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## Social work with women in the community

### Abstract

The article summarizes the regional aspects of the innovative experience of developing a system of measures to ensure equal rights for women and men, identifying effective tools for implementing this system. It is established that such innovative approaches are introduced in the city of Uman, the coordination center of which is the Department of Labor and Social Protection of the Uman City Council.

Among the main achievements on the way to gender equality and respect for women's rights are the following: approved social program to combat human trafficking for the period 2015–2020; City Social Program for Gender Equality for the period 2015–2020; there is a mobile brigade of social and psychological assistance to persons who have suffered from domestic violence and / or gender-based violence; the decision of the Uman City Council "On accession to the European Charter for Equality of Women and Men in the Life of Local Communities" was adopted; The Procedure for Interaction of Entities Carrying Out Measures in the Sphere of Prevention and Counteraction to Domestic Violence and Gender-Based Violence, etc. has been developed and approved.

In accordance with these programs, measures are taken to prevent the occurrence of domestic violence, gender-based violence and human trafficking.

**Keywords:** community, gender equality, rights of women and men, state power, public organizations.

Equality between women and men is one of the fundamental rights of all citizens and a fundamental value of any democratic state. Ensuring gender equality is a mandatory component of all international human-centered instruments: the Universal Declaration of Human Rights, the International Covenant on Economic, Social and Cultural Rights, the Convention for the Protection of Human Rights and Fundamental Freedoms, the Convention on the Elimination of All Forms of Discrimination against Women, Beijing Declaration and Platform for Action, other international treaties in the field of protection of human rights and human rights of women, the binding nature of which was approved by the Verkhovna Rada of Ukraine.

Ukraine is confidently moving towards ensuring a decent standard of living for all categories of the population. The concept of human rights is enshrined in Article 24 of the Constitution of Ukraine on the equality of constitutional rights and freedoms of citizens and their equality before the law.

Article 12 of the Law of Ukraine "On Ensuring the Rights and Opportunities of Women and Men" defines the mechanism for ensuring equal rights and opportunities for women and men by local governments.

However, the right to achieve equality between women and men at the community level must not only be legally recognized but also effectively applied to all aspects of life: political, economic, social and cultural. And local policy will use a gender approach in its planning, implementation, monitoring and evaluation of programs and projects. This necessitates the study and generalization of the best Ukrainian experience in ensuring gender equality in the community, to trace the managerial features of this process, to find out public and youth initiatives in this area.

An important contribution to the development of a gender approach in pedagogical education, social work, sociology, political science, philosophy, etc. was made by Ukrainian women researchers: O. Voronina, T. Doronina, I. Kliotsyna, O. Raskazova, O. Kikineji, T. Isaieva, N. Baidiuk, O. Petrenko, T. Semygina, T. Martseniuk, A. Yaroshenko and others.

At the same time, it is time to study the regional aspects of developing a system of measures to ensure equal rights for women and men, identifying effective tools for implementing this system, which is the purpose of the article.

To date, women and men do not enjoy the same rights in practice. Social, political, economic and cultural inequality persists, for example, in conditions of wage inequality and lack of political representation. These inequalities are the result of social concepts based on numerous stereotypes in the family, school, culture, media, labor, society. Thus, there are many areas where it is possible to act, implement new approaches and make structural changes.

Let's find out the content of the concept of "community". Community is a collectivity of people. The term "community" (eng. community) comes from the unity of the two words "common" and "unity". Such collectivity can be very

general (apply to all spheres of life) or extremely specific. Living in a community means having common affairs or connections with other people. Human, as a social being, must live in communities. Human from birth and throughout life enters, leaves, is a member, functions, works, rests in different communities, and, as a rule, in many at the same time<sup>1</sup>.

The characterization of community development presented in the Budapest Declaration (2004) is quite accurate, where such a process is seen as a condition for strengthening civil society by setting priorities for community action and designing local social, economic and environmental policies. This happens, as defined in the declaration, provided that the civic position of people and their desire to participate in events and associations in the community, strengthen the capacity of institutions and community actors to work in constructive cooperation with local residents to design motivated changes in the community<sup>2</sup>.

Thus, we can talk about self-organization, mobilization of the population, and practical measures in the activities of local authorities and other agents of community development, focusing on daily, sustainable progress of relevant social technologies for the development of the territorial community.

According to the Law of Ukraine "On Voluntary Association of Territorial Communities" (2015), decentralization took place, which also affected the sphere of social services, which creates conditions for strengthening the responsibility of the non-governmental segment and local authorities for quality, financial principles, selection of the subject social services, because they are on the same level with the residents of the community, know their needs better, so they can better identify those categories of the community that have priority in a particular place for attention and assistance, timely identify and collect objective information on the level of difficult life situation socially vulnerable categories, the number of stakeholders in solving the problem, and there are reasons to more rationally distribute public finances depending on the priorities and needs of their local communities.

