

Hearing on the EU Strategy for Gender Equality (2020- 2024)

4 December | European Parliament, Brussels

Dr. Emilia Roig



INTERSECTIONALITY.

POLITICAL INTERSECTIONALITY

examines the processes through which intersectional subjects are invisibilized by single-axis social justice movements.

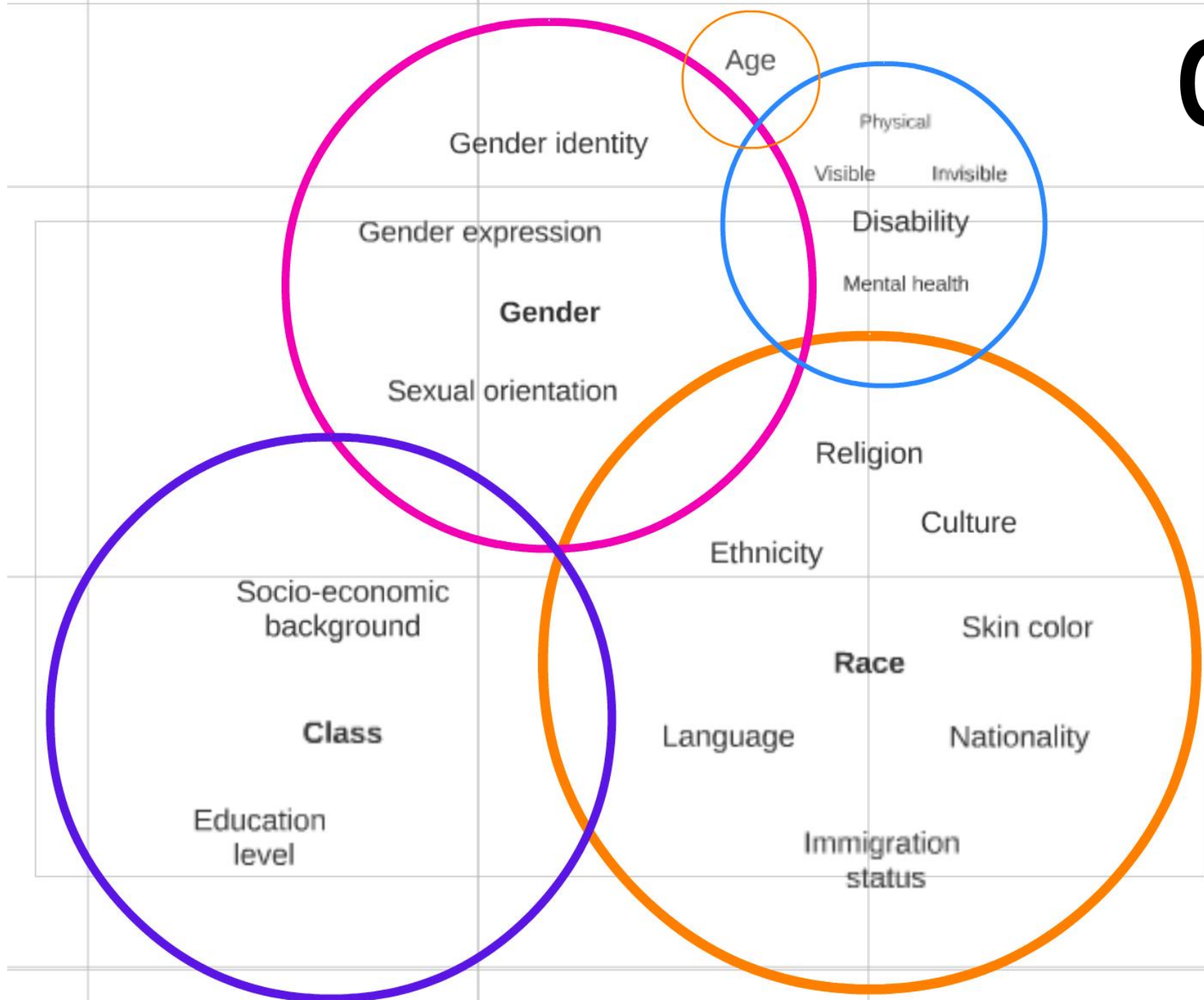
STRUCTURAL INTERSECTIONALITY

refers to the specific experience of people at the intersection of various systemic oppressions.

