

**SWT 04207**

**HUMAN RIGHTS AND  
GENDER IN SOCIAL WORK  
PRACTICE**

# **Topic 1a: Gender related concepts as applied in social work practice**

# Learning tasks:

**By the end of the topic learners are expected to:**

- Define the term gender
- Explain key gender concepts; gender equality, gender equity, sex, sex roles, gender roles
- Explain key gender concepts; gender prejudice, gender discrimination, gender stereotypes, gender identity
- Explain key gender concepts gender mainstreaming

# **Definition of the term gender**

# **Activity: Think, pair and share**

**Pair and share on the following question:**

- Define gender and related terms (if any)

# Gender

- Gender is a social- cultural variable that refers to comparative, relational or differential roles, responsibilities and activities of males and females.

# Cont...

- Gender is referred to the general differences between male and female entities.
- Gender is a range of characteristics used to distinguish between males and females particularly in the cases of men and women and the masculine and feminine attributes assigned to them.

# Cont...

- Considering gender is necessary in social work practices because it enables Social Workers to maintain values and ethics of confidentiality, respect and equity towards their clients.
- Gender is determined by social factors- history, culture, tradition, societal norms and religion



**Key gender concepts;**  
gender equality, gender  
equity, sex, sex roles,  
gender roles

# **Activity: Think, pair and share**

## **Think, pair and share on the following concepts:**

- Explain the following concepts; gender equality, gender equity, sex, sex roles and gender roles.
- Differentiate the concept of sex roles and gender roles

# Gender Equality

- Gender equality refers to the equal treatment of women and men, girls and boys so that they can enjoy the benefits of development including equal access to control of opportunities and resources. Involves the equality of women and men in human rights, legal system, constitutions etc.

# Gender equity

- Gender equity is the process of being fair to men and women or the practice of fairness and justice in the distribution of benefits, access to and control of resources, responsibilities, power, opportunities and services.

# Sex

- Sex identifies biological differences between men and women which are universal and determined at birth.
- Sex as a biological term referring to people, animals, etc., being either female or male depending on their sex organs or genes. Sex also refers to the differences between individuals that make them male or female. These differences are biologically determined.

# Biological difference between men and women

## MEN

- Have no developed uterus
- cannot become pregnant or give children
- Have a penis
- Have under-developed breasts
- Grow a beard

## WOMEN

- Have a developed uterus
- become pregnant and give birth to children
- Have a vagina
- Have developed breasts
- Do not grow a beard

# Sex roles

- Sex roles are universal and unchanging characters of men and women based on their biological capabilities for example pregnancy, childbirth and breast feeding are female sex roles. While fertilization to enable women to bear children are male sex role

# Gender roles

- Gender roles refer to the set of attitudes and behaviors socially expected from the members of a particular gender identity. Furthermore, the gender roles based on differences in behavior or activities that men and women play in a society or community. The activities vary among different societies and cultures, classes, ages and during different periods in history.



# Cont...

- Example in many societies low income women are involved in triple roles, reproductive, productive and community-managing activities; while men are primarily involved in productive and community politics activities.

**Key gender concepts (gender prejudice, gender discrimination, gender stereotypes, gender identity, Gender apathy)**

# **Activity: Think, pair and share**

**Think, pair and share on the following questions:**

- What are the effects of gender prejudice and stereotype in social work practices?

# Gender prejudice

- Gender prejudice is a negative attitude towards others based on a prejudgment about those individuals with no prior knowledge or experience, held by members of a society.

# Cont...

- Gender prejudice is also referred to as sexism and is based on biases (an oversimplified prejudgment of others, often leading to negative prejudice) held about women and men. The prejudice towards men are usually more positive in societies than prejudice towards women as the males are considered more independent and posing greater physical stamina.

# Cont...

- Negative prejudices of women are usually held by both men and women in a society owing to the lack of self-respect and self-confidence imparted to females by societies' prejudices.

# Cont...

- Each society throughout history has distinguished differences in the social roles of its males and females. These gender role differences reflect biases, also known as prejudices

# Effects of Prejudice

- Hatred
- Injustice
- Death



# Gender stereotype

- Gender stereotyping is a concept of femininity and masculinity as the way men and women are portrayed in the society.
- It reflects people's attitudes and practices on gender division of labor. Mostly reflected in socio-cultural and socio-economic areas and it further reinforce the gender-based traditional roles.

# Cont...

- It further involving way of imposing bias and prejudice towards gender choice or decision towards labor e.t.c. For examples some people believe science subject is for male while arts subject are for female

# Effects of stereotype

- Poverty
- Low income
- Unemployment
- Low self-esteem
- Low level of participation in decision making

# **Gender discrimination**

- Gender discrimination is any action, distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or unifying the recognition, enjoyment of exercise by women irrespective.

# **Ways to avoid discrimination**

- Educate
- Inclusion/Involve others
- Provide equal opportunity for all
- Acceptance
- Community empowerment

# Gender Identity

- One's internal and psychological sense of oneself as male or female, or both or neither, regardless of sexual orientation. There are some people who question their gender identity and may feel unsure of their gender or believe they are not of the same gender as their biological sex or physical body.

