PRACTICAL SOCIAL WORK

Series Editor: Jo Campling

BASW

PUBLISHED

Social Work and Mental Handicap
David Anderson

Social Workers at Risk
Robert Brown, Stanley Bute and
Peter Ford

Social Work and Mental Illness
Alan Butler and Colin Pritchard

Residential Work
Roger Clough

Social Work and Child Abuse
David M. Cooper and David Ball

Social Work Practice: An Introduction
Veronica Coulshed

Sociology in Social Work Practice
Peter R. Day

*Anti-Racist Social Work: A Challenge
for White Practitioners and Educators*
Lena Dominelli

Welfare Rights Work in Social Services
Geoff Fimister

Student Supervision
Kathy Ford and Alan Jones

Child Sexual Abuse
Danya Glaser and Stephen Frosh

Computers in Social Work
Bryan Glastonbury

Working with Families
Gill Gorell Barnes

*Women and Social Work: Towards a
Woman-centred Practice*
Jalna Hanmer and Daphne Statham

Youth Work
Tony Jeffs and Mark Smith (eds)

*Problems of Childhood and
Adolescence*
Michael Kerfoot and Alan Butler

Social Work with Old People
Mary Marshall

Applied Psychology for Social Workers
Paula Nicolson and Rowan Bayne

Crisis Intervention in Social Services
Kieran O'Hagan

Social Work with Disabled People
Michael Oliver

Separation, Divorce and Families
Lisa Parkinson

Social Care in the Community
Malcolm Payne

Working in Teams
Malcolm Payne

Effective Groupwork
Michael Preston-Shoot

Adoption and Fostering: Why and How
Carole R. Smith

*Social Work with the Dying and
Bereaved*
Carole R. Smith

Child Care and the Courts
Carole R. Smith, Mary T. Lane and
Terry Walsh

Community Work
Alan Twelvetees

Working with Offenders
Hilary Walker and Bill Beaumont
(eds.)

FORTHCOMING

Social Work and Local Politics
Paul Daniel and John Wheeler

Family Work with Elderly People
Alison Froggatt

Working with Young Offenders
John Pitts

Social Work and Housing
Gill Stewart with John Stewart

PRACTICAL SOCIAL WORK

Series Editor: Jo Campling

BASW

Editorial Advisory Board:

**Terry Bamford, Malcolm Payne, Patrick Phelan,
Peter Riches, Daphne Statham, Jane Tunstill,
Sue Walrond-Skinner and Margaret Yelloly**

Social work is at an important stage in its development. All professions must be responsive to changing social and economic conditions if they are to meet the needs of those they serve. This series focuses on sound practice and the specific contribution which social workers can make to the well-being of our society.

The British Association of Social Workers has always been conscious of its role in setting guidelines for practice and in seeking to raise professional standards. The conception of the Practical Social Work series arose from a survey of BASW members to discover where they, the practitioners in social work, felt there was the most need for new literature. The response was overwhelming and enthusiastic, and the result is a carefully planned, coherent series of books. The emphasis is firmly on practice, set in a theoretical framework. The books will inform, stimulate and promote discussion, thus adding to the further development of skills and high professional standards. All the authors are practitioners and teachers of social work representing a wide variety of experience.

JO CAMPLING

Women and Social Work

Towards a Woman-centred Practice

Jalna Hanmer and Daphne Statham

M
MACMILLAN
EDUCATION

© British Association of Social Workers 1988

All rights reserved. No reproduction, copy or transmission of this publication may be made without written permission.

No paragraph of this publication may be reproduced, copied or transmitted save with written permission in accordance with the provisions of the Copyright Act 1956 (as amended), or under the terms of any licence permitting limited copying issued by the Copyright Licensing Agency, 33–4 Alfred Place, London WC1E 7DP.

Any person who does any unauthorised act in relation to this publication may be liable to criminal prosecution and civil claims for damages.

First published 1988

Published by
MACMILLAN EDUCATION LTD
Houndmills, Basingstoke, Hampshire RG21 2XS
and London
Companies and representatives
throughout the world

British Library Cataloguing in Publication Data
Hanmer, Jalna
Women and social work: towards a woman-centred practice.

1. Women social workers

I. Title II. Statham, Daphne III. British
Association of Social Workers
361.3 HV541

ISBN 978-0-333-38935-5 ISBN 978-1-349-19501-5 (eBook)
DOI 10.1007/978-1-349-19501-5

Series Standing Order

If you would like to receive future titles in this series as they are published, you can make use of our standing order facility. To place a standing order please contact your bookseller or, in case of difficulty, write to us at the address below with your name and address and the name of the series. Please state with which title you wish to begin your standing order. (If you live outside the United Kingdom we may not have the rights for your area, in which case we will forward your order to the publisher concerned.)

Customer Services Department, Macmillan Distribution Ltd
Houndmills, Basingstoke, Hampshire, RG21 2XS, England.

