



Intersectionality in welfare research.

- HVL, AFI seminar RCN Applications:
- Gender dimension in research projects.
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Gender in research

- Gender vs. Sex (Biologisk kjønn vs. sosialt kjønn)
- Gender - a social phenomena – in a constructivist paradigm
- Research with gender as the object of research emerged in the 1970 and peaked in the 1990s. Social science and humanities.
- Aim: to unmute women's voices, explicate women's interests, labour, rights, roles and status, AND explore forms of power and hierarchy in societies and develop feminist theory.
- 2000 onwards -> the perspective of intersectionality gained ground as the main perspective through which gender was included in research.
- (Picture: unsplash)

The turn to *intersectionality*, 2000 onwards

- The ideals of '*women's empowerment and mainstreaming gender*' in social and research policies, produced a 'demand' for a broader gender perspective
- Gender as object of research and the single single-axis thinking now appeared as insufficient.
- Intersectional scholarship, launch in the 1990s (Crenshaw, 1989),
- developed from a theoretical framing focusing on understanding individual identity / 'who people are' into a wider perspective oriented towards exploring **dynamics of difference** from the individual to the institutional level - exploring the way things work rather than who people are (Cho et al., 2013; Mooney 2016).

Intersectionality – a major paradigm in gender studies

- Axes of power / principles of difference; gender, class, sexuality, race, caste, ethnicity, age, etc., may intersect and contribute to the production of social inequality in society
- Intersectionality; an integrated perspective that looks at how different discriminatory power structures in a society **interplay** or **interlock** in the production of difference and inequality (multiple-axis thinking)
- NOTE! Such power structures can be weaved together at different levels, the individual, the symbolic and the structural - and thus give shape to culturally specific forms of difference, hierarchy and inequality. CONTEXT is key.
- (Picture: unsplash)



Understanding gender

- In my research, gender is understood not only as relating to the patterns of women and men's practices, relations or identities, but at a more abstract analytical level also as one of the central organizing principle of society – thus as a principle of difference.
- The historically produced symbolic construction of *a gendered system of values* provides a modern capitalist society with a readily understood organizational principle of *difference* that in various ways in various societies intersects with other principles of difference such as caste, ethnicity and class.
- → shape positionality of agents, and inequalities.

Gender and ethnicity as interlocking axes shaping labour trajectories.

- The focus on process and structure contributes to insights in diffused systems of interlocking oppressions that may marginalize groups of workers at a workplace
- intersectional process models focus on the context rather than on individual identities (Mooney 2016:712).
- The ambition is to understand how organizational processes, in the specific context of Norwegian municipal health care services, can reveal structures and practice that shape inclusion and exclusion/oppression and privilege at the workplace. (The MultiCare project, RCN 2016-2020).

Gender and ethnicity as interlocking axes shaping labour trajectories in care work.

- Focus: exploring immigrants' situated labor experiences within changing institutional conditions in long-term care (ltc)
- Increased recruitment of staff with an immigrant background to nursing homes - a means to meet the demographic challenge
- organizational conditions together with incomplete training combined with attitudes of 'willful ignorance' maintain privilege and oppression in Norwegian nursing homes as workplaces.
- The increased immigrant participation and their labor trajectories indicate the emergence of a new immigrant niche in the lower tiers of the municipal healthcare sector.

Publications

- Fagertun & Tingvold 2018. Omsorgsarbeid, kjønn og etnisitet. Flerkulturelle arbeidsfellesskap i norskesykehjem i møte med institusjonelle endringer. Kap 11 i Jonas Debesay og Christine Tschudi-Madsen (red.), *Migrasjon, helse og profesjon*. Gyldendal.
- Tingvold & Fagertun 2020. Between Privileged and Oppressed? Immigrant Labor Trajectories in Norwegian Long-Term Care, *Sustainability*.
- Fagertun 2021. Absorbing care through precarious labor: The shifting boundaries of politics in Norwegian healthcare. In *Intimacy and mobility in an era of hardening borders*, H Haukanes & F Pine (eds.). Manchester University Press.
- Tingvold & Fagertun 2022. Bilder av omsorgsarbeid: Taus praksis i flerkulturelle stabsfellesskap i norske sykehjem. *Tidsskrift for Omsorgsforskning*.
- Sundsbø & Fagertun 2022. Innvandrerkvinner arbeid og velferdsstatens motstridende dobbelthet. *Tidsskrift for omsorgsforskning*, vol. 8, utg. 2.

References

- Cho, Sumi et.al. 2013. Toward a field of Intersectionality Studies: Theory, Application, and praxis. *Signs*, vol. 38, no. 4. pp. 785 – 810.
- Eriksen, Annelin, Cecilie Ødegaard og Anette Fagertun 2007. Introduksjon. Om kjønn og antropologi. *Norsk Antropologisk Tidsskrift*. Vol. 18, no. 2, pp. 75-89.
- Fraser, Nancy 2013. *Fortunes of Feminism. From state-managed Capitalism to Neoliberal crisis*. London: Verso.
- McBride, Anne et al., 2015. Intersectionality: are we taking enough notice in the field of work and employment relations? *Work, employment and society*, vol. 29(2), pp. 331 – 341.
- McCall, Leslie 2013. The complexity of Intersectionality. *Signs*, vol. 30, no. 3, pp 1771 -1800.
- Mooney, Shelag 2016. ‘Nimble’ intersectionality in employment research: a way to resolve methodological dilemmas. *Work, employment and society*, vol. 30(4), pp. 708 – 718.



Thank you!

Gender mainstreaming

- Research policy in Norway and Europe – moved from an explicit focus on gender as an object of research - accompanied by specific programs in the RCN
- ...to 'gender mainstreaming' - the idea is to include gender as a dimension in all research, yet this also in practice implies a move away from a sole focus on gender as this now may be regarded as too 'narrow'.
- Gender mainstreaming implies a perspective ultimately aiming at gender equality through assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels.

Power, social inequality and identity

- 1990s, two trends:
- 1) strong interest in 'naturalized' power relations which produced social inequality and devalued the value of 'the feminine'- this trend moved towards a focus on conditions, structures and frames for 'equality'.
- 2) strong interest in identity, subject formation and representation in relation to gender and modernity/globalization - this trend subsequently moved towards a focus on sexualities, embodiment and materiality.