**Key gender concepts**  
**gender mainstreaming**

# **Activity : Small group discussion**

**Into small manageable group  
discuss the question below:**

- Explain why we do gender mainstreaming?



# Gender mainstreaming

- Gender mainstreaming is a process of consistently incorporating an awareness of sensitivity to gender issues in all policy-making, planning, programmes, projects and budgeting at all levels in order to overcome inequalities between men and women, boys and girls.

# Cont...

- Furthermore, gender mainstreaming is a strategy for making both women's and men's needs, concerns and experiences an integral dimension in the conceptualization, design, implementation, monitoring and evaluation of laws, policies and programmes in all political, economic, cultural and social spheres, such that equality between men and women is respected and fostered.

# **Importance of Gender mainstreaming**

- It puts people at the heart of policy-making: Policy-makers will have to pay attention to the broad effects of policies on citizens' lives and that, as a result, may mean a more human and less economic approach to the management of contemporary societies.

# Cont...

- Provides equitable access and opportunities to women and men, both individuals and groups to political, social and economic issues.
- Take measures to ensure women and men equitable access to and full participation in power structures and decision making in development programmes.

# Cont....

- Generate and disseminate gender disaggregated data through monitoring and evaluation of development projects.
- It leads to better government: If gender mainstreaming is used, policy making will be better informed and show that policies are never gender neutral.

# Cont...

- It makes gender equality visible in the mainstream of society: Mainstreaming will show that gender equality is an important societal issue with implications for the development of society, and not just a luxury. This should launch a new debate on equality issues.

# Cont...

- It takes into account the diversity among women and men: Equality policies usually target women as a whole but gender mainstreaming should be able to target the diverse situations of the different groups of both women and men notably migrant women, young women, old men, etc.

# Key points

- Gender is a social- cultural variable that refers to comparative, relational or differential roles, responsibilities and activities of males and females.
- Gender has numerous concepts, and as far as teaching is concerned.
- Gender is very important aspect as it's a cross cutting issue in social, economic and political spheres.



# Cont...

- The understanding of gender helps in achieving sustainable development for all in all spheres.
- Remember Gender isn't about women/ female only it's also considering about men/ male.

# Evaluation

- What is the usefulness of gender knowledge in social work practices?
- What are the four effects of gender discrimination in social work practices?.
- What is the difference between gender equity and equality?
- What are the challenges encountered in mainstreaming activities?
- What are the effects of gender inequality in social work practice?

# References:

- Acker, J. (1990). *Class, Gender and the Relations of Distribution* Sage Publication, London UK 1990.
- Baden, S. & Reeves, H. (2000). *Gender and Development: Concepts and definitions*. Publications BRIDGE Development-Gender. Institute of Development Studies.
- UNESCO, (2000). *Gender Sensitivity, France: UNESCO*

# End of topic 1a

Questions/comments

# **Topic 1b: Gender related concepts as applied in social work practice**

# Learning task

- **By the end of the topic learners are expected to:**
  - Explain concept of Gender Based Violence (GBV);
  - Explain concept of Violence against Children (VAC)
  - Explain gender construction
  - Explain gender deconstruction

# **Concepts of Gender Based Violence (GBV)**

# **Picture 1: Gender Based Violence (Husband is beating his wife)**





**Buzz in two pair and share the findings.**

- List all observable actions you see from the picture.

# Findings from the picture

- Couples are fighting
- A person is watching

## **Picture 2: Gender Based Violence (Wife is beating her husband)**



# **Buzz in two pair and share the findings.**

- Then write list of observable findings.
- Present your observable findings to the rest of the class

# Observable findings.

- Wife is beating her husband
- Men are also battered by women
- Someone trying to stop them

# Gender Based Violence

- Gender-based Violence (GBV) is violence that is directed against a person's will on the basis of gender or sex.
- GBV includes any act or threat by men/women or dominated institutions that inflict physical, sexual, psychological harm or economical on a man/woman or boy/girl because of their gender.

# Related terms

## Survivor

- A survivor is someone, a child or an adult male or female, who has been physically, sexually, and/or psychologically violated

# Perpetrator

- Is a person, group or institution that directly inflicts, supports or condones violence or other forms of abuse against a person or a group of people.
- A perpetrator could be a partner, ex-partner, boyfriend, father, family member, teacher, superior at the workplace and colleagues at work or school.



# Forms of Gender Based Violence

Gender-based violence can be in many forms. All the types of gender based violence can be categorized in **four main types**:

- Physical violence
- Sexual violence
- Psychological or emotional violence
- Economic violence

# Physical Violence

- Refers to intentional use of physical force with the potential to cause death, disability, injury, or harm. It includes acts of physical violence include; scratching, pushing, shoving, throwing, grabbing, biting, choking, shaking, slapping, punching, burning, and use of a weapon, restraints, or one's body size or strength against another person.

# Sexual Violence

- Refers to the use of physical force to compel a person to engage in a sexual act against her/his will, attempted or completed sex acts without her or his will or understanding, or abusive sexual contact.

# Cont...

- Some of the acts of sexual violence include: harassment; rape; forceful anal penetration; attempted rape; marital rape; abuse/exploitation; child sexual abuse/incest; sexual abuse (nonpenetrating); forced prostitution; “willing” but involuntary, child prostitution; unaccompanied minors by parents/guardians; sexual trafficking; and harmful traditional practices.

