**MODULE 1 ASSIGNMENT**

**Gender and development**

**Assign. 1. Disparities face by women**

Despite massive progress, women’s rights remains a critical issue throughout the world, especially in regions like North Africa and the Middle East. Women are confront with a systematic denial of rights where legal discrimination leaves them inferior to their male counterparts. Consequently, women globally lack a full realization of their fundamental human rights. Learning about this problem reveals that gender equality is central to sustainable progress. These are some examples of [gender inequality](http://borgenproject.org/gender-inequality-runs-rampant-in-india/) existing in the world today.

1. **Denial of resource:**

Women today face a lot of inequalities when it comes to resource distribution right from families (homes) and even in the society because of believed hence this is affecting the development of women so much and it is one of the gender disparities affecting women

Below are some example of denial of resources in the society we are leaving in today:

**Restricted Land Ownership**  
In some countries, customary or religious law effectively prohibits the ownership of land by females, even if their constitution claims equal rights. In many countries like North Sudan, Tanzania, and Lesotho and south Sudan land ownership and control tends to go to the male head of the household. In Zambia, women and men are allowed to acquire a registered land title, but customary land tenure is also recognized making it unlikely for a woman to be allocated land without the approval of her husband.

**Inheritance of property**:

On the same note women, in many countries are not allowed to inherit property from their late parent. all this are always given to boy child in the family even if the girl is elders to the boys, with perception that the girl will be married by another person hence leaving them helpless, were as even in there husband home they still don’t have the right

Freedom of expression and decision-making:

Many women today suffer silently without raising up there voice

**Custody Rights**  
In some countries, the courts automatically grant custody rights to the father, and women are left without any means of financial support. For example, in [Bahrain](http://borgenproject.org/bahrain-protests-mark-anniversary-arab-spring/), family laws are not systematized enabling judges to deny mothers custody of their children

**Freedom of Marriage**  
According to the U.N., 40 percent of young women in South Asia and sub-Saharan Africa are married by age 18. [Child marriage](http://borgenmag.wpengine.com/fight-child-marriage-pakistan/) not only increases the chance of complications of giving birth that often prove fatal, but also contravenes the fundamental human right of choice of partnership. In Pakistan, women are expected to accept arranged marriages and refusal can lead to “honor killings” that typically go uncontested by the government.  
 **2. Violence**  
Unequal legal rights make women increasingly vulnerable to violence. One of the most obvious forms of violence against women in the world today is that of spousal rape. India’s [recent ruling](http://borgenmag.wpengine.com/court-rules-rape-laws-india/%20) that rape laws do not apply to married couples clearly illustrates the sexual subjugation and violence to which women remain exposed.

Discriminatory Divorce Rights  
in most of the Middle East, countries governed by religious ideals and gender inequality is pervasive. As men are typically viewed as superior, they can divorce their wives relatively easily and even through mere oral renunciation. Women, on the other hand, face many more challenges. In Lebanon, abused women do not even have the right to file for divorce unless an eyewitness is willing to testify

**Assign. 2. Modernization theory of development and WID AND GAD**

Over the years, development programs have been criticize for ignoring gender roles and the impact it has on women in the global south. However, we see a shift to integrate women into development programs in hopes of eradicating poverty and low social economic status. The six main theoretical approaches are: “(1) the welfare approach; (2) women in development (WID); (3) women and development (WAD); (4) gender and development (GAD); (5) the effectiveness approach (EA); and (6) mainstream gender equality (MGE). Martinez tries to understand the various outcomes and effectiveness of all 6-development theories.

 Despite the effort to reinforce gender mainstreaming into society we still see a vast number of gender inequality especially in the developing world. Women make up the 70% of individuals living in poverty and in sub-Saharan Africa 57% of HIV infected individuals are women. This also includes the disproportionate ratio of women to men in the job market and at leadership position, low level of education among women, and low socio-economic status among women.

 The term “Women, Gender and Development” would be view a discipline much like every other area of knowledge. However, what sets it apart from various disciplines is that, its major contributors are individuals that raise issues and concerns, concerning women, gender and development. These are academics, feminist activists and development practitioner.

 In 1972 Ann Oakley, was able to distinguish the difference between sex and gender. Gender refers to one’s sexuality based on masculinity and femininity and sex refers to the biological features of one physiology. With the rise and popularity of the term gender, came with its misusage of its actual meaning. For example, as most development agencies and NGO’s supported its terminology, however they used it as a reference point when talking about mainly women issues. Today the term gender has become more popularize that it is always link to a wide range of sectors like politics, economics, environment and health.

