SEP_AIN3091

by Student Help

TACKLING VIOLENCE AGAINST WOMAN & GIRLS
(VAWG)

Introduction

Women's safety is awareness of reducing violence and deploying their health and safety factors to improve poor behavioural consequences. It is gender-based violence which affects women and girls where human trafficking, sexual harassment, domestic violence and other issues are associated. Based on this issue, the UK government has published a "*Tackling Violence Against Women & Girls (VAWG)*" strategy in terms of mitigating violence. Based on this context, this study is going to highlight the nature of this strategy, aims, and actions, theoretical discussion and suitable recommendations to proceed with this study.

1. Overview of the VAWG strategy with its nature

The nature of this VAWG initiative is to enhance the power of women so that girls and women can deal with internal and external violence. The feature of this strategy depicts that *30% of 15 years of women* faced sexual and physical violence and *80% of women encountered psychological violence* (Stimson.org, 2023). Due to this reason, the VAWG strategy has been released in order to support all women in the UK. However, some issues are associated with the actions, such as a lack of funding, limited scope, failure to mitigate structural problems, and prevention management issues. These issues do not create sufficient financial feasibility; however, it is estimated by *£100 million to allocate* this program for the superior physical and mental health of women.

1.1 Analysis of VAWG with theoretical analysis and evidence

Violence, domestic abuse, harassment, stalking, online abuse and other relevant issues have become common issues nowadays in global countries. However, the UK government has proposed the idea of this VAWG strategy in terms of mitigating these issues to protect all women from physical and mental attacks. Contextually, the "*social exchange theory*", "*Weberian theory*", "*Human behavioural theory*" and other relevant theories are against violence to protect women and girls. In context, the "*Respect Women framework*" has been proposed by "*World Health Organization (WHO)*" in terms of avoiding physical and domestic violence (World Health Organization, 2019). Based on these frameworks and theories, this study will be discussed throughout this study.

For instance, over 1000 employees of McDonald's have faced sexual harassment issues in the UK market which created made a toxic culture within the workplace. At this point, the authorities of McDonald's have taken legal steps and submitted their reports to the "*Bakers, Food and Allied Workers Union (BFAWU)*" so that this authority can start their investigation to avoid toxic work culture (Humanrights.org, 2019). This issue can be addressed by using the aforementioned theories. The implication of the "*social exchange*

theory" can improve the internal structure of McDonald's workplace. On the other hand, leaders of this company can improve the behavioural practices of employees to avoid harassment activities for sustainable workplace culture.

The *Weberian theory* can also be implemented in this company to modernise the power of authority. Mainly, this theory influences hierarchical power to change business policies so that all employees and workers follow all rules and regulations by avoiding discriminative activities, gender bias issues and inequality activities. According to Decety (2021), human behavioural activities require empathy, emotion transfer activities and concern about others. Due to this reason, this theory is needed to extract positive behavioural outcomes. The implementation of human behavioural theory can help McDonald's employees to maintain proper corporate behavioural processes to maintain a working culture within the workplace. Thus, these theoretical applications are required to mitigate sexual harassment and other criminal activities in McDonald's.

2. Aims of this strategy

- The VAWG strategy aims to lead human rights in terms of supervising social issues regarding violence
- This strategy also objectifies the mitigating process in violence against girls and women to support a community-based approach.

2.1 Critically analyse the reason for choosing these aims

These aims have been chosen in terms of supervising the social issues to identify the social problems based on violence against girls and women. On the other hand, the importance of this action is to mitigate these major issues to support a community-based approach. According to Flecha (2021), the identification of sexual harassment, verbal attacks, mental attacks and other relevant issues is required to know the level of criminal activities. Based on this practice, the UK parliament has published the VAWG strategy in terms of creating the opportunity to support all girls and women. On the other hand, Suzor *et al*. (2019) argued that a lack of human rights, the presence of discrimination practices, non-libertarian logic and other relevant social practices need to be expressed in society so that social workers can easily avoid violence against girls and women. Based on these logical activities, the VAWG aims have been formed along with human rights actions.