# Psychological or Emotional Violence

- Involves trauma to the individual caused by acts, threats of acts, or coercive tactics. Psychological/emotional abuse can include, but is not limited to, humiliation, control, withholding of information, deliberately making someone feel diminished or embarrassed, isolation from contacts, and denying access to money or other basic resources.

# Economic violence

- Acts of economic violence include denial of right to own property, denial of access to money or other basic resources.

# **Causes of Gender Based Violence**

- Cultural/social norms that perpetuate gender inequality
- Lack of value of women and/or women's work
- Lack of respect for the human rights of women and girls
- Political motives, including using rape as a weapon of war, for power/control, to create fear.

# Cont...

- Alcohol/drug abuse
- Poor socialization
- Poor Parenting
- Witnessing parental violence



# Effects

- Death
- Injuries
- Disability or death
- Spread of diseases like STDs and HIV and AIDS and other infections,
- Un wanted pregnancies
- Unsafe abortions

# Preventive measures

- Engaging men in preventing and response of GBV
- Social change: change mind set of people (work on tradition and culture, increase awareness on GBV issues).
- Sensitize, conscientize and build capacity of leaders found in community so as to abolish the problem

# Cont...

- Empower people to deal with problems they are facing
- Popularize and disseminate the GBV law and other related laws

# **Concepts of Violence against Children (VAC)**

**Activity :**

# **Activity : Small group discussion**

- Into small groups discuss the questions below:
- What are the causes of VAC

# What is Violence against Children (VAC)?

- Violence against children is a global human rights and public health issue, with significant negative health and social impact on children's development.
- VAC is a term that is used to broadly include deliberate behavior by people against children that are likely to cause physical or psychological harm

# Related terms

## Child

- A child is a male or female person under the age of eighteen years (Child Act 2009 and Penal Code revised which incorporated the
- Sexual Offences Special Provisions Act).

# Child protection

- This refers to all measures legislative, administrative, social and education taken to prevent and respond to violence, exploitation, neglect and abuse against children (including commercial sexual exploitation, trafficking, child labour, and harmful traditional practices, such as female genital mutilation and child marriage)



# Survivor

- Child survivor is someone, a child who has been physically, sexually, and/or psychologically abused.

# Perpetrator

- Is a person, group or institution that directly inflicts, supports or condones violence or other forms of abuse against a person or a group of people.

## **Categories / types of Child abuse**

- **Physical abuse;**
- **Emotional abuse;**
- **Sexual abuse and exploitation;**
- **Neglect;**

# Cont...

- Child trafficking; The recruitment, transporting and exploitation of children for labour/domestic servitude or sexual purposes;
- Female Genital Mutilation (FGM)

# Causes of VAC

- Un wanted baby
- Family breakdown
- Poverty
- Culture

# Cont...

- Globalization
- Ignorance
- Parenting and Socialization
- Drugs and substance abuse

# How can VAC be reduced or prevented

- Education about impacts of VAC
- Improving parenting and socialization
- Use of family planning

# **Gender construction**



# Cont...

- Reducing harmful levels of alcohol and illicit drug use during pregnancy;
- Improving child protection services
- Train children on life skills

# **Activity : Group Discussion**

**Discuss on the following  
question:**

- Explain how gender is socially constructed?

# **Gender is socially constructed**

- Social construction is the way society defines, develops ideas and interprets characteristics on issues that vary throughout certain time periods and certain cultures

# Cont...

- Social constructionists emphasize the complexity of how knowledge is created in social interactions. Knowledge and meanings are not stable or constant; they are co-constructed in interactions with others, negotiated, modified and shifted.

# Cont...

- Therefore gender is socially constructed that means men and women are different in behavior, attitudes, and emotions basing on their society.

**Therefore gender is socially constructed due to the following reasons notably below;**

- Culture
- Socialization
- Parenting
- Education
- Religion

# **Gender deconstruction**

# **Activity : Group Discussion**

**Discuss among each other in pairs; and answer the following question:**

- Explain gender deconstruction.



# **Gender deconstruction**

- Gender deconstruction involve the habit of changing from negative traditional views about gender.
- Deconstruction focus on changing people perceptions and attitude on gender issues.

**Therefore gender deconstruction rely on changing and improving the following:**

- **Gender roles:** These should be shared and performed by both male and females in the community.
- **Division of labour:** There should be equity in division of labour.
- **Sharing responsibilities:**
- **Socialization**
- **Parenting**

# Key Points

- Gender-Based Violence (GBV) is violence that is directed against a person's will on the basis of gender or sex.
- Violence against children is a global human rights and public health issue, with significant negative health and social impact on children's development
- GBV and VAC are public, not a private issue that needs attention.

# Evaluation

- Why men experience violence?
- What are the preventive measures towards GBV and VAC?
- What are the causes of gender based violence?
- What are the causes of VAC?

