**DIPLOMA IN GENDER BASED-VIOLENCE**

**GENDER BASED- VIOLENCE ASSIGNMENT FOR THE MONTH OF JUNE 2019**

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DIPLOMA IN GENDER BASED-VIOLENCE

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ASSIGNMENT 1

1. **Women everywhere face three disparities, what are those disparities? Explain**

Disparity is define as the lack of similarity and sameness. Globally, women face some disparities unlike wise to men. The disparities that women face exist in term of

**Rights:**

Rights are things every human being should have or be able to do. We shall be accorded full and equal dignity of the passion with men. Women shall have the right to equal pay for equal work and other related benefit with men.

Besides that, women shall have rights to participate equally with the men in public life. In every part of the world, denial of women right has become one of the prominent disparities that women face.

Through all these levels of government and non-Governmental organization are to promote women participation in public life and the representation in the legislative and executive organs to redress imbalance created by history, custom and traditions.

**Roles and responsibilities**

Both men and women contribute to family income with various forms of productive work. However men predominate productive work especially at the high echelons of remuneration this has led to gender inequality.

In social construction of gender, women and men are treated unequally on the basis of the fact of their sex

The allocation of responsibilities, resources and rights on the basis of social norms disadvantages women materially. There is loss of material benefit.

Furthermore such allocation on the basis of the social norms contradict the reality of women lives. It is not true that women don’t need economic resource because they are being provided for. Nor it is true that all men provide for their families.

Access to and control over resources and voice at household, community and national level.

In the family, a social rule or norms is that men are the breadwinners and women are the home makers or that men are leaders and decision makers and women are the followers and implementers of decision.in accordance with the roles, starting from the household, women are expected to be obedient submissive and fulfill household responsibilities while remaining in the background, this has serious consequence for women.

Denial of chances to the women for education by the family leads to fewer actions in the work place or the fact that women are solely responsible for child care in the family leads to disapproval of working women who seek market place substitutes for child care. The women are unprepared to be competitive in the market which exploits them as cheap labor as they are not seen needing the same wages as men.

Not only that they are also denied participation in community decisions and in turn have limited rights in house hold decisions as they seem not having enough exposure or the grounds that is their roles. Their lack of decision making in the public places also mean that they are denied valuable economic and political rights by the state. Denial of resources and rights to participation and mobility has built discriminatory practices

1. **“Perhaps one of the most important advances over the past thirty is in gender-based research and understandings of development challenges.” Discuss with reference to ONE sectorial area of development theory, explore the ways in which the shift from WID (Women in Development) to GAD (Gender and Development**)

Gender refers to socially constructed roles and responsibilities assigned to men and women by society. These roles and responsibilities are learnt and can be changed over time

Development however can be seen as the process of growth (physical increase), combined with qualitative changes

**Women in development (WID)**

This is an approach to development that focuses on women. The approaches aims at ensuring that women are included in development.

This was research when UN highlighted the existing poverty and disadvantage of women and their invisibility in the development process.

**Women and development (WAD)**

This is an approach to development that advocates for a shift from focusing on women as the group to socially determine the relations between men and women. This approach focuses on socially, economically and political and cultural forces that determine how men and women can best participate and benefit from a development project.

**‘‘From women in development (WID) to gender and development (WAD)’’**

However a shift was done in intention of integrating women into development programs in hopes of eradicating poverty and low social economic status

However, in the last three decades, women in development and gender and development paradigms have been so pervasive that they have shaped to course of development, especially where women are concerned .these approaches have changed the way in which society has interacted with women and men and gender in the economic sector.

Not only was that purpose of WID to integrate women previously viewed as passive beneficiaries of any advanced into the development process. Carl (1997) points out that during this area of development was only viewed in its economic sense. The approach therefore called for greater attention to women in development policy and practice. Between men and women it emphasizes the need to change existing gender roles and relations. The WID perspective marked an important corrective action highlighting the fact that women need to be actively involved in development as active agents if effective and efficient development is to be achieved

Under WID, women’s subordination was seen in terms of their exclusion from the market sphere and consequent limited control over resources. Africa countries viewed women as second class in both economic and political circles, thus policies that sidelined women were crafted

Furthermore, WID addressed women’s practical needs by creating income generating opportunities like access to credit facilities from financial institution and setting up sound and recognized self-sustaining projects like cross border trading, weaving and crafting to mention

Furthermore it stresses the power of women in society in terms of their knowledge, work, goals and their responsibilities and that the society should acknowledge the role that has always been played by women in the society. It considers the modern day women who are involved in activities at workplaces and at home in trying to improve the society.

