

TRAINING MANUAL

SOCIAL AND CULTURAL NORMS INFLUENCING PERCEPTION, INCIDENCE, AVOIDANCE AND REMEDICATION OF GENDER- BASED VIOLENCE IN FISHING COMMUNITIES





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LIST OF ABBREVIATIONS AND ACRONYMS >>>

- ADR - Alternative Dispute Resolution
- FGM - Female Genital Mutilation
- GBV - Gender-Based Violence
- PTSD - Post-Traumatic Stress Disorder
- RTS - Revictimization Trauma Syndrome
- STIs - Sexually Transmitted Diseases
- MoGCSP - Ministry of Gender Children and Social Protection



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Preface



In every community, at the heart of its vitality and progress, are its people. Within these communities, there exists a complex tapestry of customs, beliefs, and traditions that shape the lives of individuals and the dynamics of their interactions. Fishing communities in Ghana are no exception to this rich cultural legacy. However, embedded within these cultural fabrics, there often lurk certain social norms that perpetuate Gender-Based Violence (GBV), casting shadows over the lives of women and vulnerable individuals.

It is with this understanding of the interplay between tradition and challenge that we embark on this journey of knowledge and transformation. This training manual is designed to equip duty bearers within the prosecutorial chain with the essential tools and insights needed to address these social norms that perpetuate GBV in fishing communities across Central and Western regions of Ghana.

The prevalence of GBV is not merely a statistical concern; it is a stark reminder of the injustices faced by countless individuals. It is a call to action, a demand for change, and an opportunity to foster a more just and equitable society. As duty bearers, you are uniquely positioned to make a significant impact in the lives of those affected by GBV.

Throughout this manual, you will find a comprehensive exploration of the cultural context, social dynamics, and legal considerations that shape GBV in fishing communities. Apart from raising awareness, our aim is also to empower you with practical knowledge, strategies, and empathy to address GBV effectively. Our approach is one of collaboration, respect for local traditions, and a commitment to upholding the principles of justice and human rights. By working together, we can challenge the norms that perpetuate GBV and pave the way for transformative change in fishing communities.





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As you engage with this training manual, remember that your role as duty bearers is vital in ensuring that justice is not an abstract concept but a lived reality for all members of your community. Your dedication to this cause is commendable, and your commitment to change is a beacon of hope.

Thank you for embarking on this journey with us, and may your efforts contribute to a brighter, safer, and more equitable future for fishing communities in Ghana.

Signed

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INTRODUCTION TO WORKSHOP

Introduction: >>

Welcome to the training program on addressing the social norms that perpetuate Gender-Based Violence (GBV) in fishing communities. Your presence and willingness to participate in this workshop serves as a starting point for our journey toward a deeper understanding of the issues surrounding GBV, particularly within the unique context of fishing communities in Ghana. Through this workshop, we aim to equip you, the duty bearers within the prosecutorial chain, with the knowledge, tools, and strategies needed to address these critical challenges effectively.

About this Manual >>

This training manual provides guidance on addressing gender-based violence (GBV) within the context of social and community norms in fishing communities. It acknowledges that social norms can both contribute to and perpetuate GBV, while also offering pathways for change that respect cultural values and traditions in these communities.

The manual has 5 modules namely:

Module 1: Understanding gender norms and beliefs systems in fishing communities

Module 2: Harmful and beneficial social norms and practices in fishing communities



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Module 3: Psychology of fishermen and fish mongers: Impact on behaviors and interactions

Module 4: Handling GBV victims: Sensitivity, Support, and Empathy; and

Module 5: Alternative dispute resolution mechanisms: Promoting non-violent solutions

Each module comprises a brief introduction to the module, the learning objectives of the module, learning materials required for that module and suggested methods of engaging participants under that module. Also, each module includes a suggested duration for engagement of participants, a list of list of suggested facilitator actions to aid the facilitation of the module and notes on the content of information or knowledge to be imparted to participants for that module.

Prior to facilitation, facilitators are encouraged to thoroughly read and familiarize themselves with the content notes so as to be well informed about the subject. Further reading and reference materials are provided in “References” section which is at the end of this manual.

Workshop Objectives >>

By the end of this workshop, you will:

1. Understand the significance of addressing GBV within fishing communities in Ghana;
2. Recognize the impact of social norms on GBV perpetuation;
3. Appreciate your role as duty bearers within the prosecutorial chain in combating GBV;
4. Enhance your understanding of gender dynamics, cultural context, and effective strategies for intervention; and
5. Be able to develop strategies for change (explore effective strategies for challenging and transforming social norms that perpetuate GBV, with an emphasis on community engagement and empowerment)

Training Methodology >>

The training will be conducted through a combination of the following methods:

- **Lectures and PowerPoint Presentations:** where facilitator builds the foundation, sets the context of the topic and disseminates information



both in a straightforward manner and allowing experts in the audience to share their knowledge and insights.

- **Interactive Open forum discussion:** where participants actively engage in dialogue, share their perspectives, and exchange ideas on a specific topic or issue.
- **Group Discussions and Groupwork activity:** Participants will be divided into groups and will be expected to discuss specific topics or assignments and do presentations of their findings to entire audience.
- **Role-Playing and Simulations:** where participants actively engage in scenarios and situations related to the workshop's content.
- **Question and answer session:** where participants asks questions and seek clearance on areas of doubt.

Pre-Training Assessment >>

At the beginning of the workshop, participants will be assessed to test their present knowledge on the areas to be discussed. The results of this assessment will be compared with post-training assessment results to identify whether the training goals and objectives were met.

Post-Training Assessment >>

Participants will also be assessed at the end of the workshop. The assessment will cover three areas:

1. Part 1: Facilitator Assessment
2. Part 2: Participant Knowledge Assessment
3. Part 3: Workshop Procedures Assessment

The essence of these assessments is to help measure the effectiveness of the training, identify areas for improvement (knowledge gap, facilitation gaps, organization gaps etc.), and ensure that the training objectives are met. It is also



to provide an evidence-based assessment of the impact of the training on participants' knowledge, and skills.

MODULE 1:

UNDERSTANDING GENDER NORMS AND BELIEF SYSTEMS IN FISHING COMMUNITIES

1.0 Introduction:

In Ghanaian fishing communities, there is a rich but complex system of traditions, customs, and beliefs that interfere with daily life to shape the identities and roles of individuals within these communities. One such feature that greatly impacts the lives of many in these communities is the architecture of gender norms and belief systems. This module takes a look at the different gender norms and belief systems and attempts to shed light on how these cultural traditions and beliefs inform the roles assigned to men and women. It also analyzes how gender intersects with other identities like race, ethnicity and socioeconomic status. By examining these cultural constructs, participants will be better equipped to address and combat gender-based violence (GBV) effectively.

1.1 Learning Objectives:

At the end of this module, learners/participants will be able to:

1. Define gender norms and belief systems.
2. Recognize the role of culture and tradition in shaping gender norms.
3. Understand how gender norms impact the roles and responsibilities of individuals in fishing communities.
4. Identify the impacts of these on GBV.
5. Analyze the intersectionality of gender with other identities (e.g., race, ethnicity, socioeconomic status).

1.2 Learning Materials needed for this module

The following materials will be needed depending on the specific circumstances



- A spacious room
- Laptop Computer
- Whiteboard
- Markers
- LCD Projector
- Flip Chart
- Masking tapes

1.3 Methodology

The methods for participant engagement under this module would include:

- Lecture and PowerPoint presentation
- Interactive Open forum discussion, and
- Question and answer session

1.3.1 Duration: 2 Hours

1.3.2 Facilitator's Actions:

1. Introduce the topic in a way that grabs the attention of the audience. For example, by asking a thought-provoking question or telling an interesting story that highlights the learning objectives of the module.
2. Within the context of preventing and responding to Gender-Based Violence (GBV), highlight the importance of studying gender norms and belief systems in fishing communities.
3. In clear and simple language, define and explain the following key concepts:
 - Fishing community
 - Gender
 - Social Norms and Gender norms
 - Belief system
4. Having explained gender norms and belief systems discuss how they influence the roles and expectations of individuals in fishing communities.
5. Discuss some common social norms and belief systems in fishing communities and analyze these norms.
6. Widen the discussion to include the impact of these norms on GBV.



7. Include discussion on intersectionality and how multiple identities impact gender dynamics.
8. Promote discussion and encourage audience participation by asking questions that trigger engagement in critical thinking about the topics.
9. Summarize the key takeaways and learning objectives to highlight the main messages.
10. Allow participants to ask questions and answer/allow other participants to attempt to answer to address any outstanding doubts or inquiries.

1.4 CONTENT NOTES:

1.4.1 Key Concepts

- a. **Fishing Community:** A fishing community is a group of people whose livelihoods and way of life are closely tied to fishing activities. These communities are typically located in areas near bodies of water, such as oceans, seas, rivers, lakes, or even smaller water bodies like ponds. The primary economic and social activities of the residents in fishing communities revolve around fishing and related industries, such as fish processing and boat building.

Some key characteristics of fishing communities may include:

- Economic Dependence on Fishing, where there is heavy reliance on fishing activities as a main source of income and sustenance. These fishing activities may include catching fish, mending of nets, smoking or drying of fish, selling or trading in fish.
- Deep-rooted traditions and practices related to fishing and marine life which account for their cultural identity.
- Close proximity to water bodies like sea, rivers, lakes and ponds.
- The high concentration of fish processing activities such as cleaning, drying, smoking, frying and preserving fish for sale or consumption.
- Experience of seasonal variations in activities owing to factors like fish migration patterns and weather conditions, accounting for differences in productivity periods.



- b. **Gender:** Gender refers to the social, cultural, and behavioral attributes, roles, and expectations that a society considers appropriate for individuals based on their perceived or assigned sex. It is distinct from biological sex, which is determined by physical and genetic characteristics, such as male and female reproductive organs, chromosomes, and hormones.

Key points about gender include:

Gender Identity: Gender identity is an individual's deeply held sense of their own gender. Some people identify with the gender they were assigned at birth, which is referred to as being cisgender. Others may have a gender identity that differs from their assigned sex, which is referred to as being transgender.

Gender Expression: Gender expression is how individuals outwardly express their gender identity through clothing, hairstyle, mannerisms, and other forms of self-presentation. It can vary widely and is not necessarily tied to one's biological sex or gender identity.

Gender Roles: Gender roles are societal expectations and norms regarding the behaviors, responsibilities, and roles deemed appropriate for individuals based on their gender. These roles can vary significantly between cultures and over time.

Gender Stereotypes: Gender stereotypes are simplified and often rigid beliefs about the characteristics, behaviors, and abilities of individuals based on their gender. Stereotypes can be limiting and contribute to gender-based discrimination.

Gender Equality: Gender equality is the principle of treating individuals of all genders with fairness and without discrimination, ensuring that they have equal access to opportunities, resources, and rights. It aims to challenge and change harmful gender norms and stereotypes that perpetuate inequality.



Gender Equity: Gender equity goes beyond gender equality by recognizing that individuals may have different needs and experiences based on their gender. It involves providing resources and support to address these differences and ensure that everyone has an equal chance to thrive.

Intersectionality: Intersectionality recognizes that an individual's experiences of gender are often intertwined with other aspects of their identity, such as race, ethnicity, sexuality, disability, and socioeconomic status. These intersecting factors can compound the challenges and discrimination people face.

- c. **Social Norms and Gender Norms:** These are sets of unwritten rules or expectations that dictate how individuals should behave within a particular society or culture. These norms guide and regulate various aspects of human interaction, shaping peoples' behaviors, attitudes, and roles in society. While social norms pertain to a wide range of behaviors and interactions, gender norms specifically focus on expectations related to masculinity and femininity.

Social norms include a wide range of behaviors, values, and customs that are considered acceptable, appropriate, or typical within a specific social or cultural context. They govern how people should act in various situations and influence our choices, actions, and interactions with others. Social norms can cover areas such as manners, etiquette, communication, dress code, and social roles.

For example, a social norm might dictate that people should stand in line while waiting for a service, say "please" and "thank you" when interacting with others, or wear formal attire to a wedding ceremony.

Gender norms are a subset of social norms that focus on expectations and roles associated with being male or female within a given society. These norms can vary significantly across cultures and time periods. Gender norms often dictate how individuals should express their gender identity, what occupations are deemed suitable for each gender, and how individuals should behave in relationships.



Examples of gender norms include the expectation that men should be tolerant and unemotional, while women should be nurturing and empathetic, or that men should pursue careers in science, technology, engineering and mathematics (STEM) fields, while women should focus on caregiving roles.

It's important to note that social and gender norms can be restrictive and may contribute to gender inequality, discrimination, and other forms of social injustice. Many societies are actively working to challenge and change these norms to create more inclusive and equitable environments where individuals are free to express themselves and pursue their aspirations regardless of their gender or other social identities.

- d. **Belief System:** A belief system, often referred to as worldview, is a set of interconnected beliefs, values, principles, and attitudes that shape an individual's or a group's perception of the world, guide their behavior, and influence their decision-making. These systems provide a framework for understanding the nature of reality, morality, and the purpose of life.

Belief systems can be deeply personal, cultural, religious, philosophical, or a combination of these elements.

Discussed below are some key components of belief systems:

Beliefs: Belief systems are built on core beliefs, which are statements or convictions held to be true. These beliefs may pertain to the existence of deities or a higher power, the nature of the human condition, the afterlife, the origin of the universe, or other fundamental questions.

Values: Belief systems often include a set of values that define what is considered important or morally right. Values guide ethical decision-making and behavior, influencing how individuals or groups interact with others and the world around them.



Principles: Belief systems can involve specific principles or rules that followers are expected to abide by. These principles may be religious commandments, philosophical tenets, or moral guidelines that shape behavior.

Rituals and Practices: Many belief systems incorporate rituals, ceremonies, and practices that help individuals express their beliefs and connect with the sacred or spiritual aspects of their worldview. These can include prayer, meditation, religious services, or other observances.

1.4.2 Some Common Gender and Social Norms and Belief Systems that shape roles and perpetuate violence in Fishing Communities in Ghana:

Gender norms and belief systems in fishing communities in Ghana, are influenced by a combination of cultural, social, economic, and historical factors. These social norms and beliefs often play a significant role in shaping the roles and responsibilities of men and women within these communities. Some of the norms create fertile grounds for human rights abuse and perpetuate GBV. Gender dynamics can vary across different fishing communities in Ghana, but some common patterns and beliefs may include:

Division of Labor: Traditional gender roles often dictate that men are primarily responsible for fishing activities, such as going to sea, removal of entangled nets underwater, boat operation, net mending, and fish harvesting due to its associated high safety and health risks, while women are more involved in post-harvest work like fish processing, selling or marketing and domestic chores. This division of labor can be seen as reflecting historical roles based on physical strength, but it is also influenced by cultural norms. Women rarely receive remuneration or receive meagre payments for their contribution in these fishing activities, contributing to economic violence.

