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# LIVA-REHAB: ORGANIZATIONAL LEADERSHIP IN EMPOWERING WOMEN, AN INTERSECTIONAL PERSPECTIVE

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Master Thesis



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## Introduction

Studying 'Culture Communication and Globalization' with the concentration in 'Organizational Culture and Communication', also specializing into 'Gender Studies' I have come to know the intercultural perspective and intersectionality to be applied in practice. My projects and internship are also concentrated in the same trend to focus more into the place of women in the organizational structure, the role of internal communication in empowering women was my internship's agenda.

**Violence and women:** Estimates published by WHO indicate that globally about 1 in 3 (30%) of women worldwide have been subjected to either physical and/or sexual intimate partner violence or non-partner sexual violence in their lifetime. In 2019, WHO and UN Women with endorsement from 12 other UN and bilateral agencies published RESPECT women – a framework for preventing violence against women aimed at policy makers. Each letter of RESPECT stands for one of seven strategies: Relationship skills strengthening; Empowerment of women; Services ensured; Poverty reduced; Enabling environments (schools, workplaces, public spaces) created; Child and adolescent abuse prevented; and Transformed attitudes, beliefs and norms. Over a quarter of women aged 15-49 years who have been in a relationship have been subjected to physical and/or sexual violence by their intimate partner at least once in their lifetime (since age 15). Globally as many as 38% of all murders of women are committed by intimate partners. In addition to intimate partner violence, globally 6% of women report having been sexually assaulted by someone other than a partner, although data for non-partner sexual violence are more limited. Intimate partner and sexual violence are mostly perpetrated by men against women. (WHO, n.d.)

**Scenario in Denmark:** Women are vulnerable worldwide; the scenario is not too different in Denmark. In EIGE's Gender Equality Index 2015 it was found that where people tend to have more trust in justice institutions, levels of disclosed violence are higher. It is estimated that in Denmark, 52 % of women have experienced violence, which is 19 % higher than in the EU overall. Denmark's legal policies have low tolerance for violence, and people tend to trust police here, the reporting is also higher compared to other EU countries. All women victims of family or

partner violence have the right to temporary stay at a shelter and are legally entitled to immediate and long-term support, as well as protection and counselling. They also have legal access to protection measures including restriction orders forbidding the perpetrator from physical or other contact with the victim, and barring orders banning the perpetrator from the family home. Denmark ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) on 23 April 2014. The Istanbul Convention is the most far-reaching international treaty to tackle this serious violation of human rights. There are 43 women's shelters in Denmark, with 934 beds (427 for women and 507 for children). Women's shelters exist in all provinces, and all provide 24/7 access. (EIGE E. I.)

**The platform:** I consider myself to be lucky that I could elevate my research into the next level by concentrating into the empowerment of marginalized women through a well-organized platform, Liva – 'Forening mod skadevirkninger af prostitution' (Association against the harmful effects of prostitution). Liva is the first Nordic rehabilitation center to treat and rehabilitate people with prostitution injuries, incest survivors, people who have stalled due to sexual abuse, gender-based violence and oppression, and who have complex psychosocial challenges that make them far from for the labor market.

Liva-Rehab contains of three centers for treatment and rehabilitation of women, it is a non-profit organization. Liva offers interdisciplinary treatment and rehabilitation for marginalized women to help them move on in life with dignity. They are in three different parts of Denmark. Liva creates a holistic, available treatment option for women who have been involved in prostitution, exposed to violence, sexual abuse, or exploitation. The working methods originate from theories about recognition, equality, diversity, and critical theories. A pivotal part of the method development is to acquire experience with interdisciplinary and cross-sectorial teamwork. Liva-Shelter is a shelter for women, with or without children who have been exposed to physical or psychological violence, threats or strikes. Liva-Rehab has been a social worker with a victim of violence and knows everything about the complexities of this group. There are social counselors, social educators, psychologists, and psychiatrists, all working out of and practicing recognition on an empowerment-based approach to rehabilitation for the victims. Liva's motivation is "It is you who is an expert in your own life, we can support and advise others, but the ownership lies with

you. Nobody asking for help should go in vain so anyone who feels threatened is encouraged to contact us and we'll find a solution." (Liva)

**Problem statement: How does Liva define vulnerable and marginalized women? How do the target group merge into socio-economic mainstream?**

**Problem Formulation:** The problem statement refers to the recognition towards the social phenomena of marginalized women as the left-over of the mainstream economy. The project focuses into how the lack of recognition and empowerment in the life of the target group (marginalized women) is defined and addressed by Liva.

**Contribution:** I would like to focus with intention to support the 'minimizing gender gap at work in every level', that complements Sustainable Development Goal 5<sup>th</sup> agenda-Gender Equality and UN women's activity. It will approach the methodological-knowledge and action alignment in practice. The outcome of the thesis is hoped to elevate the academic and practical sectors in minimizing the gendered gap, by seeing the 11 years old Danish organization's key roles and strategies in empowering victimized women and developing consciousness for violence against women in Denmark.

## Literature Review

Research can be conducted in constructive manner with the existing academic findings and criticism, it helps understanding the status of the chosen topic in current time. Sex work and feminist ideologies, therefore, are relevant hereby. As per Bryman, 'Literature review can be biased by researcher's personal preference or interest.' (Bryman A. , 2016, p. 102) The sex worker's sufferings due to alienation from the mainstream socio-economic structure is subjected in many studies. (Reference required) The academic readings followed different relevant streams. The academic works found relevant to the current topic are sex-work (to understand the academic stances and research ethics in the field), Empowerment theory Critical theory by Axel Honneth and Nancy Fraser and Situated knowledge by Donna Haraway. The reviewed articles or books are, therefore, used to have the idea to reflect academic understanding behind the writing. The common understanding behind the marginalized women needs a review, women are marginalized from socio-economic participation for various reasons, and the context is to be understood from an intersectional perspective. The research simply tried to find the leadership model applied in the organization for the target group. There were a lot of concepts, it was alluring, thus difficult to resist from touching up. Mostly, for academic articles, I have searched into online platforms of Jstor, Sage, Springer-link and Taylor & Francis online through Aalborg university library. Additionally, some open online platforms as Stanford Encyclopedia of Philosophy, Maynooth University research proceedings were helpful, I found these through google search.

**Academic understanding of Sex as work:** Ontological and epistemological knowledge on sex for sale must be attained with intersectional prism (seller, customer, and authority's point of view). (Spanger & Skilbrei, 2017) the intersectionality will help the study to connect the ideas of the sheltered-women's and shelter-house's perspective on understanding and overcoming the challenges. Its multifaceted academic papers on understanding sex work, workers, mainstream society-sex worker relationship and presupposed ideology with the bias of male biased and

dominated conceptions. The existing epistemologies are questioned with the feminist critiques hereby, Feminist Critical Discourse Analyses helped me understanding the sexist comments towards the 'Female leader' earlier. I am expecting the chapters in the book by Spanger and Skilbrei (2017) will help me having better understanding of my topic. Power relations and critical discourse analyses seems being a crucial part of relative academic papers hereby, and following mix method, the study will be benefitted with reconstructing and producing new knowledge in the focused field of Liva's shelter house.

**Constructing the knowledge:** Webber and Brunger (2018) stated that 'cultural perceptions of bodies, power, and risk necessarily shape, and are in turn reaffirmed by, relevant regulatory frameworks such as the norms and practices of research ethics review' (Webber & Brunger, 2018) Sex must be normalized as any human activity to break the taboo on the research on it. 'The criminalization of sex work is harmful for sex workers' health and well-being. A researcher can reasonably argue that conducting research around sex work in these contexts and contributing to the evidence base for the decriminalization of sex work is important, and certainly can outweigh the potential risks.' (Huysamen, 2021) Treating the topic as risky, keeps it as a untouchable field, creates taboo and fearful appearance around it. Spanger and Skiberi, in their article, have stated the importance of intersectionality in producing the knowledge to be free from the historically hegemonic idea regarding sex and the workers. (Spanger & Skilbrei, 2017)

**Ethics in sex work in academic research:** Ethical issues are very important in research. Monique Huysamen and Teela Sanders in their academic paper on the ethical issues in studying sex work. The paper outlined the challenges a researcher faces in conducting research on sex work related field. As per Huysamen and Sanders, 'We define these as institutional ethics challenges rather than ethical challenges. They are the challenges associated with applying for and obtaining ethical approval from research institutions and funders to conduct research on stigmatized and potentially criminalized topics.' (Huysamen, 2021) The ethical stance of research must have a humanitarian conception regarding the data collection and presentation of the findings, not to



reinforce stigmatized understandings of sex work. In conducting research, HOW is now equally important along with WHAT. This article draws upon guideline for the researcher to do complete research, from applying ethical clearance to constructing the case to produce the outcome for the practitioner's understanding. This Article focuses into territorial authorities' mind set in England regarding sex work but claims to be connective to the rest of the world.

