

## Revising McPhail's Feminist Policy Analysis Framework: Updates for Use in Contemporary Social Policy Research

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**Abstract:** In 2003, McPhail published a *Feminist Policy Analysis Framework* concluding that the many available methods of policy analysis across disciplines, including social work, treated policies as gender-neutral compositions. McPhail (2003) asserted that these methods denied the many ways that institutions and policies of society are organized by the concepts of gender, therefore presenting incomplete products of analysis. This guiding purpose for the development of McPhail's (2003) *Feminist Policy Analysis Framework* endures a full fifteen years later. In the years since publication of McPhail's *Framework*, advancements have been made in both feminist theory and in policy analysis methods. This conceptual article outlines a much-needed revision moving the framework into a contemporary position with the inclusion of a focus on privilege, oppression, and intersectionality. The revised framework presented herein is a more conceptually comprehensive and practical model for use by all, but particularly social work students and scholars. The revised model represents an update rendering it more effective in today's polarized political climate as well as with the recently revised social work educational policy (Council on Social Work Education, 2015). A revised framework of *Feminist Intersectional Policy Analysis* is presented, including guiding questions and conceptual complexities to consider in the work of analysis.

**Keywords:** Feminist; policy; analysis; intersectionality; social work

Policy analysis is commonly conceptualized as "neutral" and yet, this approach is inadequate in developing a full understanding of the policy under study (Shaw, 2004). This central message was the guiding purpose for the development of the *Feminist Policy Analysis Framework* by McPhail (2003). The need to develop a method that acknowledges the way gender is used to organize societal structures, and is regulated through policies, is essential and relevant fifteen years after original publication (McPhail, 2003). In order to arrive at an accurate answer about the effectiveness of any given policy and its impact on society, scholars and practitioners must include explicit analysis of gender and gender identity, race, socio-economic status, sexuality, and more.

Applying theories and methods and moving beyond this neutral veil to directly address issues of gender and intersecting identities in relation to policy are necessary to allow for a deeper understanding of the systems and processes of oppression and domination (Dill & Zambrana, 2009; Hankivsky & Cormier, 2011). Of primary concern is the capacity to address the reality that the public discussion over time has been dominated by white cisgender males which has resulted in a society filled with notions, policies, regulations, and conventions that are constrained and preferential (Harding, 1998).

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# Social Policy A Feminist Analysis

**Naomi Black**



## **Social Policy A Feminist Analysis:**

**Social Policy** Gillian Pascall, 1997 No one can hope to understand the workings of the welfare state without first appreciating women's part in it. In the past decade the significance of the gendering of welfare states has become widely accepted extensively charted in research and more systematically theorized. Building on her earlier work in *Social Policy A New Feminist Analysis* Gillian Pascall confronts the challenges and outlines the developments that have taken place during the eleven years since its first publication. This new edition also reflects extensive social changes in women's participation at work educational achievement security in marriage and policy changes aimed at producing a mixed economy of welfare increasing family responsibility in health community care housing education and income security. It examines the changing pattern of welfare provision with increasing reliance on women's unpaid work the gendered nature of UK welfare structures the continuing dependence of women on men's incomes and on welfare benefits the public private divide women's non citizenship as carers for young and old and the changing political climate of the 1980s and 1990s. *Social Policy A New Feminist Analysis* covers traditional policy areas which makes it ideal reading for students of health housing social security and education as well as courses about women.

