



An Exploratory Discussion on Gender Harmony for Reconciliation & Peacebuilding

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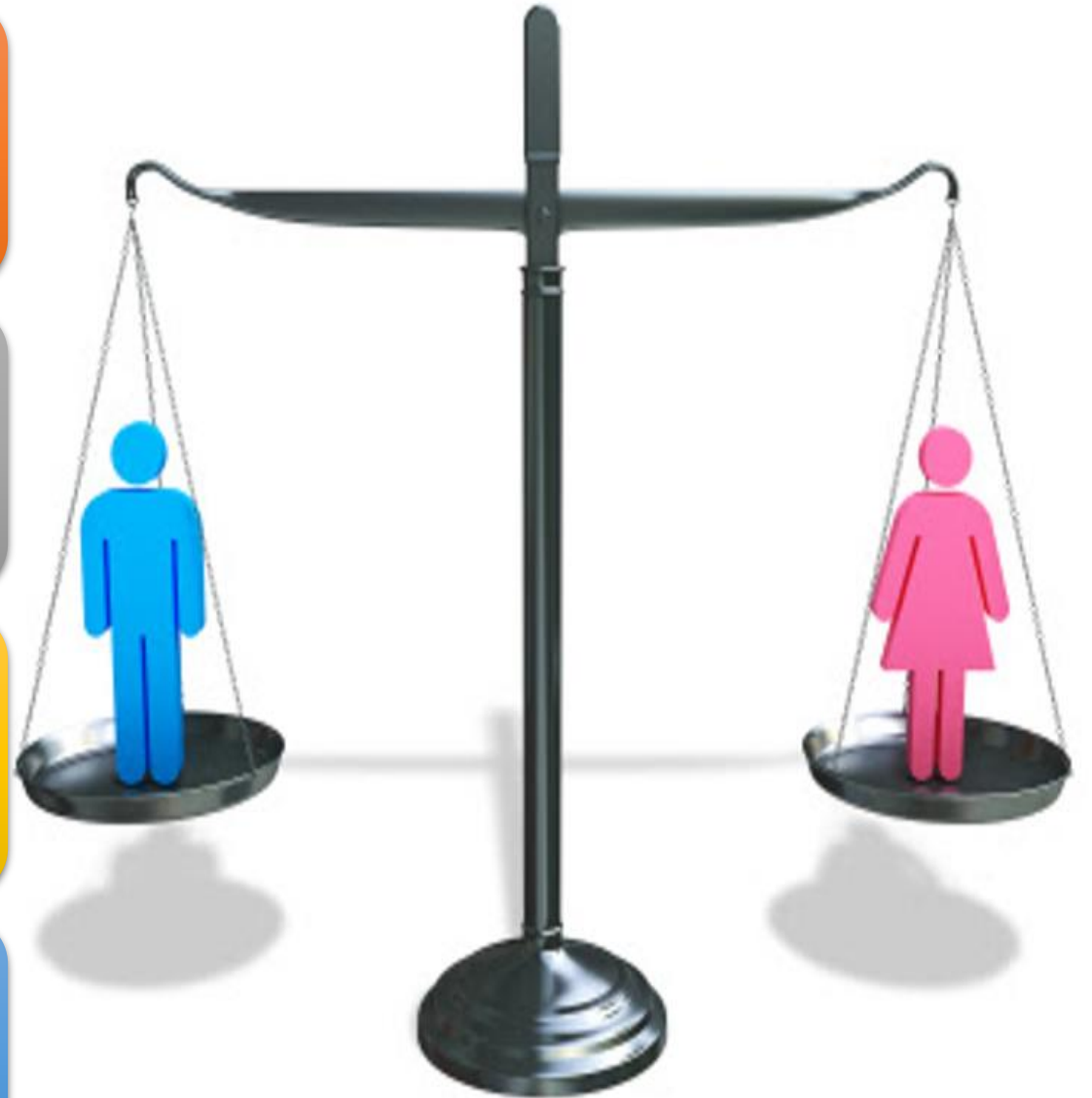
Overview