Contents

<i>Acknowledgements</i>	viii
Introduction: Why Write a Book on Women and Social Work?	1
1 Commonalities and Diversities between Women Clients and Women Social Workers	7
Generic issues	8
Commonalities	9
Diversities	11
Recognising diversity through commonality	18
Questions	21
2 Women, Dependency and Poverty (with Claire Callender)	22
Women's life patterns	24
What is poverty?	27
Sources of poverty	28
The dimensions of poverty	30
Questions	38
3 Women and the Labour Market: A Contradiction for Social Work (with Claire Callender)	40
Women and employment	42

Casualisation and unemployment	47
Questions	51
4 Women as Carers	52
Living with children	52
Involuntary childlessness	59
Caring for dependent adults	61
Care and social policy	64
Questions	65
5 Living with Men	66
Concerns of social workers	66
Resources for structuring marriage relations	68
Problems in social work practice	79
Questions	81
6 Women, Personal Identity and Self-Esteem	83
Women's identity and caring	84
Feminine characteristics	91
Questions	97
7 Developing Strategies in the Workplace: Men, Women and Management	99
Problems identified by women workers with male colleagues	100
Questions	108
8 Developing Strategies in the Workplace: Self-awareness, Assessment and Planning	
Questions	123
9 Developing Woman-centred Practice: Building Confidence and Overcoming Isolation	124
Preparing ourselves	125
Devising principles underpinning woman-centred practice	126

Contents

vii

Making our methods more gender-relevant	129
Linking women clients with agencies focusing on women and their needs	133
Increasing resources for women	134
Ensuring that women are involved in the decision-making and policy-making processes the agency	136
Drawing up a code for feminist practice	137
Questions	137
Conclusion: A Code of Practice for Non-sexist Woman-centred Social Work	139
Awareness	140
Practice	141
<i>Appendix: Resources for Women</i>	144
<i>References</i>	146
<i>Index</i>	162

Acknowledgements

Like all books this one is ascribed to particular authors. But while neither of us could have written it alone, neither could it have been written without the contribution of more than 100 women who attended the five Social Service Needs of Women courses between 1983 and 1985. Their names are listed on pp. ix–x. This is not a cosmetic attribution, but is an acknowledgement of how new practice theory is constructed. New developments in practice advance social work theory and come into being before they are conceptualised. Social Service Needs of Women courses provided an opportunity both for the course participants and for us to think through current practice and struggles in attempts to establish women centred social work.

After the draft of this book was written other women commented upon it and contributed to its further development. Claire Callender made a major contribution to Chapters 2 and 3. Reena Bhavnani, JoAn Saltzen, Sheila Saunders and Mary Harrison read drafts and made comments we have done our best to incorporate. Susan Noble typed various drafts of chapters with unfailing good humour and Mary Harrison helped in the completion of the bibliography. And finally, we wish to thank Jo Campling for her enthusiasm and support who, with Steve Kennedy, gently prodded us from time to time to complete a very overdue manuscript.

• Daphne Statham is writing in her personal capacity.

JALNA HANMER
DAPHNE STATHAM

Acknowledgements

Nickie Armstrong
Lesley Baker
Sheila Baguley
Lynne Bailey
June Battye
Barbara Belcher
Eliza Benfield
Julie Brand
Isobel Bremner
Penny Brennan
Teresa Brill
Susan Brookman
Helen Brown
Susan Buchanan
Sandra Butler
Mary Cahill
Hilary Caldecott
Jill Carpenter
Elizabeth Chaloner
Lis Chance
Jan Clare
Penny Collier
Stella Collins
Mary Cousins
Cynthia Cole
Susan Crossley
Dorothy Degenhardt
Lise Dulniak
Eunice Dunkley
Sarah Durham
Pem Ellis
Mary Evans
Edna Feenan
Annette Fleming
Annie Fletcher
Angela Forrest
Sue Francomb

Bridget Gates
Moirá Gavin
Carol Gibbons
Rosalind Gill
Penny Grant
Annette Gurney
Susan Hanks
Marjorie Hummond
Linda Hartley
Nicky Heseltine
Marilyn Hodge
Bronwen Holden
Wendy Holmes
Joy Howard
Evelyn Hunter
Marie Johnson
Susan Kay
Anne Kendall
Lesley Kettles
Sue Kirk
Sheilia Killick
Pat King
Mary Langan
Sandra Lester
Sally Lloyd
Trish Lloyd
Yvonne Lloyd
Lesley Long
Francis Lowe
Janet Lyon
Annette Martin
Chris Mason
Pauline McCourt
Hedi McGee
Elaine McKenzie
Virginia McLernon
Roisin McManus

x *Acknowledgements*

Jill McMurray
Diana McNeish
Maureen McPhail
Hilary Matthews
Wanda Mendoza
Fiona Merritt
Victoria Mole
Katherine Murphy Jones
Jan Nairn
Peggy Parry
Kathryn Peart
Anne Peasland
Pat Price
Rosie Rae
Sue Raikes
Noreen Randle
Stella Redgrave
Helen Reeves
Susan Ridding

Megan Rhys
Vivien Shah
Jayne Shakespeare
Sue Stanworth
Irene Starr
Moirra Strutt
Janine Stewart
Joyce Thom
Jennifer Twelvetrees
Susan Walker
Amorer Wason
Hazel Waldron
Pat Walton
Diane Watson
Aileen West
Laura Williams
Cathy Wood
Nicola Woodward