Social assistance or the “welfare approach” originated back 1950s to the 1970s during the era of decolonization and political transitioning in most African and Asian countries. The welfare approach was a response to most of the newly independent countries outcomes of inequalities among the local elites and the common person in each nation.

 Most international development agencies applied a very western approach towards helping these nations develop. Some of these theories where the modernization theory, and the Malthusian theory (Population vs. Resources). These brought about a negative impact and outcome towards most developing countries development and it help to further impede on its progress.

 Women in development (WID) approach, was originate because of three major feminist moments/waves concerning feminine conditions.  The first two were due to the feminist waves. The first wave also known as women’s suffrage movement, originated in the North America back in the late 19th century, when women fought for the equal right to vote and participate in politics. The second-wave of feminism sought to deal with the remaining social and cultural inequalities women were faced with in everyday affair i.e. sexual violence, reproductive rights, and sexual discrimination and glass ceilings. The second wave was very controversial however; the women’s movement was very influential that the UN organized the first global conference on women back in 1975 at Mexico. The conference sought to address nations role on fighting gender inequalities and support women’s right. The third was influence by Ester Boserup (1970) publication on “Women’s Role in Economic Development”. “The book sent a shock wave through northern development agencies and humanitarian organization” (pg 93). She states and gave empirical results of how increasingly specialized division of labor associated with development undermines or neglects the value of women’s work and status especially in the developing world.  As it explains why women were, being deprived an equal share among men in social benefits and economic gains. Boserup book had an influence on making women more visible in development approach and as a specific category when addressing women in development. In 1973, the US congress implemented a bill, which required the USAID to include women in development programs. The WID approach helped to ensure the integration of women into the workforce and increase their level of productivity in order to improve their lives. However, some have criticized this approach as being very western. Since it is a perception of the global south from global north perspective, as it fails to acknowledge the collective and cultural concerns of women in the developing world. It approach has been tagged as being rather cumbersome on women, as it fails to understand the dynamics of the private sphere but focus solely on the public sphere.

The women and development (WAD) approach originated back in 1975 in Mexico city, as it sort to discuss women’s issues from a neo-Marxist and dependency theory perspective. Its focus was to “explain the relationship between women and the process of capitalist development in terms of material conditions that contribute to their exploitation” (pg 95).  WAD is often misinterpreted as WID, however what sets it apart is that, WAD focuses specifically on the relation between patriarchy and capitalism. The WAD perspective states that women have always participated and contributed towards economic development, regardless of the public or private spheres.

The Gender and development approach originated in the 1980s by socialist feminism. It serve as a transitioning point in the way in which feminist have understood development. It served as a comprehensive overview of the social, economic and political realities of development. It origin relates back to the Development Alternatives with Women for a New Era (DAWN) network, when it was first initiated in India. The DAWN program was then officially recognized in 1986 during the 3rd UN conference on women in Nairobi. The conference brought about activist, researcher and development practitioners globally. As the conference discussed about the achievements made from the previous decade’s evaluation of promoting equality among the sexes, and a full scope of the obstacles limiting women’s advancements, especially in the developing world. The forum discussed about the effectiveness of the continuous debt crisis and structural adjustment program implemented by the IMF and the World Bank, and how such concept of neoliberalism tend to marginalize and discriminate women more in the developing countries.  The diversity of this approach was open to the experiences and need of women in the developing world. Its two main goals were to prove that the unequal relationship between the sexes hinders development and female participation. The second, it sort to change the structure of power into a long-term goal whereby all decision-making and benefits of development are distributed on equal basis of gender neutrality. The GAD approach is not just focused on the biological inequalities among sexes: men and women, however on how social roles, reproductive roles and economic roles are linked to Gender inequalities of: masculinity and femininity.

The Effectiveness Approach (EA) originated in the 1980s. Its ideas are linked to the concept surrounding WID, which was the inequalities women faced and how societies fail to acknowledge the impact of women in economic development. However, EA sort to not just include women into development projects but also reinforce their level of productivity and effectiveness in the labor market. So this required the development of infrastructure and equipment that aided to increase women’s earnings and productivity (especially women in the rural areas).