Introduction: The Case for Gender Harmony

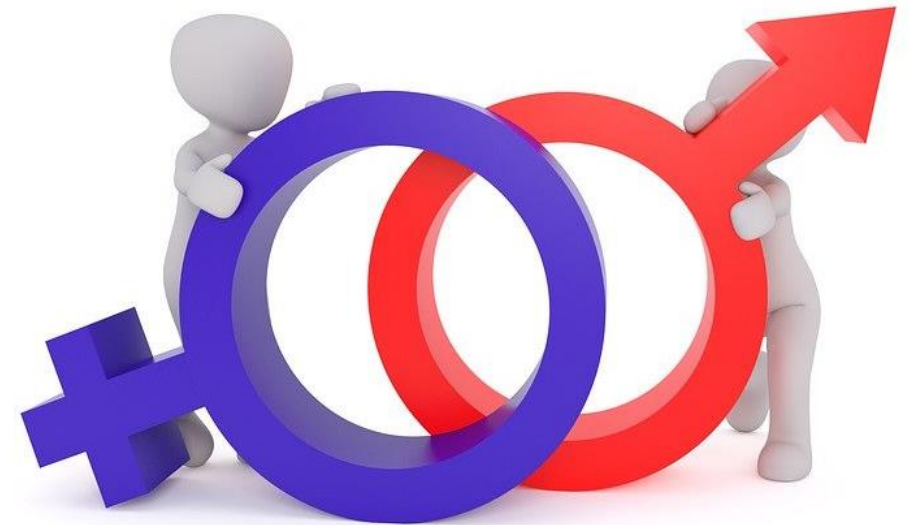
Gender and Reconciliation

Gender and Peacebuilding:
Case Studies from Africa

Suggestions for Way Forward



Gender

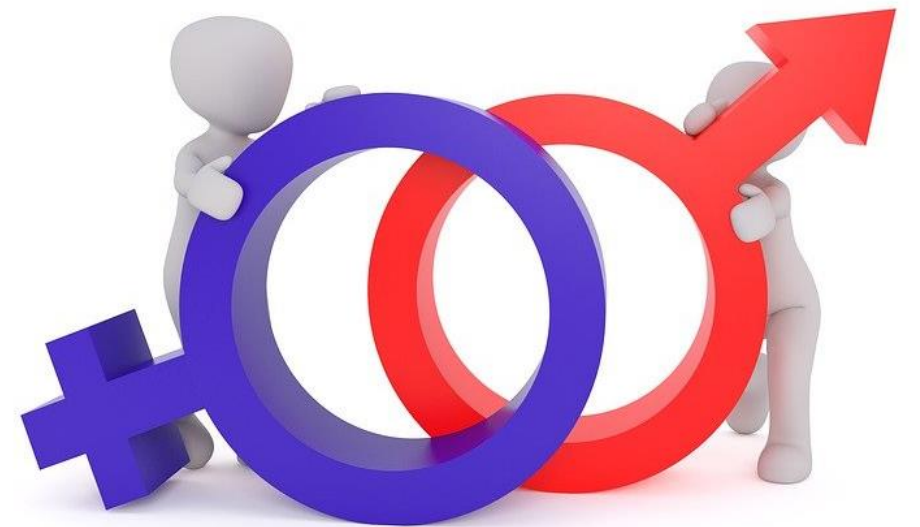


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What is Gender?

‘Gender’ as the value, identity, & roles a given society or culture ascribes to males & females

Gender = relationships of power & privilege resulting from gender differentiated access to resources & opportunities (- LGBTQ+)