# References

- Lucchetti, E. (2010). *Helping domestic and sexual violence survivors: an introductory guideline on counseling for aid providers*, italian development cooperation
- Hazel, R. & Baden, S. (2000). *Gender and development: concepts and definitions*. Institute of development studies; University of Sussex Brighton BN1 9RE, UK

# Cont...

- URT, (2013). *Gender based violence and violence against children: for healthcare providers and social welfare officers: job aids*; MoHSW.
- URT, (2009.) *The law of the child act, Dar es Salaam: Government Printers*

# End of topic 1b

Questions/comments

# **Topic 2a: Human rights concepts as applied in social work practice**



# Learning Tasks:

By the end of the topic learners are expected to:

- Explain the concept of human rights in relation to social welfare rights
- Explain categories of human rights civil rights
- Explain categories of human rights Political rights
- Explain categories of human rights economic rights

# Cont...

- Explain categories of human rights  
social rights
- Explaining the importance of human rights
- Explain the core human rights instruments in social work practice  
Constitutions.

# **Explanation of the concept of human rights in relation to social welfare rights**

# **Activity: Buzzing**

**Buzz on the following question:**

- Explain human rights and related terms (if any)

# Human Rights

- Human rights can be defined as universal moral rights that belong equal to all people simply because they are human beings.
- Human rights are commonly understood as being those rights which are inherent to the human being.

# Cont...

- These are the rights that every human being automatically qualifies for at birth.
- Human rights are manifested by the Universal Declaration of Human Rights (UDHR), which was adopted in 1948 by the United Nations.

# Cont...

- Therefore concept of human rights acknowledges that every single human being is entitled to enjoy his or her human rights without distinction as to race, color, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.

# **Categories of human rights (civil rights)**



# **Activity: Buzzing**

**Buzz on the following question:**

- Explain civil rights.

# Civil Rights

- The term civil rights encompasses a diverse range of rights, such as the right to life, the right to equality before the law and the right to freedom of expression.
- Civil rights govern the relationship between a government and its citizens.

# Cont...

- Often considered to be the most fundamental of human rights and the most commonly articulated in constitutions. These civil rights are outlined in Articles two to eighteen of the Universal Declaration of Human Rights (UDHR).

# **Categories of human rights (political rights)**

# **Activity: Buzzing**

**Buzz on the following  
question:**

- Explain political rights

# Political Rights

- Political rights guarantee all citizens to participate in the democratic process of their governments. Political rights are needed to elect governments and political parties that will provide for the development and promotion of other forms of human rights (like economic and social rights).

## Cont...

- Political rights include, Natural justice (procedural fairness) in law (such as the rights of the accused, including the right of fair trial; due Process) Individual political freedom, including rights of the Individuals (freedom of thought and conscience, freedom of speech and expression, freedom of religion, freedom of the press, freedom of movement) The right to participate in civil society and politics (freedom of association, right to assemble, and right to vote).

# **Categories of human rights (economic rights)**



# **Activity: Buzzing**

**Buzz on the following  
question:**

- Explain economic rights.

# **Economic human rights**

- These encompass economically privileges including rights to ownership of resources and right to work.

# Cont...

- These rights are granted and guaranteed by the state/government, to all its citizens without any discrimination.

# **Categories of human rights (social rights)**

# **Activity : Buzzing**

**Buzz on the following  
question:**

- Explain social rights

# **Social human rights**

- Social rights are such fundamental rights as they assure the public receives equal distribution of collective and private interests. They also recognize that people have a right to live by conforming towards certain healthy and recognize and acceptable norms and values in their societies.

# Cont...

- They includes the right to an adequate standard of living, including adequate food, clothing and housing, the right to work, the right of everyone to form trade unions and join a trade union, the right to social protection

# Cont...

- Also right to believe and worship and practices norms that are friendly.



# **Importance of human rights**

# **Activity : Small group discussion**

**Into small groups discuss  
on the question below:**

- Explain the importance of human rights.

# **Importance of human rights**

- Participation in political activities
- Access to Justice, Fair Trial, and Equality before the Law
- People have rights to be employed and be remunerated, join trade unions of their choice
- Access to free primary education
- Right to Own Property and to Access Land

# **Core human rights instruments in social work practice Constitution**

**Activity: Small group discussion**

**Into small groups discuss on  
the question below:**

- What is a Constitution?

# What is constitution

- Constitution is a body of fundamental principles or established precedents according to which a state or other organization is acknowledged to be governed.

# Cont...

- A constitution is a set of fundamental principles or established precedents according to which a state or other organization is governed. These rules together make up, such as constitute, what the entity is. When these principles are written down into a single document or set of legal documents, those documents may be said to embody a written constitution; if they are written down in a single comprehensive document, it is said to embody a codified constitution.

## **Why is constitution regarded as one of the core instrument of human rights?**

- Constitution is regarded as one of the core of human rights instrument because;
- The Constitution recognizes that sovereignty resides in the people, and that the primary objective of the Government is the welfare of the people.



# Key Points

- There are five primary categories of Human Rights including Civil, political, economic and social.

# Cont...

- These five categories are classified into two groups of rights (first group is Civil and Political Rights and the second group is Economic and Social Rights) which can be found in the Universal Declaration of Human Rights adopted in 1948 and were laid down in two legally binding International Covenant on Civil and Political Rights (ICCPR, adopted in 1966) and the International Covenant on Economic, Social and Cultural Rights (ICESCR, adopted in 1966)

# Cont...

- Constitution is one of the primary core important instruments of human rights.