 Mainstreaming Gender Equality (MGE) approach also commonly referred to, as gender mainstreaming is the most recent development approach aimed on women.  Gender mainstreaming ensures that all gender issues are address and integrated in all levels of society, politics, and programs. It originated in 1995 at the 4th UN conference on women in Beijing, China. At the forum, 189 state representatives agreed that the inclusion of both women and men in every development project was the only way to succeed and progress in a nation economic growth and development.  The WID approach had been drop by various aid agencies like CIDA, due to it negative interpretation from supporters as being too feminist and brought about hostility from men towards such programs. Therefore, organization like CIDA now has to include men and women in their annual development report concerning the allocation of fund is spent towards education, health care, and employment of both sexes.

In conclusion to all the six main theoretical approaches.

1) It is important to note that no approach can be neutral in terms of its effect on the power relationship between men and women.

2) Second, gender inequality is highly linked with the power struggle that hinders the recognition of women as significant actors and negotiators of the development processes.

3) Finally, the need for including actual fieldwork results into theories of development. The collective needs of individuals need to put into consideration when implementing various development theories.

**Assign three women issues in project implementation and evaluation**

Women usually constitute half or more than half of the applicants in low-income housing projects in Africa. As women are mainly responsible for reproduction (childbearing, rearing and domestic work), they are also the main users of shelter, infrastructure and community services. Hence, a better understanding of women's lives will certainly have implications for urban development planning. However, the experiences so far of African cities is that gender specific planning has not been undertaken.

Low-income women form an increasing proportion of the urban population in African towns. Their needs are however, ignored, with their access to resources being determined by their relationship to men and their position in the urban economy. Married women have to earn an income because often their men are not in a position to be the sole provider for their families. Rising unemployment and the still prevailing practice of polygamy in urban areas are related to this. In addition, marriage instability is increasing and a great number of women are fully responsible for their own and their children's survival.

Gender as a crosscutting issue Gender mainstreaming is a synthesizing concept that addresses the wellbeing of women and men. A strategy is central to the interests of the whole community. The Fourth World Conference on Women in Beijing 1995 pushed the dialogue on gender mainstreaming to the fore at an international level and was endorsed by the 1995 Beijing Platform for Action2 as the approach by which goals under each of its Critical Areas of Concern are to be achieved. All players in the development sector since the Fourth World Conference on Women have agreed that gender matters. Since then, governments, donor agencies, nongovernment organizations and other international and national players to gender mainstreaming, have made widespread commitment. There is substantial evidence to demonstrate that the key players in the development industry have identified gender equity as a priority objective. For example, each donor agency has a gender strategy paper. Some donors require organizations receiving funds to have a gender and development (GAD) policy. Despite the tremendous progress in policy development and the abundance of information available on gender mainstreaming, all players in the sector, including multilateral and bilateral agencies, consulting firms and non-government organizations are the first to say that translating gender mainstreaming policy objectives to true outcomes in the field are challenging. This discussion aims to identify some of the factors that result in gender still being an add-on as opposed to being an integral part of the process.

***(Development Studies Network 9)***

Challenges faced by development consulting firms some general observations about the challenges in gender mainstreaming are identified below:

**Focus on technical aspects:**

When priority is given to the more technical aspects of the reform process, gender often is not a consideration. For example, in projects involving privatization, which usually result in workforce downsizing, the solutions designed to deal with labor redundancy issues are often based on the needs of a broad target group, the majority of whom are male and who often have differing issues and needs from women. Generally, women are less skilled or work at lower-skilled jobs that are easily replaced by technology. Differing working schedules of women due to competing family responsibilities mean that women can be left out of the consultation process unless there are strategies in place to ensure their full and active participation. The differing demographic factors can also mean that compensation packages do not adequately cater to women’s needs.