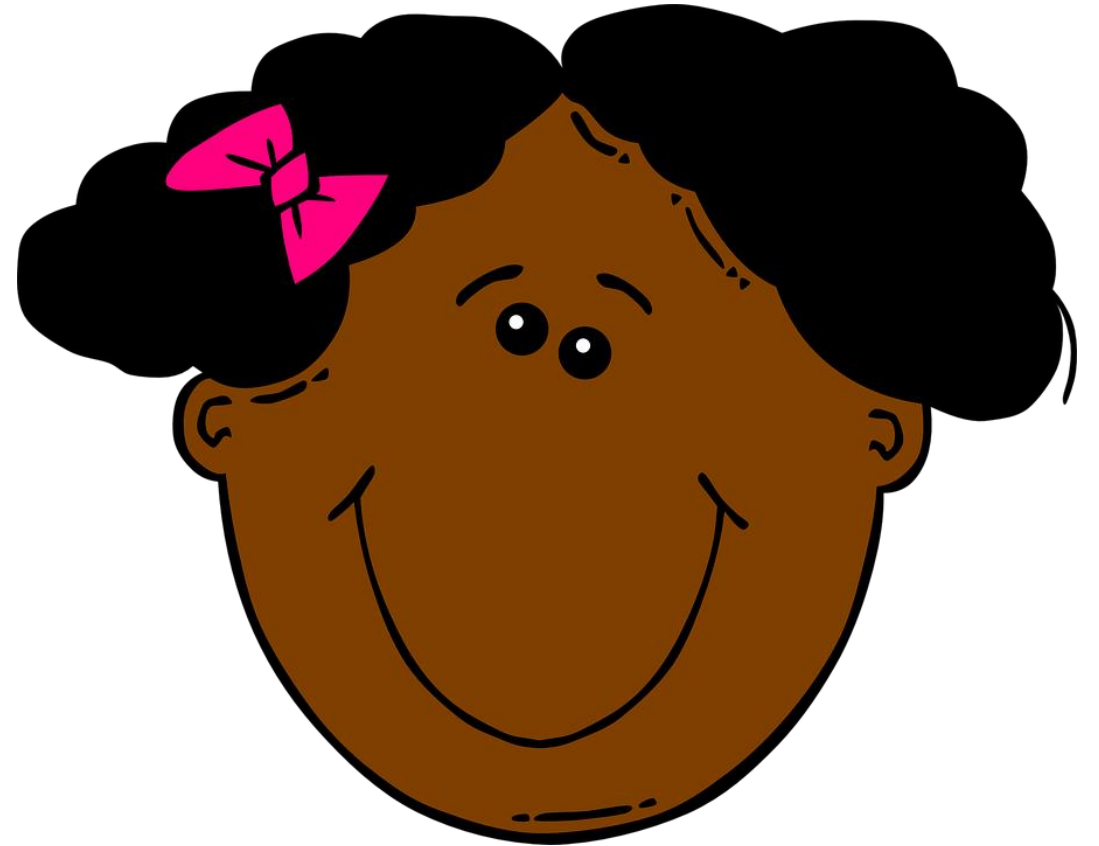


SEX is a universal & biological given;
GENDER is culturally determined

Musa & Miriam: Education & Girl-Child Marriage



Turned 17 and went to Polytechnic



Turned 17 & married a man > twice her age

Introduction

The Case for Gender Harmony

Biblical & Secular Bases

Time-tested Arguments

- Created in God's image: Unity in plurality; different not deficient
Gen. 1:26-28
- The cross & gender reconciliation:
Church mission
- A human-rights based approach:
1948 UDHR, 1979 CEDAW
- Women, peace & security agenda:
UNSCR 1325 – National Action Plans





QUESTIONS

- How does gender determine life chances?
- What are the main causes & effects of gender wars?
- How can gender relations be improved for better inter-personal, family, organizational or societal outcomes?



Gender, Life Chances & Livelihoods

Wide gender disparities

Gender statistics show the low ranking across ALL **Human Development Indicators**



GENDER-BASED VIOLENCE: In 2014 276 Chibok girls kidnapped, raped, denied access to education, forced into early marriage & forcefully converted to islam



DAPCHI GIRLS: In 2019, Muslim & Christian girls abducted from school & traumatized; Leah Sharibu still in captivity

A global reality

Euro stats

In the European Union, since the age of 15:

1 in 3

women has experienced **physical** and/or **sexual violence**

1 in 2

women has experienced **sexual harassment**

1 in 20

women has been **raped**

1 in 5

women has experienced **stalking**



95%

of victims **trafficked**
for **sexual exploitation** in the EU are women

Rates of violence - men and women

Since the age of 15:



1 in 2 (41%)
Men has experienced
physical violence

1 in 20 (4.7%)
Men has experienced
sexual violence

1 in 13 (7.8%)
Men has experienced at
least one incident of violence
by an intimate partner

1 in 16 (6.1%)
Men has experienced at
least one incident of violence
by a partner

1 in 3 (31%)
Women has experienced
physical violence

1 in 5 (18%)
Women has experienced
sexual violence

1 in 4 (23%)
Women has experienced at
least one incident of violence
by an intimate partner

1 in 6 (17%)
Women has experienced at
least one incident of violence
by a partner

**Around 95% of all victims of violence, whether women or men,
experienced violence from a male perpetrator.**

GBV affects
men &
women
disrupting
lives, homes
& societies

Gender Disharmony and Violence Hurts Christian Witness & Mission

OVERCOMING
GENDER DISCRIMINATION
IN THE CHURCH:
One Woman's Story



Gender & Reconciliation

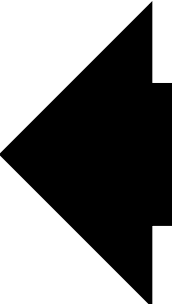
Preliminary Thoughts

Reconciliation is God's Core Intention for Humanity

Ephesians 2:11-17; Galatians 3:28

- **An Intersectional Analysis:**

- Religious divides
- Ethnic & racial divides
- Class-based divides
- Gender divides