Ownership and Control: Men are frequently considered the primary owners of fishing assets, including boats and fishing gear, which can translate into greater decision-making power regarding fishing activities.



Women may have limited control over these resources. This increases their vulnerability to GBV.

Decision-Making: Men often dominate decision-making processes within fishing communities, particularly when it comes to matters related to fishing operations and resource management. Women may have limited participation in community decision-making forums where men are involved. Despite this, women take greater participation and are active in women-only decision-making forums.

Income Distribution: The income generated from fishing activities is often controlled by men and may not be equally distributed within households. In most instances little incomes that come to women are used to maintain family and support household expenditure. This can impact the economic well-being of women and their families.

Cultural Beliefs: Traditional beliefs and superstitions related to fishing and the sea can shape gender roles and practices. For example, some communities may have rituals or taboos that restrict women from participating in certain fishing activities or going to sea during specific periods.

Norms relating to Dating and Marriage: Tradition prescribes that men assume initiation role in proposals for dating and marriage, while women are restricted to validation and acceptance of proposals. Women who attempt to reverse these roles are often seen as “immoral” and “unwell trained”. They are often tagged with the tendency to commit adultery in marriage and suffer abuse as a result. Payment of dowry, “knocking fee” and “*domfa*” (compensation money, in the case of pregnancy or childbirth before marriage) are requisite for the finalization of a marriage right. These are paid by men, underscoring commodification of women and creating the tendency for some men to think that women they have married are “commodities bought and owned”, a perception that can breed violence against women.

In some instances, marriages can be arranged between families of couples. Two complementary roles are played by the families: initiating the





proposal or marriage and investigating family backgrounds of each of the couples. Marginalized families may be at risk of violence during these investigations, especially when they are perceived to have bad omen.

Access to Education: Limited access to education in some fishing communities can perpetuate gender inequalities and hence GBV. Girls may be less likely to attend school compared to boys, which can limit their future opportunities.

Healthcare and Family Planning: Access to healthcare services and family planning may be limited in remote fishing communities. This can impact women's access to reproductive health services and information, affecting their ability to make informed choices about their reproductive health, including antenatal care, safe childbirth and spacing of births.

Women may prefer to give birth with the assistance of traditional birth attendants rather than seeking skilled medical care, which can pose risks to maternal and infant health and result in GBV.

Sexual and Reproductive Health Norms: Lack of family planning and contraception may lead to larger family sizes than desired. However, discussions about family planning, contraceptive use, sexual health and sexually transmitted diseases (STIs) may be tabooed, difficult to initiate and are often discouraged. Married women who take decisions about these perceivably do it on the blind side of their husbands. Some of the decisions directly affect men who are expected to lead in decision-making regarding number of births and spacing. Men often oppose some family planning procedures because of perceived complications. Women who go through these procedures against the approval of their husbands may suffer GBV.

Traditions of early marriage, where girls may be married off at a young age perpetuate GBV. These can have implications for their sexual and reproductive health, including early pregnancies and increased health risks.

Norms on Reporting and Addressing Gender-Based Violence:





Owing to male-domination in fishing communities, GBV may occur. This can include physical, sexual, or psychological violence against women and girls. Traditional beliefs and cultural norms play a role in shaping how GBV is reported.

Immediate families form the first point of contact in reporting GBV, therefore, the first responsibility of addressing complaints lie with families.

When complaints are not addressed properly, it may perpetuate GBV.

Complaints from children may not be taken seriously unless validated by adults. This means that adults have a responsibility to confirm and offer support to child survivors of GBV.

Women receive recognition for their vulnerability because serious attention is given to complaints of GBV emanating from women. Cases of sexual violence are often addressed by families and traditional authorities who may impose a fine or an allowance for victim's healthcare expenses.

The Department of Social Welfare and Community and police may also receive and refer complaints for legal prosecution.

Social Support Networks: Women in fishing communities often rely on strong social support networks among themselves. These networks can provide emotional support, help with childcare, and opportunities for income generation outside of traditional fishing roles.

Efforts to promote gender equality in Ghana's fishing communities may involve challenging and reshaping these traditional gender norms and belief systems. Organizations, government agencies, and NGOs often work to empower women in these communities by providing training, access to resources, and opportunities for leadership roles. By addressing gender inequalities and promoting women's participation in decision-making processes and economic activities, it's possible to improve the well-being of both women and men in Ghana's fishing communities while also fostering sustainable fisheries management practices.

1.4.3 Impact of Gender Norms on GBV

Social and gender norms play a significant role in shaping the dynamics of gender-based violence (GBV) in fishing communities in Ghana. These norms often reinforce unequal power relations and contribute to the



prevalence and perpetuation of GBV. Here are some of the key impacts of social and gender norms on GBV in these communities:

Perpetuating Stereotypes: Gender norms often reinforce traditional stereotypes about masculinity and femininity. For example, the idea that men should be dominant, aggressive, and in control while women should be submissive and passive can contribute to situations where men exert power and control over women through violence.

Normalization of Violence: In some fishing communities, certain forms of violence may be normalized or accepted as a way to resolve conflicts or exert control. Social norms that tolerate or even condone violence can make it more difficult for survivors to report incidents or seek help, as they may fear being stigmatized or blamed.

Traditional Gender Roles: Fishing communities in Ghana often adhere to traditional gender roles, where men are primarily responsible for fishing activities and women for domestic chores. These roles can limit women's economic opportunities and access to resources, leaving them vulnerable to various forms of violence.

Victim-Blaming: Gender norms can lead to victim-blaming, where survivors of GBV are held responsible for the violence they experience. This blame can discourage survivors from reporting and seeking support, as they may feel ashamed or at fault.

Economic Stress: Economic pressures in fishing communities can contribute to stress and tension within households. Gender norms that place the burden of financial provision on men can lead to frustration and conflict, which may escalate into violence.

Alcohol and Substance Abuse: Substance abuse, particularly alcohol, is common in some fishing communities. Gender norms may tolerate or even encourage excessive drinking among men, leading to intoxicated and aggressive behavior that contributes to GBV.



Social Isolation: Fishing communities are often located in remote areas, leading to social isolation. This isolation can make it challenging for survivors to seek help or escape abusive situations, as there may be limited access to support services.

Power Imbalances: Gender norms can reinforce power imbalances between men and women. Men may perceive themselves as having more authority, which can be used to justify controlling or violent behavior towards women and girls.

Institutional Discrimination: Social norms can influence how institutions, such as law enforcement and the justice system, respond to GBV cases. Biases based on gender norms may lead to inadequate protection and support for survivors.

Stigmatization of Survivors: Gender norms that place a high value on women's chastity and purity can lead to the stigmatization of survivors of GBV. This stigma may discourage survivors from reporting incidents or seeking help.

Lack of Awareness: Some community members may be unaware of the legal and human rights protections available to survivors of GBV due to entrenched gender norms. This lack of awareness can hinder access to justice.

Resistance to Change: Changing deeply ingrained social and gender norms can be met with resistance, as individuals and communities may perceive such changes as threats to their cultural identity or traditional way of life.

To address GBV in fishing communities in Ghana effectively, it is essential to work with community members to challenge and transform these harmful norms. This can involve community education, awareness campaigns, legal reforms, economic empowerment programs, and efforts to engage men and boys as allies in the fight against GBV. Moreover, involving local leaders and authorities in these initiatives is crucial for



creating lasting change and ensuring the safety and well-being of women and girls in these communities.

1.4.4 Intersectionality: Recognizing How Multiple Identities Impact Gender Dynamics in Ghana

Intersectionality is a concept that was coined by Kimberlé Crenshaw in 1989. It refers to the interconnected nature of social categorizations such as race, class, gender, sexuality, and other aspects of identity. Intersectionality recognizes that individuals often hold multiple, overlapping identities, (beyond just gender, such as ethnicity, socioeconomic status, age, and more) and these identities can intersect to create unique experiences and systems of privilege or oppression.

It's a framework that helps us understand how various aspects of identity intersect and interact to shape a person's experiences and access to power and resources.

1.4.4.1 How do multiple identities impact gender dynamics?

In the context of gender dynamics in Ghana, multiple identities and intersectionality play a significant role in shaping people's experiences and opportunities. Here are some ways multiple identities impact gender dynamics in Ghana:

Gender and Ethnicity: Ghana is a diverse country with numerous ethnic groups. Different ethnicities may have distinct cultural norms and practices related to gender roles and expectations. Women from different ethnic backgrounds may experience gender dynamics differently based on these cultural variations.

Gender and Socioeconomic Status: Socioeconomic status often intersects with gender. Women from lower socioeconomic backgrounds may face additional challenges in accessing education, healthcare, and economic opportunities compared to women from higher socioeconomic backgrounds. This intersection can perpetuate gender inequalities.

Gender and Religion: Religion plays a significant role in Ghana, and religious beliefs can influence gender dynamics. Different religious groups



may have varying views on gender roles and family structures, impacting the experiences of women and men within those communities.

Gender and Education: Access to education is a crucial factor in gender dynamics. The intersection of gender and educational opportunities can affect women's and men's access to employment, leadership positions, and decision-making roles in society.

Gender and Rural vs. Urban Areas: Women's experiences of gender dynamics may differ between rural and urban areas in Ghana. Urban women may have greater access to formal employment and education, whereas rural women may be more involved in agricultural work and face different challenges related to land ownership and access to resources.

Gender and Age: Age can intersect with gender to influence power dynamics. Older individuals may hold more traditional views on gender roles, while younger generations may challenge these norms, leading to generational differences in gender dynamics.

Gender and Sexual Orientation: The intersection of gender and sexual orientation can impact experiences of discrimination and marginalization. LGBTQ+ individuals in Ghana may face additional challenges related to societal attitudes and legal issues related to their sexual orientation.

Gender and Disability: People with disabilities may experience unique challenges related to gender dynamics. Disabled women, for example, may face double discrimination based on both their gender and disability status.

Understanding these intersections is essential for addressing gender inequalities and designing policies and interventions that are inclusive and responsive to the diverse experiences of people in Ghana. It's important to recognize that individuals are not defined by a single aspect of their identity but by the complex interplay of multiple identities that shape their lived experiences.



MODULE 2:

IDENTIFYING HARMFUL AND BENEFICIAL SOCIAL NORMS AND PRACTICES IN FISHING COMMUNITIES

2.0 Introduction:

This training module aims to equip and empower participants with the knowledge to recognize and address harmful social norms and practices within fishing communities, while promoting and supporting beneficial practices. The training should better prepare participants to foster positive change and sustainable practices in these communities.

2.1 Learning Objectives:

At the end of this module, learners/participants will be able to:

1. Identify harmful social norms and practices that perpetuate gender inequality and GBV.
2. Recognize beneficial social norms and practices that contribute to community resilience and sustainable fisheries.
3. Analyze the consequences of harmful social norms on GBV in fishing communities

2.2 Learning Materials needed for this module

The following materials will be needed depending on the specific circumstances

- A spacious room
- Laptop Computer
- Whiteboard
- Markers
- LCD Projector
- Flip Chart
- Masking tapes

2.3 Methodology

Participant will be engaged through:

- Lecture and PowerPoint presentation
- Groupwork activity and presentation of group findings
- Interactive Open forum discussion, and Question and answer session



2.3.1 Duration: 1 Hour 30 minutes

2.3.2 Facilitator's Actions:

1. Outline the module objectives for participants to understand what they will learn and discuss.
2. Emphasize that the presentation is a safe space for open discussion and that respectful and non-judgmental interactions are encouraged.
3. Begin the presentation with an introduction that captures the audience's attention and set the context for the discussion.
4. Clearly define key terms, such as Harmful Traditional Practices.
5. Give some background information on fishing communities and the cultural context in which these norms and practices exist. Offer real-life examples to illustrate concepts.
6. Make the presentation engaging by asking participants open-ended questions for their thoughts, experiences, and perspectives.
7. Divide participants into two groups, ensuring balance of sexes.
8. Ask the first group to discuss and write down some of the social or gender norms that are harmful their consequences on GBV.
9. Ask the second group to discuss and write strategies to challenge harmful social or gender norms. Each group is given 20 minutes to this group work activity.
10. Ask each of the groups to present its findings to the audience.
11. Add on to knowledge by reconciling groups' findings with notes in 2.4.2, 2.4.3 and 2.4.4, pointing out any points that were not mentioned.
12. Summarize key points from discussions to reinforce learning.
13. Allow participants to ask questions and express their concerns.
14. Provide well-informed answers drawing on information in Notes under 2.4.2, 2.4.3 and 2.4.4.



2.4 CONTENT NOTES:

2.4.1 Key Concepts

2.4.1.1 Harmful Traditional Practices

"Harmful traditional practices" refer to customs, rituals, behaviors, or actions that are deeply rooted in a particular culture or society but have negative consequences for individuals, especially in terms of their health, well-being, and human rights. These practices are often based on long-standing traditions, beliefs, or social norms and can perpetuate discrimination, inequality, and harm. They are considered harmful because they violate human rights principles and can lead to physical, psychological, or social suffering. Some examples of harmful traditional practices include:

Female Genital Mutilation/Cutting (FGM/C): This practice involves the partial or complete removal of external female genitalia for non-medical reasons. It is often performed on young girls and can result in serious health complications, including pain, infection, and long-term physical and psychological consequences.

Child Marriage: Child marriage involves the marriage of minors, often girls, to older men. It can lead to a range of negative outcomes, such as early pregnancy, limited educational opportunities, and increased vulnerability to violence and exploitation.

Honor Killings: Honor killings are acts of violence, usually murder, committed against individuals, typically women, who are perceived to have brought shame or dishonor to their family or community. These killings are often carried out to preserve the family's reputation.

Forced Marriage: Forced marriage occurs when one or both parties are coerced into marriage against their will, without their consent. It can lead to physical and emotional abuse and is a violation of individual autonomy.

Widowhood Practices: In some cultures, widows are subjected to harmful practices, such as forced isolation, deprivation of inheritance rights, or ritualized forms of mourning that can be degrading and isolating.



Bride Price or Dowry: Although practiced in various forms, these customs involve the exchange of money, goods, or property between families during marriage. In some instances, they can lead to the commodification of women and contribute to domestic violence.

Breast Ironing: This practice involves the flattening or massaging of girls' developing breasts to delay their sexual development. It is done in an attempt to protect them from sexual harassment or early marriage but can result in physical and psychological harm.