It therefore follows that the WAD approach is centered on women only seeking the need to create projects which are women centric, constructed to protect women’s interests from patriarchal domination (Barrientos, Kabeer and Hossain;2004).

GAD is concerned with addressing the root, inequalities of both gender and class that create many of the practical problems women experience in their daily lives as opposed to the WID approach that views the absence of women in development plans and policies as the problem. Unlike the WID, it addresses strategic interests such that it takes women as agents or enables women to become agents, it can improve the position of women in society and can empower women and transform gender relations and attitudes. Strategic interests for women arise from their disadvantaged position in society relative to that of men. Strategic interests are long-term, related to improving women's position. For example, empowering women to have more opportunities, greater access to resources, and more equal participation with men in decision-making would be in the long-term strategic interest of the majority of the world's men and women alike. Its strength is on the ability to focus not just on women but also on the social relations between women and men, be it in the workplace or in any other settings it therefore seeks to address issues of access. One can argue that some countries have traits of this paradigm at independence because men and women it the work place received the same remuneration and they also had equal opportunities for employment.

According to Rathgeber (1994) all the feminist theoretical and policy models outlined have one main weakness as they all assume that women are a homogenous group or category as they come in contact with the development process? Hence they assume that all women in developing countries especially in Africa have similar experiences, needs, problems, interest, goals and aims. But the needs of middle class women are not the same as the urban or rural poor and so development policies will affect both groups in the same way equally.

All The frameworks have made women to be recognized and also taken into consideration when making decisions and when enacting laws. The United Nations, through its various agencies, has also exhibited obvious shifts in its focus and its development thinking as it continues to address women's issues. Pietila and Vickers (1990) documented these shifts and contributing factors stating that during the 1950s to 1960s,women's issues were seen mainly within the context of human rights. In the 1970s, the key role of women was better recognized, particularly in relation to efforts to relieve or solve problems in the fields of population, food and economic growth. In the United Nations' earlier decades, women had been seen as objects. The organization made recommendations and enacted conventions for their protection and rights. In the 1970s, the formula was to integrate women into development. Women were characteristically seen as resources, and their contributions were sought to enhance the development process and make it more efficient. For this purpose, the United Nations sought to improve the economic status of women as well as nutrition, health, and education of women. It was often claimed that a failure to fully integrate women into development efforts would be a waste of human resources. Women's dignity and rights were not yet seen as a cause in themselves.

As much as the issue of empowerment is preached to women, the results are not forth coming because most women especially those who live in the remote areas, they are unaware of their rights and to those who have the information they are afraid of taking a step ahead because they will be labeled and segregated from the rest of the society. More so, most women in African countries are still economically dependent and this limits their efforts to pursue anything else that is outside the basic needs of their families.

3-**Explain any four issues of gender concern during the implementation and evaluation stages of a community development project**

During the implementation of a community development project, there were some thorny issues that were evaluate

**Anti-Poverty**: The WID approach, a toned-down version of equity was adopted from 1970.s onwards in the context of Basic Needs Approaches to development. Its purpose is to ensure that poor women increase their productivity. Women’s poverty is seen as a problem of

Underdevelopment, not of subordination. It recognizes the productive role of women, and seeks to meet their practical and strategic needs to earn an income, particularly in small-scale income generation projects.

**Efficiency**: The predominant WID approach was adopted particularly since the 1980.s debt crisis. Its purpose is to ensure that development is more efficient and effective through women. Economic contribution, with participation often equated with equity. Women are seen principal

In terms of their capacity to compensate for declining social services by extending their working day.

**Empowerment**: Its purpose is to empower women through greater self- reliance. Women’s subordination is expressed not only in terms of male oppression but also in terms of colonial and neocolonial oppression. It recognizes the triple role and seeks to meet women’s indirectly through involving women, gender aware organizations and planners in planning the aim of this tool is to ensure that practical and strategic gender needs are identified by women ensuring that .real needs as opposed perceived needs are incorporated into the planning process.

**Equity**: Its purpose is to gain equity for women who are seen as active participants in development. It recognizes the triple role, and seeks to meet strategic gender needs (SGNs) through direct state intervention, giving political and economic autonomy and reducing inequality with men.

**Welfare**: Women are seen as the passive beneficiaries of development. It recognizes the reproductive role of women and seeks to meet practical gender needs (PGNs) in that role through a top-down handout of food aid, measures against malnutrition and family planning. It does not do anything to challenge the status quo and is therefore still widely popular.

4) **Identify five possible sources of conflicts and identify ways to solve the conflicts and possible ways to avoid the conflicts.**

1. **Sources of conflict**

Conflict is a state of struggle between incompatible and opposing needs, wishes, ideas, interests, or people... Conflict arises when we begin to feel that the other person is interfering with our ability to attain a certain objective. It begins when we believe the other party is interfering or standing in the way of an action we want to take, an idea we want to pursue, or a belief we hold. Conflicts may involve individual or group disagreements, struggles, disputes, quarrels, or even physical fighting and wars. Because human beings are unique—possessing a variety of physical, intellectual, emotional, economic, and social difference—conflict is inevitable.

In nutshell, there are a variety of sources of conflict but not limited to the following

**Differences in goals and objectives**

A common source of conflict within organizations is differences in personal and/or

Professional goals and objectives. If we are working on a project with someone whose

Objective is different from ours, tension or conflict is likely to occur.

**Misinformation/ communication**

Many times, personal and professional conflicts arise due to poor communication

Lack of data and information. Incorrect information presented, misinformation, differing views about what information is relevant and how data is to be interpreted and how assessment of data is performed, poor communication of critical and important information, unclear communication. Gossip and false stories can lead to violence

**Personal clashes**

Another common source of conflict is differences in personal style or personality. Strong emotions, feelings about things in general, repetitive negative behavior, stereotyping-of others or yourself, personality conflicts, unstable personalities, incompatible relationships in the team, negative body language towards others-passive aggression, unfair discriminatory conduct towards others .Bad relationships can cause destructive conflicts

**Limited resources**

Involves actual or perceived competition over interest, such as resources, the way a dispute is resolved or perceptions about fairness and trust, the failure to protect interests or the threats to those interests. Competition and fighting for access to limited and scarce resources

**b). Ways of solving conflict**

Conflict resolution is conceptualized as the methods and process involved in facilitating the peaceful ending of conflict and retribution

Knowing what causes conflicts is half the battle. Knowing what to do when conflicts

Arise, as they inevitably do, composes the other half. In this section we are focused on

Conflict management, as opposed to resolution. Conflict management recognizes that

Sources of conflict will probably always be present (for example resource limitation) and

Seeks ways to live with it, minimize its effect, and manage it. Conflict resolution (e.g., in

Arbitration or alternative dispute resolution) seeks to eliminate the cause of the conflict,

Thus eliminating the conflict itself. This is not always possible when deciding

Strategy for dealing with a specific conflict, keep two factors in mind: you’re goals, or what

you hope to accomplish through the interaction, and the importance of the relationship to

You. The first consideration when selecting a strategy is assessing your goals: What

personal or organizational goals are to be accomplished, and how important is it to

achieve those exact goals? Remember that conflicts often exist because of opposing goals

**Avoiding**—in an avoidance or withdrawing strategy, you choose not to deal with

the issues or the people involved. You retreat from the situation, hoping it either goes

away or resolves itself. This strategy is suitable for situations in which the issues are

trivial or of only minor importance to you, when emotions are high, you feel you have

no chance of satisfying your concerns, or when others could resolve the conflict more

effectively. Avoiding is dangerous if the matter under discussion requires your attention.

It may resurface if not dealt with effectively. What’s worse, conflicts that are set

seeks ways to live with it, minimize its effect, and manage it. aside or ignored can fester due to lack of communication and clarification, making it

more difficult—and necessary—to address at a later time. If the conflict is one that

must be addressed, save time and emotional energy by speaking up soon after the

conflict is recognized. Avoidance can lead to a “lose–lose” scenario; goals may not be

addressed or achieved and the relationship may not be able to progress beyond its

current state.

**Accommodating** (Smoothing)—when you use an accommodation strategy to

resolve a conflict, you are more concerned with maintaining the relationship than in

accomplishing a specific goal through the interaction. This strategy is appropriate when

the issue is not that important to you or when harmony is of greater importance to you

than “winning” on the issue. It saves time and emotional energy, and it can be used in a later conflict negotiation (“I did what you wanted; now I want you to do . . . for me”). If you are always accommodating, as in “you win and I lose,” it might signal that you are possibly sacrificing some important goals for the sake of the relationship. You might wonder why others never seem to do the same for you. Sometimes we do this because we want to be “nice” and have others like us. However, over-reliance on accommodating in conflict situations could be harmful to you and the relationship in the long term as you are likely to build up resentment over your unmet needs.

**Compromising**—when you compromise or “split the difference” in a conflict,

you agree to give up part of your goal and part of the relationship in order to reach an

agreement. This strategy is effective for achieving temporary solutions, when both parties

are at a comparable level, when there are time pressures, or as a backup when collaboration

or competing is neither possible nor successful. This strategy is the political

equivalent of “win some, lose some.” In other words, you consciously agree to accept

that sometimes in the relationship you’ll get your way and other times you won’t. This is

possible in a long-term relationship where there’s time for give-and-take exchange.

However, many people and groups jump to this strategy too quickly without pursuing

synergy or collaboration. Perhaps it’s our feelings about risk: I’m better off getting half of

what I want than risking it and getting nothing. Whether this is true or appropriate

depends on the situation.

**Competing** (Forcing)—in a competing strategy, you work to achieve your goals

at all costs, even if it means sacrificing the relationship. This is an “I win, you lose”

strategy. Forcing may be appropriate when you have severe time restrictions, are in a

crisis situation, need to issue an unpopular decision, or have to take an action that is vital

to an organization’s welfare. Some salespeople are guilty of forcing sales. They care

about the commission they earn if they sell you a car—today—and use techniques (this is

the last one [or day]; if you leave now, the deal expires) that make buyers feel pressured

into the sale. More successful salespeople realize that future sales from this person and

others in his or her network are likely if agreements are reached collaboratively as

opposed to with a forcing approach. However, forcing children out on a specific path

when the fire alarm rings is not only appropriate but is safer than discussing or arguing

over other options.

**Collaborating** (Integrating)—the ultimate “win–win” strategy. It involves energy,

commitment, and excellent skills in communication, problem solving, and negotiation.

Collaboration is appropriate when there is plenty of time, when all want a solution that

satisfies all parties’ objectives and maintains the relationship, and when the issue is very

important to all parties involved. It is also critical when the conflicting people

**c) .Ways of avoiding conflict**

**Team building.** As organizations have gotten flatter and less hierarchical, individuals

are working in teams dedicated to specific project goals. Providing training and coaching

on team-building skills can reduce the amount of conflict that occurs in the team setting.

**Diversity training.** As organizations have become more diverse, individuals find

themselves working more and more with people who vary in terms of background,

physical ability, culture, ethnicity, gender, religious beliefs, education, economic status,

sexual orientation, political view, values, goals, ideas, and knowledge base. Diversity

training is now offered by many large companies as a way of ensuring that employees

understand the importance of differences among individuals and how to manage them

effectively. This training often includes components such as:

Self-awareness of personal prejudices and stereotypes.

**Open communication.** Companies are beginning to adopt more informal and personalized

ways of connecting with their employees. By exchanging information freely

and keeping people informed, companies find they are able to reduce some of the

Conflicts that arise from lack of information. Companies with open communication

systems encourage:

Regular staff meetings.

Internal newsletters.

**Conflict management training.** Many companies have discovered the benefits

of providing their employees with training in dealing effectively with conflict. These

programs teach participants to:

Handle conflict constructively.

Respect the legitimacy of others’ points of view, feelings, and perceptions.

Listen actively.

Communicate assertively.

Problem-solve collaboratively.

Support conflict constructively.

Help others avert unnecessary strife.

Use communication skills to influence the way in which conflict is handled.

Anticipate and act accordingly.

Be aware of potential problems and deal with them while they are still minor.

**Resource allocation.** As long as resources need to be shared among various

departments within an organization, conflict will be a part of organizational life. While

Some conflict can be healthy and constructive, conflict also has negative side effects.

Unresolved and continuous conflict can lower productivity and morale and lead to high

turnover. One technique effective managers use to reduce the possible effects of negative

conflict is to seek new ways in which resources can be obtained and allocated. If

internal resources can be increased or reallocated, the number of win–lose situations is

likely to drop. Of course, it still might not be possible to increase resources sufficiently

to allow all parties to become winners. Related to this issue is the process by which

resources are allocated.

**Communication.** Two communication techniques helpful for avoiding conflicts are

using “I” language and paying attention to nonverbal cues. When we say things like “you just don’t understand,” or “your idea will never work,” we put others on the defensive.

They feel attacked and strike back, causing conflict to escalate.

**Summary**

Conflict is inevitable. People are unique and have different interests, goals, perspectives, values, and needs. For this reason, conflict can and does occur. Not all conflict is dysfunctional; some conflict can actually increase innovation, creativity, and the bond between conflicting parties. Practicing conflict prevention techniques can help you eliminate or diffuse conflicts before they surface. By knowing likely sources of conflict and appropriate strategies for dealing with different types of conflict, you can manage your response to conflict and improve your interactions with others.

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