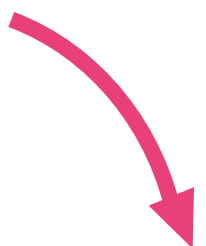
REPRESENTATIONAL INTERSECTIONALITY

delves into how media representations of intersectional subjects obscure their actual, real life experiences.

IDENTITY

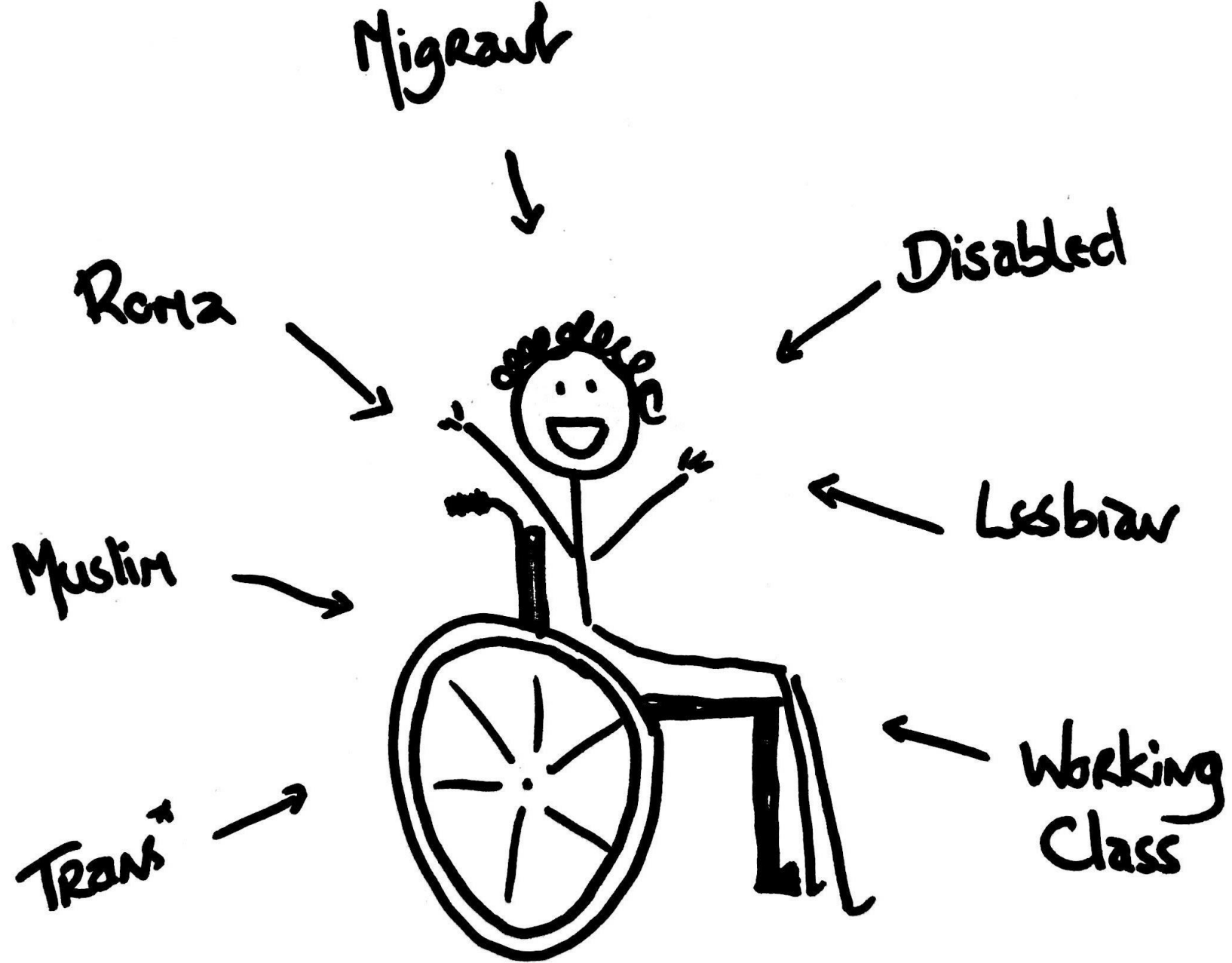


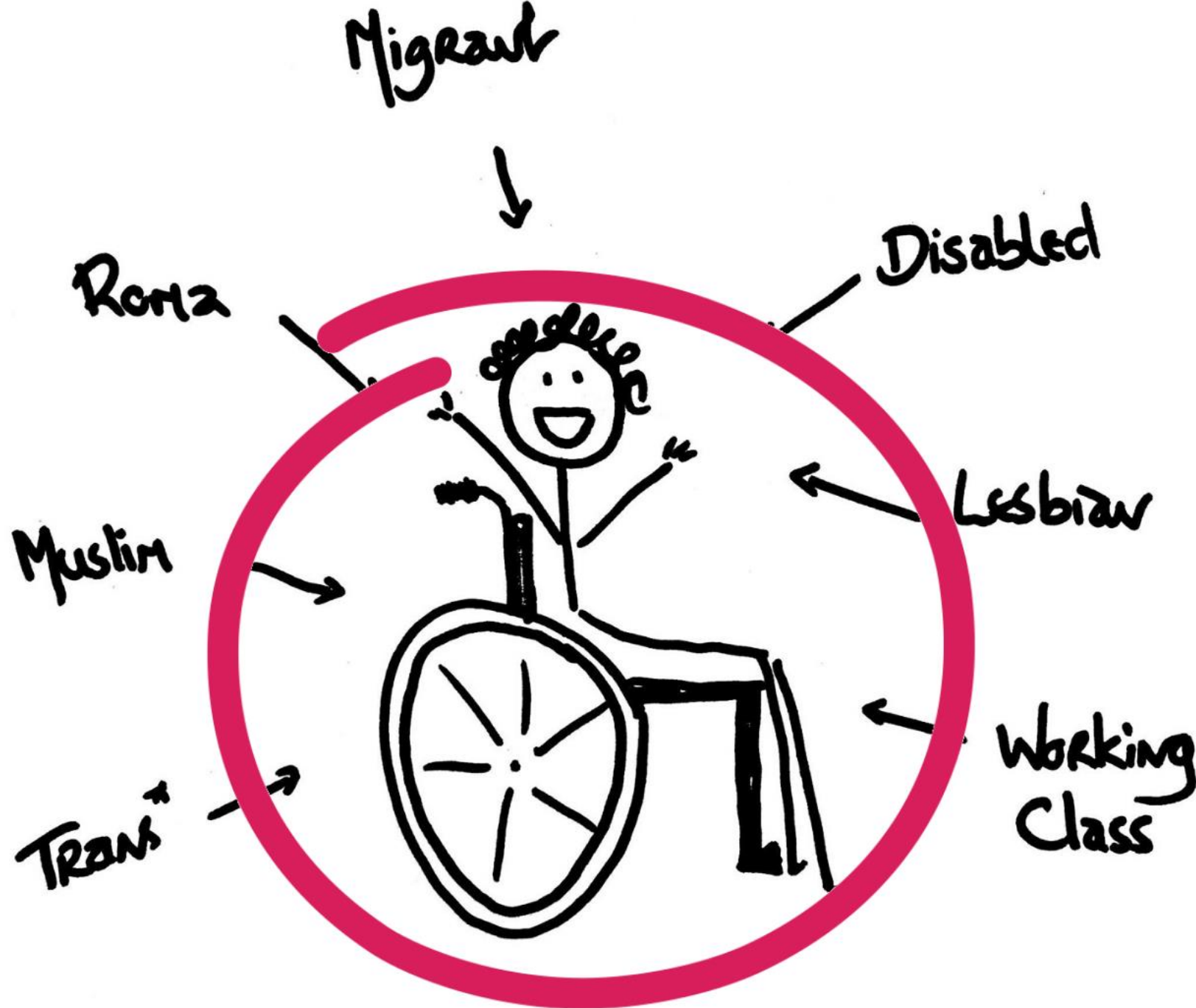
INTERSECTIONALITY TACKLES THE
SYSTEMS WHICH PRODUCE OUR
IDENTITIES AND THE UNDERLYING
HIERARCHIES WHICH MAINTAIN
INEQUALITIES.