Witch Hunts: Accusations of witchcraft and subsequent witch hunts can lead to violence, torture, and the ostracization of individuals, often women and the elderly, based on unfounded beliefs in supernatural powers.

2.4.2 Beneficial Social Norms and Practices in Fishing Communities

Cooperative Fishing: In many Ghanaian fishing communities, fishermen engage in cooperative fishing where they often work together in groups to pool their resources, share costs, and collectively benefit from their catch. This practice is considered beneficial because it promotes social cohesion and shared responsibility for the management of resources.

Traditional Rituals and Taboos: In some fishing communities there are traditional rituals and taboos that restrict certain fishing activities or behaviors. For example, certain types of fish are not caught and brought ashore. Also, there are bans on fishing in certain areas or during specific times such as taboo days. These practices are often deeply-seated in the culture of the people. It helps to protect vulnerable species and habitats, thereby maintaining ecological balance and respect for the environment.

Mesh Size Regulations: There are regulations governing the mesh size of fishing nets in some fishing communities. These regulations aim to prevent the capture of juvenile fish and non-target species. This norm is beneficial and contributes to the overall health of fish populations.





Beach Cleanup Initiatives: Communal labor practices such as beach cleanup initiatives are common in fishing communities. This practice maintains the cleanliness of the coastal environment. It also helps protect marine ecosystems and supports sustainable tourism, which can be an alternative source of income to the communities and country.

Traditional Knowledge and Skills: Most fishing communities rely on generations of traditional knowledge and skills passed down through oral traditions. This knowledge includes understanding fish behavior, migration patterns, the weather conditions and ecological relationships. This knowledge helps fishers make informed decisions such as when to go and when not to go for fishing and where to fish.

Seasonal Fishing Closures: It is common these days to find seasonal fishing closures in many fishing communities. These closures are temporarily prohibitions of fishing during specific times of the year when fish species are spawning (breeding) or vulnerable. This practice is beneficial because it helps to protect fish stocks and ensure their sustainability. That is, it supports fish populations to replenish and grow, which ensures a sustainable catch in the long term.

2.4.3 Harmful Gender Norms in Fishing Communities

Some common harmful gender norms that have been observed in fishing communities in Ghana:

Male Dominance in Decision-Making: Fishing communities in Ghana often follow a patriarchal structure, where decision-making power is concentrated among men. Women may have limited say in matters related to fishing activities, resource allocation, and community governance.

Gender-Specific Roles: Traditional gender roles in fishing communities tend to assign women primarily to domestic tasks and caregiving responsibilities, while men are expected to engage in fishing-related activities. This division of labor can restrict women's participation in income-generating activities.



Unequal Access to Resources: Women in fishing communities may face challenges in accessing resources such as credit, fishing gear, and boats than men. This can impede women's efforts at creating wealth.

2.4.4 Analysis of Consequences of Harmful Gender Norms on GBV

Harmful norms and gender-based violence (GBV) are interconnected issues in many fishing communities in Ghana, as in other parts of the world. Harmful norms, often deeply ingrained in the culture and social fabric of these communities, contribute to and perpetuate GBV. Here's an analysis of the consequences of harmful norms on GBV in Ghana's fishing communities:

1. Increased GBV Incidence:

Physical Violence: Harmful norms may perpetuate the idea that men have a right to control women and use physical force to maintain dominance. This can lead to higher rates of physical violence against women and girls.

Sexual Violence: Transactional sexual practices called "fish-for-sex" or "sex-for-fish" leads to sexual harassment and assault, further exacerbating the GBV problem.

2. Limited Reporting and Accountability:

Stigmatization: Harmful norms may discourage survivors from reporting GBV incidents due to fear of stigmatization or retaliation. This silence makes it difficult to hold perpetrators accountable.

Lack of Legal Redress: Gender norms that prioritize male authority may also result in a lack of legal recourse for survivors of GBV, as community leaders or authorities may be reluctant to intervene in "domestic" disputes.

3. Undermining Women's Empowerment:

Economic Dependence: In some cases, harmful norms may restrict women's economic independence, making it difficult for them to escape abusive relationships or situations.



Education Barriers: Norms that prioritize boys' education over girls' education can limit women's access to information and resources needed to escape GBV.

4. Health Implications:

Physical and Psychological Health: GBV can lead to severe physical and psychological health consequences for survivors. Harmful norms may deter women from seeking healthcare or psychological support, exacerbating these health issues.

5. Generational Impact:

Perpetuation of Harmful Norms: When children witness GBV within their households, it can normalize such behaviors, perpetuating harmful norms and cycles of violence into the next generation.

6. Social Cohesion and Community Development:

Community Disruption: GBV can disrupt community cohesion and development. It can strain social relationships, lead to mistrust, and hinder collective efforts to address common challenges, such as sustainable fishing practices.

7. Human Rights Violations:

Violation of Human Rights: GBV is a human rights violation. Harmful norms that tolerate or encourage GBV are inconsistent with international human rights standards and agreements.

2.4.5 Strategies to Challenge Harmful Gender Norms and eliminate GBV

Efforts to promote gender equality and curbing GBV in fishing communities may involve challenging and reshaping harmful traditional gender norms and belief systems. This can be very complicated and requires a multi-pronged approach that is culturally sensitive. Here are some strategies that can be adopted to promote gender equality and empower women in these communities:



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Community Sensitization and Awareness: Conduct awareness campaigns and workshops within fishing communities to sensitize both men and women to the importance of gender equality and the need to eliminate GBV. Using local leaders and respected community members as advocates for change is a powerful tool to the realization of zero-tolerance for GBV.

Education and Training: Provide education and training programs that promote gender-sensitive perspectives and empower women. This may include literacy and numeracy classes, vocational training, and financial literacy programs.

Engage Men and Boys: Involve men and boys in discussions and initiatives aimed at challenging harmful gender norms. Encourage them to become allies in promoting gender equality and changing traditional attitudes.

Promote Women's Participation: Encourage and support women's active participation in decision-making processes at the community and household levels. This could involve training women in leadership skills and promoting their representation in community governance structures.

Economic Empowerment: Create opportunities for women to diversify their income sources within the fishing communities. This may include providing access to microfinance and credit facilities, promoting women's participation in fisheries-related businesses, and supporting entrepreneurship.

The formation of women's cooperatives and self-help groups can be also encouraged to collectively address common challenges and engage in income-generating activities. These groups can provide a platform for mutual support and advocacy.

Role Models and Influencers: Identifying and using individuals who have rejected harmful norms, challenged the status-quo to make a difference and achieved success in life endeavors is a useful advocacy tool. These individuals, leveraging of their personal life experiences can demonstrate that change is possible and admirable.



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Legal and Policy Support: Advocate for and support the enforcement of laws and policies that promote gender equality and protect women's rights in fishing communities. Raise awareness about existing legal frameworks.

Access to Resources and Services:

Ensure that women have equal access to essential resources such as fishing gear, boats, and credit. Improve women's access to healthcare services and family planning.

Firming up Child Protection Interventions:

A strong child protection system in fishing communities is key. Increased attention to and a sense of urgency in dealing with issues that affect children is important to create a safe and protective environment for children. Continuous awareness creation on protecting children's rights, financial and resource support for state agencies to better deliver on their mandate, and a robust, comprehensive support system for victims or survivors of GBV must be at the forefront of national, district and community development strategies.

Data Collection and Research: Conduct gender-disaggregated data collection and research to better understand the specific needs and challenges faced by women in fishing communities. Use this data to inform policy and program development.

Communication and Media Engagement: Use local media, including radio and community events, to promote messages of gender equality and challenge harmful stereotypes. Encourage positive role models within the community.

Capacity Building for Community Leaders: Train community leaders and elders on gender issues and the benefits of gender equality. Engage them as champions for change within their communities.





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Monitoring and Evaluation: Continuously monitor and evaluate the impact of interventions aimed at challenging harmful gender norms. Adjust strategies based on feedback and outcomes.

Cultural Sensitivity: Approach these initiatives with cultural sensitivity, recognizing the importance of local customs and traditions. Work collaboratively with community members to find culturally appropriate solutions.

Challenging harmful gender norms in fishing communities in Ghana is a long-term process that requires sustained effort and collaboration among various stakeholders, including community members, local authorities, NGOs, and government agencies. It is essential to adapt strategies to the specific context and needs of each community.

MODULE 3: PSYCHOLOGY OF FISHERMEN AND FISH MONGERS: IMPACT ON BEHAVIORS AND INTERACTIONS

3.0 Introduction:

This module aims to provide insight into the psychology of fishermen and fishmongers in fishing communities and how their unique experiences, pressures, and social norms can impact their behaviors and interactions, particularly in relation to gender-based violence (GBV). Understanding the psychology of these individuals is crucial for duty bearers within the prosecutorial chain to effectively address and prevent GBV in fishing communities.

3.1 Learning Objectives:

At the end of this module, learners/participants will be able to:

1. To explore the socio-cultural factors that shape the psychology of fishermen and fishmongers.
2. To understand the impact of fishing-related stressors on their behaviors.
3. To identify the role of masculinity and gender norms in shaping interactions within fishing communities.
4. To discuss strategies for promoting positive behaviors and addressing GBV within this context.

3.2 Learning Materials needed for this module

The following materials will be needed depending on the specific circumstances

- A spacious room
- Laptop Computer
- Whiteboard
- Markers
- LCD Projector
- Flip Chart
- Masking tapes



3.3 Methodology

Participant will be engaged through:

- Group Discussion (Participants share their experiences and observations)
- Brainstorming Session
- Interactive Open forum discussion, and Question and answer session

3.3.1 Duration: 1 Hour 30 minutes

3.3.2 Facilitator's Actions:

1. Begin the session by setting ground rules that promote respectful and open discussions.
2. Emphasize the importance of a non-judgmental and safe space for sharing thoughts and experiences.
3. Introduce an icebreaker activity to help participants get to know each other and feel more comfortable sharing their thoughts and experiences.
4. Discuss the sub-topic: "The Fishing Lifestyle and Identity".
 - Start with discussion on the cultural significance of fishing in Ghanaian communities.
 - Explore how individuals often derive their identity and self-worth from their roles as fishermen and fishmongers.
 - Emphasize the importance of recognizing and respecting this cultural identity when engaging with these communities.
5. Discuss the sub-topic: "Fishing-Related Stressors"
 - Identify common stressors faced by fishermen and fishmongers, such as financial instability, unpredictable work hours, and dangerous working conditions.
 - Discuss the psychological impact of these stressors on mental health and relationships.
 - Highlight the potential links between stress and aggressive behaviors.
6. Discuss the sub-topic: "Masculinity and Gender Norms"
 - Examine the role of traditional masculinity in fishing communities and how it may contribute to GBV.



- Discuss the expectations placed on men to be providers and protectors, and the potential pressure this places on their relationships.
 - Explore how rigid gender norms can reinforce power imbalances and harmful behaviors.
7. Engage Participants of the sub-topic: “Interactions and Conflict Resolution”
- Discuss common patterns of interaction within fishing communities, including communication styles and conflict resolution mechanisms.
 - Address the challenges that may arise when addressing GBV due to community dynamics and norms.
 - Explore strategies for promoting respectful communication and resolving conflicts in non-violent ways.
8. Engage Participants of the sub-topic: “Building Positive Behaviors”
- Introduce strategies for promoting positive behaviors and attitudes among fishermen and fishmongers.
 - Highlight the importance of community involvement and leadership in changing social norms.
 - Discuss the role of education and awareness campaigns in challenging harmful behaviors.

Note these things during the facilitation:

- a. Encourage discussions by asking open-ended questions that require participants to share their insights and experiences. For example: "Can anyone share their observations about how fishing-related stressors affect behaviors in their community?"
- b. Periodically summarize key points and insights from the discussions to ensure that participants are on the same page.
- c. Use practical examples that make the concepts more relatable and engaging.

3.4 CONTENT NOTES:

3.4.1 Fishing Lifestyle and Identity in Ghana:



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Cultural Significance: The cultural significance of fishing in Ghanaian communities is profound and deeply woven into the fabric of the nation's heritage. Fishing is not merely an economic activity; it is a way of life with strong cultural, social, and spiritual dimensions.

Fishing communities often have unique rituals, songs, and ceremonies associated with their trade. They have spiritual beliefs and rituals associated with their livelihood. They may perform ceremonies to seek protection and blessings from deities or spirits related to the sea. These rituals are deeply ingrained in their cultural identity and provide a sense of connection to their environment.

Fishing techniques and knowledge are passed down through generations. Elders and experienced fishermen play a vital role in teaching younger community members the intricacies of fishing, including the best times to fish, using traditional nets and boats, and navigating the sea. This intergenerational transfer of knowledge is a cultural tradition.

Many fishing communities celebrate their cultural heritage through festivals dedicated to fishing and the sea. These festivals showcase traditional dances, music, art, and food, providing an opportunity for community members to come together and celebrate their shared identity.

Recognizing the cultural significance of fishing, efforts are made to preserve and promote traditional practices and knowledge. This includes documenting oral histories, promoting sustainable fishing practices, and supporting local artisans.

Identity Formation: Many Ghanaians, particularly those in fishing communities, derive a significant part of their identity from their roles as fishermen and fishmongers. Being part of this profession often comes with a sense of pride and belonging to a close-knit community. Fishing communities often have strong social bonds and a sense of collective identity. The act of fishing is a collaborative effort, with fishermen working together on boats and relying on each other for safety and success. These bonds foster a sense of community and mutual support.

Challenges: While the fishing lifestyle is celebrated, it also comes with challenges. Fishermen and fishmongers often face economic vulnerabilities due



to fluctuating fish stocks, overfishing, and competition. Additionally, they may encounter hardships such as dangerous working conditions, uncertain incomes, and limited access to social services.

Respect for Traditions: When engaging with fishing communities, it's essential to approach them with respect for their traditions and way of life. Understanding the cultural significance of fishing helps build trust and rapport with community members.

In summary, the fishing lifestyle and identity in Ghana are deeply rooted in culture, tradition, and economic necessity. Recognizing the importance of fishing to both individual and community identities is essential when working with fishing communities on various initiatives, including those related to gender-based violence or sustainable development.

3.4.2 Fishing-Related Stressors:

Fishing-related stressors are the challenges and pressures that individuals engaged in the fishing industry face as a result of their occupation. These stressors are prevalent in fishing communities worldwide, including those in Ghana, and can have significant physical, psychological, and social impacts. Understanding these stressors is crucial for addressing the well-being of fishermen and fishmongers. Let's take a look at some fishing-related stressors below:

Financial Instability: Income in fishing communities can be highly variable and uncertain due to factors like fluctuating fish stocks, changing market prices, and competition. Fishermen often face the stress of not knowing whether they will earn enough to support their families and cover their expenses.