Generational divides
Physical disability
differences
Geopolitical divides

CULTURAL Barriers

Derived from religious & customary beliefs, norms and practices

Harmful Traditional Practices, religious teaching



STRUCTURAL Barriers

Rooted in ideological social, political, legal & economic structures of injustice and inequality

Formal & informal (unwritten codes)



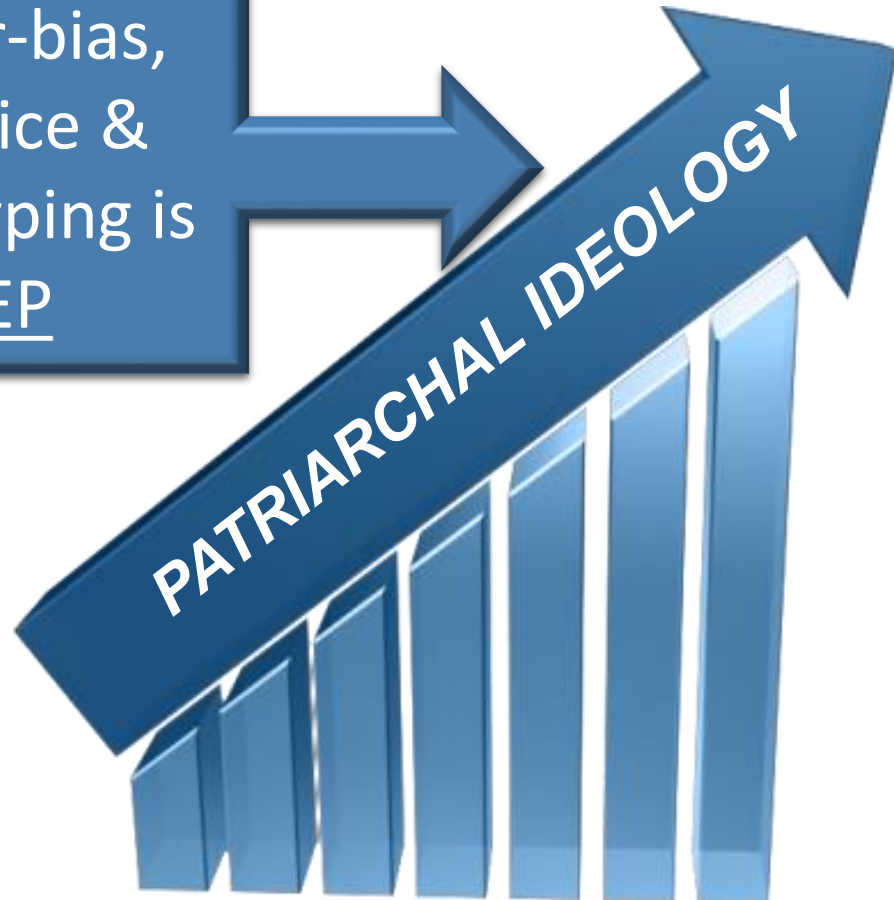
Psychological Barriers

Mind Set

Perceptions about gender identity, roles & relationships

Key Gender Reconciliation Issues

Gender-bias,
prejudice &
stereotyping is
DEEP



Poor
implementation &
enforcement of
human rights texts
policies & laws



We need a holistic & creative strategy: system-wide approach to promote reconciliation

Gender & Peacebuilding

Case Studies from Africa

LIBERIA CIVIL WAR: LEYMAH GBOWE



Don't wait for a Gandhi, don't wait
for a King, don't wait for a Mandela.
You are your own Mandela, you are
your own Gandhi, you are your own
King.

— *Leymah Gbowee* —

AZ QUOTES

Through Leymah's leadership, thousands of **women** staged pray-ins and nonviolent protests demanding **reconciliation** and the resuscitation of high-level peace talks

NIGERIA: CWEENs – A PROACTIVE PLATFORM FOR SOCIETAL TRANSFORMATION

**INTRA & INTERFAITH
INTER-FAITH
DIALOGUES**

**GENDER,
THEOLOGY &
FEMALE
LEADERSHIP**

**COLLABORATION
& PARTNERSHIPS:
OBSTEC/GFPF etc**

**LEGISLATIVE/ POLICY
ADVOCACY FOR PEACE
PROMOTION**

SUGGESTIONS

WAY FORWARD



How Should the Church Approach Gender Harmony?