# Evaluation

- What is human rights?
- What are the types of human rights?
- What is a constitution?

# References:

- Olengurumwa, O., (2010). *“Human rights in tanzania: two decades of the bill of rights”, The Best or the Worst. Paper Presentenced at the Workshop Jointly Prepared by Tanzania Teacher’s Union and Norway Teacher’s Union.*
- Shivji I. G., (2003). *“Constitutional Limits on Parliamentary Powers” in The Tanganyika Law Society Journal; Dar es Salaam*

- URT., (1977). *The constitution of united republic of tanzania*: Dar es Salaam
- URT., (2008). *MKUKUTA Annual Implementation Report 2007/08*; Dar es Salaam: Ministry of Finance and Economic Affairs.

# End of topic 2a

Questions/comments

# **Topic 2b: Human rights concepts as applied in social work practice**



# Learning Tasks

**By the end of the topic learners are expected to:**

- Describe the core human rights instruments in social work practice CRC
- Describe the core human rights instruments in social work practice
- Universal Declaration of Human Rights

# Cont...

- Describe the core human rights instruments in social work practice  
international Convention of Economic, Social and Cultural Rights
- Describe the core human rights instruments in social work practice

# Cont...

- International Conventional of Civil and Political Rights
- Describe the core human rights instruments in social work practice
- Child Protection Laws

**The core human rights  
instruments in social work  
practice: Universal  
Declaration of Human Rights**

**Activity: Think, pair and share**

**Think in pair and share on the following question.**

- What is the Universal Declaration of Human Rights?

# **Universal Declaration of Human Rights**

- The Universal Declaration of Human Rights (UDHR) is a milestone document in the history of human rights. Drafted by representatives with different legal and cultural backgrounds from all regions of the world, the Declaration was proclaimed by the United Nations General Assembly in Paris on 10 December 1948 as a common standard of achievements for all peoples and all nations.

# Cont...

- The UDHR is an international document that states basic rights and fundamental freedoms to which all human beings are entitled.
- It begins by recognizing that 'the inherent dignity of all members of the human family is the foundation of freedom, justice and peace in the world'.

# Cont...

- It further declares that human rights are universal and to be enjoyed by all people, no matter who they are or where they live.
- It includes civil and political rights, like the right to life, liberty, free speech and privacy. It also includes economic, social and cultural rights, like the right to social security, health and education.



# **Why is the UDHR so important?**

- It was the first international human rights treaty that said all people are born free and equal in dignity and rights
- It is used as a human rights standard against which the laws and practices of countries can be measured

# Cont...

- It has influenced other international declarations and treaties since it was adopted and the rights contained in some of these treaties have been made into legal rights
- It has influenced the constitutions, laws and court decision of many countries since it was adopted.

**The core human rights instrument in  
social work practice Convention on  
the Rights of the Child (CRC)**

# **Activity: Buzzing**

**Buzz on the following question:**

- Explain the role of Convention on the Rights of the Child (CRC)

# **The role of Convention on the Rights of the Child (CRC)**

- Convention on the Rights of the Child (commonly abbreviated as the CRC or UNCRC) is a human rights treaty which sets out the civil, political, economic, social, health and cultural rights of children. The Convention defines a child as any human being under the age of eighteen, unless the age of majority is attained earlier under national legislation.

# Cont...

- In 1989, the UN General Assembly adopted the Convention on the Rights of the Child (CRC).
- This Convention on the Rights of the Child is a universally agreed set of non-negotiable standards and obligations provides protection and support for the rights of children.

# Cont...

- The CRC is based on four pillars. These are the four most important principles relating to children's human rights. These four pillars of the Convention are noted here;

## **Four pillars of the Convention in relation to children's human rights**

- 1. Non-discrimination**, that demand equal treatment to children
- 2. Best interest of the child**, that focus on decision that affect children be taken with their best interest in mind



# Cont...

3. **Survival and development**, this focus on food, clothing, shelter and their other basic needs taken care of.
4. **Child participation**, focus on involving all children in decision making that affecting them.

# Cont...

- Article 19 of the CRC calls on all government to protect children from all forms of abuse. Government must take steps to fulfill the obligations described in the Convention on the Rights of the Child.

**The core human rights  
instruments in social work  
practice: International  
Convention of Economic,  
Social and Cultural Rights  
(ICESCR)**

# **Activity: Buzzing**

**Buzz on the following question:**

- Explain the international Convention of Economic, Social and Cultural Rights?

# **International Convention on Economic, Social and Cultural Rights (ICESCR)**

- The International Convention on Economic, Social and Cultural
- Rights (ICESCR) is a multilateral treaty adopted by the United
- Nations General Assembly on 16 December 1966. The Covenant is monitored by the UN Committee on Economic, Social and Cultural Rights.

# Cont...

- This is one of the international instruments that Tanzania abides to and it protects the five categories of human rights (civil, political, economic social and cultural rights).

