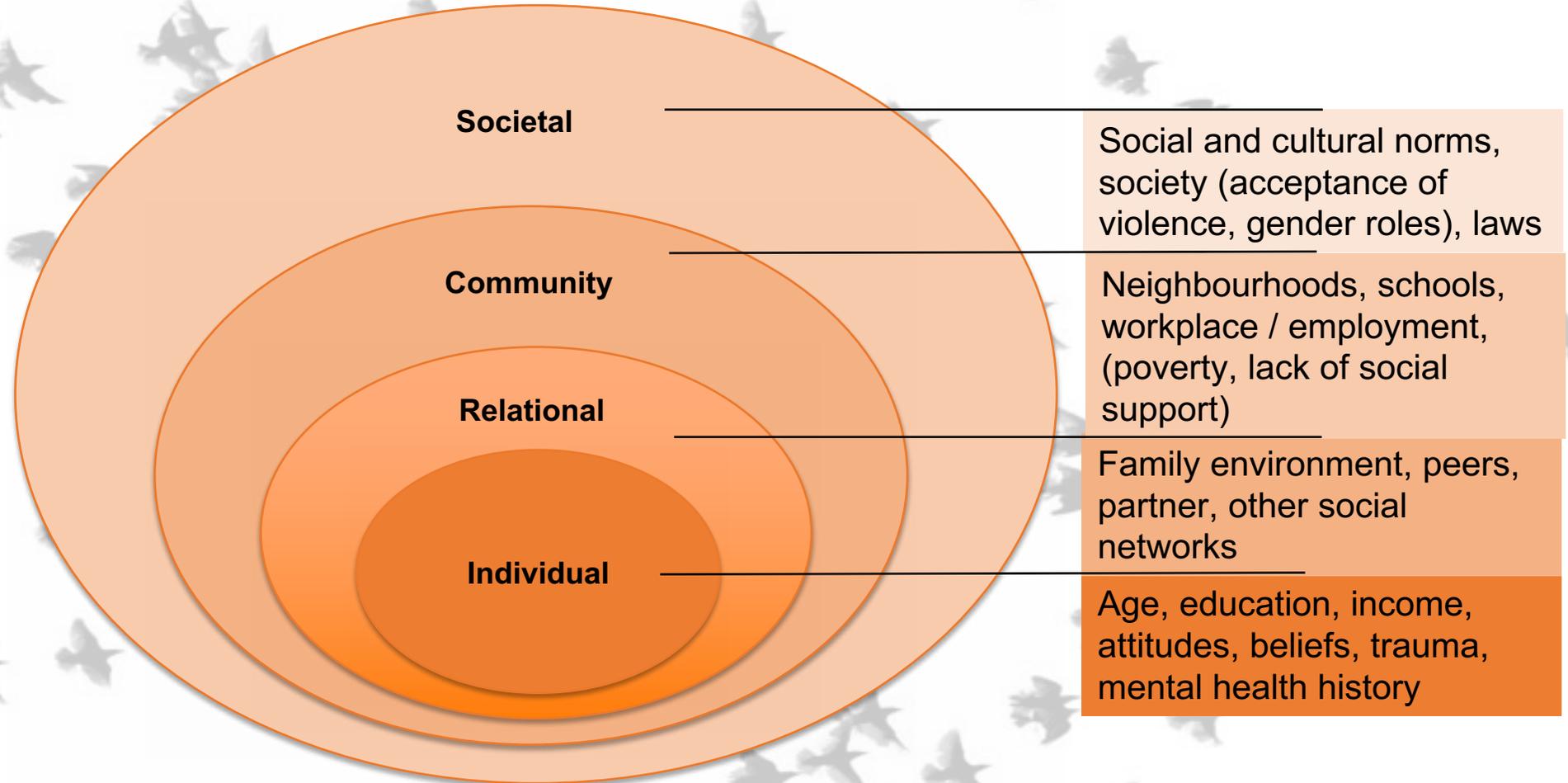
“**Gender mainstreaming** is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and all stages”
(European Commission, 2015)