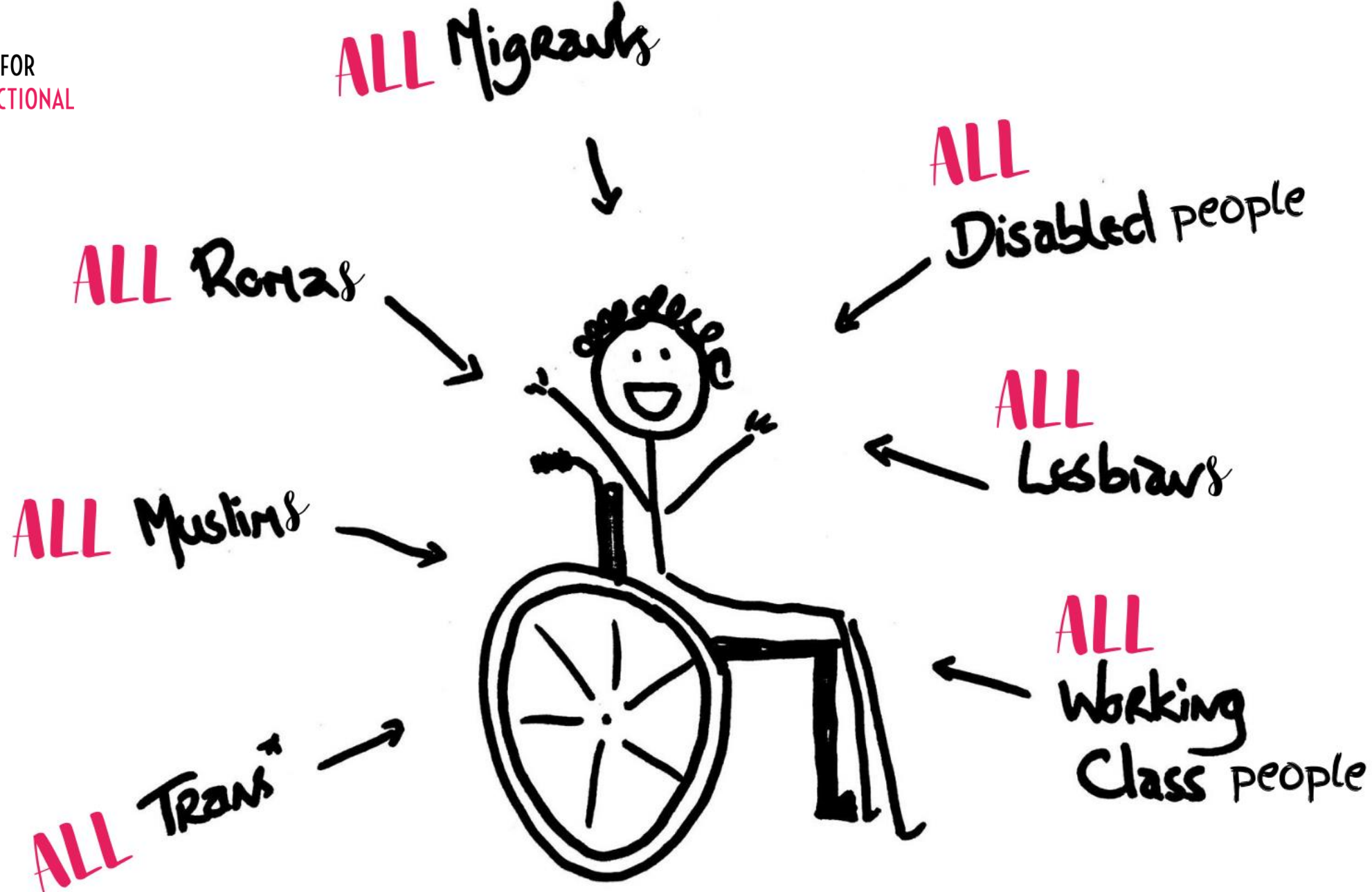