However, the VAWG authorities have not focused on their social practices despite forming suitable aims. It is required to manage the disciplinary actions against violence; however, these authorities failed to focus on these aims. Inconsistency approaches in the data collection process have been found in the VAWG actions where unsafe rates cannot be determined

properly (Rbkc.gov.uk, 2023). These actions are not indicating inspiring and disciplinary approaches within this strategy. Due to this reason, many women and girls are still facing sexual violence, domestic abuse, forced marriage issues and other relevant problems in the UK.

2.3 Critiquing actions

The UK government and mayor have positively taken the initiative to mitigate the violence against women and they passed the *"Domestic Abuse Act 2021"* in order to protect women. Along with that, they raised the penalty levels for sexual and stalking harassment, domestic abuse and other criminal activities (Gov.uk, 2021). However, the VAWG approach acknowledged combat violence against girls and women where financial issues have become a major issue to proceed with their aims. The authority needs to focus on improving relationship management by considering preventive measures and education. It is also needed to improve relationship management, literacy rate management., behavioural development and other alternative activities. Thus, these issues are not supporting the aim which denotes human rights and supervising social issue mitigation processes.

It is needed to reduce gender-based issues in order to manage women's rights. In that case, proper supervision is needed to improve in terms of mitigating the social violence which can affect the physical and mental health of women and girls. According to Mahendru (2021), the *"Survivor-Centred Approach"* and secular framework need to be implemented in society and authoritarian activities. Evidently, 263,919 physical and mental harassment reports have been predicted by England and Wales police from 2021 to 2022 as compared to the previous year, which denotes 219,667 harassment reports (Statista.com, 2022). The rate of harassment is increasing yearly which is not demonstrating a suitable social structure in the UK. This result is also not denoting that the VAWG strategy is progressing in a positive way in this country.

The VAWG program has made a partnership with school authorities in terms of mitigating these violation activities in the UK. The authorities of this program have been focused on healthy school partnerships in terms of avoiding criminal attacks on children. In that case, this program enables educational training based on protecting themselves from unsafe activities (Rbkc.gov.uk, 2023). Along with that, they also motivate children and young adults so that they can be confident to deal with uncertain violent situations. Therefore, the VAWG program has started activities by providing training sessions to young individuals to mitigate this issue.

3. Evaluation of the context of strategies

The VAWG program has been organised in terms of reducing the unsafety rate in the UK. Evidently, 7.1% of women are safe around their home location whereas 48.7% of risks have been found in the same location at night. In addition, 14.7% of unsafe issues can be found in public spaces in the morning and 48.7% of unsafe issues have been projected at night. On the other hand, 10.7% of risks are there in the open park areas whereas 81.3% of risks have been observed in the same area at night (Statista.com, 2021). Mainly, women are facing these issues at night, especially in open spaces. Against this issue, the UK voluntary and agency groups are trying to focus on partnership management, behavioural activities, violation recognising activities and other relevant areas.
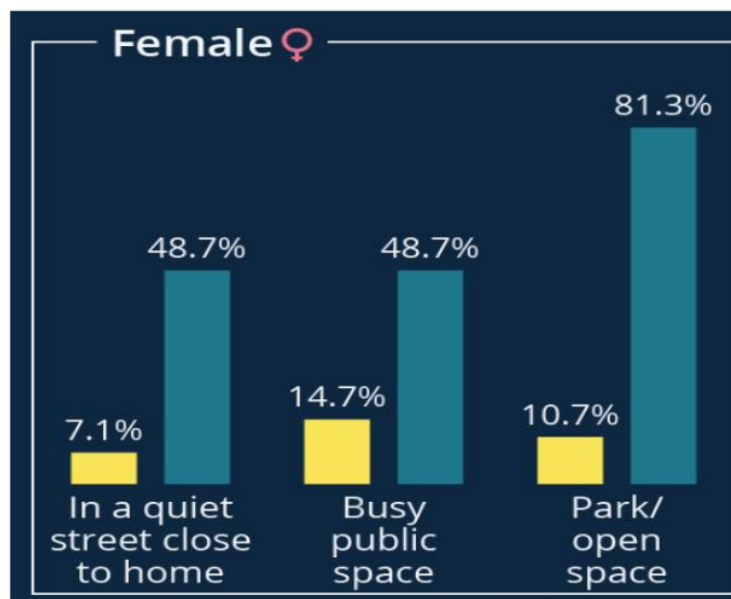
Figure 1: Unsafe ratio of women safety in the UK

