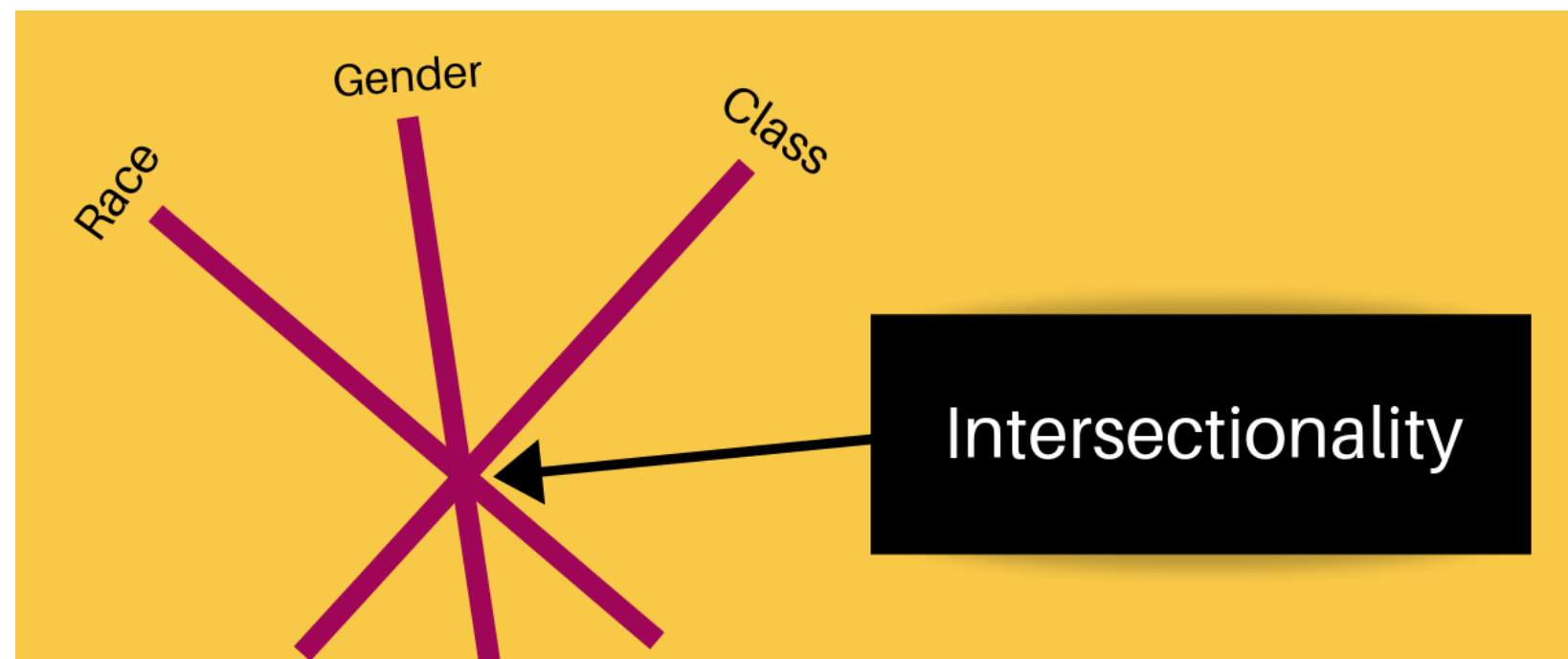


BELGIUM - VOICES OF WOMEN IN THE CARE SECTOR



Interfederal Centre
for Equal Opportunities

Unia has been working to highlight the experience of racialized women in the rest and care home sector, including through **support, awareness-raising and training to combat discriminatory, racist and sexist harassment**. The initiatives involve collaboration with employers to set up a talking space for these women and to strengthen their ability to react to situations of racist and sexist harassment with the objective to work structurally on this dimension through the involvement of employers. Communicating about the experiences of these women, raising awareness and organising training on the rights of these women is crucial to address their particular situation as they **accumulate several different types of oppression**. For Unia, intersectionality is not about dividing women from different cultural groups, but about uniting them, taking into account that each has its own unique past. In addition, we would like to draw attention to the fact that racialized women do not enjoy the same social and economic privileges as white women. During focus groups, Unia gathered testimonies from women, some are quoted here.



"It's thanks to me that you're working..."



"A resident touched my butt... He told me I had a nice butt"

"We are not seen as workers, but as servants"

"There are violent assaults... And nothing is put in place"



"Inclusive? Intersectional? Convergence of Struggles?"

Impact
The initiative supported the **consideration of intersectionality in the management of diversity in rest and care homes**. Team supervision sessions and individual sessions with a psychologist are available for women who express a need.