**Sources of technical specialists:**

The technical specialists required for the type of projects listed above often include a requirement for very senior specialists who have the necessary status to give credibility to the reform process and to ensure the project management meets societal and institutional cultural norms. For example, in legal and judicial reform projects, tender selection panels tend to take into consideration ‘status issues’ so that the team is seen to be credible and able to engage at senior levels in the recipient country. The general pool for both international and national consultants who fit this criterion comprises active senior public servants, former senior public servants and academics. Which are all men always

**Implications of the lack of women as senior decision-makers:** in the resource pool of specialists: There are proportionately fewer women in senior decision-making positions in both developed countries and developing countries. Consulting firms thus have great difficulty in putting together a gender-balanced team

**Gender blindness within the pool of specialists:**

The combination of these factors often leads to teams who are highly skilled, but have little experience in the developing country context, with the added ‘baggage’ of not having gender on the agenda. Even if women are included on teams as technical specialists, this does not necessarily, mean they have the specialist gender skills that are needed to put gender on the agenda, particularly in developing country contexts

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**CONFLICT RESOLUTION**

Conflict refers to the discomfort one experiences with an individual or group due to different needs, desires, attitudes, expectations and experiences of others. Conflict has been described as the “struggle between incompatible and opposing needs, wishes, ideas, and interests of people.” The traditional view of conflict has been that it is bad and should be avoided at all costs. As a result, there is a tendency sometimes to suppress conflict and ignore it. The current view is that conflict is a naturally occurring phenomenon, which is inevitable and inherent in any system. It is not always bad. It energizes the system, clears the vision, and helps to solve problems and acts as a stimulant. Thus, the current view of conflict is that it could be functional to individuals, groups and organizations.

**The Five Main Causes of Conflict**

***1. Selfishness***

Too often, we are so determined to get that "thing" we need, that we forget our decisions affect others. This is true for any type of relationship. Couples often have the conflict because someone in the relationship fails to think of the other person when making decisions. Sometimes this is done knowingly and happens often, extending the life of the conflict. Selfishness is number one on the list because when a person cannot respect the needs of others, it becomes impossible to have a healthy relationship.

**Philippians 2:3 (NLT)**

**Do not be selfish; do not try to impress others. Be humble, thinking of others as better than you are.**

***2. Communication***

*"It is not what you say, but how you say it"*

Communication is the method of getting it out there. Too often communicating in the relationship means argument, this causes tension and as a result, communication is avoided completely. Communicating the wrong way can cause further conflict in the relationship.

***3. Resentment***

There may be an occasion (or many) where one of the partners offends the other. When that individual fails to communicate the hurt the offense caused, he/she will keep those negative emotions in their heart causing resentment. This is where the root cause of conflict needs to be evaluated. At times, the person will seem discontent or upset and will not say why. The person can also become distant, causing the other individual to think that they are not interested in the relationship.

***4. Finger Pointing or Criticism***

The most annoying thing is to be surrounded by a person who criticizes everything you do. Someone who claims that everything is your fault is surrounding the second most annoying thing. Sometimes in relationships, this is the case. One partner accuses the other about everything that goes wrong or finds that he/she has a better way of doing things. The funny part of this is that when things do go right, that person claims responsibility right away.

***5. Unrealistic or Distorted Expectations***

This was a big one for me. You all have heard of "Prince Charming", "Happily Ever After" and so on. Well, sorry to burst your bubble, but it is not real. I grew up watching romantic movies and fairy tales that told me that somewhere existed a perfect man for me and that I would be happy. I thought there was nothing I need to do but wait for such great man. After kissing a few frogs, I realized there seemed to be an extinction of such men. Life experiences taught me that you have to build the life and happiness you want. Yes, a loving and accepting person at your side helps a lot, but you cannot force that person to make you happy. Happiness is your responsibility. Many relationships have conflicts because one or both individuals feel that their expectations are not being met. Often, these expectations are unrealistic or distorted and the person will need a wake-up call back to reality.

If you view conflict as something that should not happen, something that harms relationships, it becomes negative. Then you avoid it and hope it will go away. However, if you see conflict as a fact, an opportunity to strengthen relationships, you have a way of resolving conflict by turning it into something creative.

**“10 Ways to Resolve Conflict.”**

1. Agree on a mutually acceptable time and place to discuss the conflict.

2. State the problem as you see it and list your concerns.

* Make “I” statements.
* Withhold judgments, accusations, and absolute statements (“always” or “never”).

3. Let the other person have his/her say.

* Do not interrupt or contradict.
* Do not allow name-calling, put-downs, threats, obscenities, yelling, or intimidating behavior.

4. Listen and ask questions.

* Ask fact-based questions (who? what? where? when? how?) to make sure you understand the situation.
* Ask exploratory questions (what if? what are you saying? is this the only solution to our problem? what if we did such and such? are there other alternatives to this situation?).
* Avoid accusatory “why” questions (why are you like that?).
* Use your own words to restate what you think the other person means and wants.
* Acknowledge the person’s feelings and perceptions.