**Theoretical Understanding:** As my study focused into the empowering process of the marginalized women, I have tried to read and understand the theory of empowerment (Perkins-Zimmeran), recognition and redistribution (Fraser and Honneth). Situated knowledge (Donna Haraway) is my preferred critical thinking angle of postmodern feminism, that I perceived in my previous understandings. I tried to apply situated knowledge in perceiving the auto-ethnographical data, and secondary data analyses of the documents available on Liva. Recognition-redistribution helped in analyzing the case studies that required Liva's ideal perspective to see from the reflexive perspective. Finally, I applied very basic of empowerment theory in addressing the solution to my problem statement. I, therefore studied relevant articles and book sections, detailed with empowerment, recognition-redistribution and situated knowledge in the section of theory.

## Theory

Theorization is key start up point for research, as it provides the academic infrastructure to define the findings in systematic manner. 'Theory is important to the social researcher because it provides a backcloth and rationale for the research that is being conducted. It also provides a framework within which social phenomena can be understood and the research findings can be interpreted.' (Bryman A. , 2016, p. 20) The method of the research conduction was deductive in nature, and it followed the stream of empirical data. The data collection was influenced by the theoretical perspective of Liva, the interview plans had to be surrendered considering the traumatic psychological condition of the residents. It changed the process of data accumulation to secondarily collected data from Liva's archive, as per process demand, and the theories were added and deducted as per research demand. Though the method has a combination of themes, in the research, critical theories lead the assessment. In matter of relevance, there comes 'Situated Knowledge' and 'Theory of Recognition' in relation to understand and explain the problem statement 'How does Liva empower vulnerable women? How do they merge into socio-economic mainstream?'. Empowerment theory gives the visual structure that helps building the flow chart envisioning the welfare organization's work pattern.

**Situated Knowledge:** Donna Haraway's concept of situated knowledge is much abstract and holds a general yet case sensitive stance regarding feminist analyses of the paradigms of knowledge in each of the fields of scientific and artistic exploration. Which she claims as the urge of reconstructing the knowledge. '...unmasked the doctrines of objectivity because they threatened our budding sense of collective historical subjectivity...' (Haraway, 1988) Haraway showed the existence of objectivity is a myth; she questioned the validity of objectivity in every field of knowledge, from physical to humanistic science. Rather, she argued upon the partial truth seen from a chauvinist viewpoint. Her conception of 'visioning' is described to be better as viewpoint, as it does not allow the binary opposition. It also activates the true form of objectivity by applying the feminist lens in the doctrine of objectivity. Situated knowledge, thus is more

about sensing the time and place, than only the actors. (Haraway, 1988, p. 581) Haraway further explains the 'objects as actors' through the explanation of biological determinism by sex 'as an object of biological knowledge appears regularly in the guise of biological determinism, threatening the fragile space for social constructionism and critical theory.' (Haraway, 1988) The influence of deconstructionism in feminist theories is almost undeniable, and so is the scenario in Haraway's conception. I see it as the combination of Top-bottom and Bottom-up combination of perspective, how she explains the conception of situated knowledge, it must be individual in case sensitivity, but there is no scope to see it as disconnected from the patriarchal pattern that conquers the social structure almost globally. She has created the dimension with feminist perspective by the conception of situated knowledge, that criticizes yet applies the established theories with the renovation. (Dey, 2021)

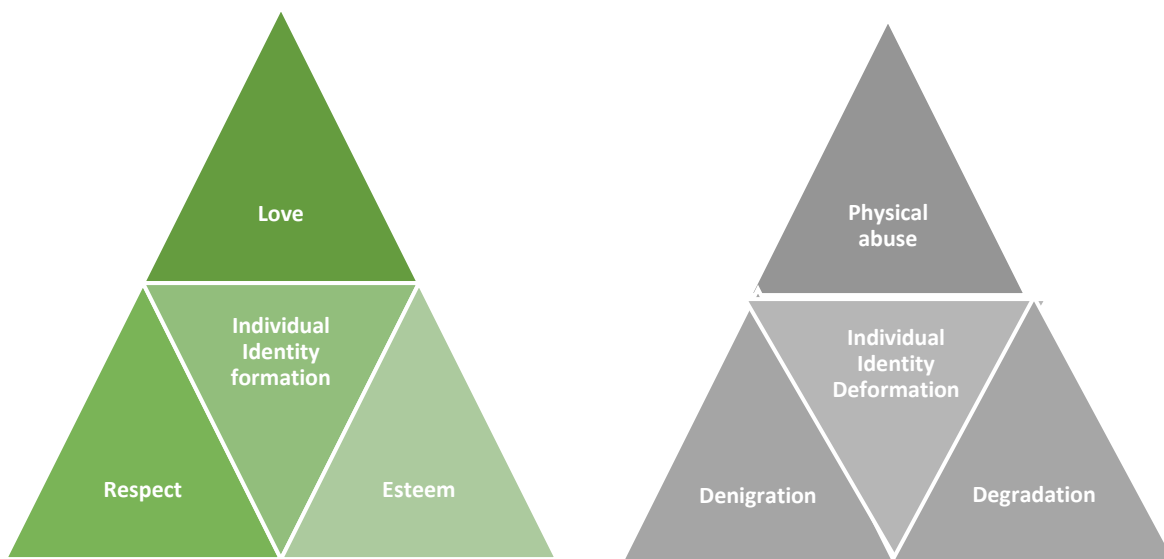
**Empowerment Theory:** As per Rappaport, empowerment should be primary focus of Community Psychology. He believed that empowerment is about helping those without considering their lesser share of power to understand their own situation and gain more power. To identify powerlessness, multiple levels are to be considered. At the *individual level*, awareness of one's lack of power can make one more likely to work towards increasing personal power. *Psychological empowerment* indicates the awareness regarding the wellbeing, *organizational empowerment* indicates to the common and shared belief system that enhances the group's understanding and impacts performance. At the end there are community and societal empowerment that depicts to the larger scales. Empowerment is a multilevel concept that impacts individuals, organizations, communities, and societies. (Balcazar, Keys, & Vryhof, N/D, p. 184) The concept appears in academic circles, the political arena, the community development and public health professions, the therapeutic community, and organizational management. (Perkins & Zimmerman, 1995, p. 572)

It helps us distinguishing the problems from an individual yet collective angle as comparable with binary contrast. Another interesting definition of empowerment, used by Zimmerman is, '..an intentional ongoing process centered in the local community, involving

mutual respect, critical reflection, caring, and group participation, through which people lacking an equal share of valued resources gain greater access to and control over those resources' (Cornell EmpowermentGroup, 1989)

**Theory of Recognition:** The director of Liva, Flora Ghosh, in a short conversation described the policies followed for the administration and development, there I found Axel Honneth's Critical theory is the theoretical structure and thus the research needs the theory and the application to understand and analyze Liva's activities. I had not studied the postmodern critical school from Frankfurt (post Marx theories) before, and it was necessary for the understanding Liva's work process, and I started to study. I discovered this as a debatable discourse that is constructed by Axel Honneth(German philosopher) and Nancy Fraser(American philosopher). Recognition is explained by many other philosophers other than Honneth. The concept of recognition is simple yet abstract to determine, embracing one for any specific characteristic or ability is defined as recognition that is 'vital human need' (Taylor, 1992) to build the identity and psychologically impactful. Lack of recognition or misrecognition can be devastating for a person in the process of socialization. The 'struggle for recognition', thus forms the specific movement for specific identity, for example, feminist movements, LGBTQ movements, ethnic minorities movements. (Stanford Encyclopedia of Philosophy, 2019) I found intersectional understanding is the core of this discourse, but not highlighted within. Honneth defined recognition in three spheres that eases the visualization of the it. He tried to minimize the theoretical gap between the concept of social interaction and empirical knowledge. He portrayed an individual's distinct achievement of self-confidence, self-respect and self-esteem in stages through love, respect and social esteem. (Honneth, 1995) The pattern he had drawn can be seen a network that is based on recognition, individual to individual and community/organization to individual. I could connect to structural theory while studying Honneth, and not surprised to see Flemming and Finnegan uttering the similar in their project report, 'His current work on developing a theory of recognition attempts to both further develop critical theory and rethink how structure and agency are related' (Fleming & Finnegan, N/D, p. 1)