# Cont...

- It commits its parties to work toward the granting of economic, social, and cultural rights (ESCR) to the Non-Self-Governing and Trust Territories and individuals, including labour rights and the right to health, the right to education, and the right to an adequate standard of living.

**The core human rights  
instruments in social work  
practice: International  
Conventional of Civil and  
Political Rights (ICCPR)**



# **Activity: Small group discussion**

**Into small groups discuss the following question**

- Explain the importance of International Convention on Civil and Political Rights.

- The International Covenant on Civil and Political Rights (ICCPR) is a multilateral treaty adopted by the United Nations General Assembly on December 16, 1966, and in force from March 23, 1976. The ICCPR is part of the International Bill of Human Rights, along with the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the Universal Declaration of Human Rights (UDHR).

# Cont...

- This is one of the international instruments that Tanzania abides with and it protects the five categories of human rights (civil, political, economic social and cultural rights).

# Cont...

- The States Parties consider that in accordance with the principled proclaimed in the Charter of the United Nations, recognition of the inherent dignity and of the equal and inalienable rights of all members of the human family is the foundation of freedom, justice and peace in the world.

**The core human rights  
instruments in social work  
practice: Child Protection  
Laws**

# **Activity : Small group discussion**

**Into small manageable groups  
discuss the following  
questions below:**

- Discuss the importance of the Law of the Child Act in Tanzania.

# **The Law of the Child Act, 2009**

- The Law of the Child Act, approved by the Tanzanian Parliament in November 2009 enshrines fundamental rights of children and lays the foundation for a child protection system that will oblige a range of bodies to prevent and respond to violence, abuse and exploitation of children.

# Cont...

- The laws for children effectively domesticate the UN Convention on the Rights of the Child which was ratified by Tanzania in 1991. It address such fundamental issues as non-discrimination, the right to a name and nationality, the rights and duties of parents, the right to opinion and the right to protection from torture and degrading treatment.



# Cont...

- The law also lay out the system for ensuring justice for children, whether they come into contact with the legal system as offenders, witnesses or victims.
- The Acts also contain provisions relating to custody, guardianship, access and maintenance,

# Cont...

foster care and adoption, children and health services, and children in residential establishments. They define processes to ensure protection for children, including international adoption.

# Key Points

- Convention on the Rights of a Child is a very necessary tool in protecting children. It focuses on protection towards the civil, political, economic, social, health and cultural rights of children.

# Cont...

- The Universal Declaration of Human Rights is an international document that states basic rights and fundamental freedoms to which all human beings are entitled.

# Cont...

- International Convention of Economic, Social and Cultural Rights are one of the international instruments that Tanzania abides with and it protects the five categories of human rights (civil, political, economic social and cultural rights).

# Cont...

- International Convention/ Covenant on Civil and Political Rights are the international instrument in safeguarding civil and political rights. The instrument focus on making a society that access, afford and acquire legal and political justice in their locality.

# Cont...

- The Law of the Child Act, (2009) focused on protecting Children rights basing on the best interest of the Child. The law recognize the diversity of a child, consider key issues like custody, adoption, procedures for listening juvenile cases, assisting Child in Conflict with the law, Conducting inquiry and writing of Social Inquiry report e.t.c

# Evaluation

- What are the international human rights instruments?
- What are the local core human rights instruments?
- Why are human rights violated?
- What are the five ways to safeguard human rights?



# References:

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# **End of topic 2b**

Questions/comments

# **Topic 3a: Human rights principles in working with marginalized groups in empowerment activities**

# Learning Tasks:

By the end of the Topic learners are expected to:

- Describe the concept of human rights principles in empowerment activities
- Explain importance of human right principles in empowerment activities

- Demonstrate participation in human rights based principles in empowerment activities
- Demonstrate the fairness principle in empowerment activities

# **The concept of human rights principles in empowerment activities**

# **Activity: Small Group Discussion**

**Into small manageable group buzz  
on the following question:**

- Explain human rights principles in empowerment activities
- List empowerment activities.



# Human Rights Principles

- Human Rights Principles specify moral criteria for an acceptable process. There are many human rights principles including **universality, participation, fairness, respectful, equality, autonomy, dignity, non discrimination, accountability, indivisibility. e.t.c**

# Cont...

- These human rights principles are core tools in the implementation of empowerment activities. They support the initiation and accomplishment of some empowerment activities. Therefore in order to succeed and achieve sustainable good results, human rights principles are highly needed to be observable.

# Empowerment activities

- There are numerous empowerment activities such as small loan for income generating activities, **counseling, self-awareness, vocational skills, tailoring, brick making, bakery e.t.c.**

# Marginalized groups

- **What is Marginalization?** This is the process of pushing a particular group or groups of people to the edge of society by not allowing them an active voice, identity, or place in it.

# Cont...

- Marginalization sometimes also called **social exclusion** that refers to the relegation to the fringes of society due to a lack of access to rights, resources, and opportunities.

# Cont...

- Different groups of people within a given culture, context and history at risk of being subjected to multiple discrimination due to the interplay of different personal characteristics or grounds, such as sex, gender, age, ethnicity, religion or belief, health status, disability, sexual orientation, gender identity, education or income, or living in various geographic localities.