(Source: Statista.com, 2021)

At this point, the UK governmental agencies and volunteer groups targeted violence and abuse cases and invested £17.7 million to support these services. This activity is effectively improving the strategies of VAWG (London.gov.uk, 2022). Mainly, the VAWG sector is minutely analysing violent cases and setting goals and prioritising the prevention process, supporting victims and building confidence and trust to deal with this situation. According to Lazard *et al*. (2021), "The ***British psychological society (BPS)***" presents the VAWG strategy through public surveys so that they can pay attention to the violent issues in the UK. This activity is mainly supporting the mental and physical health of victims instead of addressing

these criminal activities. This is not subjected to the strategic improvement practices to resolve the violating scenario; as a result, many women and girls are facing the same issues in the UK regions.

4. Discussion of the range of theories to critique strategies with critical analysis and its significance

Discussing theories and linkage with strategies

Social exchange theory

Domestic violence indicates family issues where parental disputes, negligence of children's activities, a force for marriage and husband-wife combat are included. In that case, social exchange theory needs to be incorporated in order to deploy the society. As per the view of Ahmad *et al*. (2021), women empowerment can be established by using the social exchange theory where a good relationship can be formed by focusing on behavioural activities, community management, normative activities and other relevant aspects. However, spousal violence attacks women's physical and mental health. In that case, exchange theory can change family matters with normative strategies, such as respectful behaviour, ethics, equality and other ethical practices. Contextually, the VAWG strategy can be developed by focusing on human rights where it allows a woman to get human rights to deal with these spousal issues and make all women confident to overcome domestic violence. On the other hand, Zhou *et al*. (2021) argued that the exchange theory helps to manage the job satisfaction level by avoiding discrimination practices within the workplace. In that case, despotic leaders deploy social exchange theory to mitigate harassment issues and gender bias obstacles to make their workplace sustainable.

This theory can be implemented in the VAWG approaches where the volunteers are positively thinking to avoid harassment and violent-oriented issues for women. At this point, social exchange theory can help workers to overcome this situation by considering the strategy of this theory. Organisational authorities need to highlight this activity in order to manage these harassment issues. In contrast, Gervais *et al*. (2020) contended that the mixed-gender interaction creates an ideological concept because male and female workers are both involved in business projects without practising gender-bias activities. Apart from that, the social exchange theory helps to influence this sustainable behavioural aspect so that all employees can work together by avoiding VAWG activities.

Human behavioural theory

Violence against women in the workplace does not accelerate organisational culture. On the contrary, Bondestam and Lundqvist (2020) disputed that human behavioural and feminist

theory help to avoid sexual harassment in higher education organisations. These theories enhance legitimacy approaches by which female students can feel safe from sexual harassment because feminist theory enhances the power of women.

Additionally, behavioural theory changes interactive patterns, especially among male workers because they do sexual harassment situations within educational institutes and organisational workplaces. The VAWG can implement these theories as a mitigation process to avoid sexual harassment. On the other hand, Harris and Woodlock (2019) argued that domestic violence occurred due to a lack of due to the presence of behavioural issues. Digital technologies have caused domestic violence due to the use of digital platforms. However, the VAWG can change technological usage so that women can manage their lives and avoid domestic violence by using the human behavioural theory (London.gov.uk, 2022). This theory can help to change time management activities and other behavioural issues can be mitigated. This is the way theoretical implications can improve domestic violence and harassment activities in terms of developing strategies.

Weberian theory

Physical violence is a major issue that occurred globally more or less. Spousal issues, sexual harassment, rape and other anti-social activities occurred in all countries; in that case, Weber's or Weberian theory can be implemented in terms of analysing problematic situations in society. As per the view of Nagel (2019), "***legitimate physical violence***" can be managed by using the Weberian theory so that all women can protect themselves by taking the help of social authorities. However, the VAWG strategies can be formed by providing human rights to women so that they improve their self-protection capabilities to deal with sexual harassment. Volunteers of the VAWG approach can directly help sexual harassment victims to create feasibility for supporting the aims and actions regarding violence against women and girls (London.gov.uk, 2022). However, legitimate practices can create feasibility to avoid physical violence for all girls and women in the UK. In that case, volunteers are to focus on societal problem identification in order to protect women and girls.