In a socio-culturally diverse world.

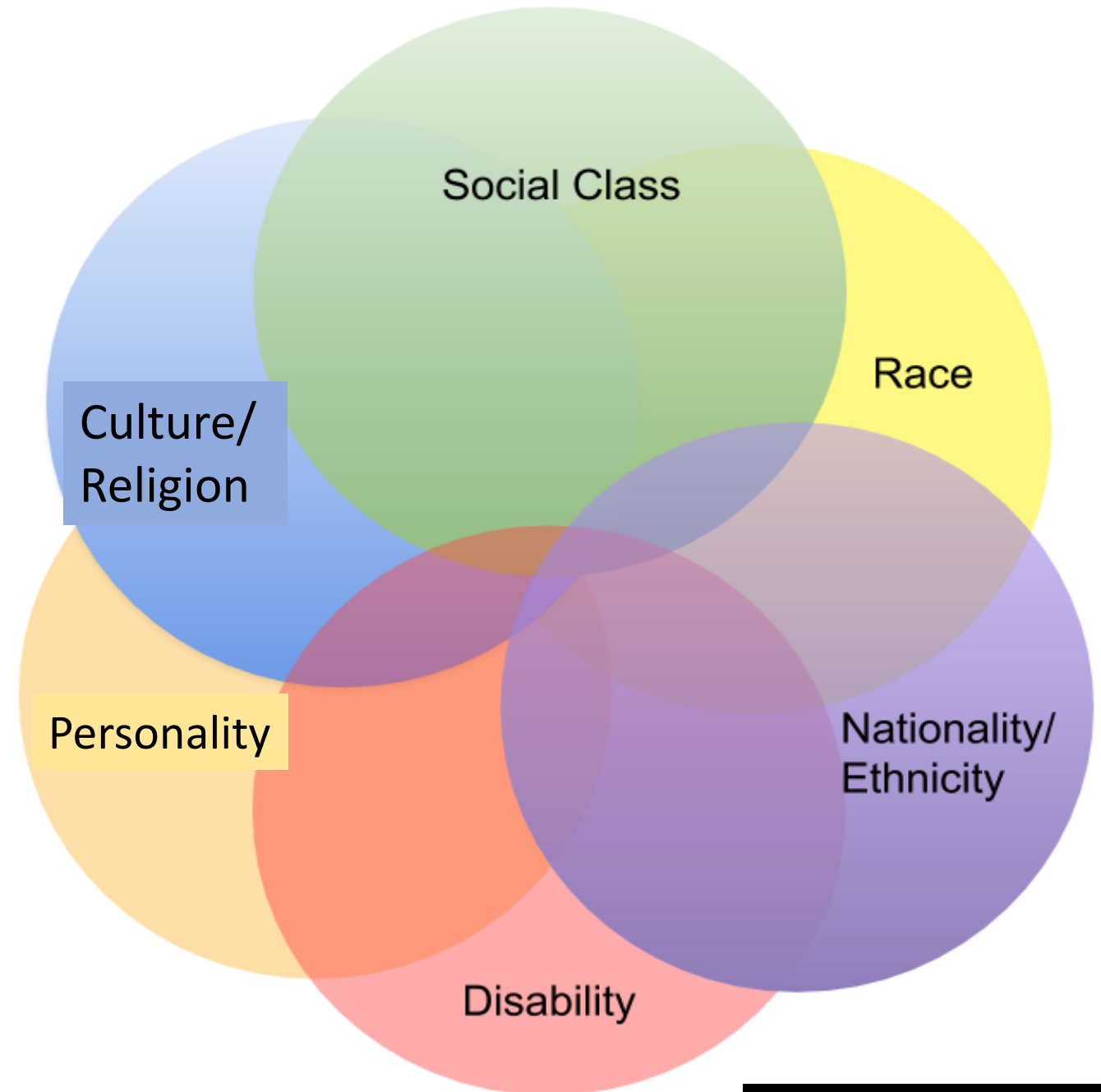
WAY FORWARD

—
***A holistic systemwide
approach beyond handouts
& begging***



1. An Intersectional Understanding of Gender

- A priest, pastor, teacher or politician is not a neutral entity
- Awareness of identity, attitude & behaviour shapers: **background**, **biases**, **experiences**



2. Gender Mainstreaming as an important variable

The **exclusion** or **inclusion** of gender perspectives at every stage and in all spheres can be an important determinant of our process and impact!