According to the State Statistics Service, the number of permanent residents in Uman, according to estimates, on January 1, 2019 was 82,232 people, of whom 44.2% – men and 55.8% – women<sup>3</sup>.

Uman is a city that introduces the latest technologies in various spheres of community life. Among the main achievements on the path to gender equality and women's rights are the following:

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<sup>1</sup> *Declaration of the Fourth Ministerial Conference on Environment and Health* (Budapest, Hungary. EUR/04/5046267/6). URL: <http://bit.ly/1k7kPX7>. Title from the screen.

<sup>2</sup> L.D. Klymanska, *Developmental potential of contemporary social work: methodology and technologies*: materials of the IV International Scientific and Practical Conf., 15–16 mart. 2018 r. Kyiv 2018, pp. 128.

<sup>3</sup> *Department of Labor and Social Welfare of the Uman City Council*: official site. URL: <https://umanupzsn.gov.ua>

- On March 13, 2015, the decision of Uman City Council approved the Social Program to Combat Trafficking in Human Beings for the period 2015–2020, which aims to prevent trafficking in human beings, increase the effectiveness of prosecution of persons who commit crimes related to them or contribute to their commission, as well as protection the rights of victims of trafficking and providing them with assistance.
- Also on March 13, 2015, the decision of the session of the Uman City Council approved the city's social program for gender equality for the period 2015–2020, to implement equal rights of women and men, eliminate all forms of discrimination on the grounds of sex and expand opportunities for women and men resource potential.
- From December 6, 2018, there is a mobile team of social and psychological assistance to victims of domestic violence and / or gender-based violence, which includes: psychologist and staff of the Department of Labor and Social Protection of Uman City Council, Center for Integrated Social services of Uman. The mobile team provides social services by conducting a professional consultation by telephone, with a specially organized transport to the place of residence (stay) of the victims or other place specified by them, in the Department of Labor and Social Protection of Uman City Council.
- During 2019, 6 victims (women) applied to the mobile team with allegations of domestic violence. Specialists of the mobile brigade made 6 trips to the place of residence of the victims to provide emergency psychological assistance. More than 40 counseling services have been provided on domestic violence, advocacy, conflict prevention and security planning for victims of domestic violence (including by telephone).
- On December 20, 2019, the city of Uman officially agreed to abide by the principles of the European Charter, which was decided by the Uman City Council “On accession to the European Charter for Equality of Women and Men in the Life of Local Communities”. Mayor Tsebrii O.V. signed an application to join the European Charter. A contact person has been appointed to inform the Association of Ukrainian Cities about the measures taken in the city to ensure equality between women and men.

In early February 2020, the city of Uman was placed in the Atlas of the Observatory in order to increase the visibility of local government at the European level. The contact person received a password that allows them to promote their experience and developments in achieving equality between women and men and facilitates the exchange of information between signatories and encourages the development of decentralized cooperation.

Before drawing up an action plan, you need to diagnose and review a wide range of information to better understand the situation of gender equality in a city with gaps and areas to focus on.

Diagnostics have been launched to gather an analysis of the current situation on this issue<sup>4</sup>.

- On February 27, 2020, in order to coordinate actions between the actors implementing measures in the field of prevention and counteraction to domestic violence and gender-based violence in the city of Uman, The Procedure for Interaction of Entities Carrying Out Measures in the Sphere of Prevention and Counteraction to Domestic Violence and Gender-Based Violence was developed and approved by the decision of the Uman City Council. Sessions, meetings, “round tables” with the participation of responsible structures of Uman City Council and public organizations are systematically conducted in the Department of Labor and Social Protection of the Uman City Council in order to prevent domestic violence and gender-based violence, gender equality and combating human trafficking. These activities cover all spheres of human life and the community as a whole and have a wide variety of topics: “16 days against violence”, “Organizations for social and psychological assistance to victims of domestic violence”, “Prevention and counteraction to domestic violence”, “European Day of Struggle with human trafficking”, “Coordination of actions to prevent domestic violence and child abuse”, “Combating human trafficking”.