Dangerous Working Conditions: Fishing is a hazardous occupation that exposes individuals to risks such as rough seas, storms, accidents, and even piracy in some regions. The constant threat to personal safety can lead to chronic stress and anxiety among fishermen.



Long and Irregular Hours: Fishing often requires irregular and long working hours, including overnight trips. These irregular schedules can disrupt sleep patterns and family life, contributing to stress and fatigue.

Physical Strain: The physical demands of fishing, including heavy lifting, repetitive motions, and exposure to the elements, can lead to physical injuries and chronic pain. This physical strain adds to the overall stress experienced by fishermen.

Access to Resources: Access to fishing equipment, boats, and facilities can be challenging, especially for smaller-scale fishermen. The stress of not having adequate resources can hinder their ability to earn a living.

Depletion of Fish Stocks: Overfishing and unsustainable practices can lead to the depletion of fish stocks, reducing catch sizes and income for fishermen. This can be a significant source of stress as they struggle to maintain their livelihoods.

Healthcare and Safety Nets: In many fishing communities, access to healthcare and social safety nets is limited. The absence of these support systems can amplify stress, especially when facing health issues or emergencies.

Social Isolation: Fishing often requires individuals to spend extended periods at sea, leading to social isolation from their families and communities. This separation can cause emotional stress and strain on relationships.

3.4.2.1 Mental Health:

The psychological impact of fishing-related stressors on mental health and relationships in fishing communities can be weighty and many-sided. Individuals engaged in the fishing industry in Ghana face unique challenges that can take a toll on their psychological well-being and interpersonal relationships. Some of these challenges are:



1. **Anxiety and Depression:** The uncertainty and financial instability associated with fishing can lead to chronic stress, anxiety, and depression among fishermen and their families. The fear of not being able to provide for their loved ones or experiencing financial setbacks can contribute to these mental health issues.
2. **Post-Traumatic Stress Disorder (PTSD):** Fishermen often encounter dangerous situations at sea, including accidents, storms, and piracy. These traumatic experiences can result in symptoms of PTSD, such as flashbacks, nightmares, and hypervigilance. The constant threat to personal safety can lead to ongoing psychological distress.
3. **Sleep Disturbances:** Irregular working hours, overnight trips, and the physically demanding nature of fishing can disrupt sleep patterns. Sleep disturbances can exacerbate stress, reduce cognitive function, and contribute to mood disorders.
4. **Substance Abuse:** To cope with the stress and psychological strain of their occupation, some fishermen may turn to alcohol or drugs. Substance abuse can further worsen mental health issues and strain relationships. It can also worsen their problems and contribute to social vices within communities.
5. **Relationship Strain:** The long and irregular working hours of fishermen can lead to social isolation and strained family relationships. Spouses and children often bear the brunt of the absence and emotional distress of their loved ones, leading to conflict and tension within households.
6. **Communication Challenges:** The physical and emotional toll of fishing-related stressors can hinder effective communication between family members. Emotional distance and difficulty expressing feelings can create barriers in relationships.

3.4.2.2 Potential Links between Stress and Aggressive Behaviors

The potential links between stress and aggressive behaviors are complex with various psychological, physiological, and social factors at play. While



stress alone does not directly cause aggressive behaviors, it can significantly contribute to the likelihood of such behaviors manifesting. Some key ways in which stress can be linked to aggression include:

Increased Irritability: Stress often leads to increased irritability and a reduced tolerance for frustration. Individuals experiencing stress may become easily annoyed or angered by minor triggers, which can escalate into aggressive responses.

Heightened Emotional Reactivity: Stress can amplify emotional responses, making individuals more prone to intense feelings of anger or hostility. This heightened emotional reactivity can increase the likelihood of aggressive outbursts.

Cognitive Impairment: Chronic stress can impair cognitive functions such as impulse control, decision-making, and problem-solving. When these cognitive processes are compromised, individuals may struggle to manage their emotions and impulses effectively, leading to aggressive behaviors.

Fight-or-Flight Response: Stress triggers the body's fight-or-flight response, which involves the release of stress hormones like cortisol and adrenaline. These hormones prepare the body for immediate action, which can include aggressive behaviors as a response to perceived threats.

Social Isolation: Stress can lead to withdrawal and social isolation, particularly when individuals are overwhelmed by their stressors. Social isolation can reduce the moderating influence of social norms and support networks, making aggressive behaviors more likely.

Coping Mechanisms: Some individuals use aggression as a maladaptive coping mechanism for dealing with stress. They may resort to aggression as a means of asserting control or releasing pent-up emotions.

Substance Abuse: In response to stress, some individuals turn to alcohol or drugs, which can disinhibit behavior and increase the likelihood of



aggressive actions. Substance abuse can be both a response to stress and a contributing factor to aggressive behaviors.

Interpersonal Conflicts: Stress can strain interpersonal relationships, leading to conflicts with family members, friends, or colleagues. These conflicts may escalate into physical or verbal aggression during moments of heightened stress.

3.4.2.3 Addressing fishing-related stressors:

Efforts to address fishing-related stressors often involve a combination of measures:

1. **Promoting Sustainable Fishing Practices:** Sustainable fishing practices can help alleviate some stressors by ensuring the long-term viability of the industry.
2. **Improved Safety Measures:** Enhancing safety at sea through better equipment, training, and monitoring can reduce the risks associated with fishing.
3. **Access to Support Services:** Providing access to healthcare, mental health services, and social safety nets can help mitigate the impact of stress on fishermen and their families.
4. **Diversification of Livelihoods:** Supporting diversification of income sources can reduce reliance solely on fishing and provide financial stability.
5. **Education and Awareness:** Training and education programs can help fishermen better manage their stress and cope with the challenges of their occupation.

In conclusion, fishing-related stressors are a significant concern for individuals working in the fishing industry in Ghana and around the world. Addressing these stressors requires a wide range of approaches that encompasses not only economic and safety measures but also social and



psychological support to improve the well-being of fishermen and fishmongers.

3.4.3 Masculinity and Gender Norms:

Definition of Masculinity: Masculinity refers to the qualities, attributes, and behaviors traditionally associated with being a man or male. These can include physical strength, emotional restraint, self-sufficiency, assertiveness, and competitiveness. However, it's important to recognize that masculinity is not a monolithic concept, and it can be expressed in diverse ways.

The role of traditional masculinity in fishing communities can significantly influence gender dynamics and contribute to gender-based violence (GBV) in various ways. Understanding these dynamics is crucial for addressing and preventing GBV effectively within these communities. Here's an examination of the role of traditional masculinity and its potential contributions to GBV:

1. Provider and Protector Expectations: Traditional masculinity often places a strong emphasis on men as providers and protectors of their families and communities. In fishing communities, this can manifest as an expectation for men to take on the primary role of fishermen, providing income and sustenance.

When men face challenges such as declining fish stocks or economic instability in the fishing industry, it can create a sense of failure or emasculation, which may lead to frustration and aggression.

Men who are unable to meet the provider and protector expectations may experience stress and feelings of inadequacy, potentially leading to GBV as a means of exerting control or asserting dominance.

2. Power Imbalances: Traditional masculinity often reinforces power imbalances within relationships and communities. Men may be expected to exercise authority and control over women and other marginalized groups.

In fishing communities, this can translate into controlling behaviors, such as limiting women's participation in decision-making or economic





activities. Such power imbalances can escalate to emotional, physical, or sexual violence when challenged.

3. **Emotional Restraint:** Traditional masculinity often discourages men from expressing vulnerability, emotions, or seeking help for mental health issues. Men may feel pressure to appear stoic and strong at all times.

In fishing communities where the occupation is physically demanding and dangerous, men may be exposed to trauma and stressors without adequate emotional support. This can result in emotional suppression and, in some cases, explosive outbursts of violence as a maladaptive coping mechanism.

4. **Peer Pressure and Conformity:** Fishing communities tend to be close-knit, and there can be significant pressure on men to conform to traditional masculine norms. Deviating from these norms may lead to social ostracization or ridicule.

This pressure to conform to rigid gender roles can contribute to the perpetuation of GBV, as men may engage in aggressive behaviors to maintain their status within the community.

5. **Influence of Alcohol and Substance Abuse:** In some fishing communities, substance abuse, particularly alcohol, is prevalent. Traditional masculinity norms may normalize heavy drinking as a way to cope with stress or socialize.

Substance abuse can disinhibit behavior and increase the risk of violence, including domestic violence, when men become intoxicated.

3.4.4 Interactions and Conflict Resolution

Common patterns of interaction within fishing communities are influenced by the unique social and cultural dynamics of these close-knit groups. Communication styles and conflict resolution mechanisms in fishing communities often reflect their reliance on cooperation for survival and the need to manage shared resources effectively. Some common patterns are discussed below:



- 1. Oral Tradition and Storytelling:** Fishing communities often have rich oral traditions where knowledge, stories, and cultural practices are passed down through generations. Elders and experienced fishermen play a significant role in this transmission of knowledge. Storytelling is a common form of communication, used to share experiences, wisdom, and lessons learned at sea. It helps build a collective identity and reinforces the importance of tradition.
- 2. Collaborative Work and Interdependence:** Fishing is a collective endeavor that relies on cooperation and mutual support. Fishermen often work together on boats, sharing responsibilities and tasks. This interdependence fosters strong social bonds and encourages open communication to ensure the safety and success of fishing expeditions.
- 3. Non-Verbal Communication:** Non-verbal communication, such as hand signals, body language, and gestures, is essential when working in noisy or challenging conditions, like on a fishing boat. Fishermen often develop a keen awareness of non-verbal cues to coordinate their actions effectively.
- 4. Respect for Hierarchy and Seniority:** Fishing communities often have hierarchies based on experience and seniority. Respect for elders and more experienced fishermen is crucial. Communication may be deferential towards those with greater knowledge or experience.
- 5. Community Meetings and Decision-Making:** Community meetings are common for discussing important matters, such as fishing regulations, resource management, or resolving conflicts. Decision-making often involves consensus-building, where community members come together to reach agreement.
- 6. Conflict Resolution Mechanisms:** Conflict is a natural part of communal life. Fishing communities often have established mechanisms for resolving conflicts, such as disputes over fishing territories or resources.



Mediation by respected community members or leaders is a common approach to conflict resolution. These mediators help facilitate discussions and find mutually acceptable solutions.

7. Reciprocity and Resource Sharing: Sharing resources, such as catch or equipment, is common in fishing communities. This reciprocity strengthens social bonds and ensures the well-being of all community members.

Communication about resource sharing is often informal, based on trust and mutual understanding.

8. Rituals and Ceremonies: Fishing communities often have rituals and ceremonies related to their occupation and cultural practices. These events serve as important opportunities for communication and community bonding.

Rituals may include blessings for safe journeys, ceremonies to honor the sea, or celebrations after successful fishing trips.

3.4.5 Building Positive Behaviors

The following strategies can be adopted to promote positive behaviors among fishermen and fishmongers while addressing the psychological stress associated with fishing-related activities.

Mental Health Awareness and Support: Offer mental health awareness programs and workshops specifically tailored to fishermen and fishmongers to reduce the stigma associated with seeking help.

Provide access to confidential counseling services and support groups that address stress, anxiety, and depression.

Stress Management Training: Offer stress management workshops and training sessions that teach practical techniques for coping with the unique stressors of the fishing industry, such as isolation, financial pressures, and uncertain catches.



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Peer Support Networks: Facilitate the creation of peer support networks within fishing communities where individuals can share their experiences, seek advice, and provide emotional support to one another.

Financial Stability Programs: Develop financial literacy programs to help fishermen and fishmongers manage their finances effectively, reducing stress related to economic uncertainties in the industry.

Regular Health Check-ups: Encourage regular health check-ups for fishermen to monitor physical and mental well-being and address health issues early.

Work-Life Balance: Promote work-life balance by encouraging fishermen to spend quality time with their families and take breaks between fishing trips.

Crisis Management and Resilience Training: Provide training in crisis management and resilience-building to help fishermen and fishmongers navigate unexpected challenges, such as extreme weather events or market disruptions.

MODULE 4:

HANDLING GBV VICTIMS: SENSITIVITY, SUPPORT, AND EMPATHY

4.0 Introduction:

This module is designed to equip duty bearers within the prosecutorial chain with the necessary knowledge and skills to interact with GBV victims in fishing communities and approach cases with sensitivity, provide essential support, and demonstrate empathy throughout the legal process. Understanding the trauma and unique challenges faced by GBV victims is vital to ensuring their well-being and facilitating a just legal response. It emphasizes the importance of a victim-centered approach throughout the legal process.

4.1 Learning Objectives:

At the end of this module, learners/participants will be able to:

1. To develop an understanding of the psychological and emotional trauma experienced by GBV victims.
2. To learn effective communication techniques that demonstrate empathy and sensitivity when interacting with GBV victims.
3. To explore strategies for providing appropriate support and referrals for GBV victims within the legal process.
4. To develop skills for working collaboratively with other stakeholders, including NGOs and support services.

4.2 Learning Materials needed for this module

The following materials will be needed depending on the specific circumstances

- A spacious room
- Laptop Computer
- Whiteboard
- Markers
- LCD Projector
- Flip Chart
- Masking tapes

4.3 Methodology



Participant will be engaged through:

- Lecture through PowerPoint Presentation
- Role-Playing: Engage participants in role-playing scenarios to practice empathetic communication with GBV victims.
- Case Studies
- Group Discussions: Encourage participants to share their experiences and insights related to working with GBV victims.
- Interactive Open forum discussion, and Question and answer session

4.3.1 Duration: 2 Hours 30 minutes

4.3.2 Facilitator's Actions:

1. Set ground rules that emphasize respectful and inclusive communication and create a safe space where participants feel comfortable sharing and discussing sensitive topics related to GBV.
2. Introduce an icebreaker activity or appropriate introduction to engage participants and build rapport.
3. Explain the objectives of the presentation and the expected outcomes.
4. Endeavor to present the module content clearly and concisely. Employ a variety of teaching methods such as lectures, interactive discussions, case studies, and multimedia presentations.
5. Make the engagements participatory by asking open-ended questions and invite participants to share their thoughts and experiences.
6. Begin facilitation of discussions with the sub-topic: "Understanding GBV Victim Experiences".
 - Define gender-based violence (GBV) and its various forms, including physical, sexual, psychological, and economic abuse.
 - Explore the emotional and psychological trauma that GBV victims often endure.
 - Discuss the prevalence of GBV in fishing communities and its unique challenges
7. Discuss the sub-topic: "Trauma-Informed Approaches".
 - Introduce trauma-informed care principles and their relevance in working with GBV victims.