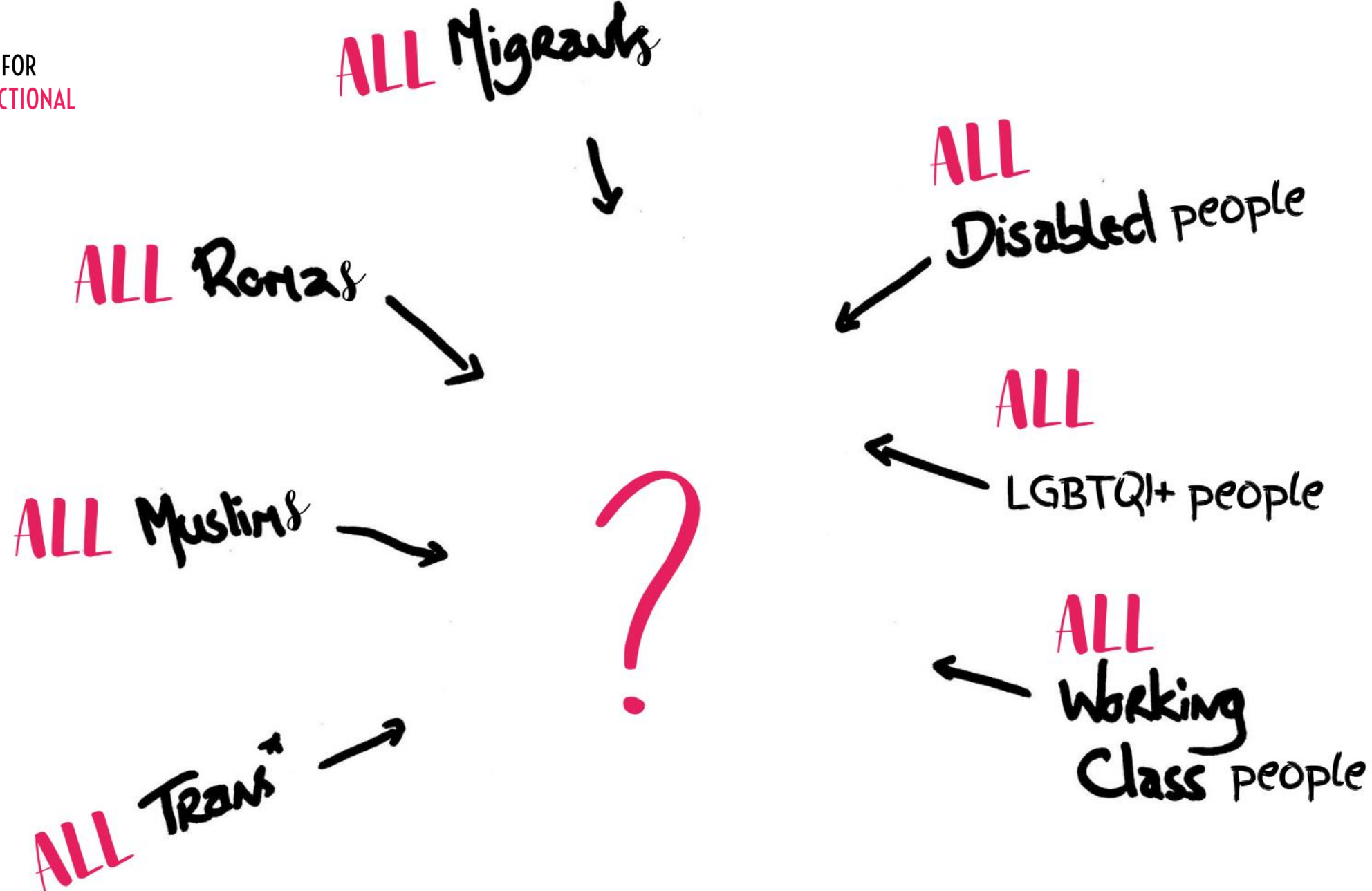
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