In accordance with the approved Programs for Ensuring the Rights of Women and Men, tasks and measures have been developed to prevent the occurrence of domestic violence, gender-based violence and human trafficking. Events are systematically held in the city with the involvement of responsible departments and structures of the Uman City Council and public organizations of the city of Uman, namely<sup>5</sup>:

- information and educational activities on legal education of student youth and prevention of domestic violence;
- public awareness campaign aimed at preventing trafficking situations;
- exhibitions-reviews of educational and reference literature on the prevention and combating of violence, gender discrimination;
- competitions of thematic drawings for children and youth at the local level;
- production and distribution of school social advertising for the prevention of domestic violence;
- distribution of leaflets and booklets on relevant topics among the city’s population;
- information about the events is covered on the websites of the Executive Committee, departments and structures of the Uman City Council, the Department of Labor and Social Protection.

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<sup>4</sup> *Department of Labor and Social Welfare of the Uman City Council*: official site. URL: <https://umanupszn.gov.ua>

<sup>5</sup> *Department of Labor and Social Welfare of the Uman City Council*: official site. URL: <https://umanupszn.gov.ua>

In order to bring the component of public administration closer to the people, local executive bodies must create a better platform for combating the existence and reproduction of inequality and for empowering an equal society.

The urgency of the problem is exacerbated by the armed conflicts in eastern Ukraine.

As of April 2020, there are 1,280 internally displaced persons (765 families) registered in the city of Uman, including 333 children under 18, 298 elderly people and people with disabilities. 588 people left<sup>6</sup>. 753 participants of anti-terrorist operation live in the city, from them 50 persons – women.

Social services for internally displaced persons, combatants and their families are provided based on age, gender, health and place of residence. Comprehensive support for the families of anti-terrorist operation participants is provided by the city public organization “Hero's Family”. Women-participants of hostilities created the public organization “Women of Participants of anti-terrorist operation” Beauty and Power”.

In order to ensure the realization of gender equality of women and men among the population of the city and the provision of social services with an individual approach, the labor management works closely with social organizations. There are 40 public organizations in the city of Uman, 25 of which are headed by women. At the initiative of women activists of the city, the Center for Work with Women “Sofia” was established. The activities of the Center are aimed at providing favorable conditions for the disclosure of intellectual and creative abilities of women, the formation of their democratic worldview, ensuring equal rights and opportunities for women and men<sup>7</sup>.

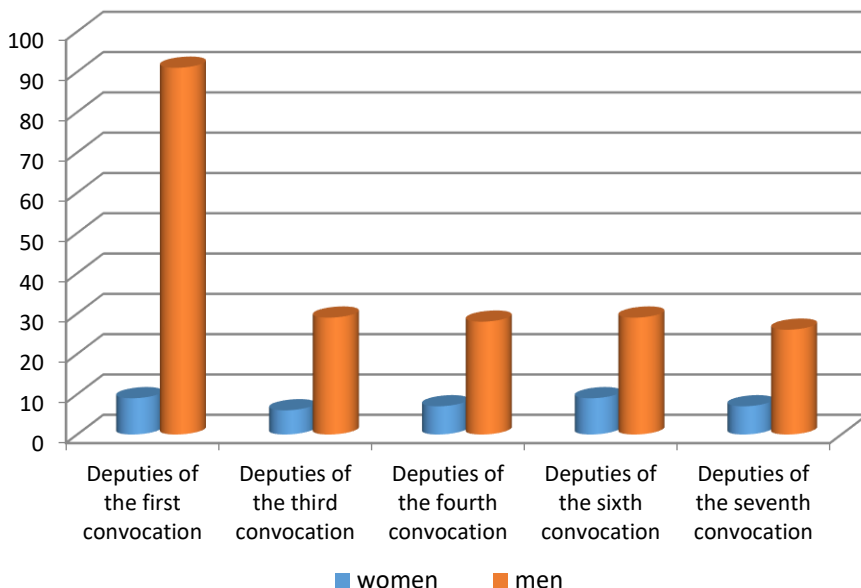
In order to increase the competitiveness of women in the modern labor market, assistance in resolving the issue of employment, the specialists of the employment center constantly provide individual consultations and group events among women and girls on the benefits of legal employment. During January-March 2020, 1,799 unemployed citizens used the services of the Uman City Employment Center against 1,733 in the corresponding period last year, which is 104%. Among the total number of unemployed – 66% were women. Unfortunately, Uman, like Ukraine, is characterized by low involvement of women in the political sphere. In particular, the number of women deputies of the city council is low<sup>8</sup>.

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<sup>6</sup> H.M. Kucher, *Social work with vulnerable population groups in the territorial community*. Thesis for a science. degree of candidate of pedagogical sciences. Specialty: 13.00.05 – social pedagogy, 2019.