As per Honneth, the first or basic struggle is for love or intimate recognition from closed ones, that builds the self-confidence to identify self and otherness. On the other hand, lack of love or abuse (misrecognition) drives towards the devastating identity confusion. The existence is in dilemma in this condition. The second struggle is for respect through civil rights, it builds the self-respect or the sense of integrity. The opposite happens with the deprivation of the legal and civil rights of an individual. The third struggle is for esteem, the recognition of the perception from the community, in absence of this type of recognition the individual feels as left over (non-included) among the community.



**Figure: Honneth's Theory, tripartite structure of the individual identity formation vs. deformation**

Honneth's critical perspective emphasized more on the empathy than economy. 'Marxist theory is criticized by Honneth for having little grasp of the role of values and ethics in political and everyday life and of succumbing to a version of economic utilitarianism.' (Fleming & Finnegan, N/D) In criticism of Habermas' theory of communicative action, Honneth defined reciprocal identity as 'the reproduction of social life is governed by the imperative of mutual recognition, because one can develop a practical relation-to-self only when one has learned to view oneself,

from the normative perspective of one's partners in interaction, as their social addressee.' (Honneth, 1995)

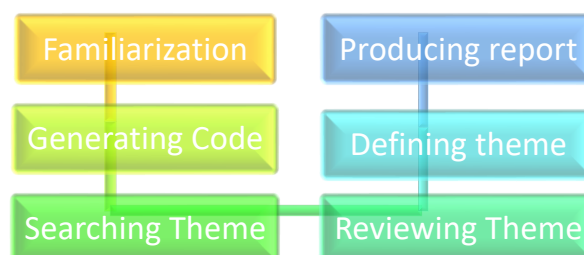
**Recognition and Redistribution:** Nancy Fraser, in criticism of Honneth, said that the theory of struggle for recognition (behind any social conflict) is too monistic, she rather proposes the dual perspective model, that includes both recognition and distributive elements for social justice. (Fleming & Finnegan, N/D, p. 6) In an interview transcription, later published by sage in 2004, to Stoltz, Willig and Dahl, Fraser shared the conception of the famous debate of redistribution and recognition. Fraser's stance is explained as in the 'intersection between feminist theory, critical theory and post-structuralism'. (Fraser, 2004, p. 374) As per Fraser, by emphasizing only in recognition behind the struggle, Honneth is ignoring the unequal distribution among the non-male social beings. Which weakens the struggle of feminist movements in the second wave. In simple words, there is no need to replace redistribution with recognition, rather both the perspectives must be applied to have an intersectional perspective in analyzing the struggle behind any phenomenon. (Fraser, 2004)

## Methodology:

To conduct the research in search of the core topic – ‘How does Liva define vulnerable and marginalized women? How do the target group merge into socio-economic mainstream?’ I have chosen a few topics - Gendered violence and impact of patriarchy, sex-trade and interdisciplinary studies and women empowerment. The theories I consider relevant here are situated knowledge by Donna Haraway, empowerment theory in social work, and critical theory by Axel Honneth. ‘Often different methods can be applied to the same problem. You might use all of the possible methods, but that would be unusual.’ (Byrne, 2017, p. 3) However, the method of study will follow thematic analyses to combine the different but relevant themes to weave the structure. Also, the data collection is done by mixed methods as auto-ethnography and content analyses (only from published resources verified by Liva) and archived cases from the psychologist of Liva.

### Thematic Analyses:

Having constructive approach to study Liva, I had to keep an open perspective and followed thematic analyses to combine the relevant, yet different themes. (Braun & Clarke, 2006) The method well defined by Braun and Clarke as the umbrella term to combine multiple themes produced with qualitative data with a notion to analyze any discourse. This method allows multifaceted thoughts to come upon a platform for a new path to open. This method, as explained by Braun and Clarke, has six significant steps, that helps addressing the problem in focused steps. I found the method helpful enough and keeping the track of studies from the pile of messy data and infrastructure.



Thematic Analyses, steps

**Familiarizing data:** This preparatory step is the proactive measure for the data and theme collection. My data collection plan was varied, there was plan for in person interviews, but in case of failure it turned to the archived case histories and published conversations on social media, moreover the autoethnographic data was used as resources. The whole process of planning and collecting data was familiarizing the themes. It was not only collecting random data, rather dividing those into categories by reviewing time to time. Because reviewing always help you exploring the overlooked piece of information. Following table is the outcome of my familiarization of qualitative data on case studies. By tallying the data from cases' narratives, I have precise view of the individuals with their problems behind trauma conditions.

Name	Sex	Age	Problem
Marie	Female	30+	Sex trade
Anne	Female	19	Domestic violence
Pia	Female	40	Drug abuse, sex trade for drug, weak health
Jacob	Male	37	Sex trade, drug abuse, suicidal
Trine	Female	19	Sex trade, rape by close relatives in adolescence
Annika	Female	23	Domestic abuse, childhood abuse by seeing father beating mother, harsh behavior issue
Fatima	Female	27	Domestic abuse, childhood abuse and rape, assaulted
Miss Faith	Trans-woman	32	Domestic abuse, drug abuse, sex trade
Katrine	Female	25+	Sex trade, drug abuse, gang relation

**Table: Cases tally**

**Generating Code:** Considering the initially focused themes, I had picked a few theories and concepts relevant to my study. In this stage, following the theoretical relevance for the study, the assertions from the case studies and relevant documents are taken to analyze the coded meaning. The contents taken from qualitative data (case studies and relevant documents and autoethnographic notes) are coherently presented in this stage. The coding is theory driven here, not data driven, as in understanding Liva's stance in the whole process the preferred theories were to be given preference. This stage plays crucial role, as the themes are to be connected to



the data in the next stage and the coding organizes the data in categories to form the themes. 'It is very important to meet good people in life.' said a resident to me while leaving Liva-shelter for independent living. The confidence in her explains the empowered self in her after 1.5 years of living and training in Liva.

**Searching Theme:** At this stage, the coded transcripts are organized in categories to be involved in relevant themes. It is the transformation of the codes into the themes. Not all codes are even used, as some of these might not fit in for the focused study. Here the themes were-knowledge on target group, Liva and it's organizational workflow, Liva's individual case analyses.

**Reviewing Theme:** The next is to review the themes, once its organized. By reviewing, the themes and data are seen through again, in search of any missing data or potential addition required. It could also be change for aesthetic reason. Before reaching to the final themes, various other themes came up but in consideration to research question, only the remaining three were selected.

**Defining Theme:** The finalized themes are defined according to core understanding of each theme; this also includes the suitability along with the core meaning. Selection of names are crucial as they work as the pearls to be strung in string of theory. The names to the finalized themes are connected to the core understanding and the theoretical connections to the core topic.

**Producing report:** Writing up report involves combining the themes with theories and produce the solution to the problem stated. The whole process of research is transformed into the project report. The report is written in an academic manner, following the researcher's study pattern, more the less the basic structure is same, but there could be variation in presentation. (Braun & Clarke, 2006) The collective meaning of the themes produces an understandable story line for the reader.

## Research Design:

Research design is the mapping of the research process. The research design hereby is the brief process description. In relevance of the pattern of the study, hereby, the design

followed is exploratory in nature. (Byrne, 2017, p. 2) The research topic involves the descriptive method with ethnographic data and case details of Liva, the theoretical framework is shaped as per data and research demand. Sage research methods availed through Aalborg University Library student account improved the understanding on research design and data collection method, it is a helpful resource.