- Discuss the potential impact of trauma on victims' behavior and ability to engage with the legal process.
- 8. Discuss the sub-topic: “Empathetic Communication”.
 - Teach active listening skills that foster trust and rapport with GBV victims.
 - Discuss the importance of using non-judgmental language and avoiding victim-blaming during interactions.
- 9. Discuss “Sensitivity to Cultural Context” by
 - Highlighting the significance of understanding and respecting cultural norms and beliefs within fishing communities, and
 - Discussing potential cultural barriers that may affect GBV victims' willingness to report and seek help.
- 10. Discuss “Legal Procedures and Victim Support”.
 - Provide an overview of the legal procedures and protections available to GBV victims.
 - Explain the importance of providing clear and accessible information about legal rights and options.
- 11. Discuss Collaborative approaches by:
 - Stressing the importance of collaboration with local NGOs, support services, and community leaders to ensure comprehensive victim support; and
 - Discussing how to refer GBV victims to relevant support services for counseling, medical assistance, and social support.
- 12. Finally, emphasize the importance of self-care for duty bearers, as working with GBV victims can be emotionally challenging and provide strategies for managing stress and maintaining personal well-being.
- 13. Allow participants to ask questions. Answer questions and encourage other participants to help answer queries by other participants.

14. ROLE PLAY:

Scenario: Participants will engage in a role-play scenario where one participant plays the role of a GBV survivor seeking support and assistance, while another participant takes on the role of a duty bearer (such as a law enforcement officer, social worker, or healthcare provider) responsible for providing sensitive support and assistance.



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Objective: The objective of this role-play exercise is to practice empathetic listening and response techniques when interacting with GBV survivors, with a focus on creating a safe and supportive environment.

Instructions:

1. Preparation:

- Participants are divided into pairs.
- Each pair selects one participant to play the survivor and one to play the duty bearer.

2. Scenario Introduction:

- Provide a brief scenario background to all participants, explaining that the survivor has experienced GBV and is seeking support and assistance.
- Provide specific information about the survivor's situation (e.g., gender, age, type of GBV experienced, emotional state).

3. Role-Play Interaction:

- Participants engage in the role-play, with the survivor initiating the conversation by seeking help and sharing their experiences.
- The duty bearer responds, applying the principles of empathetic listening and support learned in the module.

4. Feedback and Reflection:

- After the role-play, both participants in each pair provide feedback to each other. They discuss what went well and what could be improved in their interactions.
- Guide a group discussion in which participants share their experiences, challenges, and insights from the role-play.

Rotation (Optional): If time permits, participants can switch roles and repeat the role-play scenario with a different partner. You can also ask a different set of participants to repeat the role play.

Key Learning Points:

Practicing active listening and empathy when engaging with GBV survivors.





Demonstrating sensitivity and respect in response to survivors' emotional needs.
Providing appropriate information and support resources.
Recognizing the importance of confidentiality and trust-building in supporting survivors.

Debrief:

Conclude the exercise with a debriefing session in which participants reflect on the challenges they faced, the emotions they experienced, and the strategies they used to provide support. Encourage participants to share their insights and lessons learned from the role-play. Emphasize the importance of empathy, sensitivity, and maintaining a survivor-centered approach when handling GBV cases.

4.4 CONTENT NOTES:

4.4.1 Understanding GBV Victim Experiences

What is Gender-Based Violence (GBV):

Gender-Based Violence (GBV) refers to any harmful act or behavior directed at an individual or group of individuals based on their gender or sex, disproportionately affecting one gender over the other, and resulting in physical, sexual, psychological, or economic harm. GBV is a pervasive violation of human rights and a deeply rooted social issue with serious consequences for individuals, families, and communities. It is driven by unequal power dynamics between genders and reinforces existing gender inequalities.

Forms of GBV:

Physical Violence:

Physical violence involves the use of force or physical harm to control, dominate, or cause injury to another person based on their gender. This can include actions such as hitting, slapping, punching, kicking, or any form of bodily harm.

Sexual Violence:





Sexual violence encompasses any non-consensual sexual act or behavior committed against an individual based on their gender. This includes rape, sexual assault, sexual harassment, forced marriage, and any form of sexual coercion.

Psychological or Emotional Abuse:

Psychological or emotional abuse involves the use of tactics to undermine an individual's mental and emotional well-being. This can include verbal abuse, intimidation, threats, humiliation, isolation, and constant criticism.

Economic Abuse:

Economic abuse occurs when someone uses financial control to exploit, manipulate, or restrict the economic resources of another person based on their gender. This can include withholding money, preventing access to financial resources, or controlling economic decision-making.

Reproductive Coercion:

Reproductive coercion involves controlling a person's reproductive choices without their consent. This can include pressuring someone to have or not have children, sabotaging contraception, or forcing pregnancy.

Stalking:

Stalking is a pattern of unwanted, intrusive, and threatening behavior that creates fear or harassment in the victim. Stalking can include following, tracking, online harassment, and other forms of persistent surveillance.

Forced Marriage:

Forced marriage is a marriage conducted without the free and full consent of one or both parties, often driven by cultural or familial expectations and gender-based coercion.

Honor-Based Violence:

Honor-based violence is perpetrated to protect or restore the perceived honor or reputation of a family or community. It can include acts of



violence, such as honor killings or forced isolation, against individuals who are believed to have brought shame to the family or community.

Cyberbullying and Online Harassment:

In the digital age, GBV can extend to online spaces. Cyberbullying and online harassment involve using digital platforms to perpetrate various forms of violence, such as threats, blackmail, or the dissemination of intimate images without consent.

Emotional and Psychological Trauma often endured by GBV victims

1. Fear and Anxiety:

GBV victims often live in constant fear and anxiety, anticipating further violence or retribution. They may fear for their safety and the safety of their loved ones.

2. Post-Traumatic Stress Disorder (PTSD):

Many GBV victims develop symptoms of PTSD, including flashbacks, nightmares, and intrusive thoughts related to the traumatic event. These symptoms can be triggered by various reminders of the violence.

3. Depression:

The experience of GBV can lead to feelings of profound sadness, hopelessness, and despair. Victims may struggle with overwhelming emotions and a sense of powerlessness.

4. Guilt and Shame:

Victims of GBV often experience intense feelings of guilt and shame, sometimes blaming themselves for the violence they endured. This self-blame can contribute to low self-esteem and self-worth.

5. Isolation and Alienation:

GBV victims may withdraw from social interactions and isolate themselves from friends and family. They may feel ashamed to disclose their experiences or fear that others won't understand or believe them.

6. Trust Issues:



GBV can erode victims' trust in others, making it difficult for them to form new relationships or trust people, even those who want to support them.

7. Emotional Numbness:

Some GBV victims may experience emotional numbness as a coping mechanism. They may dissociate from their emotions to distance themselves from the pain of the trauma.

8. Impact on Relationships:

GBV can strain existing relationships and create challenges in forming new ones. Victims may struggle with intimacy, communication, and trust in their relationships.

9. Self-Harming Behaviors:

Some victims may engage in self-harming behaviors, such as cutting or substance abuse, as a way to cope with emotional pain and distress.

10. Suicidal Thoughts and Behaviors:

The emotional and psychological trauma of GBV can lead some victims to contemplate or attempt suicide due to the overwhelming emotional burden and despair they feel.

11. Impact on Daily Functioning:

GBV can disrupt victims' ability to function in their daily lives. They may struggle to concentrate, perform at work or school, and engage in self-care routines.

12. Coping Mechanisms:

GBV victims may develop both adaptive and maladaptive coping mechanisms to deal with their emotional and psychological trauma. Adaptive strategies may include seeking therapy or support, while maladaptive strategies can involve self-destructive behaviors.

13. Long-Term Effects:



The emotional and psychological trauma of GBV can have long-term effects on victims' mental health. These effects may persist even after the physical wounds have healed.

14. Re-Victimization:

Some GBV victims are at a higher risk of re-victimization, as the emotional trauma they experienced can make them vulnerable to further abuse.

Prevalence of GBV in fishing communities and its unique challenges

a. Prevalence of GBV in Fishing Communities:

High Prevalence: GBV is disproportionately prevalent in fishing communities, often exceeding national and global averages. Factors such as high levels of poverty, social isolation, and the absence of law enforcement in remote areas contribute to this high prevalence.

Normalization: In some fishing communities, GBV may be normalized or tolerated due to traditional gender norms, limited access to education and awareness, and a lack of legal and social support structures.

Occupational Stressors: The nature of fishing as an occupation exposes fishermen to significant stressors, including long and dangerous work hours, economic uncertainties, and physical exhaustion. These stressors can exacerbate tensions in relationships and increase the risk of GBV.

Migration and Mobility: Many fishing communities are characterized by a high degree of mobility, with fishermen often spending extended periods away from their families. This separation can lead to strain in relationships and contribute to GBV.

b. Unique Challenges in Addressing GBV in Fishing Communities:

Isolation: Fishing communities are often located in remote areas, making it challenging to access support services, including law enforcement,



medical care, and counseling. Victims may have limited options for seeking help.

Cultural Factors: Traditional gender norms and cultural practices in fishing communities can perpetuate GBV and hinder efforts to address it. These norms may dictate that men have control over resources and decision-making, leading to unequal power dynamics.

Limited Education: Fishing communities often have limited access to education and awareness programs that could help individuals recognize and report GBV. Lack of education can also limit economic opportunities, trapping individuals in cycles of poverty.

Economic Dependence: GBV victims in fishing communities may be economically dependent on their abusers, making it difficult to leave abusive relationships. Economic factors can serve as a barrier to seeking help or reporting abuse.

Barriers to Reporting: Fear of retaliation, social stigma, and distrust of authorities can deter victims from reporting GBV in fishing communities. In some cases, victims may fear that reporting abuse will lead to the loss of their partner's livelihood, further exacerbating economic instability.

Limited Legal Protections: Fishing communities may have limited access to legal protections and support systems. Legal frameworks and law enforcement may be weak or absent, leaving victims with little recourse.

Lack of Data: GBV in fishing communities is often underreported and under-researched due to the isolated nature of these communities and the social stigma associated with reporting abuse. This lack of data can make it challenging to develop targeted interventions.

4.4.2 Trauma-Informed Care Approaches

Trauma-informed care principles are a set of guidelines and practices that emphasize understanding, recognizing, and responding to the effects of trauma on individuals. These principles are highly relevant in working with



gender-based violence (GBV) victims because they acknowledge the profound impact of trauma on survivors and aim to create a safe and supportive environment for their healing and recovery. Let us now consider some key trauma-informed care principles and their relevance in working with GBV victims:

Safety: Ensuring physical and emotional safety is paramount in trauma-informed care. For GBV victims, who may have experienced threats to their safety, creating a secure and non-threatening environment is essential. Reassuring victims that their safety is a priority can help build trust and facilitate their disclosure of abuse.

Trustworthiness and Transparency: Being honest, reliable, and transparent in all interactions with GBV victims is crucial. Survivors often have a heightened sense of mistrust due to their traumatic experiences. Trauma-informed care emphasizes the need for service providers to consistently demonstrate trustworthiness and honesty, which can help rebuild trust and reduce feelings of vulnerability.

Peer Support: Peer support and mutual aid are valuable components of trauma-informed care. Connecting GBV victims with others who have experienced similar trauma can provide validation, reduce isolation, and offer opportunities for sharing coping strategies and experiences.

Empowerment and Choice: Trauma-informed care respects survivors' autonomy and promotes their sense of empowerment. GBV victims may have experienced a loss of control over their lives due to abuse. Providing choices and opportunities for survivors to make decisions about their own care and recovery can help restore their sense of agency.

Cultural Sensitivity: Trauma-informed care recognizes the importance of cultural competence and sensitivity. GBV victims from diverse backgrounds may have unique cultural perspectives, beliefs, and healing practices. Understanding and respecting these cultural factors is essential to providing effective and respectful care.





Collaboration and Coordination: Collaborating with other service providers and agencies is essential in trauma-informed care. GBV victims often require a range of services, including medical care, legal support, counseling, and housing assistance. Coordinating care and sharing information among providers can ensure a holistic and effective response to survivors' needs.

Understanding the Impact of Trauma: Trauma-informed care providers have a deep understanding of the physical, emotional, and psychological impact of trauma. This knowledge helps them respond to GBV victims with empathy and compassion, recognizing that survivors may exhibit a wide range of emotional and behavioral responses to trauma.

Resilience and Strength-Based Approach: Trauma-informed care acknowledges the resilience and strengths of GBV survivors. Despite experiencing trauma, many survivors demonstrate remarkable resilience and coping skills. Recognizing and building upon these strengths can support the healing process.

Flexibility and Responsiveness: Trauma-informed care is flexible and responsive to individual needs. GBV victims may have unique triggers, preferences, and sensitivities. Providers should adapt their approaches to meet these specific needs, avoiding practices that may inadvertently re-traumatize survivors.

Avoiding Re-Traumatization: Trauma-informed care prioritizes avoiding re-traumatization. Providers should be cautious not to inadvertently trigger traumatic memories or emotions through their words, actions, or interventions. Sensitivity to potential re-traumatization is crucial in working with GBV survivors.

Potential impact of trauma on victims' behavior and ability to engage with the legal process.

Trauma can have a profound impact on the behavior and ability of victims to engage with the legal process, particularly in cases of gender-based violence (GBV). Understanding this impact is crucial for legal professionals, as it can inform how they interact with and support GBV victims during





legal proceedings. We discuss below some potential effects of trauma on victims' behavior and engagement with the legal process:

Fear and Anxiety: Trauma often leaves victims with heightened levels of fear and anxiety. When engaging with the legal process, victims may be fearful of facing their abusers in court, fear retaliation for reporting, or fear not being believed. This fear can lead to reluctance or hesitation in pursuing legal action.

Distrust of Authorities: Trauma can erode victims' trust in authorities, including law enforcement and the legal system. Victims may have experienced disbelief, blame, or insensitivity from authorities in the past, which can lead to a general distrust of the system and reluctance to engage with it.

Difficulty in Recalling Details: Trauma can affect memory and cognitive functioning. GBV survivors may have difficulty recalling specific details of the abuse or events leading up to it. This can make it challenging for victims to provide consistent or detailed accounts during legal proceedings.

Avoidance Behavior: Some trauma survivors engage in avoidance behavior as a coping mechanism. This may include avoiding legal processes, court appearances, or discussions about the traumatic events. Avoidance can delay legal action and impact the ability to gather evidence.