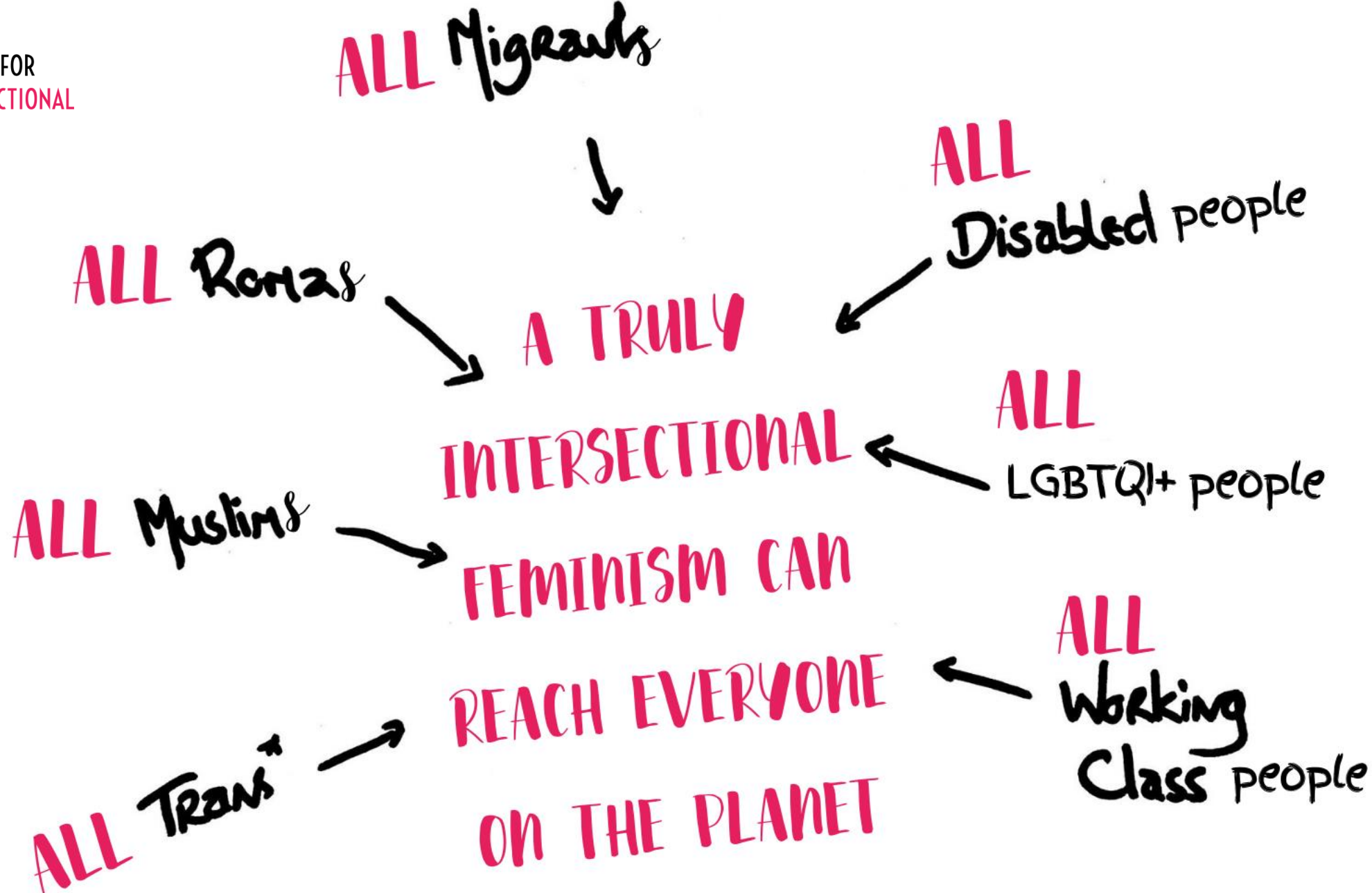
SYSTEMS