**Ontological consideration:** Ontology refers to the knowledge on any specific phenomenon. (Bryman A. , 2016, p. 6) This refers to the perspective of seeing the reality. (Bryman D. , 2017) The reality can be seen as being thereby or constructed by the social actors, the tendency to see any phenomenon as enacted by the social elements is constructivist approach. (Bryman A. , 2016, p. 33) The knowledge explored hereby was to know the crisis behind the women of Liva-rehab, seeing their traumatic conditions based on their experiences, analyzing the pieces of experiences and constructing the current situation and taking the required measurement in developing their condition.

**Epistemological consideration:** Epistemology refers to the process of analyzing the knowledge on any specific phenomenon. (Bryman A. , 2016, p. 6) Epistemology, in simple terms, is studying any phenomenon from a distinguished philosophical perspective. As per Byrne, epistemology is the process of knowing the reality. (Bryman D. , 2017) Interpretivism, for example, explains the phenomena with the relation to the historical evidence of social interaction. Analyzing qualitative data in the form of text (also images and audio) needs to be analyzed from an interpretative perception. (Byrne, Research Design: Which Methods Should I Use?, 2017) The data set collected on Liva (organizational documents, case studies on residents/help seekers) needed a detailed interpretation to be analyzed in the selected themes.

### **Data collection:**

Data is a set of information, that is selected to be used in the research. Secondary data in qualitative study requires to be permitted by the primary source for ethical consideration. (Byrne, 2017) The annual report and case studies used in the research here are the used with authorities' permission.

**Planning:** Data collection needs to be planned beforehand. In this project, data mapping or planning was done along with the literature review and theoretical understanding (as the theories were added later as per research progression). Primarily the planning was to collect data through personal interviews with the residents in Liva, but understanding ethical considerations and sensing the lack of trust in the residents, I never approached them. I also had a discussion with the social workers and psychologists in Liva about it, and we agreed on the fact. So, I had to give up the concept of primary data collection through interviewing the residents, rather I chose the published document of Liva found on webpages and the case studies. The planning helped with the idea of required information, so, even though the elementary plan of data collection changed, the available resources worked fine with the analyses.

**Methods of data collection:** In terms of collection method, it depends on the type of information required for any specific theoretical framework. As the framework is about understanding the management of the organization towards the help seeking group of people, the lack of primary data did not impact the output a lot. The qualitative data was collected through *autoethnography* (researcher working as the assistant to the meal management team as part-timer), that gave the opportunity to explore the behavior and lifestyle of the residents and talking with them I could know the deep thoughts and their experiences with life and in Liva. The annual reports and social network publications were collected as documents to analyze their functional activities. Empirical data, such as *case studies* from psychologist collected through mail communication from student ID at AAU (as it's acclaimed as the safest sharing medium by the AAU IT team) and *oral conversations* provided the opportunity to find the detailed knowledge that helped connecting to the theoretical framework. (Bryman A. , 2016, p. 23)

**Tools of data collection:** For autoethnographic data collection and oral conversations I have followed the one notes as my regular diary to preserve any piece of data I found on daily basis. I observed and had casual conversations with the residents and employees of Liva. Wherever I quoted any statement from the employees of Liva, the consent was taken beforehand. Social media posts and annual reports are used as source of published resources of information that is easily usable. The tools were rather simple in this research. Case studies were chosen with various participant's experience, Microsoft outlook was the medium of

communication here. Document analyses through the narratives in annual report or Liva's website was also helpful. Pictures and communicative posters are also used as data here.

### **Validity and Reliability:**

Validity refers to how accurately a method measures that it is needed to be measured. Reliability, on the other hand, refers to how consistently a method measures something. If the same result can be consistently achieved by using the same methods under the same circumstances, the measurement is considered reliable. High reliability is one indicator of validity as well. If a method is not reliable, it might have a lower validity potential. (Middleton., 2021)

The method used in the research on Liva's role in empowerment of the target group is thematic analyses, that combines the relevant themes gathered. One of the theories (recognition) is embedded in Liva's theoretical framework (basis for academic and applicable understanding), another (situated knowledge) is used in my previous researches as a ground for critical analyses, that helps here to decode the both the qualitative data secondarily availed information and the autoethnographic notes. Empowerment theory is explained and applied from a layman's level, as the focus was to analyze the problem identification of the cases from Liva's perspective and assess the reliability. The data are strong and valid, the theoretical framework and research method is reliable, thus the research in my understanding qualifies in the terms.

### **Ethical considerations:**

Ethics in research is not a separately considerable part, it is embedded in every step of research, especially in matter of data gathering and publishing. 'Research ethics is a codification of scientific morality in practice.' (Torp, 2019) It refers to multifaceted values, regulations, institutional instruction to conduct the research proceedings. The relevant ethical considerations worth mentioning here are as following:

**Openness:** It indicates to proper citation, crediting the data resources; also, the acceptance of change in the process. The research must have open access to all, and for that proper information on data resourcing and academic referencing is a must.

**Freedom:** This research has been conducted based on Liva's secondary data, but the proceedings (data selection and analyses) were free of conscious bias. The output was not provoked or imposed by the researcher, or the institutions involved. The research found the way on its own. The findings in every step added new dimension or enriched the existing one.

**Privacy and consent:** Containing privacy is a basic human right. Self-respect, social dignity, freedom of choice are some elements of privacy. The interviews are avoided, and case studies are presented considering privacy.

**Integrity:** Doing the right thing is a basic requirement of the researcher. There must be proper referencing and limited use of personal data with confidentiality. This is all to cause no harm to any relative personnel or institution. Using the student ID for case study and pictures collection is one example of such behavior. Respecting the feelings and choices of the target group was also part of research integrity here.

**Child protection:** As the crisis center had children along with their mothers, it was very sensitive to collect and use any piece of information. Also, any disclosure to the children was not made considering the potential of harm. No data was taken from the children as it might give them the feeling to be objectified.

### **Limitation:**

Research reports are prone to limitations, academic criticism often comes out with new discussion. Thus, it is an important section as well.

**Data:** In the study the one of the limitations is primary source's interview, that was aborted due to ethical consideration. However, that was recovered by the autoethnographic

observations and case studies from the archive. Ethical consideration has limited the usage of data available to me as well.

**Biasness:** Biasness is a very sensitive factor in terms of limitation, that might impose the research motivation and findings. Subjectivity in social research is unavoidable, but constructive research gives the opportunity of seeing the existing data with a scientific perspective through decoding and analyzing the data. Also, not all subjectivity is bad for the research, specifically as feminist epistemology embedded hereby (situated knowledge) explains the unavoidable bias (Anderson, 1995). Indeed, bias can work as resource to new knowledge, as per Haraway in explanation of situated knowledge (Anderson, 2020). Feminist perspective in examining the existing data, helped seeking new theories as method of understanding the topic.

**Language barrier:** Having the research on a Danish organization that works on grassroots level, the strategic communications are all in Danish, translating to English and understanding the basic was a challenge. Moreover, English is a medium of study but not the first language to me.

**Time Limitation:** Limited time frame may impact the research pace, and data collection process. In the relevant research, the data collection was delayed due to covid situation and needed extended time. However, it was recovered with the help of digital communication system.

## Case studies:

Case study can be key method of data collection in qualitative study, it can be sourced secondarily as well as primarily. The detail or brief descriptions help decoding the embedded meaning and to analyze through the theoretical framework.

**Resources:** Thea Iven Ulstrup, the psychiatrist from Liva, who works at rehab and shelter both sections, has played a vital role in case study collection from the archive. These are availed through student ID of Aalborg university and translated from Danish and reconfirmed through oral discussion with Thea. For oral conversation and activities pictures, Jesper Hjelm K. (Shelter) and Mette Tougaard Bierre(child anthropologist) helped by sharing their views and activities. Some of the case studies are given below for understanding, these are analyzed and explained in the analyses section.