# Cont...

- Belonging to such groups or even being perceived to belong to them heightens the risk of inequalities in terms of access to rights and use of services and goods in a variety of domains, such as access to education, employment, health, social and housing assistance, protection against domestic or institutional violence, and justice.

# Cont...

- It includes women and girls, people living with disabilities, people with chronic diseases, people living with HIV and AIDS, some people living in rural areas, poor people, homelessness, People with Problematic substance use (alcohol and drugs) Prisoner, people with mental health problems etc.



# **Importance of human right principles in empowerment activities**

# **Activity: Buzzing**

**Buzz on the following question:**

- Explain the importance of human rights principles in empowerment activities.

# **Importance of human rights**

## **principles in empowerment activities**

- Human rights are important in the relationships that exist between individuals and the government that has power over them. The government exercises power over its people.

# Cont...

- However, human rights mean that this power is limited. States have to look after the basic needs of the people and protect some of their freedoms. Some of the most importance of human rights principles in empowerment activities is as follows:

# Cont...

- ✓ They are for everyone including rich and poor people.
- ✓ They are internationally guaranteed better welfare for the people.
- ✓ They are protected by law and encountered towards constitution govern the country.

# Cont...

- ✓ They protect individuals and groups in assisting reaching better livelihood.
- ✓ They cannot be taken away even by the state.
- ✓ They focus on the dignity of the human being.

## Demonstration of Participation human rights based principles in empowerment activities

- Participation is one of the human right principles and is recognized in several treaty provisions. Only effective participation guarantees that the realization of rights takes place through effective mobilization and involvement of all public and private institutions and all inhabitants.

# Cont...

- It involves the art of taking part or piece of an activity or in the event for the aim of creating active involvement on achieving the collectively agreed objectives in respective communities.
- When person in the society participates in programs by contributing labour, cash or materials, this is supportive participation towards empowerment activities.



# Cont...

- Participation made individuals and families assume responsibility for their own development and welfare and develop the capacity to contribute to their and community's development" By knowing (understanding) their circumstances better, they are then motivated to solve their common problems because they will therefore become agents (participants) of their own development.

# Cont...

- In this process, people should not be forced to participate in projects which affect their lives, but they should be given an opportunity to participate where possible through empowering.

# Cont...

- Therefore participation principle demands people to be enabled and to become actively and genuinely involved in defining the issues of concern to them, in making decisions about factors that affect their lives, in formulating and implementing policies in planning, developing and delivering services and taking action to achieve a change.

# Activity: Roles Play

## CHARACTERS

- **ANNE:** A social worker who is working at Kilimamoto Village
- **PETER:** A Village Executive Officer at Kilimamoto Village.
- **MARIA, PENDO, SALOME:** Female villagers living at Kilimamoto
- **PETER, JUMA, HERI:** Male villagers living at Kilimamoto

# Cont...

- Volunteer for the role play, being roles of the names as above

# Scenario:

- Kilimamoto village is having a very fertile soil that made its resident to engage in agriculture activities for commercial. The village is having two primary schools where almost majority of students study there. These schools are far from students resident and requires one hours walking distance. For the past 5 years the schools were providing lunch to the students.

## Cont...

- Currently the school has no capacity to provide lunch for students because the donor who was assisting the school has returned to his mother country. Henceforth in the afternoon students need to go home and have lunch and return back to school. The performance of the student is below standard and majority of them are dropping out of school and some become absents students. In addition to that the pregnant mothers are bearing underweighted children.

# Cont...

- Demonstrate Participation principle of human rights in implementing empowerment activity.



**The role play should depict the following element of participation principle of human rights:**

- **Inclusion/involvement**
- **Sharing**
- **Engaging others**
- **Association with others**
- **Networking**

# **Demonstration of fairness principle in empowerment activities**

- The fairness principles ensure that individuals are provided the degree of participation that is necessary to bring any fact or argument to the attention of a fair-minded decision-maker so that the latter is informed and can arrive at a rational decision. At a minimum, fairness principles dictate that there should be:

# Cont...

- An opportunity to provide input; and,
- The decision-maker should be unbiased, or at least, conduct herself so as not to give rise to a reasonable apprehension of bias.
- Fairness human right principle seeks to eradicate bias in decision making, unequal treatment e.t.c

# Activity: Role play

## Scenario

- Mama Zawadi is a midwife working at Utaona Dispensary. On Saturday morning two female adult went to clinic for several reasons. Halima was the first client that reached the clinic early than others. She went to the clinic for check-up as she was five months pregnant.

# Cont...

Diana was a second client to reach the clinic; she was complaining about pain and she was overdue and about to deliver a baby.

- Two students role play as the clients, one role play mama Zawadi.

**The role play should depict the fairness principle of human rights in empowerment activities**

- **Impartial**
- **Without favoritism**
- **Without discrimination**
- **Justice**

# Key Points

- Human rights principles are very important in implementing empowerment activities
- These principles include participation, fairness, equality, autonomy e.t.c.
- These are important for a social worker to perform their duties in their working station.

# Evaluation

- What is the importance of human right principles in empowerment activities?
- what are the challenges encountered by Social Worker when assisting clients in implementing participation and fairness human rights principles?