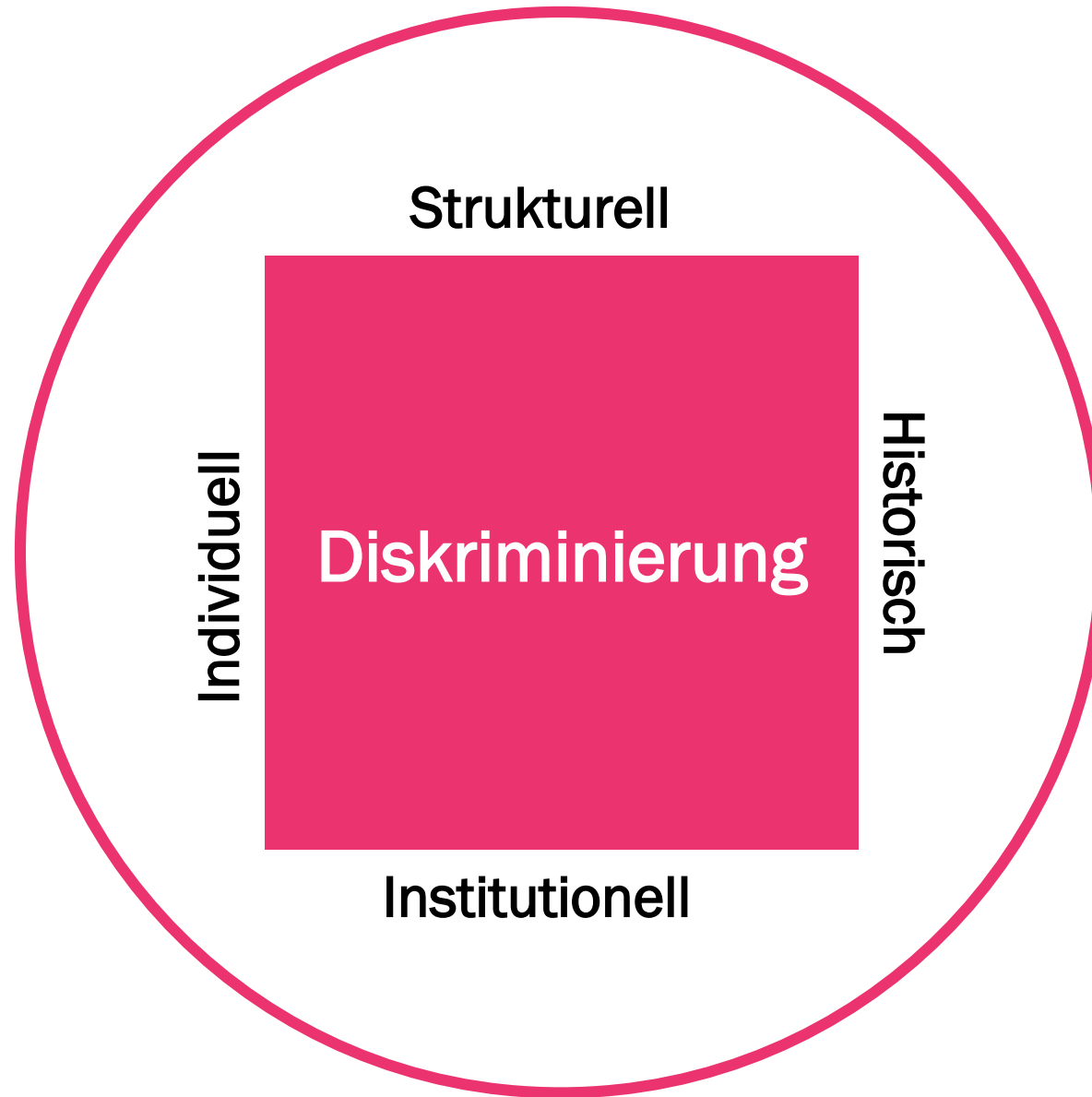


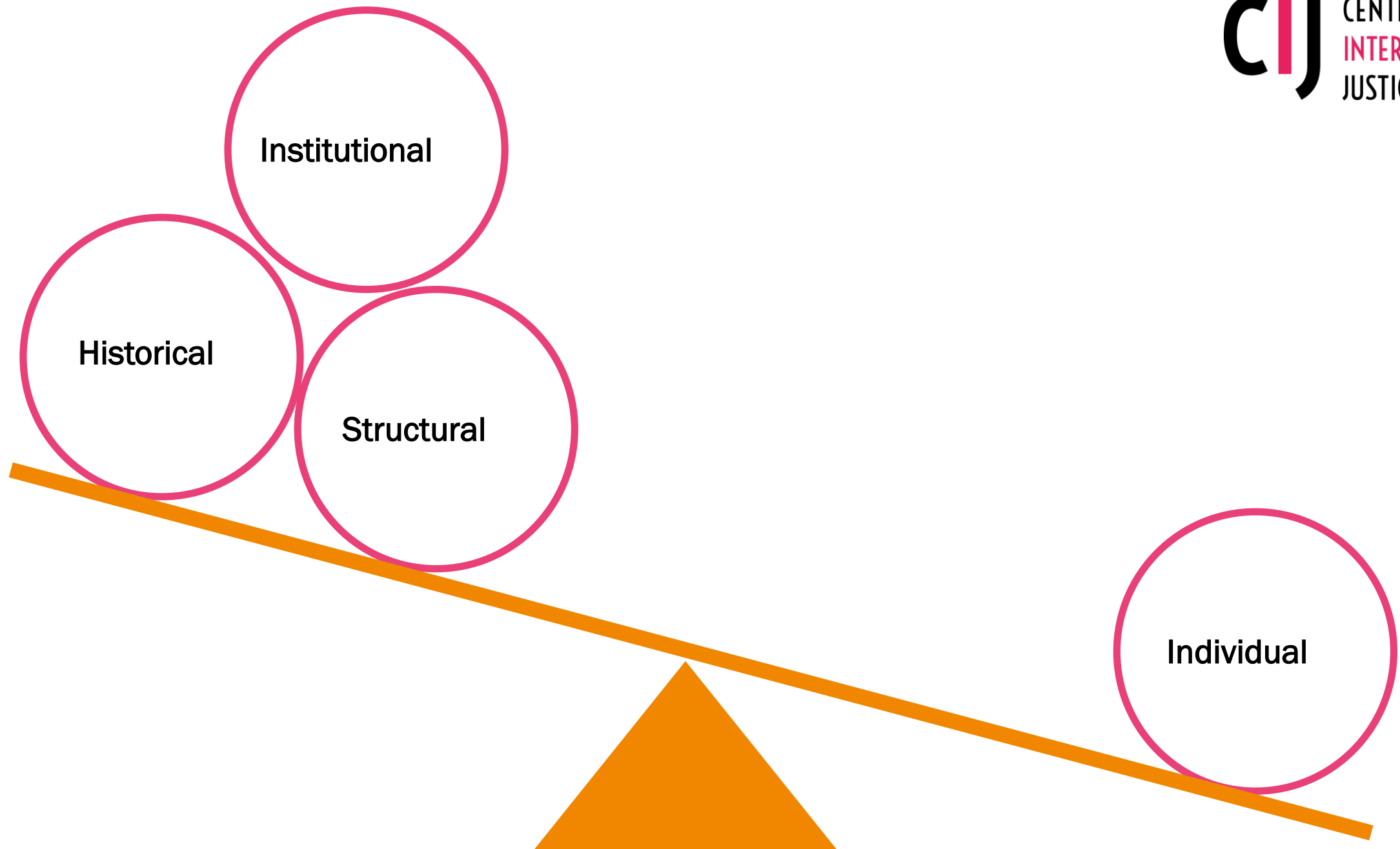












**HOW DOES INTERSECTIONAL
DISCRIMINATION MATERIALISES ON THE
STRUCTURAL AND INSTITUTIONAL
LEVELS?**

**THE CASE OF THE CARE SECTOR PROVIDES
THE BEST ILLUSTRATION.**





Labor market policy

- Activation of the unemployed/lowskilled
- Labor displacement of highly-skilled women

Family policy

- Transfer of reproductive work from women employed in the formal labor market to marginalized women employed in the semi-formal care sector



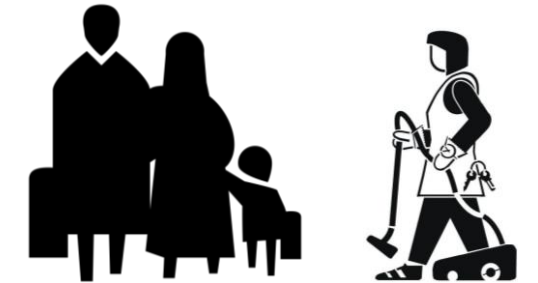
Gender Equality Policies

Lowering the gender pay gap:

- Shorter career interruptions for women
- Lower gender segregation
- Abolishing the heteronormative division of labor

Migration Policy

- Restrictive access to the labor market and precarious status for lowskilled migrants
- Increase of the informal, stratified, and gender-segregated labor market
- Heteronormative division of labor



**THE INCONSISTENCIES BETWEEN THE VARIOUS POLICY
FIELDS AND THE RIGID GENDER ROLES IMPLICITLY
ASSIGNED TO MIGRANT WOMEN ON THE LABOR
MARKET ARE THE MAIN DRIVERS OF
INTERSECTIONAL DISCRIMINATION**

INTERSECTIONALITY CAN
ONLY BE IMPLEMENTED
EFFECTIVELY WHEN ALL
DIMENSIONS OF
DISCRIMINATION ARE
ADDRESSED.