**Case 1.****Laura. Female. 26 years old.**

Laura is a woman, who has been a participant at Liva the last year and a half. Her upbringing has been difficult with complicated family dynamics and violence. At an early age, she faced different harsh environments, where there have been several traumatic experiences which continues to return in the form of flashbacks. Since she was quite young, Laura has sold herself via clinic, escort, street prostitution and the social media. Laura has an addiction to drugs and alcohol to soothe her lifestyle and the accompanying difficult problems and late effects from selling sex. She has been diagnosed with different psychiatric diagnoses. Laura has not been able to maintain a job or education due to the difficult living conditions.

Due to Laura's many years of sex sales, she has been a participant at Liva-Rehab, where she has received support to get out of sex sales at her own request in 2020. Liva-Rehab worked in collaboration with the place Laura lived. She managed to get out of both clinic, escort

prostitution and street prostitution. The social worker talked with Laura about what she wants in her life, her interest, and other possibilities, so that Laura experienced different opportunities, which she could approach. Laura has shown great motivation to change her life. After contacting Liva-Rehab, she has left sex sales, started to finish 10th grade through the Job center and more. But when she was raped in 2021, her life took a negative turn, which has significantly affected her lifestyle. The late effects from selling sex and other traumas in her life are often exacerbated by increased pressure, which was, among other things, experienced in connection with the rape. After the rape, there were significantly more cancellations with Liva-Rehab and many agreements had to be rescheduled. After the rape, Laura haven't been able to maintain her everyday life as well as her school. She also returned to some forms of selling sex.

Laura has recently started substance abuse treatment and moved into a new place with 24-hour staffing and close help in the everyday life. Liva still maintains contact with Laura and is available, whenever Laura reaches out. She still has contact with a psychologist and a social worker at Liva Rehab. She comes for conversations about whatever is troubling, and she joins different meals, eg. lunch and dinner-arrangements.

**Case 2.****Katrine. Female. Age mid-twenties.**

When Liva met her for the first time, she was a drug user, selling sex and in contact with people from different gangs in DK. Katrine had several conversations with a social worker and left sex sales. She reduced her drug use massively. After a period of these conversations, she started in group therapy at her own request. Here she came 1-2 times a week. She experienced seeing a connection between difficult conditions of growing up and subsequent living. She has recently started studying and wants to stay out of sex sales. She continues to visit Liva and experiences support in relation to study, relationships and family, where particularly relational difficulties seem to be in focus. Katrine is involved in planning the conversations, deciding on what is relevant and the frequency of conversations.



**Case 3.****Marie, Female, Age 30+.**

Marie was with Liva for over a year. She had conversations with a social worker and a psychologist and participated in group therapy (schema therapy). Marie has worked as a sex worker (not anymore but suffers from late effects) but also in the creative business, where she worked in different countries. Despite various courses and offers, Marie did not experience a good enough effect of the rehabilitation, and she therefore wanted to leave Liva. Marie has been told that she can always contact Liva if she needs or needs a chat.

**Case 4.****Anne, Female. Age 19**

Anne has been in contact with Liva several times over phone before we meet her for the first time in the summer 2021. Anne has been in contact with many different counseling phones. Anne joined in the year 2021 and had conversations with a social worker at Liva. Here, living conditions, former trauma and study were discussed. Anne was subsequently offered to join Liva's group therapy (schema therapy), which Anne would like. However, the group had to be postponed as the participants have different lifestyles; some study, some work, some have children, etc., and it wasn't possible to gather participants at the same time. Instead, Anne started having individual therapy. In therapy, Anne notices several forms of violence that have been a part of her life as well as the connection between past events, violence and abuse and current coping strategies. Anne is about to drop out of the study several times, but always mentions these considerations with the psychologist, where she i.e., finds out that this is a strategy that has filled much of her life (escape). This helps to give Anne new opportunities for action. She chooses to stay in school despite challenges relationally. Anne is also busy being able to start new healthy relationships, as she wants both friendships and a relationship. This is also a

big topic in the conversations, where Anne processes previous violent relationships in order to avoid this in the future. Anne continues to visit Liva once a week and further participated in Liva's open group, where she has met and reflected with other people with similar challenges and life circumstances. Anne continues to study and notices an improvement in relation to therapeutic goals.

**Case 5.****Pia, Female. Age 40.**

When approached Liva, Pia was underweighted, smoking weed and having a cocaine addiction. Her lifestyle was complex. She was in a 'Friendly/Ex' relationship with her dealer, who was an ex-boyfriend who still lived in her apartment. She had enemies with drug dealer and heroin consumption. Once contacting the abuse Centre, the ex-boyfriend moves out. Pia has not been present at the brothel she has been attached to since starting up in Liva-Rehab, 'the good life' is being worked on and Pia is very motivated to change her strategies. She started for methodical Job search, completed CV and application, worked as intern in an agency for 5 months. However, Pia continues to experience being ambivalent about sex sales, and supportive conversations are still needed.

**Case 6.****Jacob, Male. Age 37.**

Jacob comes from a so-called 'nuclear family', he is artistic. He went to prison and after release, he became homeless. He then started to trade sex, to both male and female customers. He dislikes the life in prison or the shelter, he doesn't want to go back. He was detected with the overuse of alcohol and marijuana. He was suicidal too. He wants a life without the chaos and wants to move on for better life. He continues the consultation.

**Case 7.****Trine, Female. Age 19.**

Trine is in here for past 6 years. After-protection with contact person, she is now self-supporting. She is not motivated to take an education. Her means of living is earned as an escort. Trine laughs when she talks about the men she visits, and the contact can see the funny thing in Trine being paid to socialize a little about the older men. The contact person is well aware that Trine has been assaulted both by a stepfather and by a peer boy in a residence when she was 13 years old. Trine seems serene and happy to earn her own money.

**Case 8.****Annika, Female. Age 23.**

Annika has been raised in a home with a mother with recurrent depression. Her father is an alcoholic. She has been assigned to relief family support teacher in school and a home counsellor. At 12 years age, she was placed in a place of residence, where at the age of 16 she was raped by the fellow resident. She uses violent language.

**Case 9.****Fatima, Female. Age 27.**

Fatima was the victim of domestic violence. Her father used to beat her mother even during pregnancy. She experienced violence from her father and older brother. Sexually assaulted by a 2-year-older playmate when she was a child. Also, she had been through violent Relationship from 2018-2020. She has a history of relationships where she is subjected to violence and abuse. She used to sell pictures of herself, and she finds herself having been in the

border area for sex sales. She was assaulted last time in 2019. Her father died in 2020. Fatima still needs support and contact with Liva to manage her life and complete education.

**Case 10.****Miss Faith, Female. Age 32.**

Faith was raised on the outskirts of Denmark. She had experienced violent episodes from the father. Then she moved in harsh environment. She had been selling sex via clinic, escort, street prostitution and social media since teenage. She is detected with massive consumption of alcohol and drugs. She also has conflicts with the family. Her problems defined as emotional difficulties, social problems, mental health difficulties several diagnoses. She had lived in a shelter for most of his youth. She is transgender, is periodically in contact with sex trading clinic. She initiated completion of 9th grade, but after a rape it is interrupted. She resumes in prostitution and her drug consumption increases. She can get a housing offer if tried during the day hours, but it is difficult for her to break with the sale of sex, drugs and alcohol.

**Liva-unges:**

Liva-unges is a project, that is under Liva-shelter, encouraging young people in sharing their trauma stories. It is promoting awareness among the youth regarding the personal safety and sexuality. 15-29 years old are considered as the young. One can approach and chat with anonymity with Liva here.

**Source:** Liva Facebook page. Direct link <https://xn--grnselst-k0a8p.dk/stories/din-fucking-trans-en-snak-om-kon/>

**Case 1.****Nicolaj, Trans-woman**

Nicolaj shares the story of transforming himself and a shocking experience of the intolerance towards a trans by an unknown person. One day Nicolaj had been out in the city with nice makeover, enjoying the day. The guy came towards Nicolaj only to break his self-respect. He made rude comments as 'fucking creepy trans' and Nicolaj had no right to live, he also spitted. There were other passengers, none asking Nicolaj to ask if it was ok. The incidence left him heartbroken, and it was impactful for long time. Nicolaj expects yet the normalization and social acceptance as a trans person.