Emotional Reactions: Trauma can trigger strong emotional reactions during legal proceedings, such as panic attacks, flashbacks, or dissociation. These emotional responses may hinder victims' ability to participate effectively or maintain composure during court proceedings.

Re-Victimization: The legal process itself can inadvertently re-victimize survivors if they feel disbelieved, blamed, or unsupported. This re-victimization can further traumatize individuals and discourage them from continuing with legal actions.



Revictimization Trauma Syndrome: Some survivors experience Revictimization Trauma Syndrome (RTS), a pattern where they are subjected to further victimization, including harassment, threats, or character assassination, during legal processes. RTS can exacerbate trauma and deter survivors from pursuing legal action.

Impact on Decision-Making: Trauma can affect survivors' decision-making abilities. They may feel overwhelmed by the legal process and struggle to make decisions, such as whether to press charges, seek protective orders, or testify in court.

Safety Concerns: GBV victims may have legitimate safety concerns related to legal involvement. They may fear retaliation from the perpetrator if they engage with the legal process, and these concerns can impact their willingness to participate.

Support Needs: Trauma survivors often require additional support during the legal process, such as access to trauma-informed advocates, counseling services, or accommodations to ensure their emotional well-being and ability to engage effectively.

To address the potential impact of trauma on victims' behavior and engagement with the legal process, legal professionals and the justice system should adopt trauma-informed approaches. This involves recognizing the signs of trauma, providing support and accommodations when necessary, creating a safe and empathetic environment, and ensuring that victims are informed about their rights and legal options. By taking a trauma-informed approach, legal professionals can help GBV victims navigate the legal process with greater confidence and sensitivity to their needs.

4.4.3 Empathetic Communication

In order to create a safe and supportive space for GBV victims to share their experiences, feelings, and needs, there is the need to listen to them actively. This requires some skills.



Some active listening skills that foster trust and rapport with GBV victims include:

Empathy: Demonstrate genuine empathy by acknowledging the emotions and feelings expressed by the victim. Show that you understand their perspective and that their feelings are valid.

Nonverbal Cues: Use appropriate nonverbal cues to convey active listening. Maintain eye contact, nod in agreement, and use facial expressions that reflect understanding and concern.

Open Body Language: Maintain an open and non-threatening posture. Avoid crossing your arms or appearing defensive, as this can create a barrier between you and the victim.

Paraphrasing: Summarize what the victim has said in your own words to ensure that you've understood correctly. This not only clarifies their message but also shows that you're actively engaged in the conversation.

Reflecting Feelings: Reflect back the emotions the victim is expressing. For example, you might say, "It sounds like you're feeling scared and overwhelmed." This validates their emotions and demonstrates your empathy.

Minimal Encouragers: Use short, encouraging statements or cues to show that you're listening. Phrases like "I see," "Tell me more," or "Go on" can signal your interest and encouragement.

Avoid Interrupting: Resist the urge to interrupt or finish the victim's sentences. Allow them to share their thoughts and feelings at their own pace.

Silence: Don't be afraid of silence. Sometimes, victims need time to collect their thoughts or emotions. Silence can also signal that you're giving them space to speak without pressure.



Ask Open-Ended Questions: Encourage victims to share more by asking open-ended questions that invite detailed responses. Avoid questions that can be answered with a simple "yes" or "no."

Validation: Acknowledge the victim's experiences and validate their feelings without judgment. Avoid making statements that could be perceived as blame or skepticism.

Active Presence: Be fully present in the conversation. Put away distractions like phones or paperwork and focus on the victim and their words.

Avoiding Assumptions: Do not make assumptions about the victim's experiences, choices, or feelings. Instead, ask for clarification or let them share their perspective.

Respectful Language: Use respectful and non-stigmatizing language. Avoid victim-blaming or judgmental statements.

Empowerment: Throughout the conversation, convey the message that the victim has control over their decisions and actions. Empower them to make choices about their safety and well-being.

Offering Support: Let the victim know about available support services, resources, and options. Show that you're willing to assist them in accessing the help they may need.

Maintain Confidentiality: Assure the victim that their information will be kept confidential to the extent allowed by law, which can help them feel more comfortable sharing their experiences.

4.4.4 Potential cultural barriers affecting GBV victims' willingness to report and seek help

Normalization of GBV: In some fishing communities, GBV may be normalized or accepted as a part of traditional gender roles and power



dynamics. Victims may fear that their experiences will not be taken seriously because of prevailing attitudes that minimize or justify abuse.

Stigma and Shame: GBV victims may fear being stigmatized or shamed by their community or family members if they disclose their experiences. The shame associated with being a victim can prevent individuals from seeking help.

Preservation of Family Honor: Concern for family honor and reputation is a significant cultural barrier. Victims may worry that reporting abuse will bring shame and dishonor to their family, which can deter them from seeking help.

Fear of Retaliation: Perpetrators of GBV may hold significant social or economic power in fishing communities. Victims may fear retaliation or further abuse if they report the violence, as the perpetrators may not face consequences and could potentially use their influence against the victim.

Reliance on Traditional Conflict Resolution: Some fishing communities rely on traditional dispute resolution mechanisms rather than legal processes to address conflicts, including GBV. Victims may be pressured to resolve the issue within the community, which may not always result in a fair or protective outcome.

Lack of Legal Awareness: Many individuals in fishing communities may have limited knowledge of their legal rights and the protections available to them. This lack of awareness can hinder victims from seeking legal remedies or reporting abuse to the authorities.

Gender Norms and Power Imbalances: Fishing communities often adhere to traditional gender norms and hierarchies. These norms may dictate that men have control over resources and decision-making, reinforcing power imbalances that perpetuate GBV and discourage reporting.

Limited Access to Support Services: Fishing communities in remote or underserved areas may have limited access to support services, such as



counseling, shelters, or legal aid. Victims may not be aware of these resources or may face barriers in accessing them.

Language and Communication Barriers: In multicultural fishing communities, language barriers can be a significant challenge for reporting GBV. Victims who do not speak the dominant language may struggle to communicate their experiences or access support.

Cultural Beliefs About Marital Duties: Traditional beliefs about marital duties and submission may discourage victims from reporting abuse within intimate relationships. Victims may feel obligated to endure abuse to fulfill perceived marital obligations.

4.4.5 Legal Procedures and Victim Support

Protections available to GBV Victims in Ghana

Domestic Violence Act (2007): The Domestic Violence Act of 2007 provides a legal framework for addressing domestic violence, including physical, emotional, and economic abuse. It allows victims to obtain protection orders against abusers and outlines penalties for perpetrators.

Criminal Offenses Act (1960): This law covers a wide range of criminal offenses, including sexual offenses. It criminalizes acts such as rape, defilement (sexual activity with a minor), indecent assault, and incest. Perpetrators of these crimes can face criminal prosecution.

Human Trafficking Act (2005): The Human Trafficking Act criminalizes human trafficking, which is a form of GBV. It provides legal protections for victims of human trafficking and includes provisions for victim support and rehabilitation.

Child and Family Welfare Policy: Ghana has policies and legislation aimed at protecting children from abuse and exploitation, which are forms of GBV. The Children's Act (1998) and the Child and Family Welfare Policy provide protections for children who are victims of abuse.



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Legal Aid: Victims of GBV who cannot afford legal representation may access free legal aid services provided by the Legal Aid Scheme in Ghana. This assistance can be crucial for victims seeking justice.

Protection Orders: Under the Domestic Violence Act, GBV victims can seek protection orders from the court to restrain their abusers from engaging in further violence or harassment. These orders can include provisions for the victim's safety and the perpetrator's removal from the shared residence.

Medical Examinations: Victims of sexual violence have the right to undergo a medical examination, which can provide crucial evidence in legal proceedings. The evidence can be used to support a case against the perpetrator.

Confidential Reporting: Victims have the option to report GBV confidentially. They can contact the Domestic Violence and Victim Support Unit (DOVVSU) of the Ghana Police Service or NGOs and support organizations dedicated to GBV issues.

Support Services: Various NGOs and government agencies in Ghana provide support services to GBV victims, including counseling, shelter, and rehabilitation programs.

Education and Awareness: The Ghanaian government, in collaboration with civil society organizations, conducts education and awareness campaigns to inform the public about GBV, its consequences, and the legal protections available.

Legal Procedures Available to GBV Victims.

See Appendix (4. *Diagram on Referral Pathway for GBV*) for referral pathways for GBV.

MODULE 5:

ALTERNATIVE DISPUTE RESOLUTION MECHANISMS: PROMOTING NON-VIOLENT SOLUTIONS

5.0 Introduction:

This module focuses on the importance of alternative dispute resolution (ADR) mechanisms in addressing conflicts and preventing gender-based violence (GBV) in fishing communities. ADR offers a non-violent and community-based approach to resolving disputes, which aligns with the goal of changing social norms that perpetuate GBV. Participants will learn about various ADR methods, their benefits, and how to integrate them effectively into their work within the prosecutorial chain for GBV cases.

5.1 Learning Objectives:

At the end of this module, learners/participants will be able to:

1. Understand the concept of alternative dispute resolution (ADR) and its relevance in fishing communities.
2. Recognize the potential of ADR mechanisms in preventing and addressing GBV.
3. Identify different ADR methods and their applicability in fishing communities.
4. Explore strategies for promoting non-violent solutions through ADR within the prosecutorial chain.
5. Understand the role of duty bearers in facilitating ADR processes in GBV cases.

5.2 Learning Materials needed for this module

The following materials will be needed depending on the specific circumstances

- A spacious room
- Laptop Computer
- Whiteboard
- Markers
- LCD Projector
- Flip Chart
- Masking tapes

5.3 Methodology



Participant will be engaged through:

- Lecture through PowerPoint Presentation
- Case Studies
- Group Discussions: Encourage participants to share their experiences and insights related to working with GBV victims.
- Interactive Open forum discussion, and Question and answer session

5.3.1 Duration: 2 Hours 30 minutes

5.3.2 Facilitator's Actions:

1. Begin the presentation by establishing a safe and inclusive environment where participants feel comfortable sharing their thoughts and experiences.
2. Use interactive methods to engage participants actively. Encourage questions, discussions, and group activities throughout the presentation.
3. Clearly articulate the learning objectives at the beginning of the presentation to help participants understand what they will gain from the session.
4. Highlight the relevance of ADR mechanisms to the participants' roles and responsibilities within the prosecutorial chain for GBV cases. Explain how ADR can enhance their work.
5. Use real-life case studies and examples that demonstrate the effectiveness of ADR in preventing and addressing GBV in fishing communities.
6. Include Case study that allow participants to apply ADR principles and skills in hypothetical situations.
7. Facilitate group discussions on key topics, challenges, and solutions related to ADR implementation. Encourage participants to share their insights and experiences.
8. Allocate time for Question & Answer sessions after each major section of the presentation to address participants' questions and clarify any doubts.
9. Use visual aids such as slides, diagrams, and charts to illustrate key points and make the content more engaging.



10. Share relevant stories or anecdotes that resonate with the participants and emphasize the positive impact of ADR in GBV prevention.

11. CASE STUDY EXERCISE

Title: "Resolving a GBV Dispute in a Fishing Community"

Objective: The objective of this case study exercise is to apply the principles of alternative dispute resolution (ADR) to a real-life scenario involving a GBV dispute within a fishing community. Participants will work in groups to analyze the case, identify appropriate ADR methods, and develop strategies for resolution.

Instructions:

1. Preparation:

- Divide participants into small groups (3-5 participants per group).
- Provide each group with a case study packet that includes the details of a fictional GBV dispute within a fishing community. The case study should be complex, involving multiple parties, cultural considerations, and varying perspectives.

2. Case Study Analysis:

- In their groups, participants review the case study and discuss the key issues, interests, and concerns of the parties involved.
- Participants are encouraged to consider the cultural, social, and economic factors that may influence the dispute.

3. ADR Selection:

- Each group selects one or more ADR methods (e.g., mediation, negotiation, community-based conflict resolution) that they believe would be appropriate for resolving the dispute. They should justify their choices based on the specifics of the case.

4. Resolution Strategy:

- Participants within each group develop a step-by-step strategy for using their chosen ADR method(s) to resolve the dispute. This should include considerations for confidentiality, impartiality, and cultural sensitivity.



5. Presentation:

- Each group presents their chosen ADR method(s) and resolution strategy to the larger group. They explain why they believe their approach is suitable and how they plan to address the unique challenges presented in the case study.

6. Discussion and Feedback:

- After each group presentation, facilitate a discussion among all participants to compare and contrast the ADR methods and strategies proposed by different groups.
- Encourage participants to provide constructive feedback and insights on the strengths and weaknesses of each approach.

Key Learning Points:

- Applying ADR principles to real-life GBV disputes.
- Assessing the appropriateness of different ADR methods based on the nature of the conflict.
- Considering cultural and contextual factors in ADR decision-making.
- Developing effective ADR strategies for resolving complex disputes.

Debrief:

Conclude the exercise with a debriefing session in which participants reflect on the case study analysis and the ADR methods and strategies presented. Encourage participants to share their thoughts on the challenges and benefits of using ADR in GBV cases within fishing communities. Emphasize the importance of flexibility and cultural sensitivity in ADR processes.

5.4 CONTENT NOTES:

5.4.1 I. Introduction to Alternative Dispute Resolution (ADR)

❖ Definition and Principles of ADR

Definition of ADR:

Alternative Dispute Resolution (ADR) refers to a set of methods and processes used to resolve disputes and conflicts outside of the traditional court system. ADR emphasizes collaborative, non-adversarial approaches to dispute resolution, with the goal of reaching mutually acceptable





solutions. It encompasses a range of techniques and processes designed to resolve conflicts and disputes between parties in a manner that is less formal, more cooperative, and often more expeditious than traditional litigation. ADR methods aim to facilitate constructive dialogue and negotiation to reach mutually satisfactory outcomes. The principles of ADR are grounded in efficiency, fairness, flexibility, and the empowerment of parties involved in disputes

Principles of ADR:

Voluntary Participation: ADR processes are typically voluntary, meaning that parties choose to engage in them willingly. They have the autonomy to decide whether to participate and can withdraw at any time.

Confidentiality: ADR proceedings often prioritize confidentiality. Information shared during the ADR process is usually kept confidential, promoting open and honest discussions.

Impartiality and Neutrality: ADR practitioners, such as mediators or arbitrators, are expected to be impartial and neutral. They do not take sides and do not have a vested interest in the outcome.

Party Autonomy: A core principle of ADR is that parties involved in a dispute retain control over the process and the ultimate resolution. They have the freedom to craft their own solutions based on their needs and interests.

Informality: ADR processes are generally less formal than court proceedings. This informality can make participants feel more comfortable and open to negotiation.

Flexibility: ADR methods are flexible and adaptable to the specific needs of the parties and the nature of the dispute. There is no one-size-fits-all approach.





Efficiency and Timeliness: ADR is often quicker and more cost-effective than litigation. It can help parties resolve their issues in a timely manner, reducing the backlog of cases in the court system.

Mutual Agreement: A key goal of ADR is to reach mutually acceptable agreements that benefit all parties involved. The emphasis is on win-win solutions rather than winner-takes-all outcomes.

Preservation of Relationships: ADR methods aim to preserve or improve relationships between parties, especially in situations where ongoing interaction is necessary, such as in family disputes or business partnerships.

Enforceability: Many ADR agreements are legally binding and enforceable, which means that parties can seek legal remedies if one party fails to honor the terms of the agreement.

Access to Justice: ADR can increase access to justice by providing an alternative means of resolving disputes, particularly for individuals and communities with limited resources or who face barriers in the formal legal system.

Common ADR methods include mediation, arbitration, negotiation, conciliation, and restorative justice practices. Each of these methods has its own procedures and approaches but shares the fundamental principles of ADR. These principles are designed to create a fair, cooperative, and effective process for resolving disputes while promoting the interests and self-determination of the parties involved.

❖ **ADR as a non-violent approach to conflict resolution**

Alternative Dispute Resolution (ADR) is widely regarded as a non-violent approach to conflict resolution, offering an effective and constructive means of addressing disputes and conflicts without resorting to physical or aggressive measures. ADR methods prioritize peaceful dialogue, negotiation, and collaboration to achieve mutually acceptable solutions.





Let us explore how ADR serves as a non-violent approach to conflict resolution:

1. Voluntary Participation: ADR is based on voluntary participation. Parties choose to engage in the process willingly, and they maintain the right to discontinue the process at any time. This voluntary aspect ensures that individuals and entities are not compelled to engage in confrontational or coercive interactions.

2. Open Communication: ADR encourages open and honest communication between parties. It provides a safe and structured environment where participants can express their concerns, interests, and viewpoints without fear of physical harm or retaliation. This open dialogue fosters understanding and empathy.

3. Mediator or Neutral Facilitator: In ADR, a trained mediator or neutral third party often facilitates the process. This mediator does not take sides, ensuring a balanced and impartial approach to conflict resolution. Their role is to guide the conversation and assist parties in finding common ground.

4. Conflict De-Escalation: ADR methods prioritize de-escalation of conflict. Mediators and participants work together to reduce tension, anger, and hostility, focusing on problem-solving rather than escalating the dispute.

5. Problem-Solving Orientation: ADR is inherently problem-solving oriented. It shifts the focus from assigning blame or punishment to identifying underlying issues, needs, and interests. By jointly addressing the root causes of the conflict, ADR aims to prevent future disputes.

6. Win-Win Solutions: A core principle of ADR is the pursuit of win-win solutions. Rather than seeking to "win" at the expense of the other party, participants collaborate to find solutions that meet their respective needs and interests. This approach promotes cooperation over competition.

7. Emotional and Psychological Safety: ADR processes prioritize the emotional and psychological safety of participants. Parties are encouraged





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to express their feelings and concerns without fear of humiliation, aggression, or retaliation. This safe space supports the emotional well-being of those involved.

8. Preservation of Relationships: A key advantage of ADR is its ability to preserve or even strengthen relationships between parties. In family disputes, workplace conflicts, or community issues, maintaining positive relationships can be essential for future cooperation and coexistence.

9. Reducing Harm and Trauma: ADR helps reduce harm and trauma associated with confrontational conflict resolution methods. It avoids physical violence, legal battles, and the emotional toll of prolonged disputes.

10. Customization: ADR methods are highly customizable to the specific needs of the parties and the nature of the conflict. Participants can tailor the process to address their unique concerns and find solutions that work for them.

11. Compliance and Enforceability: Many ADR agreements are legally binding and enforceable, providing a mechanism for ensuring that parties adhere to the agreed-upon terms without resorting to violence.

Overall, ADR offers a non-violent and constructive path to resolving conflicts, whether they occur in personal relationships, workplaces, communities, or legal disputes. By emphasizing communication, collaboration, empathy, and creative problem-solving, ADR helps individuals and groups find peaceful solutions that contribute to the well-being and harmony of all parties involved.

❖ **The cultural context of ADR in fishing communities**

The cultural context of Alternative Dispute Resolution (ADR) in fishing communities is influenced by traditions, norms, and social structures. Practitioners need to understand this context to be able to navigate the cultural nuances and adapt ADR methods to align with local beliefs and



customs. The cultural context of ADR in Ghanaian fishing communities is examined in the following discussion:

Collectivism and Communalism: Ghanaian fishing communities often exhibit strong collectivist and communal values. Decision-making and conflict resolution are typically seen as collective processes involving extended families, clans, or community leaders. ADR aligns with these values by providing a platform for community involvement and consensus-building.

Role of Elders and Chiefs: Elders and traditional chiefs hold significant authority and respect in fishing communities. Their involvement in ADR processes can enhance the legitimacy and acceptance of ADR outcomes. Elders and chiefs may serve as mediators or arbitrators in local disputes.

Restorative Justice Practices: Some fishing communities practice restorative justice informally. This approach emphasizes reconciliation and restoring harmony within the community rather than punitive measures. ADR methods can complement these restorative justice practices.

Spiritual and Ancestral Beliefs: Traditional spiritual and ancestral beliefs are integral to the culture of many Ghanaian fishing communities. These beliefs may influence perceptions of justice and conflict resolution. Practitioners of ADR should be sensitive to these spiritual aspects.

Gender Roles and Norms: Fishing communities may adhere to traditional gender roles and norms. These norms can affect the dynamics of conflicts and ADR processes. ADR practitioners should be aware of and respect these gender dynamics while promoting gender equality and inclusivity.

Community Elders' Councils: Some fishing communities have established community elders' councils or assemblies responsible for dispute resolution. ADR can work in tandem with these existing structures to enhance their effectiveness and transparency.



Customary Laws: Fishing communities may have their own customary laws and practices governing various aspects of community life, including dispute resolution. ADR can be integrated with these customary laws to create a harmonious and holistic approach to conflict resolution.

5.4.2 II. The Relevance of ADR in Addressing GBV

❖ **Addressing the root causes of GBV through ADR**

Addressing the root causes of Gender-Based Violence (GBV) through Alternative Dispute Resolution (ADR) involves a non-violent, community-centered approach to conflict resolution. ADR methods prioritize open communication, cooperation, and consensus-building to identify and mitigate the underlying factors contributing to GBV. By engaging communities in dialogue, fostering understanding, and promoting restorative justice, ADR seeks to create lasting solutions that prevent GBV and promote a culture of respect and equality. This approach aligns with cultural values, encourages empowerment, and preserves relationships while addressing the fundamental drivers of GBV.

❖ **Promoting community ownership and involvement**

Promoting community ownership and involvement in Alternative Dispute Resolution (ADR) processes to address Gender-Based Violence (GBV) in fishing communities is a key strategy. By engaging the community in ADR, it empowers individuals to take an active role in resolving disputes and preventing GBV. ADR becomes a community-driven initiative, aligning with local values and traditions. This approach fosters a sense of ownership, accountability, and responsibility for maintaining peace and harmony within the community. Ultimately, it strengthens social cohesion, addresses root causes of GBV, and promotes sustainable, community-led solutions to violence.

❖ **Restorative justice and healing in GBV cases**

Restorative justice and healing play a crucial role in addressing Gender-Based Violence (GBV) cases. Instead of punitive measures, this approach focuses on repairing the harm caused by GBV, promoting healing for survivors, and facilitating the reintegration of offenders into the community. It emphasizes open dialogue, empathy, and accountability,



allowing survivors to share their experiences and needs while involving offenders in the process. Restorative justice not only helps survivors find closure but also addresses the root causes of GBV, encourages rehabilitation, and contributes to community healing and prevention efforts.

5.4.3 III. Types of ADR Mechanisms

❖ **Mediation: Definition, process, and role of mediators**

Definition of Mediation:

Mediation is a structured, non-adversarial process of dispute resolution in which a neutral third party, known as the mediator, assists parties in reaching a mutually acceptable agreement. It is a voluntary and confidential process that empowers the parties involved to actively participate in resolving their conflict.

A trained mediator facilitates communication and negotiation between disputing parties. The goal is to help the parties reach a mutually agreeable resolution to their conflict.

Mediation is commonly used in various contexts, including family disputes, workplace conflicts, community issues, and commercial disputes.

Process of Mediation:

Introduction and Opening Statements: The mediation process begins with an introduction by the mediator, who explains the mediation's purpose, rules, and confidentiality. Each party may make an opening statement to express their perspective on the issue.

Information Gathering: The mediator encourages the parties to share their concerns, interests, and needs. Through active listening and empathetic communication, the mediator helps parties better understand each other's viewpoints.

Issue Identification: The mediator works with the parties to identify the key issues in the dispute. This step involves clarifying the underlying interests and concerns that drive the conflict.



Generation of Options: Parties brainstorm potential solutions to the issues identified. The mediator facilitates this process, ensuring that all parties have an opportunity to contribute ideas.

Negotiation and Agreement: The parties engage in negotiations, considering the proposed solutions and making compromises where necessary. The mediator helps maintain a constructive atmosphere and guides the discussion toward a mutually acceptable agreement.

Drafting the Agreement: If the parties reach an agreement, the mediator assists in drafting a formal agreement that outlines the terms and responsibilities of each party. This document is typically signed by all parties.

Closure: The mediation process concludes with a summary of the agreement and any additional steps required for implementation. Parties may also discuss how they will handle future disputes or conflicts.

Role of Mediators in Mediation:

Neutral Facilitator: Mediators are neutral and impartial third parties. They do not take sides or make decisions for the parties. Instead, they facilitate the mediation process, ensuring that it remains focused, respectful, and fair.

Communication Facilitator: Mediators promote effective communication between parties by encouraging active listening, clarifying misunderstandings, and helping parties express their perspectives constructively.

Process Manager: Mediators manage the procedural aspects of the mediation, including setting the agenda, maintaining time frames, and ensuring that the process remains productive and on track.

Conflict Resolution Specialist: Mediators are trained to identify and address the underlying issues and conflicts that contribute to disputes. They help parties explore possible solutions and alternatives.





Empowerment: Mediators empower parties by giving them control over the outcome of the dispute. Parties are actively involved in generating and evaluating solutions, fostering a sense of ownership and responsibility.

Confidentiality: Mediators maintain the confidentiality of the mediation process, ensuring that discussions and agreements are not disclosed outside the mediation setting.

Impartiality: Mediators remain impartial throughout the process, treating all parties with respect and fairness. They do not advocate for any party's interests.

Conflict Transformation: Mediators aim not only to resolve the immediate dispute but also to transform the parties' relationship and improve their ability to communicate and collaborate in the future.

❖ **Arbitration: Definition, process, and role of arbitrators**

Definition of Arbitration:

Arbitration is a method of dispute resolution where parties involved in a conflict agree to have their dispute settled by an impartial third party, known as an arbitrator or arbitration panel. It is a formal and private dispute resolution process which is more formal than mediation. It typically results in a binding decision, called an arbitration award.

The arbitrator(s) reviews the evidence, listens to arguments, and issues an arbitration award, which resolves the dispute.

Process of Arbitration:

Agreement to Arbitrate: The process begins with the parties agreeing to submit their dispute to arbitration. This agreement can be part of a pre-existing contract or a separate arbitration agreement.

Appointment of Arbitrator(s): The parties either jointly select an arbitrator or rely on a predetermined method for appointing one. In some cases, a panel of arbitrators is chosen. Arbitrators are typically experts in the relevant field or have legal expertise.



Statement of Claim and Defense: The parties present their case by filing a statement of claim (complaint) and a statement of defense (response). These documents outline the issues, facts, and legal arguments relevant to the dispute.

Evidence Gathering: Parties present evidence, such as documents, witness statements, and expert testimony, to support their claims. The arbitrator(s) may request additional information or clarification.

Hearing: An arbitration hearing is held where both parties have an opportunity to present their case orally, cross-examine witnesses, and respond to arguments. The hearing can be conducted in person, by videoconference, or in writing, depending on the arbitration rules and the parties' preferences.

Decision: After reviewing the evidence and considering the arguments, the arbitrator(s) render an arbitration award. This award is a binding, enforceable decision that resolves the dispute. It may include an allocation of costs and, in some cases, attorney's fees.

Enforcement: The arbitration award is legally binding, and parties are generally required to abide by it. It can be enforced in court if necessary.

Role of Arbitrators:

Impartial Decision-Maker: Arbitrators are impartial and neutral third parties who do not have a vested interest in the outcome of the dispute. They are responsible for rendering a fair and unbiased decision based on the evidence and applicable law.

Case Management: Arbitrators manage the arbitration process, including setting hearing dates, issuing procedural orders, and ensuring that the process remains efficient and fair.



Legal and Procedural Expertise: Arbitrators often have legal or subject-matter expertise relevant to the dispute. They apply this expertise to interpret the law and make determinations about the case.

Fact-Finder: Arbitrators review the evidence presented by the parties, assess witness credibility, and make findings of fact. They may also draw inferences and conclusions based on the evidence.

Decision-Maker: The primary role of an arbitrator is to issue a binding decision, the arbitration award, that resolves the dispute. This decision is based on the facts, law, and the parties' arguments.

Confidentiality: Like mediators, arbitrators typically maintain the confidentiality of the arbitration process, ensuring that discussions and evidence are not disclosed outside the proceedings.

Cost Allocation: Arbitrators may determine how the costs of the arbitration, including their own fees, are to be allocated among the parties.

❖ **Community-based conflict resolution: Traditional methods and their adaptation**

Community-based conflict resolution refers to the process of resolving disputes and conflicts within a community using methods and practices rooted in local traditions, customs, and values. Traditional conflict resolution methods are useful and effective in addressing a wide range of disputes, including interpersonal conflicts, land disputes, family issues, and more. These methods are often highly localized and adapted to the specific cultural context of the community.

Traditional Methods: Traditional conflict resolution methods vary widely from one community to another in Ghana. These methods often involve the participation of respected community members, such as elders, chiefs, or religious leaders, who act as mediators or arbitrators.

Customary Laws: Many communities have their own customary laws and practices that govern various aspects of life, including conflict resolution.



These customary laws provide a framework for resolving disputes based on local norms and values.