*Social Policy* Gillian Pascall, 1991 **Women and Social Welfare** Dorothy C. Miller, 1990 We are enthusiastic about Miller's project. She supplies interesting and comprehensive analyses of six central social welfare programs: Aid to Families with Dependent Children work training incentives child custody and support social welfare services for children Social Security and pensions. We are also sympathetic to Miller's method. She deploys feminist theory to investigate gender and the social welfare system. Moreover Miller's attempt to highlight the gender race and class dynamics of the policies she examines is commendable. Readers interested in feminism and social policy will certainly want Miller's book on their library shelves. *American Journal of Sociology* An invaluable summary of recent developments in what Miller calls the major elements of the vast network of public policies and programs designed to provide goods and services to women. *Choice* This volume applies a feminist theoretical perspective to an analysis of the treatment of women in the U.S. social welfare system. Using a theoretical framework that postulates a masculine world view of patriarchal necessity Miller attempts to clarify the current status of women in welfare work experience and training programs the custody and care of children and Social Security and pension programs. She identifies gender as a key variable in current debates about the future of social welfare and sheds new light on the ways in which social policies themselves often function to perpetuate women's subordination and economic insecurity. Students and scholars in the fields of social work social policy and women's studies will find Miller's work both enlightening and provocative. Following her introduction Miller briefly reviews feminist theories that seek to explain the differential treatment of gender in Western society. Major government programs for poor women and children such as Aid to Families with Dependent Children are then described and analyzed with respect to gender and the concept of patriarchal necessity. Subsequent chapters examine such issues as the Family

Support Act daycare and the plight of older women in a patriarchal society in light of feminist theory Miller demonstrates that even programs ostensibly created to help women or make them more independent usually have the opposite effect because they are developed and managed within a masculine dominant culture In her concluding chapter Miller makes some suggestions for reform and discusses how the concept of patriarchal necessity could be used to both analyze other programs and predict the acceptability of reform legislation affecting women

*Introducing Social Policy* Cliff Alcock, Guy Daly, Edwin Griggs, 2014-06-06 The completely revised second edition of this highly respected textbook provides a comprehensive yet digestible and accessible introduction to the theoretical foundations development and crucial areas of contemporary concern in social policy and welfare Fully up to date it provides a concise but thorough overview of the context for the provision of social welfare in contemporary Britain and beyond Providing an integrated framework to highlight the relationships between theory policy and practice *Introducing Social Policy* examines social policy from a multi disciplinary perspective It therefore encourages a broad understanding of the importance of the subject within social policy itself as well in social work healthcare education and beyond

**Contemporary Feminisms in Social Work Practice** Sarah Wendt, Nicole Moulding, 2016-01-29 *Contemporary Feminisms in Social Work Practice* explores feminism as core to social work knowledge practice and ethics It demonstrates how gender neutral perspectives and practices obscure gender discourses and power relations It also shows feminist social work practice can transform areas of social work not specifically concerned with gender through its emphasis on relationships and power Within and outside feminism there is a growing assumption that equality has been won and is readily available to all women However women continue to dominate the ranks of the poor in developed and developing countries around the world male perpetrated violence against women and children has not reduced women outnumber men by up to three to one in the diagnosis of common mental health problems and women continue to be severely underrepresented in every realm of power decision making and wealth This worrying context draws attention to the ways gender relations structure most of the problems faced by the women men and children in the day to day worlds in which social work operates Drawing together key contemporary thinking about feminism and its place in social work this international collection looks at both core curriculum areas taught in social work programs and a wide range of practice fields that involve key challenges and opportunities for future feminist social work This book is suitable for all social work students and academics It examines the nuanced nature of power relationships in the everyday and areas such as working with cross cultural communities mental health interpersonal violence and abuse homelessness child protection ageing disability and sexuality

**Making Social Policy in Australia** John Wiseman, 2020-09-28 Social policy affects everyone and is everyone's business Even if you do not receive welfare payments directly or indirectly you benefit from government services and funding Yet how are policies and programs actually developed Can social policy help us create a more just society This book offers an introduction to the theory and practice of social policy making in Australia Using

detailed case studies it covers the ideas and values which inform the social policy process how different groups can influence policy making how social policy making takes place in social and political organisations the political nature of policy making Making Social Policy in Australia is the most up to date introduction to Australian social policy currently available and is essential reading for students and practitioners in human and community service work and government Tony Dalton Mary Draper and John Wiseman lecture in Social Work and Social Sciences at Rmit Melbourne Wendy Weeks lectures in Social Work and Social Policy at the University of Melbourne and is author in collaboration of Women Working Together Lessons from feminist women s services Each of the authors has been involved in policy debate and development for many years

**Feminist Review** The Feminist Review Collective,2005-08-03 A unique combination of the activist and the academic Feminist Review has an acclaimed position within women s studies courses and the women s movement It publishes and reviews work by women featuring articles on feminist theory race class and sexuality women s history cultural studies black and third world feminism poetry photography letters and much more Comparative Social Policy Kennett, Patricia,2001-08-01 This text explores the new context of social policy and considers how cross national theory and research can respond to the challenges facing welfare It is suitable for undergraduate and masters level students of social policy

**Social Issues and Policies in Asia** Raymond K. H. Chan,Lih-Rong Wang,Jens O. Zinn,2014-06-26 In the past few decades societies in Asia have experienced rapid and dramatic changes in their economic social and political spheres Despite the wide diversity among these countries a few general trends can be observed Globalization has swept across Asia bringing intensive economic interactions with a strong commitment to liberalism and market capitalism Wage labour has become the common form of employment Individuals as well as countries are increasingly exposed to the competitive and uncertain global market Employment protection particularly for vulnerable labour groups youth women seniors and migrants has become a pressing issue for most Asian governments Industrialization and urbanization have had a major impact on demographics family structures and normative frameworks The declining fertility rate has been recognized as a defining feature of a modern society leading to small families and reducing instances of multi generational co residency Changing family structures have contributed to changes in family values and roles especially the role of women Sometimes willingly sometimes compelled women are entering the workplace in increasing numbers particularly as migrant workers Similarly the elderly are experiencing changes in their roles and participation in society Family duties compete and are often in conflict with the demands of work The issue of providing adequate and quality care to family members has been exacerbated by the fact that Asian societies are ageing It is commonly acknowledged that in Asian societies personal care and support needs are primarily met by family both immediate and extended and to a lesser degree by community networks Governments had gradually established their own social welfare systems in an effort to support economic growth and sustain their legitimacy by meeting certain recognized social needs The success of these ventures varies across societies and naturally there have

been criticisms of the breadth and depth of these provisions This book addresses social issues related to family ageing and work that arise from these changes in Japan Korea Taiwan Hong Kong China Philippine and Sri Lanka These societies represent different levels of economic and social development but face similar challenges and their social interventions can be usefully compared This variety of subjects provides the reader with a more comprehensive understanding of the changes that have occurred the problems that have emerged and the strategies that have been adopted This volume provides insight into ways of addressing social issues in this rapidly changing part of the world [Men, Gender Divisions and Welfare](#)

Jeanette Edwards, Jeff Hearn, Prof Jeff Hearn, Jennie Popay, 2002-05-03 A fresh look at the balance of responsibilities and control in care giving both in the public and private spheres Using previously unpublished empirical data contributors focus on male experiences of welfare services **Women and the Canadian Welfare State** Patricia Marie Evans, Gerda R. Wekerle, 1997-01-01 Explains not only how women are affected by changes in policy and programming but how they can take an active role in shaping these changes *Social Feminism* Naomi Black, 2019-05-15 In light of the history of three influential women's organizations in the United States England and France Naomi Black offers a provocative new interpretation of feminism She perceives two inherently different types of feminist thought equity feminism which incorporates women into existing male dominated ideologies such as liberalism Marxism and socialism and the less familiar social feminism which emphasizes women's distinctive experiences and values Examining the development of organizations previously considered traditional and nonpolitical the League of Women Voters the Women's Co-operative Guild and the Union féminine civique et sociale Black concludes that the social feminism which characterizes these groups is a genuinely radical approach to social change *Growing Old in Cameroon* Charles Che Fonchingong, 2013-12-11 For the governments of many developing African nations providing income security for the older population is difficult particularly in Cameroon This book uncovers the complex problem of pension deficits and difficulties providing welfare and other forms of social assistance A vast majority of older people in Cameroon remain unassisted and battling to survive with increasingly fragmented family and community oriented forms of support As the older population increases fundamental concerns remain Is care provided only by family members sustainable How does gender factor into this situation and who bears the brunt of these problems Borrowing from social capital theory this book discusses how older people struggle to find new forms of social protection This book articulates the view that older people display remarkable courage resilience and coping strategies which make them not a burden to society but rather key players in the development process It proposes achievable policy options that can make a difference in the lives of Cameroon's older citizens [Routledge International Encyclopedia of Women](#) Cheris Kramarae, Dale Spender, 2004-04-16 For a full list of entries and contributors sample entries and more visit the Routledge International Encyclopedia of Women website Featuring comprehensive global coverage of women's issues and concerns from violence and sexuality to feminist theory the Routledge International Encyclopedia of Women brings the

field into the new millennium In over 900 signed A Z entries from US and Europe Asia the Americas Oceania and the Middle East the women who pioneered the field from its inception collaborate with the new scholars who are shaping the future of women s studies to create the new standard work for anyone who needs information on women related subjects **The Social Science Encyclopedia** Adam Kuper,2003-12-16 The Social Science Encyclopedia first published in 1985 to acclaim from social scientists librarians and students was thoroughly revised in 1996 when reviewers began to describe it as a classic This third edition has been radically recast Over half the entries are new or have been entirely rewritten and most of the balance have been substantially revised Written by an international team of contributors the Encyclopedia offers a global perspective on the key issues within the social sciences Some 500 entries cover a variety of enduring and newly vital areas of study and research methods Experts review theoretical debates from neo evolutionism and rational choice theory to poststructuralism and address the great questions that cut across the social sciences What is the influence of genes on behaviour What is the nature of consciousness and cognition What are the causes of poverty and wealth What are the roots of conflict wars revolutions and genocidal violence This authoritative reference work is aimed at anyone with a serious interest in contemporary academic thinking about the individual in society **Routledge Library Editions: Welfare and the State**

Various,2021-07-14 The volumes in this set originally published between 1940 and 1994 draw together research by leading academics in the area of welfare and the state and provide a rigorous examination of related key issues The volume examines the concepts of welfare in relation to the state through the areas of policy making social administration class division and social inequality social policy and privatization whilst also exploring the general principles and practices of the welfare state in various countries This set will be of particular interest to students of sociology politics economics social work respectively

*Welfare, Exclusion and Political Agency* Janet Batsleer,Beth Humphries,2005-11-17 Welfare Exclusion and Political Agency develops key topics in social work and social policy relating to exclusion social divisions and control in welfare It provides theoretical tools for students academics and professionals whose work involves them in supporting the political agency of excluded groups At a time when there have been profound shifts in the organization of welfare and the underpinning theories of the associated professions the book tackles issues such as the move away from publicly funded welfare the loss of a public service ethic reduction of input from professionals in policy loss of professional skills increase of bureaucracy *The ^AOxford Handbook of Transnational Feminist Movements* Rawwida Baksh,Wendy

Harcourt,2015-03-25 The Oxford Handbook of Transnational Feminist Movements explores the historical political and economic context in which transnational feminist movements have emerged and spread and the contributions these movements have made to global knowledge policy and social change from the 1970s to the present As it includes contributions from scholars and practitioners from around the globe particularly from the Southern Hemisphere the chapters consider the interplay between the lived experience of transnational feminist movements and the way that women s rights

and gender equality have been theorized in different locations and contexts      Gender and Welfare State Regimes Diane Sainsbury, 1999-10-28 Gender and Welfare State Regimes focuses on the interrelationships between aspects of the welfare state and labour market policies in structuring and transforming gender relations across a broad spectrum of countries The book examines the construction of gender in various government welfare policies and illustrates how the specific qualities of the welfare state reinforce or counteract gender inequalities The book argues that policy variation across the countries surveyed can be attributed to a variety of factors including differing strategies and demands of the women's movements the organisational strength of labour movements and industrial relations frameworks the constellation of parties supporting equality measure traditional values and state structures Series Gender and Politics edited by Professor Karen Beckwith at the Department of Political Science College of Wooster and Professor Joni Lovenduski Department of Politics University of Southampton      The Social Work Business John Harris, 2003 This book gives a comprehensive picture of social work in its new guise as a quasi public enterprise and is an invaluable resource for social work and social policy students practice teachers trainers and managers



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