**Case 2.****Avo, Female**

She shared the experiences of the scary sides of her life. She was raped by a playmate in childhood, then the other in her teenage when she was stepping into the world of modeling. She was so fascinated about modeling, when the first opportunity came to her in 13 years old, she was excited. On the very day she was out with the boss in a branded car and roaming around the city, having lunch with wine at fancy place, where she blacked out. She was raped by the 52 years man in the age of 13. It was traumatic. The first assignment in his life turned into something very intolerable for her. She ended up blaming herself and tried committing suicide along with drug abuse to self, she did not realize that was an assault and not her fault. The moment she realized it was not her to be blamed, her feelings about life changed. She felt that self-destructive behavior is not helpful to recover, rather she concentrated to work and taking care of herself. She feels uplifted and conscious about her personal territory.

## Analysis:

The themes are threads, that weave the whole concept. The focus of the project is to identify Liva's strategy on addressing and finding solution for the marginalized and traumatized target group. In the process of developing knowledge on the problem question, a few themes were constructed. Firstly, developing the knowledge on the target group in Denmark (primarily sexually or domestically violated women) applying Haraway's situated knowledge; secondly, understanding Liva's organizational diagram applying empowerment theory; finally, finding the theoretical connection to problem identification of Liva's trauma cases and case specific solution policies applying theory of recognition. Thematic analysis is applied in combining the themes to develop the core focus that concentrated in the final analyzed point regarding the solution.

### **Theme 1. Target group and gendered identity:**

**Vulnerability towards gendered Identity and intersectional understanding:** Women are vulnerable worldwide; the scenario is not too different in Denmark. In EIGE's Gender Equality Index 2015, it was found that where people tend to have more trust in justice institutions, levels of disclosed violence are higher. It is estimated that in Denmark, 52 % of women have experienced violence, which is 19 % higher than in the EU overall. Denmark's legal policies have low tolerance for violence, and people tend to trust police here, the reporting is also higher compared to other EU countries. All women victims of family or partner violence have the right to temporary stay at a shelter and are legally entitled to immediate and long-term support, as well as protection and counselling. They also have legal access to protection measures including restriction orders forbidding the perpetrator from physical or other contact with the victim, and barring orders banning the perpetrator from the family home. Denmark ratified the Council of Europe Convention on preventing and combating violence against women and domestic violence (Istanbul Convention) on 23 April 2014. The Istanbul Convention is the most far-reaching international treaty to tackle this serious violation of human rights. There are 43 women's

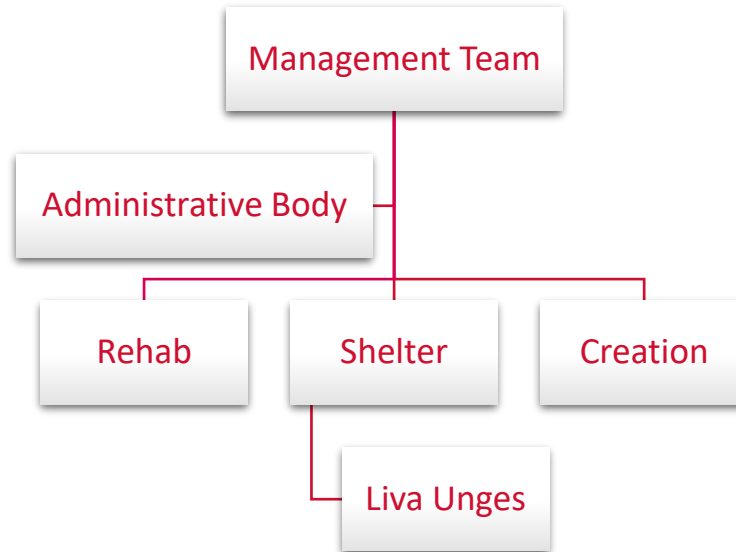
shelters in Denmark, with 934 beds (427 for women and 507 for children). Women's shelters exist in all provinces, and all provide 24/7 access. (EIGE, N/D)

There is oppression considering the gendered identity, I have applied Haraway's situated knowledge (intersectional lens) to unveil the subjective notion of patriarchal structure that determines the non-male identity and continue the systematic oppression, that has, covertly, subdued non-male existence in the social circumstances. It is so abstract and legitimized that it was not identifiable for centuries in human civilization. Historical evidences are analyzed by the feminists and the traditionally maintained structure is questioned. Patriarchy (the social structure that considers male-gendered identity as superior over non-male identity) has compelled non-male identity to be recognized as the weaker and non-compatible existence. In power structure, male identity always had the privilege to rule over and the privilege was covered within constructed knowledge of male bias.

## **Theme 2. About Liva and the workflow:**

Founded in 2009, Liva started its journey with rehab only, that accommodated the violated people according to individual need, supported by interdisciplinary approach to ensure highest level of counselling. Gradually it extended operations to Liva-Creations, that encourages the participants to engage in various activities. And the Liva-Shelter for the helpless and homeless women. The violence taken in account of human rights are to be assessed on the ground of constructed identity, as the ratio of victims analyzed is specific in gendered identity, situated knowledge helps exploring the elements of the construction of power structure here. The target group in the research, the violated women are found often in so severely traumatized condition that they are unable to define their individual existence, shared by Jesper from Liva-Shelter. The number of shelters and violent activities verify Denmark's gendered violence. These are analyzed by applying the theory of recognition, to decide the help seeking person's need and treatment and which wing to be entitled with.

**Organizational diagram and workflow:** Liva's organizational diagram can be categorized into three wings- Rehab, Shelter and Creations. It's three rehabilitation centers are in Copenhagen, Vordingborg and Aarhus. Creations follow the same locations, only shelter is in Copenhagen.



**Picture: Liva's organizational diagram**

**Liva-Rehab:** This is the first Nordic rehabilitation center to treat and rehabilitate people with prostitution injuries, incest survivors, people who have stalled due to sexual abuse, gender-based violence and oppression, and who have complex psychosocial challenges that make them far from for the labor market. (Liva, n.d.)

**Liva-Creations:** Helpless people with no clue to economic activities to build skills get the support in Liva-creations. Then, in demand of shelter seeking people, Liva opened the crisis-center, where there is barely an empty room per month (as per my observation since August 2021). produces handmade and sustainable design products. Liva-Creation driven by users and designers, and the production is carried out by Liva-Rehab's participants as part of upskilling, internship and job testing. Liva-Creation works with Design, Sewing, Production, Accounting, Warehouse Work, and Marketing. Also, the wing cares a lot about recycling.

**Liva-Shelter:** Charlotte Lund, the political consultant for Liva said, 1 in 10 of the participants is homeless and need shelter. There are room for 20 women and a maximum of eight

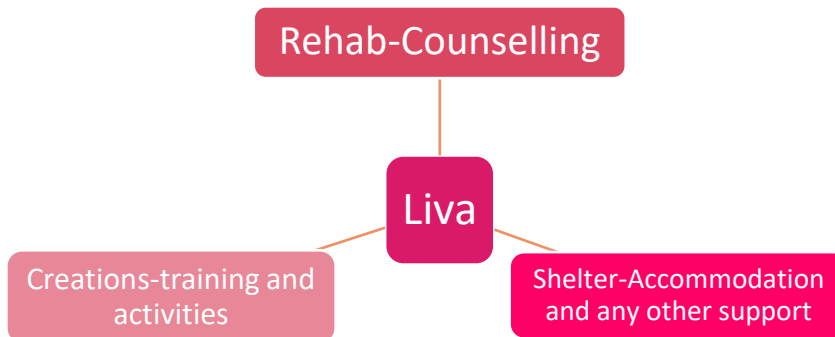


accompanying children. The shelter opened in 2019 and has been approved as a shelter under section 109 of the Danish Service Act, and during your stay, support and care shall be provided for: women and children. Covid situation increased the busyness of Liva, as there were more incidences with violence. The shutdown situation is significantly more difficult for socially disadvantaged people than for most of us. This applies to the mentally vulnerable, vulnerable young people who have been alone – often with dark thoughts and trauma as the only company. Isolation and fear of illness can intensify an already vulnerable situation. This applies to victims of partner violence who had to be with the violent partner, without many witnesses, 24 hours a day. Together with the country's other shelters, Liva was concerned that violence could escalate behind the closed doors. And that applies to the people who live most of their lives on the street, how safe distance and quarantine option are almost non-existent. (Liva-Rehab, 2020) Liva-Unges (project working for consciousness among 15-29 years people, that educates about personal safety and sexuality) is also under shelter, that involves live chat between young people and Liva regarding the trauma experiences.