3. Gender Equality in Probation

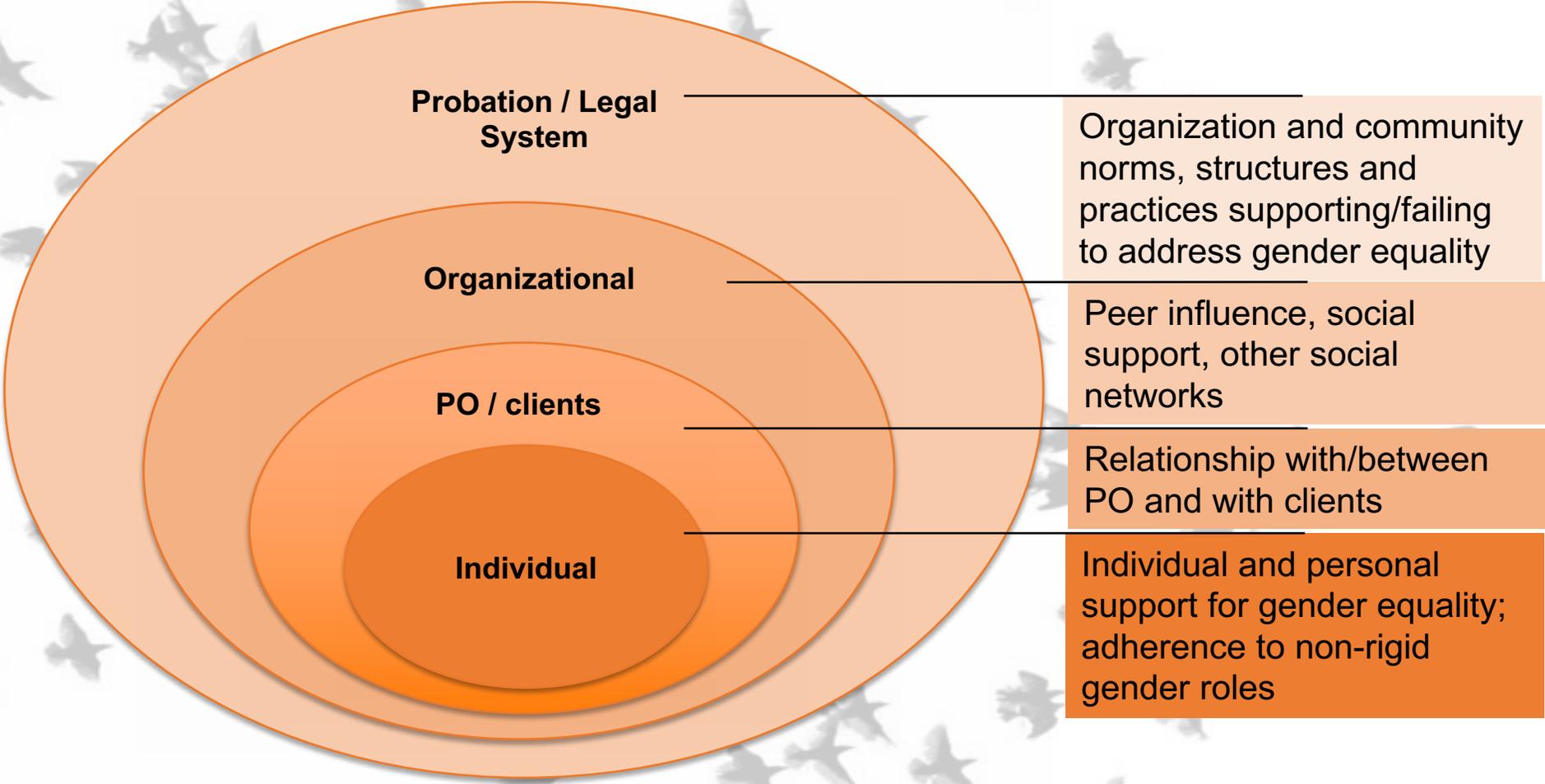


Ecological model





Ecological model in Probation





Gender-responsive principles / initiatives

- **Individual**

1. Work and reflect on your own approach to gender-equality, become an advocate for gender equality
2. Promote individual reflection on gender equality and gender norms within your staff and clients

Although there is some recognition that gender plays an important part in the identity, patterns, and practices of probation, it remains significantly under-examined. There is (...) an absence of critical attention to gender as a plural and intersectional dynamic or to the implications of gender for developing practice. Where gender is recognised, it is often in reductive, essentialised, ways (...)"
(McCulloch et al, 2020).