# References:

- Convention on the Rights of the Child (CRC) 1989  
*International Covenant on Civil and Political Rights (ICCPR) 1966 International Covenant on Economic, Social and Cultural Rights (ICESCR) 1966*
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# **End of topic 3a**

## **Questions/comments**

# **Topic 3b: Human rights principles in working with marginalized groups in empowerment activities**

# **Learning Task**

**By the end of the Topic learners are expected to:**

- **Demonstrate the respect principle in empowerment activities**
- **Demonstrate the equality principle in empowerment activities**

# Cont...

- Demonstrate the autonomy principle in empowerment activities
- Demonstrate the dignity principle in empowerment activities

# **Demonstration of respect principle in empowerment activities**

- Human rights are based on the principle of respect for each individual.
- Respect principle demands respect to all people regardless their sex, color, nation, sexual orientation, beliefs e.t.c.
- The fundamental assumption is that each person is a moral and rational being that deserves to be treated with respect.

# Cont...

- Respect human right principle is necessary in implementing empowerment activities. If people are not respected it's not easy to achieve sustainable development. It means the objectives or targets to engage in empowerment activities will be reluctant.
- Henceforth the principle focus on respect for all regardless the diversity, choice or opinions.



# **Activity: Role play**

Develop a scenario that will help them to understand the application of respect principle of human rights in empowerment activities.

**The role play should depict the following elements of respect principle of human rights in empowerment activities**

- **Courtesy**
- **Appreciation**
- **Acceptance**
- **Consideration**
- **Honor**
- **Value**

# **Demonstration of equality principle in empowerment activities**

- Equality reflects a moral and professional consensus among human rights and equality
- The principle of equality focus on the basis of acknowledging the pervasiveness of discrimination and the weaknesses in the protection of the right to equality at both international and national levels.

# Cont...

- The equality principle is a philosophical, moral, and legal doctrine asserting that all human beings are equal, and that they ought to be treated equally under the law.

# Cont...

- According to this view, similarly situated people should be treated equally. For instance, all people who commit the same crime under the same circumstances should be punished in the same way; differences in treatment should arise only from differences in the circumstances surrounding the crime.
- It's very important to consider equality principle of human rights in the empowerment activities.

# Activity: Role play

- Two men have been caught in different crime scene. The first one Maliyao a 35 years and the second one is Mbao a 45 years. Maliyao has stolen at a village shop one bag of sugar, while Mbao has stolen a chicken. Maliyao has been sentenced to 6 month and a fine of 50,000-Tshillings, while Mbao has been sentenced to 1 Year and a fine of 100,000- Shillings.

**The role play should depict the equality principle of human rights in empowerment activities like.**

- The equality principles of human rights require treating all people equally regardless their race, sexual orientation, tribe, behavior or diversity.
- All these men have committed crime therefore they will be treated equally but their punishment in terms of law is different.

# **Demonstration of autonomy principle in empowerment activities**

- Autonomy can be defined as the ability of the person to make his or her own decisions.
- Autonomy is the capacity to make informed, un-coerced decisions that are valued, independent or self-governing.
- Autonomy principle of human right allows people to make their own decisions excluding any interference from others.



# Cont...

- Therefore an Autonomy principle of human right made a person to have the capacity to make such decisions through one's own independence of mind and after personal reflection.

# Cont...

- As an ideal way of living life autonomously. Therefore autonomy is the moral right one possesses, or the capacity we have in order to think and make decisions for one providing some degree of control or power over the events that unfold within one's everyday life.

# Cont...

- Therefore autonomy principle of human rights is one of the important aspects in the empowerment activities as it helps in decision making and planning of activities expected to be implemented.

# **Activity: Role play**

- Tutor **ASK** learners to develop a scenario that will help them to understand the application of autonomy principle of human rights in empowerment activities.

**The role play should depict the autonomy principle of human rights in empowerment activities.**

- **Sovereignty**
- **Self determination**
- **Independence**

# **Demonstration of dignity principle in empowerment activities**

- Dignity is the right of a person to be valued and respected for their own sake, and to be treated ethically.
- Dignity is inviolable and it must be respected and protected.
- The dignity principle of human rights is very essential and constitutes the basis of fundamental rights in international law.

# Cont...

- Dignity of the human right principle is part of the substance of any right protected by international human rights law.
- Therefore any empowerment activity initiated should consider the dignity of the people.

# **Activity: Role play**

- Tutor **ASK** learners to develop a **scenario that will help them to understand the application of dignity principle of human rights in empowerment activities.**



**The role play should depict the dignity principle of human rights in empowerment activities, including**

- Concern
- Care
- Esteem
- Worth
- Appreciation

# Key Points

- Empowerment activities needed the consideration of human rights principles.
- Adherence to human rights principles simplifies the attainment of developmental activities that support the welfare of the people in the society.
- When challenges encountered in maintaining or safeguarding this principles education should be provided to the violated community.

# Evaluation

- What are the causes of people not to respect others in the society?
- Why is dignity important in the empowerment?
- What are the important aspects to consider in the dignity of human rights principles?

# References

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International Covenant on Civil and Political Rights (ICCPR) 1966  
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# End of module

Questions/comments



Thank you

for your active participation  
and cooperation