Culture- Sensitive Gender mainstreaming

Gender mainstreaming in seeks to ensure that gender issues are taken into consideration in **planning and delivering** any sort of engagement, interaction or intervention.

Biblically-aligned themes

Core gender mainstreaming objectives are: Equity, Equality & Justice

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



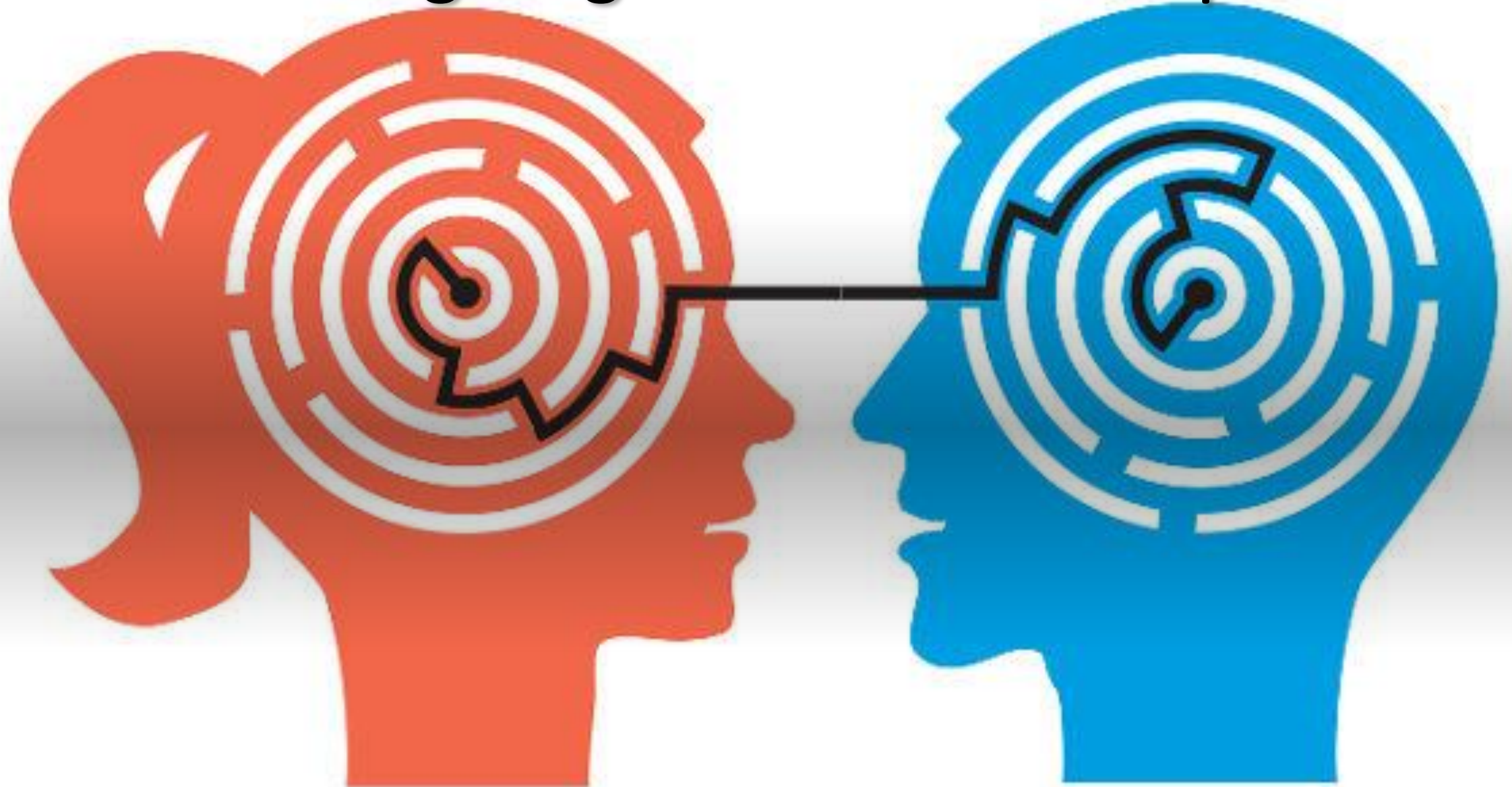
Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

3. Interrogating Gendered Assumptions



To eliminate harmful stereotypes & narratives that limit talent & opportunity

Address Common Gendered Assumptions

Men and women can both share their ideas freely

- Socio-cultural constraints

Girls and boys have equal to access opportunities

- Learning environment (teacher bias; sexual harassment)