Gender-responsive principles / initiatives

- McCulloch et al, 2020:
 1. 80% reported that issues of gender featured in their professional practice, compared to 20% who said they did not. For those for whom gender was not a feature of practice, many explained this reflected an 'individualised' or 'person-centred' approach, applied 'regardless of gender'
 2. For others, gender was constructed – and thus constrained – as a female issue
 3. Others tended to suggest that gender was not an inherent dimension of practice but might become relevant *if* raised by the client
 4. For some, gender *became* significant through opportunities to reflect on it through the research process

'it doesn't as my team only works with male clients'

My first thought was it doesn't, but really it does, especially given we work mostly with men and some of those men will have committed serious violent and/or sexual offences against women. I am often conscious of my gender whilst at work



Gender-responsive principles / initiatives

- **Relational / probation officers / clients**

1. Focus on gender when elaborating on individual factors which lead to criminal behaviour

Much of the literature exploring gender in criminal justice has focused on either the gender differences in those who commit crime (men are found to be much more likely to commit all crimes) or the construction of crime as a gendered phenomenon (McCulloch et al, 2020).

2. Enhance female workers to apply for senior roles positions and gain confidence
3. Promote individual reflection on gender equality and gender norms within your staff and clients



Gender-responsive principles / initiatives

- **Community / organizational**

1. Foster reflection on team composition in relation to gender and its implications
2. Critically review gender-stereotypes in the work place (within staff and within clients)
3. Workload allocation influenced by gender to promote a gender-responsive service (examine workload allocation; gender as RNR aspect)
4. Create a diversity and inclusion training program (allyship).
5. Build and inclusive company culture.

Interpersonal allyship from men is a practical way to promote women's expectations of fair treatment without increasing the threat of anti-male bias among men (Lau-DiCicco, Wing-yan & Warren, 2022)



Gender-responsive principles / initiatives

- **Societal / probation system / legal system**

1. Foster balanced representation of genders at all levels (recruitment process); examine senior positions, heads of service and general directors in terms of gender (monitor access to promotions)

Scottish Social Services Council in 2017, female criminal justice social workers outnumbered male workers by 72% to 28%, women made up 69% of staff employed in senior roles, compared with 31% of men, Heads of Service were still predominantly men (57% compared with 43% women) ([SSSC, 2018](#)).





Gender-responsive principles / initiatives

- **Societal / probation system / legal system**
 2. Career progression and promotion equally: flexible career pathways towards senior roles, flexible work arrangements
 3. Lead change from the top: make it clear to staff, clients and society that work gender equality is a priority, become an advocate for gender equality; hold other general directors, senior positions, heads of service accountable.
 4. Measure work gender equality progress (monitor, evaluate and improve policies and practices)
 5. Embed gender equality in the DNA of probation system

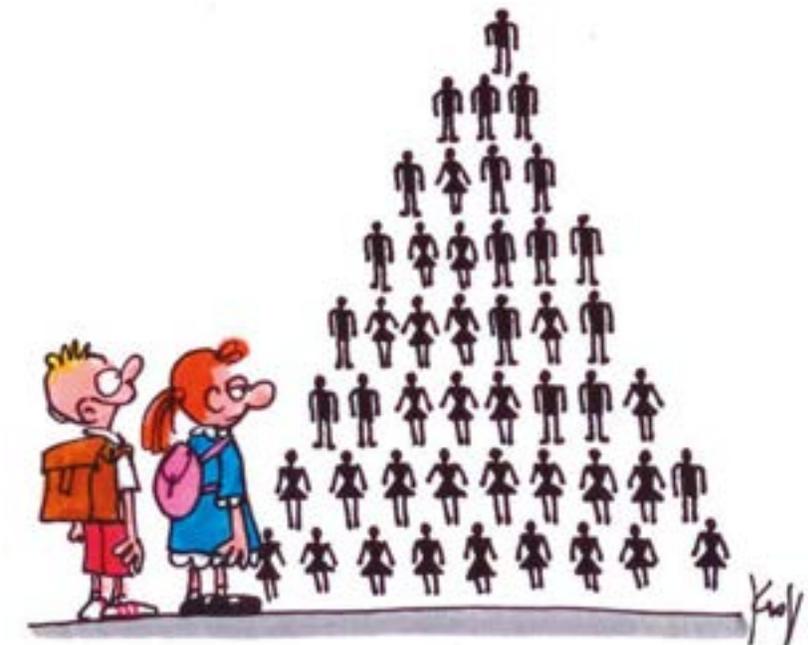


5. Final Remarks



Final Remarks

- Important steps to mainstream work gender equality:
 - Reflect on and identify linkages between gender equality and probation; gender implications of working on probation
 - Identify opportunities for introducing gender perspectives and changes
 - Identify approach / methodology for incorporating gender perspectives
 - Evaluate the application of changes
- It is a challenging (but rewarding) task.



https://commission.europa.eu/system/files/2018-03/2_gender_equality_cartoon.pdf



Website: www.work-with-perpetrators.eu

Facebook: <https://www.facebook.com/WwpEuropeanNetwork/>

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