Sexual assault, violence and harm associated with the sale of sexual services can traumatize and can draw deep scars many years into the future, as many of Liva's participants and shelter residents have unfortunately experienced it throughout their lives, this trauma will worsen with time if not taken preventive measures. That is why it is important to have both information and a massive social and interdisciplinary effort on the participant's own terms. Liva offers, both professionals and voluntary, multidisciplinary support for women, men and trans people with harmful effects from prostitution, violence and sexual assault. The aim of the activities is for the target group to socially vulnerable with prostitution following incest, violence and sexual assault can be supported and counseled to recover their stuck situation. (Liva-Rehab, 2020)

The Shelter and Rehab gives the participants a sigh of relief, with enlightenment towards socio-economic development through various activities. Creations adds another dimension of relaxation and resources by enacting the creative learning at the workshop and by making a way to earn some economic dependency too. 'It was a huge overcoming to put it by the sewing

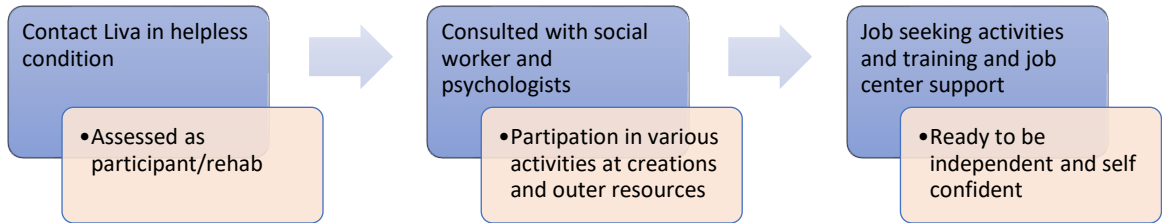
machine the first time, but now I dare. And it becomes pleasing when it is finished" said a participant at Liva-Creation. (Liva-Rehab, 2020)



Picture: Liva's Work pattern

**Workflow:** People in need may contact Liva 24/7 on the contact number, it is also possible to chat with them through <https://livarehab.dk>. Social media platforms are also reachable for knowledge, activity and help. The entrance to Liva-Rehab is the anonymous, voluntary advice. By phone, chat or e-mail one can get in touch with a volunteer or employed social worker. The first question is: "It's Liva-Rehab/Liva-Shelter, what can we do for you?" There are cases referred by different Kommunes and police also. The volunteers and employees with patience, finds all references to either Liva-Rehab or Liva-Shelter or to other organizations. Social workers are rope holders on the simple and responsible for conversations and ensure that the individual participants receive the relevant offers, both from Liva-Rehab and from the external partners, within interdisciplinary team. The social worker, being the key person to the participant, helps to search participants finding the suitable activity. It can be anything from short courses in relation to contact with job center or long-term social treatment. The aim is to guide one in mastering professional challenges and support to become socially, physically and psychologically equipped to start or maintain employment or training. In assessing Liva's empowerment activities organizational and individual empowerment is significantly visible. At organizational level the employees are accountable for the assigned personal assistance to participants/residents, that enables the individual level of empowerment through the activities. This is the resources

distribution, as per Balcazar, among the individual level in order to redistribute power. (Balcazar, Keys, & Vryhof, N/D)



**Picture: Workflow of Liva explained in flowchart**

Visitation to Shelter Liva-Shelter takes place in thorough interviews with one to two social workers with subsequent approval of a crisis center manager. Liva-Shelter is open to nationwide support for the women subjected to the acute violence.



**Picture: Liva’s promotional poster for target group**

Source: <https://www.facebook.com/233112826704476/posts/4367465683269149/?sfnsn=mo>

### Theme 3. Individual identification:

Once contacted Liva, an individual is tried to be understood applying the tripartite model of Honneth's recognition theory, once identified the problem factor and trauma impact, the treatment starts. In between it is also defined whether the participant needs to be resident as well.

**Diverse problems:** The target group for Liva is a socially disadvantaged target group, who have a lot of problems, which are most often a combination of the following:

- Damage from violence and sexual assault.
- Mental health problems, e.g. trauma or psychiatric diagnoses
- Physical problems, such as a critical health status, which is typically worse than the population average
- Economic problems including debt problems
- Problems with alcohol, marijuana, substance abuse or self-medication
- Loneliness, lack of networking and social Isolation
- Homelessness (Liva-Rehab, 2020)

The problem criteria are defined through the tripartite model of recognition and worked upon the significant area, such as psychological consultancy for trauma recovery, job training or job center communication for economic recovery, group therapy with activities to improve the self-worth of the individuals. All three levels of personal development are assessed as per individual need.

**Assault:** Physical or mental assault can leave a person with no self-respect, as violence impacts the victim's confidence for any social activity. Abuse and assault intrude into the personal space and harms civil rights. It later can direct to severe aftereffects as trauma, lack of confidence, limitation to social interaction. Out of 10 cases presented, 20% are rape victims, 60% is or was involved to prostitution, 40% are childhood or adulthood domestic violence victims and some are

victims of both, victimized all through the life until the moment the person came out of the territory. Misrecognition in these cases turns to be mistreatments. These incidents affect both the levels of love and respect.

**Loneliness:** Due to many reasons a person can be left alone, imprisonment in Jacob's case, left him lonely as the closer ones denied him. He lacks self-worth and feels suicidal, the scenario worsens when he in search of economic solvency trades himself to others and again to give up over the pain he submerges in drug and alcohol. It's a dark cycle. Lack of recognition here leaves the person in struggle of love.

**Drug abuse:** Drugs are taken both out of anger and frustration for the mistreatments and lack of recognition. Sex trading perceives it as a complementary habit and vicious cycle keeps going on. The physical problems are addition to it. This problem directs towards struggle for love and respect.

**Economic problem and homelessness:** Having abused or economically dependent on the counterparts or depending on vulnerable profession as prostitution leaves the individual often in poor economic condition and homeless. The condition worsens if no resourceful knowledge is present in the individual. The basic right to earn the civil rights is harmed and the individual faces the struggle for respect.

**Dignity:** In case of miss Faith or Nicolaj from Liva-unges chat, the struggle indicates also towards the dignity, lack of identity and acceptance from society. Faith doesn't feel any urge for development and wants to continue the unhealthy lifestyle. The ideological denial brings the degradation and frustration.

**Intersectional understanding:** Intersectionality in the cases is an important finding, Though the organization says it stands for vulnerable women, it also has stand for trans person and a man as per case studies. And in my observation also I can see a trans person coming for consultation and participation at Creations at times. The acceptance and identification of vulnerability beyond sexual identity defines Liva as bearer of the intersectional insight. The measures taken also in different dimensions as seeing the multiple problems to be solved by the attainable target timeframe.

### Themes combined:

All three themes are finding the answer to the problem question by defining the target group, Liva's organizational diagram and work process, and the individual identification process. After generating a few codes, also by reviewing, there left only three of these that absorbed the necessary concepts and produced meaningful themes. Then the defining or naming was done as per the core understanding of each theme, every theme answers a bit of the core topic 'Liva's role in empowering the target group of vulnerable women in Denmark'. Vulnerability of women in patriarchal societies has been explained in light of Situated knowledge (post-modern feminist theory) Liva's workflow has been explained with Empowerment theory (as a social work and welfare organization Liva's model is based on empowerment mostly), the individual identification process is explained through the theory of recognition. Finally, the measures Liva take for the individual by defining multiple problems of an individual gives the final output of the thematic analyses. The themes are equally important to produce the ultimate meaning. The tripartite model can be seen in prism view as the picture.



[Picture: Tripartite model as a prism](#)

## Conclusive discussion:

The focus of the study was to figure out the role of Liva, as a social welfare organization, in empowering the vulnerable and marginalized women to merge them into socio economic mainstream. Problem statement was founded as following:

**How does Liva define vulnerable and marginalized women? How do the target group merge into socio-economic mainstream?**

The whole process of finding the answer was segmentized into themes that support the core question. Firstly, who are the target group 'vulnerable women'? The term itself reveals towards abuse and torture that left the target group as dependent and weak. The entity is so weak because of the continuous mistreatment. The target group is a by-product of the patriarchal system that identifies a male as the superior in the society, any other non-male existence must be inferior. Denmark has a strong data of vulnerable women nationwide.