The Bible speaks to men and women equally

- Gender exclusive/inclusive language

4. Inclusive Agendas & Action

Baseline
Assessments

Leadership
representation

Participation

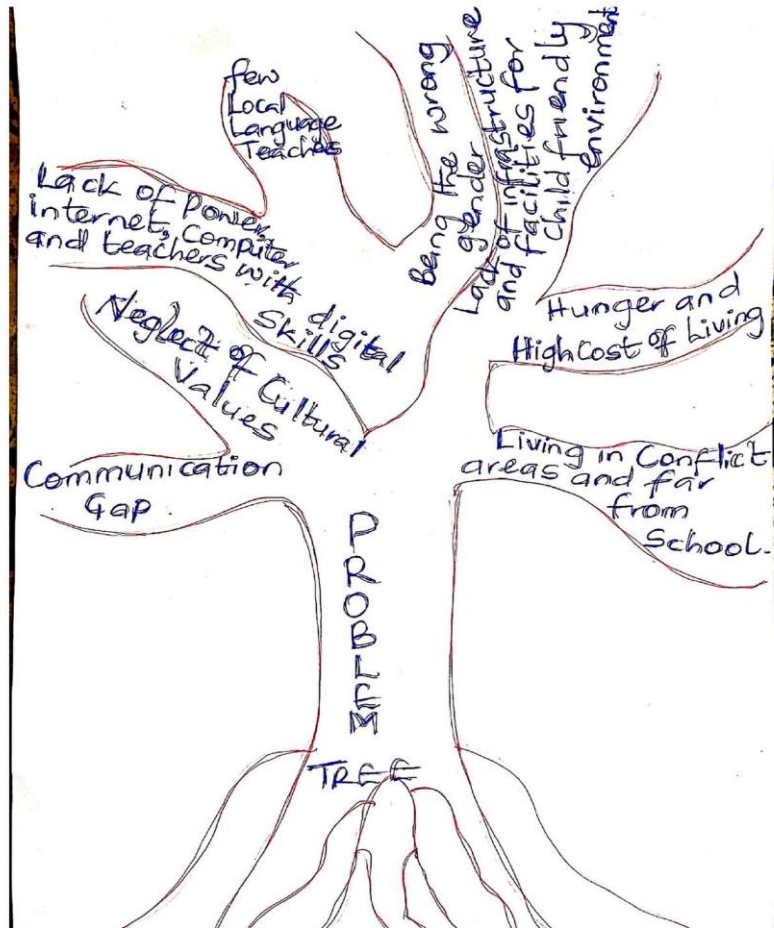
Sex/gender
disaggregation
of data

Role modeling

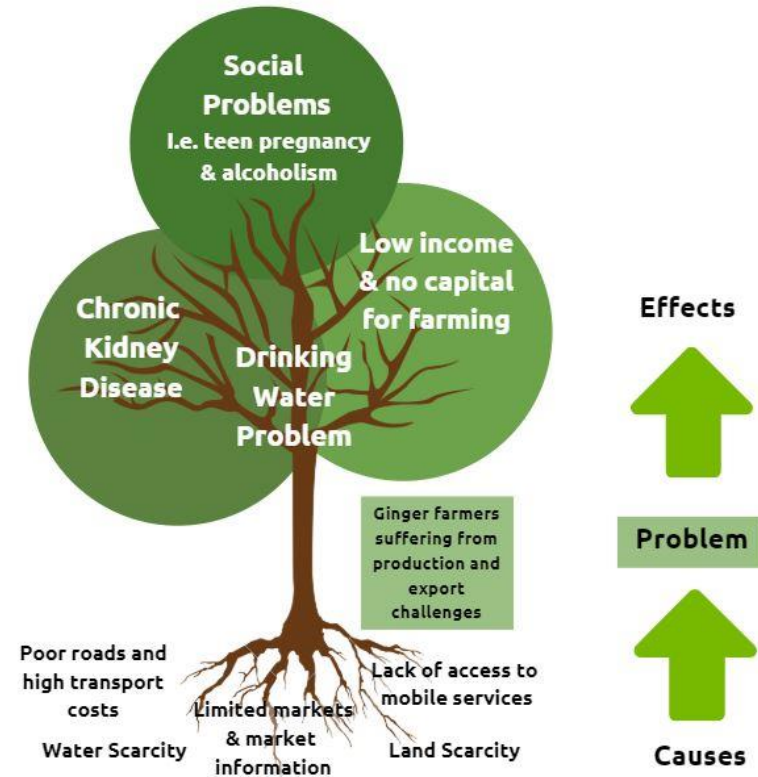
Expanding
frontiers



Problem Tree (Root Cause) Analysis



Problem Tree



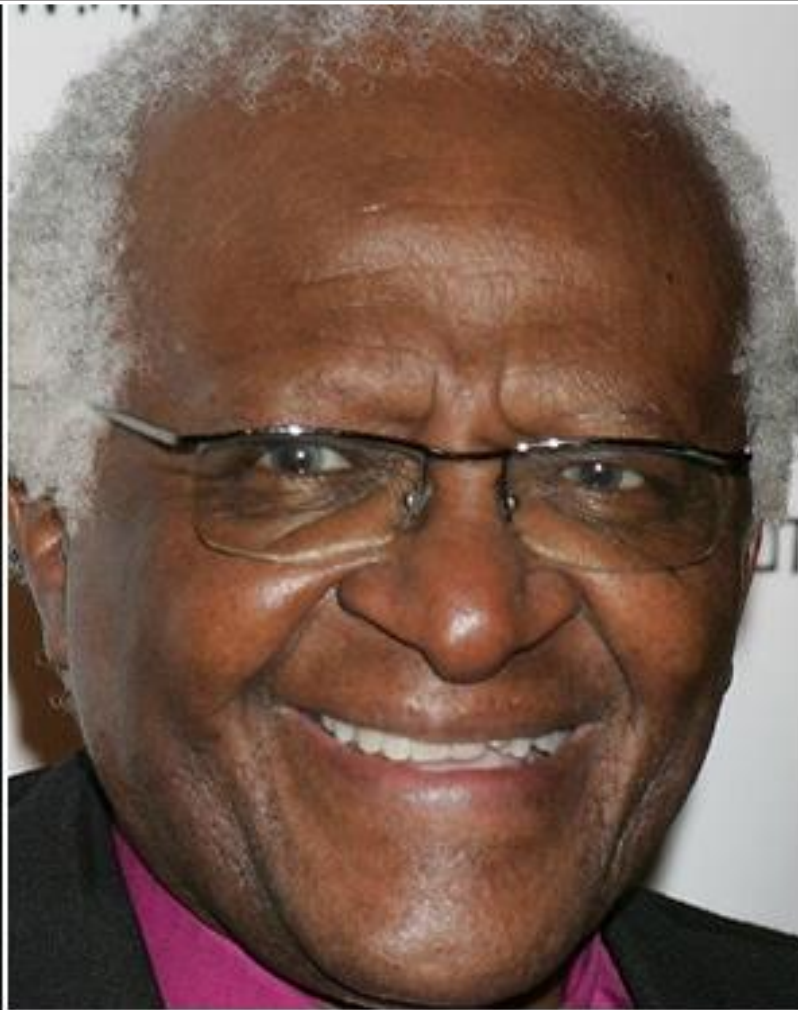


POWER



5. Attention to Power & Positionality

Mission workers should be aware of their relative position (status) of privilege and power



Language is very powerful.
Language does not just describe
reality. Language creates the reality
it describes.

— Desmond Tutu —

AZ QUOTES

6. GENDER INCLUSIVE LANGUAGE: LANGUAGE AS
SOCIAL ACTION TO SHAPE ATTITUDES & BEHAVIOUR

6. Men & Women in Partnership: GENDER DIALOGUES



Building bridges for a win-win solution (raising gender champions)



Implications for Mission

Does your theory reflect the realities of both/all sides of humanity? How?

What could account for the missing gap?

How will you fill it?

Example:
**Maslow's
hierarchy of
needs**

Habib, N et al. 2022 conducted an analysis of men and women smallholder farmers' determinants of livelihood diversification in rural Pakistan: Conclusion Agricultural policies must investigate the opinions, needs and peculiar situations of men and women in order to deliver appropriate and gender-responsive public services.

Concluding Remarks

Important Takeaways

BREAKING & SHAPING



Overcoming the Past, Changing the Present & Shaping the Future



Denying, minimizing or trivializing reality won't make it go away!





(c) Dr OJ Para-Mallam

A NEW VISION OF POWER: POWER 'WITH' NOT POWER 'OVER'

***“In an fada haka mu mata
mu kuma mu kwanta da
hankali mu ba wai mu daga
fukafuke mu da cewa abin
da za ku yi mu ma za mu yi,
tau shi ne zayi kara bata
masu rai.”***

***Pauline, Farmer from Kaduna
State***



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Thank You 😊

Questions &
Contradictions
are Welcome