5. Stick to one conflict at a time — to the issue at hand.

* Do not change the subject or allow it to be changed.  
  “I understand your concern, but I’d like to finish what we’re talking about before we discuss it.”

6. Seek common ground.

* What do you agree on?
* What are your shared concerns?

7. Brainstorm solutions to the conflict that allow everyone to win.

8. Request behavior changes only.

* Do not ask others to change their attitudes.
* Do not ask them to “feel” differently about something.
* Do not ask them to “be” different.
* If you want them to “stop doing” something, suggest an alternative action.

9. Agree to the best way to resolve the conflict and to a timetable for implementing it.

* Who will do what by when?

10. If the discussion breaks down, reschedule another time to meet. Consider bringing in a third party.

[***How to Never Lose an Argument***](http://wittcom.com/how-to-never-lose-an-argument-resolving-conflicts-before-they-start/) ***or*** [***Strategic Listening***](http://wittcom.com/strategic-listening/)***.***

***Chris Witt, a coach based in San Diego, works with executives and with technical experts who want to improve their presentation and communication skills. If you are interested in learning more about how you could benefit from his coaching, contact him for a complimentary call.***

**Preventing Conflict - How to avoid Conflict?**

A difference in the opinions, values, understandings and thought processes of individuals lead to a conflict. When individuals strongly oppose each other’s ideas and concepts, a conflict starts. It has been observed that when people think in dissimilar ways and are not willing to compromise at all, conflict arises.

Conflict can start anytime and at any place when individuals are not ready to accept the middle path approach. A conflict results in verbal arguments, abuses, and tensions and spoils relationships.

**Before starting any conflict, one should take some time out to think, “How will this fight benefit me?” “Is it going to provide me any solution?”**

Nothing beneficial and productive comes out of a conflict. It is simply a wastage of time and energy for and thus every individual should try his level best to prevent conflict.

**First, learn to keep a control on your emotions**. Never ever, get too hyperactive or overreact as it leads you nowhere. Always remember the other individual you are dealing with might not be as educated as you might, might not be from the same background as you are, but you have no right to ridicule his opinions. **Be a good and a patient listener**. Listen carefully what the other person has to say and then only give your expert comments. Even if you do not agree to his suggestions, do not just start fighting, instead discuss with him. Both of the individuals must try to compromise to some extent and find a solution. Conflicts only add on to your anxiety and thus it must be avoided at any cost. **Never be rigid on any point, instead be flexible and try to find out an alternative**.

**Learn to keep a control on your tongue**. One must think before he speaks. Do not unnecessarily shout on others as it not only spoils the ambience but also brings a lot of negativity around. Soften your voice while interacting with others and learn to adjust with others. Sit with the other person and try to sort out your differences.

**Misunderstandings also lead to conflicts**, so be very clear and transparent in your communications. Never play with words and the content of your communication has to be specific to avoid conflicts. Do cross check with the speaker whether he has understood everything in the desired form or not, failing which would lead to misunderstandings and eventually to a fight. **Effective communication goes a long way in preventing conflicts**. Do not always expect the other person to understand everything on his own. It is your moral responsibility to make him aware of what you exactly expect out of him.

Every individual has the right to express his views and opinions, and you have no right to criticize him. If you respect other individuals, you will get respect in return. If a conflict arises among group members, make sure you address all the participants together. The issues and problems must be addressed on an open forum. Personal favours and biases must be avoided for a peaceful environment. Listen to each and everyone’s opinion and then only take a decision. Be a good leader and try to take everyone along. Keep your mind calm and composed.

Do not feel guilty if you have done anything wrong, instead admit it. Never hesitate to accept your faults. Be the first one to apologize. **A small sorry can work wonders and prevent conflicts and unnecessary tensions**.

If the other individual is too demanding and adamant and is just not willing to listen, the best solution is to avoid him. You cannot be everyone’s favourite, learn to ignore people who are just not flexible and always ready to initiate a conflict. Do not always bother what the other person has to say about you. Always act in a manner, which you think is appropriate, and do not just blindly trust the rumour mills.

**No one wins in a fight and you gain nothing out of it**. As they say “Prevention is better than cure”, thus a conflict must be prevented at its early stages as it snatches one’s mental peace and harmony.

***(https://www.managementstudyguide.com/preventing-conflict.htm)***