Secondly, the organization's detailing and work process explained to understand what and how Liva does? The answer was given by explaining the organizational diagram and work process. Multiple activities are used for the development of the participants/residents. Three wings (Rehab-Shelter-Creations) work collaboratively with a bunch of social workers, psychologists, child anthropologist and political consultant. The wings are independent and collaborated mutually. The help seekers first come to Liva with identification of participants, then based on their situation they are either kept as participants (having consultancy only with Rehab) or residents (accommodated in the Shelter). Both the participant and the resident can learn with Creations that trains with creative learning (making crafts), which is not only an earning resource for future (if job center and other trainings do not work out, at least craft knowledge may help), rather a therapeutic session in impulsive condition. Two way empowerment is active hereby, organizational empowerment by empowering employees and individual empowerment through the employees.

Finally, the recognition is very important to Liva, as it observes the struggle as originated from the lack of recognition and mistreatment. Also, the recognition needs to be case sensitive. The social workers handle multiple cases each and there is always matter of choice and regular evaluation based on the participants'/residents' improvement. The psychologists are shared among the Rehab and Shelter. Based on problem recognition multiple treatments are given for the individuals. Considering the adults and the children accompanying, amusement activities are also arranged.

- Anonymous, open and voluntary advice
- Social counselling
- Supportive conversations with psychologist and psychiatrist
- Psychologically managed group courses
- Nada treatment
- Yoga and relaxation
- Social and network
- forming Events
- Communal dining
- Voluntary job coaching and student promotion Training
- Voluntary debt and financial advice
- Aid scheme
- Coordination of efforts with the municipality
- After-protection
- Courses at the design workshop LivaCreation
- Stay at the Women's Crisis Centre LivaShelter
- Children's activities
- Youth counselling
- Teaching and knowledge sharing to settlements, residences, etc. (Liva-Rehab, 2020)



Working for Liva as the service assistant, I have had the opportunity to work there as part-time employee. The environment in my observation is well organized and adored with care. The Safety is managed highly by the key card system and the shelter location is hidden to general people. The residents can move freely by maintaining the regulations of the house, it is most important to acknowledge the house correspondent in the office about going outside for any reason. Thus, in case of any emergency, the authority can take timely action to rescue the resident. I have noticed them as very happy within the living period, some stayed there for almost 2 years and at the time of leaving they were sad to miss the extended family herein. Then also there is notifiable new comers with gloomy face, who within the first month become lively and joyful with the empowering activities. There must be exceptions, those are

Liva identifies itself as a helping organization for the women in trouble, but it has worked beyond the definition with the intersectionality by supporting men and trans people in distress too. Liva also doesn't criticize the people who returns to prostitution again but maintains regular contact in necessity. In my views Liva has a scope to expand it's arms to cover up for more and more people nationwide. It has already some settlement with Vordingborg, Aarhus, Kobenhavn and Frederiksberg kommunes regarding the job placement and rescue issue. People with kommunes' recommendation come to Liva for help, Liva recommends them to Kommune after proper training and treatment with their confidence build up.

At the end, it must be said that the organizational model Liva follows in developing the target group is very effective and helpful. The society and the state are benefitted by the work of Liva as well as the individual in distress, as Liva supports in empowering and returning the individual to the socio-economic mainstream in the society.

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## Apendix:

Detailed case studies collected from Liva-unges live chat publication.

**Case 1.****Nicolaj**

A man gets up, looks at me angrily and says I'm a fucking creepy trans and I just had to die and spit on me. I look down and sincerely hope he just leaves me alone. The man gets off the train, I'm sitting back, shaken and upset.

I've played with the feminine expression all my life, but I've never had a desire to be anything but a man. A lot of people on my way have had a hard time accepting that. Because you can't be a man with lipstick and high heels. or can one?

I have often moved around the streets of Copenhagen with a delicious full makeup, and rarely have I come home without nasty derogatory words and threats along the way. One episode is particularly clear to me. It was spring, I had a glamorous makeup, nice long nails and the perfect outfit that I had found the day before. I was razor sharp and I probably never felt so beautiful before. I was going to a preview of Divas in the Jungle. I'm going to hop on a full S train and find a seat. A man stands up, looks at me angrily and says I'm a fucking creepy trans and that I should just die and spit on me. I look down and sincerely hope he just leaves me alone.

The man gets off the train, I'm left shaken and upset. None of the other passengers intervene or ask if I'm okay. They gave a quiet acceptance of this situation. Let me be clear, being transgender is not polemic. But as a society, we need to expand the boxes we have for gender. You can easily be a man and play with makeup and skirts without wanting to be a woman. "You're way too much" and "you're not yourself at all" are phrases I've heard a lot from close relationships.

I see this as a reaction to the fact that it is difficult for anyone to step out of the boxes and norms that have been set. I believe that we humans should be allowed to explore different sides of ourselves. We have to practice giving each other room for that. It's naïve to think you're in a certain way because of your genitals. Let's expand the framework and keep the doors open.

**Case 2.****Avo**

I did not dare do anything. I was dog scared and disappeared away in a blackout. I was happy when I walked in the door of my friend who was 3 years older than me. I proudly exclaimed that I was going to be a model for a hair salon and that pictures were to be taken for an exhibition in the shop windows.

It was one of those good days when something good happened to me. At the time, I lived with my girlfriends, and tried my best to be an adult at the age of 13. I was rooted in the relationship with my mother and having a hard time going to school. In our girlfriend world, a modeling job was the ultimate. We cut all the famous models out of the fashion magazines and made collages out of them. So, it meant a lot to me that I had been selected for the task. It meant I could get a little finger into another world, and that was the biggest recognition I had felt in a long time.

The day came where I was to meet the boss. We got into his sports car and left for City with us. We had to borrow clothes inside the city, and it was an adventure for a girl of 13 who did not know about self-esteem, but only about survival in the world. That day I got a bite of a world I could only dream of, but also a brand of life that has taken time of heal.

One bag after another was filled up in Magasin on the street, and they were ready when we entered the store. They knew who he was. We were in all my favorite stores, and it was a whole new experience for me. I went from being taken by the shopkeeper for petty rape to the staff opening the door for me / us. I went from having a cold "goodbye" to a warm "have a good day".

The day ended with a lunch at Gråbrødretorv. A glass of white wine was replaced with another, and then I remember no more clearly, for I began to disappear away in a blackout.

On the way down to the car, I hear him say: "we have to pass me and put the clothes". A remark I wish today I had answered no to. But the reality was that I had been drunk full by a man of 52 and I was 13. The next thing he asked was if I wanted to come in. I had no defense and was rod stiff, so I went along.

The next thing I remember, I'm lying on a couch with an animal by a man on top of me. I did not dare do anything. I was so scared and disappeared away in a blackout. The next day I had to show up for a photo shoot. It was a modelling assignment that had first given me pride, but which had now turned to me feeling dirty, obnoxious and wanting to kill him.

I didn't know at the time that it was an assault. I thought I said yes, but I was drunk, and I was only 13. The time after the experience was tough and I started smoking weed and drinking more.

I tried to get the feeling of being dirty away, but no matter how much I intoxicated myself, it didn't work. It didn't go away until the day I started getting help. It wasn't my fault I was 13. He was the grown-up, and he had attacked me. The guilt I had felt was reversed.

Today I know the way out is to get help as soon as possible. It was necessary to understand that I wasn't the wrong one or that it was something I deserved. Self-destructive behavior is not. It didn't help me to soothe my emotions with marijuana and alcohol, or to keep it all to myself. It wasn't until I talked about it, and accepted the good help that exists, that I got better.

Since then, I have had many other exciting modelling tasks that have been filled with fun and joy, and I know where my limit is.

## Pictures from Liva's Activities:

Source: <https://www.facebook.com/livarehaboglivashelter>

### Halloween activities



Creations crafts



Employees on running



Eid and Christmas meals:



Creations activities:

