CAPACITY DEVELOPMENT TRAINING FOR SCADeP IN GBV

Gender and Power

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CONTENT

Definition of power

Areas power show up

Divisions of power

Exercise of power (how people exercise power)

Power and gender relations

Power imbalance

Objective

- **At the end of this session, participants would be able to:**
- Define power
- Discuss the various scenarios power plays
- State and discuss six different sources of power
- Discuss gender and power
- Discuss power imbalance.
- Types of power

Definition of Power

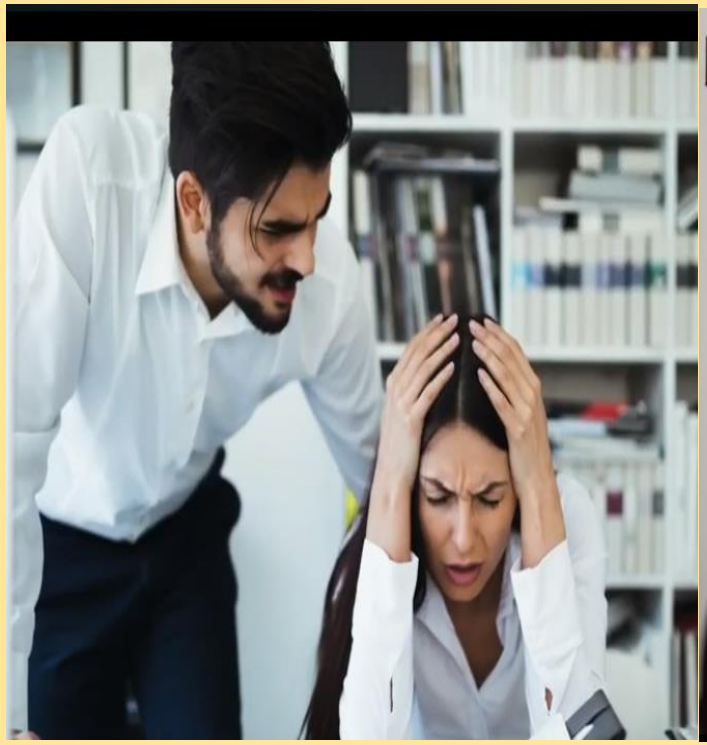
Here are a few questions to ponder over?

- Why do we love and admire heroes?
- What do they carry?
- Does it matter?

Definition of Power

Power is the ability to have others what do what you want them do

Various scenarios power plays



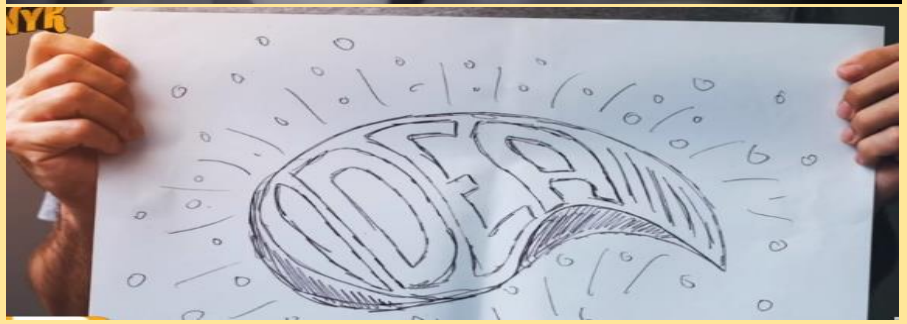
Work place, relationships and families

Different sources of Power &how people exercise it

Physical force: ***power where muscles & people are involved***

Wealth: *power to do anything*

Ideas- *can give unlimited amount of power, can influence*



State action of government : *relates to do or not do*

Social norms: ***most silent & most destructive power.***

Number : *best source of power*

Power imbalance

- Do two people hold equal power in relationship?
- Between the employer and employee, does the issue of equal power come in?
- At the bridge construction site in Mattru for instance, the contractor and the vulnerable community girl, who holds power? Can this imbalance in power fuel relationship between these two?
- What does power imbalance bring in workplace?
- How is SCADeP managing power imbalance at road rehabilitation and bridge construction projects?
- You gave a ride to an unknown and stranded girl at night and upon arrival at her destination, she demands payment for having had sex with her! Who holds the power?

Types of Power

Share *self life situation*:

- **There four types of power**
  - **Power over** – power built on coercion, control
  - **Power with** – shared power which grows out of collaboration, respect, mutual support, solidarity, influence, empowerment
  - **Power to** - power to make a difference, to create something new, or to achieve goals.
  - **Power within** – power that includes one's ability to recognize individual differences while respecting others

- **Discussion:** *how are we as DC officials & Engineers managing our work in the communities with respect to these power types so as to achieve our goals?*

Thank you

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