A modern city can be established by incorporating Weber's theory in terms of developing social and organisational structure. In contrast, Dash and Padhi (2020) argued that Weber's theory contributes to social science and bureaucratic approaches in terms of making a modern society in the country. The VAWG volunteers can change their strategies by adopting legal standards, regulations and approaches to reduce the violence levels in the UK. This practice could overcome the ratio of sexual harassment and domestic violence. However, inefficient strategies and funding issues create barriers to managing violence against girls and women.

Lastly, the VAWG approach needs to adopt all aforementioned theories that will help them to reduce the criminal offensive activities to modernise UK society.

Critical analysis of strategy

The VAWG approach considered some strategies by incorporating the "*Police and Crime Plan for London 2022-25*". Consultants interact with London police and other relevant stakeholders so that they can handle the complex issues based on violence, sexual harassment, trafficking and other alternative crimes (London.gov.uk, 2022). At this point, public authorities highlighted unlawful activities, sexual harassment, discrimination, inequality issues, minimising disadvantages and other relevant activities. These areas are included in their action plans in terms of accelerating violent activities. As per the view of Kurebwa (2023), gender-based violence is negatively impacting society that causes psychological issues for women. Contrarily, Dash and Padhi (2020) contended that authoritarian activities need to incorporate into violent activities so that they can help crime and police plans based on the VAWG plans. The theoretical implication in the VAWG can increase the significance of the strategies. It can also manage gender-based issues to deploy equality management activities.

It is also essential to cope with the sexual harassment that physically and mentally desp\tro a woman to live their life. However, the implication of the human behavioural theory can improve the strategies of the VAWM to get a secure life to live in the UK. Evidently, £8.4 million has been invested in harassed girls and women and targeted vulnerable communities (Gov.uk, 2022). On the other hand, the £7.5 million investment has been found for domestic violence and healthcare settings for women so that volunteers can build trust to protect all women (Gov.uk, 2022). In context, Forsdike and Fullagar (2021) mentioned that proper funds and governmental support are required to change the discrimination issues, inequality, and other unequal activities for women. In that case, human behavioural theory needs to be adopted within these activities. It can improve these financial strategies in order to improve the behavioural activities of all volunteers to support the VAWG approach.

This strategy needs to be associated with this VAWG strategy so that volunteers can improve their performance and behavioural activities to support all UK women and girls. Supervisor consultation is needed for unpredictable activities regarding VAWG issues. Mainly, the Victims' Commissioner of London is supervising the underrepresentation issues based on strategy implementation, stakeholder management and consulting procedures (London.gov.uk, 2022). It helps all volunteers can handle sexual harassment, domestic violence, discrimination problems and other anti-social activities. This authorisation activity

is supporting the Weberian theory. According to, Eckhard (2021), "*Bureaucratic representation theory*" represents civil services by which public administrators can understand the Weberian sense to enhance social knowledge. This activity is positively creating a concrete social structure by participating in the mitigation process of anti-social activities.

This discussion depicted that the implication of these theories is effectively improving the strategies of the VAWG approaches so that volunteers can easily change their poor performance. However, negligence issues, funding issues, structural issues and lack of scope issues have been found. Due to this reason, all theories have been incorporated within the approaches of the VAWG (Gov.uk, 2022). It can change behavioural issues, administrative activities, and social activities to change anti-social activities, violent issues, sexual harassment and domestic violence issues.

Conclude the context and recommendation

It can be concluded that the VAWG strategy has been proposed in terms of managing violent activities in the UK. A maximum level of women are facing a major issue regarding harassment due to this reason they feel unsafe travelling outside. Along with that, the volunteers of the VAWG proposed aims based on human rights and social problem identification. Additionally, they also imposed mitigation strategies by providing training and education sessions for young individuals. However, social exchange theory, human behavioural and Weberian theory has been implemented in these strategies in terms of accelerating the action of the VAWG approach. The "*Protection from Harassment Act, 1997*" is highly recommended to include in the VAWG approach so that volunteers and agency members can easily proceed with their activities for developing their strategies. Additionally, section 26 of the "*Equality Act 2010*" is also suggested to avoid the gender discrimination and criminal offence in terms of supporting women's safety and gender bias issues.

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