<sup>7</sup> O.O. Kravchenko, *On the issue of social and psychological support for students from rural areas in higher education*, “Innovative pedagogy” 2019, No. 10, pp. 148–154

<sup>8</sup> *Department of Labor and Social Welfare of the Uman City Council*: official site. URL: <https://umanupszn.gov.ua>



**Chart 1.** Gender analysis of torture of women and men in the political sphere of Uman

Source: Author research.

Adherence to the principles of gender equality, when planning the implementation, monitoring and evaluation of programs and projects will make it possible to achieve equality between women and men in socio-economic terms, access to services and meeting the needs of women and men. Therefore, it is necessary to overcome stereotypes about the role of women and implement effective and innovative mechanisms to involve them in local economic development. Social workers and social work specialists of the Department of Labor and Social Protection of Uman City Council are constantly students of the training program “Application of gender approaches (equal rights and opportunities for women and men) to unite the efforts of public authorities, business and the public”.

The Department of Labor and Social Protection of the Uman City Council, as well as public organizations of the city participated in the Regional Forum of Women's Leadership, which was held with the organizational assistance of the public organization Egalite International in the framework of the international project “Setting up a Network of Female Political Leadership in Kyiv and Cherkassy oblasts of Ukraine to Strengthen the Participations of Women in Local Elections in Amalgamated Territorial Communities” and with the support of the Canadian Foundation for Local Initiatives (January 30, 2020 in Uman).

The purpose of the forum is to strengthen the role of women at the community level of Cherkasy region, expand their professional worldview, form leadership qualities, create an association of active women leaders who have an active public position and seek to improve living in their communities, make a significant contribution to youth initiatives, socio-cultural status, charity and social well-being. The project uses the Woman to Woman approach and gives active women access to resources that can be used to build institutions that support the development of women, youth, cultural events and charitable activities, as well as fundraising for the chronically ill and disadvantaged, opening of animal shelters and other charities<sup>9</sup>.

It is worth noting that during the forum the innovative experience of the city of Uman on social work with women and men for the united territorial communities of Cherkasy region was presented.

## Conclusions

Thus, based on the general understanding of the need to ensure the constitutional rights, freedoms and legitimate interests of women, ensuring their equal opportunities with men to exercise their rights and freedoms as human beings, taking into account the rights, freedoms and legitimate interests of women from multiple discrimination, the community develops a mechanism and tools to comply with the above. The study and generalization of best regional practices will contribute to the accumulation of positive experience in this area.

Promising areas of research are theoretical and methodological approaches to the development of information and educational programs and companies at the community level in unity: public authorities, educational institutions, law enforcement agencies, health care institutions, social services and public organizations as a tool for prevention and prevention of negative phenomena discrimination of human rights, including on the grounds of article.

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<sup>9</sup> O. Kravchenko, A. Voitovska, N. Koliada, *Social and Economic Principles of Single Mothers' Support in Ukraine*. "Advances in Intelligent Systems and Computing" 961, 2019, pp. 293–303 (Scopus). ([https://link.springer.com/chapter/10.1007/978-3-030-20154-8\\_27](https://link.springer.com/chapter/10.1007/978-3-030-20154-8_27)).



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## Praca społeczna z kobietami we wspólnocie

### Streszczenie

Artykuł podsumowuje regionalne doświadczenia w tworzeniu systemu działań na rzecz równouprawnienia kobiet i mężczyzn, wskazując skuteczne narzędzia wdrażania tego systemu. Ustalono, że innowacyjne rozwiązania są wprowadzane w mieście Humań, a centrum koordynacyjnym jest Wydział Pracy i Ochrony Socjalnej Rady Miasta Humań.

Do głównych osiągnięć na drodze do równości płci i poszanowania praw kobiet należą: zatwierdzony społeczny program zwalczania handlu ludźmi na lata 2015–2020; Miejski Program Społeczny na rzecz Równości Płci na lata 2015–2020; powołanie mobilnej brygady pomocy społecznej i psychologicznej dla osób, które padły ofiarą przemocy domowej i/lub przemocy ze względu na płeć; przyjęta została decyzja Rady Miasta Humania „W sprawie przystąpienia do Europejskiej Karty Równości Kobiet i Mężczyzn w Życiu Społeczności Lokalnych”; opracowano i zatwierdzono Procedurę interakcji podmiotów realizujących działania w zakresie zapobiegania i przeciwdziałania przemocy w rodzinie, przemocy ze względu na płeć itp.

Zgodnie z tymi programami podejmowane są działania mające na celu zapobieganie występowaniu przemocy domowej, przemocy ze względu na płeć oraz handlu ludźmi.

**Słowa kluczowe:** społeczność, równość płci, prawa kobiet i mężczyzn, władza państwowa, organizacje publiczne.