Restorative Justice: Traditional conflict resolution methods in many communities focus on restorative justice, emphasizing the restoration of harmony and relationships rather than punishment. Offenders are encouraged to make amends and compensate victims.

Community Involvement: Community-based conflict resolution methods actively involve the affected parties and their families. The process often includes discussions, negotiations, and ceremonies that aim to address the root causes of the conflict.

Adaptation: Traditional conflict resolution methods can be adapted and integrated with modern approaches to conflict resolution. This adaptation is essential for addressing contemporary issues, such as gender-based violence (GBV) and environmental disputes, within traditional communities.

5.4.4 IV. Integrating ADR into the Prosecutorial Chain for GBV Cases

❖ Identifying cases suitable for ADR

Identifying GBV cases suitable for ADR requires a thorough assessment of the parties' needs, willingness, preferences, safety, legal rights, and the specific dynamics of the case. It is essential to prioritize survivor safety and well-being while ensuring that ADR processes are conducted ethically, with informed consent, and in accordance with legal protections and cultural sensitivities. In many GBV cases, a multidisciplinary approach that combines ADR with legal remedies and support services may be the most effective way to address the complex needs of survivors.

While identifying cases suitable for ADR it is important to make the following considerations:

- Ensure that there is voluntary participation by all parties. Survivors should not be coerced or pressured into ADR against their will.



Parties should have the autonomy to choose ADR or other legal remedies.

- Ensure safety survivors. If there are immediate safety concerns, such as ongoing threats or violence, ADR may not be appropriate. In such cases, immediate protective measures and legal interventions should take precedence.
- Ensure informed consent so that parties fully understand the nature of ADR, its benefits, and its limitations. In GBV cases, survivors must provide informed consent to participate, and this consent should be obtained without any form of manipulation or intimidation.
- Look at legal considerations. Some GBV cases, by law, are criminal and cannot be settled by ADR. For example, cases of defilement, rape, or murder. Survivors must also understand that ADR is not a substitute for criminal prosecution or protective orders, and it should not be used to undermine legal protections.

❖ **Collaboration between law enforcement and ADR practitioners**

Collaboration between law enforcement agencies and ADR practitioners is a vital step and a powerful tool in enhancing the effectiveness of the prosecutorial chain for GBV cases. This partnership brings together the strengths of both approaches, ensuring that survivors receive the support and justice they deserve. It is important that these sectors work together to better protect survivors, promote justice, and enhance community engagement. This will ultimately contribute to a more comprehensive response to GBV within the prosecutorial chain.

Enhancing Victim-Centered Approaches: Law enforcement agencies and ADR practitioners share a common goal of prioritizing the well-being and rights of survivors. Collaborative efforts enable a holistic, victim-centered approach that addresses survivors' needs and preferences.

Early Intervention: ADR can be integrated at various stages of the prosecutorial chain, including during the initial reporting of GBV incidents. Collaborative efforts allow for early intervention, potentially diverting cases away from the criminal justice system when appropriate.

Customized Solutions: ADR offers the flexibility to tailor interventions to the unique circumstances of each GBV case. Collaboration allows for the





identification of suitable ADR methods and the integration of legal and non-legal remedies.

Safety and Protection: Law enforcement plays a crucial role in ensuring survivor safety. Collaboration ensures that ADR processes do not compromise safety and that protective measures are in place when necessary.

❖ **Ensuring the safety of survivors during ADR processes**

Ensuring the safety of survivors during Alternative Dispute Resolution (ADR) processes, particularly in cases of Gender-Based Violence (GBV), is of paramount importance. ADR practitioners must take specific steps to create a safe and supportive environment for survivors. Let us consider some key strategies to ensure survivor safety during ADR processes:

Safety Assessment:

Conduct a thorough safety assessment with the survivor to identify any immediate risks or concerns. This assessment should consider factors such as the presence of ongoing threats, prior incidents of violence, and the potential for retaliation.

Confidentiality:

Emphasize and maintain strict confidentiality throughout the ADR process. Assure survivors that their personal information and statements will not be disclosed to the other party without their explicit consent.

Neutral and Safe Location:

Select a neutral and safe location for ADR sessions. Ensure that survivors feel comfortable and secure during meetings. If necessary, consider using separate entrances and waiting areas for each party.

Support Persons:

Allow survivors to have a support person of their choice present during ADR sessions. This could be a friend, family member, advocate, or counselor who can provide emotional support and ensure the survivor's well-being.

No Contact Orders:



If appropriate, issue and enforce no-contact orders or restraining orders to prevent the alleged perpetrator from contacting the survivor during the ADR process.

Separate Sessions:

Consider conducting initial ADR sessions with the parties separately, especially if there are concerns about power imbalances or safety risks. This approach allows each party to express their concerns without fear of retaliation.

Legal Protections:

Ensure that survivors are aware of their legal rights and protections, including the option to pursue legal remedies or protective orders if ADR does not guarantee safety.

Exit Strategy:

Develop an exit strategy with the survivor, which may include a plan for discontinuing the ADR process if their safety is compromised or if they no longer wish to participate.

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APPENDIX:

1. Post-Training Assessment

Part 1: Facilitator Assessment

Facilitator's Name: _____			
Please take a moment to assess the facilitator's performance throughout the workshop by providing feedback on the following aspects:			
1. Facilitation Skills:		4. Time Management:	
	Excellent		Excellent
	Good		Good
	Satisfactory		Satisfactory
	Needs Improvement		Needs Improvement
Comments (strengths and areas for improvement):		Comments (strengths and areas for improvement):	
2. Knowledge Delivery:		5. Adaptability:	
	Excellent		Excellent
	Good		Good
	Satisfactory		Satisfactory
	Needs Improvement		Needs Improvement
Comments (strengths and areas for improvement):		Comments (strengths and areas for improvement):	
3. Engagement and Interaction:		6. Overall Facilitator Rating:	
	Excellent		Excellent
	Good		Good
	Satisfactory		Satisfactory
	Needs Improvement		Needs Improvement
Comments (strengths and areas for improvement):		Comments (general feedback):	



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Thank you for participating in this post-training assessment. Your feedback is valuable in helping us improve future workshops and training sessions. Please return this assessment form to the designated organizer or facilitator.

Participant's Name (Optional): _____					
Please assess your knowledge and understanding of the workshop's content after completing the training. Circle the appropriate response for each question:					
1. Social norms is a subset of Gender norms.		Correct Answer	6. One of the impacts of Gender norms on GBV is that it perpetuates stereotypes and normalize violence		Correct Answer
A	True	B	A	True	A
B	False		B	False	
2. Each of the following is true about fishing communities except:		Correct Answer	7. Challenges and pressures that individuals engaged in the fishing industry face as a result of their occupation are called.....?		Correct Answer
A	Livelihoods are closely tied to fishing activities	C	Identity formations		D
B	Close proximity to water bodies		Positive behaviors		
C	Low concentration of fish processing activities		Sustainable fishing practices		
D	Experiencing seasonal variations in activities		Fishing-related stressors		
3. Which of the following is not a harmful traditional practice?		Correct Answer	8. Which of the following is an example of fishing-related stressors?		Correct Answer
A	Child Marriage	B	A	Financial Instability	A
B	Closed Fishing Season		B	Peer support network	
C	Witch hunts		C	Health check-ups	
D	Forced Marriage		D	None of the above	
4. One way to challenge harmful gender norms to eliminate GBV is.....?		Correct Answer	9. The following are strategies that can be adopted to promote positive behaviors among fishermen and fishmongers except.....?		Correct Answer
A	Undermining women's empowerment	D	A	Work-life balance	C
B	Endorse honor killings		B	Financial stability programs	
C	Payment of huge bride price or dowry		C	Isolation	
D	Community Sensitization and awareness		D	Stress management training	
5. Fishermen and fishmongers who rely on generations of traditional knowledge and skills about fishing passed down through oral traditions are most likely to have the following characteristics, except.....		Correct Answer	10. One of the following is not an emotional or psychological trauma often faced by GBV victims.		Correct Answer
A	Are able to make informed decisions as to when to go for fishing	C	A	Safety	A
B	Have knowledge about understanding fish		B	Fear and anxiety	





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	behavior and migration patterns			
C	Can determine the exact amount of fish catch		C	Depression
D	Are able to understand weather conditions and ecological relationships		D	Guilt and shame

Part 2: Participant Knowledge Assessment

11. Stalking is a form of Gender-Based Violence,		Correct Answer	14. Survivors may be coerced into ADR against their Will.		Correct Answer
A	True	A	A	True	B
B	False		B	False	
12. The following are trauma-informed care approaches to assist GBV survivors except:		Correct Answer	15. A method of dispute resolution where parties involved in conflict agree to have their dispute settled by an arbitrator is called.....?		Correct Answer
A	Ensuring physical and emotional safety of survivor	C	A	Mediation	C
B	Being honest and transparent with victim in all interactions.		B	Palace Court	
C	Making assumptions about victim's feelings and choices		C	Arbitration	
D	Being flexible and responsive to victim's needs		D	Court Proceedings	
1. Alternative Dispute Resolution (ADR) is considered a non-violent approach to conflict resolution because.....		Correct Answer			
A	It is less expensive	D			
B	It involves calling witnesses				
C	Compensation is paid to the winner of dispute				
D	Disputes are addressed without resorting to violence				

Thank you for participating in this post-training assessment. Your feedback is valuable in helping us improve future workshops and training sessions. Please return this assessment form to the designated organizer or facilitator.





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OR

Go to the link below to take this test.

<https://forms.gle/76d246dizLWLmfDy5>

Participant's Name (Optional): _____			
Please provide feedback on the overall procedures and organization of the workshop:			
Workshop Materials (e.g., handouts, presentations)		Workshop Schedule and Timing:	
	Excellent		Excellent
	Good		Good
	Satisfactory		Satisfactory
	Needs Improvement		Needs Improvement
Comments (strengths and areas for improvement):		Comments (strengths and areas for improvement):	
Interaction and Engagement Activities		Quality of food, snack, water and other welfare services provided.	
	Excellent		Excellent
	Good		Good
	Satisfactory		Satisfactory
	Needs Improvement		Needs Improvement
Comments (strengths and areas for improvement):		Comments (strengths and areas for improvement):	



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Debriefing and Discussion Sessions		Overall Workshop Experience:	
	Excellent		Excellent
	Good		Good
	Satisfactory		Satisfactory
	Needs Improvement		Needs Improvement
Comments (strengths and areas for improvement):		Comments (general feedback):	

Part 3: Workshop Procedures Assessment

Thank you for participating in this post-training assessment. Your feedback is valuable in helping us improve future workshops and training sessions. Please return this assessment form to the designated organizer or facilitator.

2. Workshop Agenda

DAY ONE		
TIME	ACTIVITY	Responsibility
08:30 – 09:00	Arrival and Registration of Participants	Hen Mpoano/CEWEFIA
09:00 – 09:05	Welcome address	Rep of Host MMDA
09:05 – 09:15	Overview of WIFVES Project	Hen Mpoano/CEWEFIA
09:15 – 09:20	Purpose and Significance of Workshop	Hen Mpoano/CEWEFIA
09:20 – 09:45	Pre-Training Assessment	Facilitator
09:45 – 11:45	Module 1: Understanding Gender Norms and Belief Systems in Fishing Communities	Facilitator
11:45 – 12:00	SNACK BREAK	Hen Mpoano/CEWEFIA
12:00 – 13:30	Module 2: Identifying Harmful and Beneficial Social Norms and Practices in Fishing Communities	Facilitator
	<i>Section 1 -Definition of Key Concepts</i>	
	<i>Section 2 -Group Work Activity</i>	Participants/Facilitator
	<i>Section 3 -Presentations of Group Work</i>	Participants
	<i>Section 4 – Discussions, Summary of Key Points</i>	Participants/Facilitator
	<i>Questions and Answers</i>	Facilitator





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13:30 – 13:50	SHORT BREAK (Walk, Stretch, Pace around)	All
13:50 – 15:20	Module 3: Psychology of Fishermen and Fishmongers: Impact on Behaviors and Interactions	
	➤ <i>The Fishing Lifestyle and Identity</i>	
	➤ <i>Fishing-Related stressors</i>	
	➤ <i>Masculinity and Gender Norms</i>	
	➤ <i>Interactions and Conflict Resolutions</i>	
	➤ <i>Building Positive Behaviors</i>	
	<i>Questions and Answers</i>	
15:20 – 15:40	LUNCH	Hen Mpoano/CEWEFIA
	➤ Evaluation Form	
	➤ Mood Meter	
	➤ Announcements and Departure	Hen Mpoano/CEWEFIA

DAY TWO		
TIME	ACTIVITY	Responsibility
08:30 – 09:00	Arrival and Registration of Participants	Hen Mpoano/CEWEFIA
09:00 – 09:30	Recap of Activities and Key Takeaways	Facilitator
09:30 – 12:00	Module 4: Handling GBV Victims: Sensitivity, Support and Empathy	Facilitator
	<i>Section 1 – Understanding GBV Victim Experiences</i>	
	<i>Section 2 – Trauma Informed Approaches</i>	
	<i>Section 3 – Empathic Communication</i>	
	<i>Section 4 – Potential Cultural Barriers to Reporting of GBV</i>	
	<i>Section 5 – Legal Procedures and Victim Support</i>	
	<i>Section 6 – Role Play Exercises</i>	
	<i>Questions and Answers</i>	
12:00 – 12:30	SNACK BREAK	Hen Mpoano/CEWEFIA
12:30 – 15:00	Module 5: Alternative Dispute Resolution	Facilitator





	Mechanisms: Promoting Non-Violent Solutions <ul style="list-style-type: none"> ➤ <i>ADR and principles of ADR</i> ➤ <i>Relevance of ADR in addressing GBV</i> ➤ <i>Types of ADR Mechanisms</i> ➤ <i>Integrating ADR into the prosecutorial chain for GBV cases</i> <i>Questions and Answers</i>	
15:00 – 15:40	LUNCH	Hen Mpoano/CEWEFIA
	<ul style="list-style-type: none"> ➤ Post-Training Assessment ➤ Mood Meter ➤ Administration and Departure 	Facilitator Facilitator Hen Mpoano/CEWEFIA

3. Case Study Scenarios

GROUP 1

Introduction:

Fishing communities play a significant role in the country's economy. However, GBV is a pressing concern, particularly among vulnerable groups such as children. This case study focuses on a GBV incident involving a child victim in a fishing community and requires participants to assess the situation and recommend an appropriate Alternative Dispute Resolution (ADR) mechanism to address the problem.

Case Background:

You are working as a team of ADR experts tasked with addressing a GBV case in



the "Ngyiresia" fishing community in Ghana. The case involves a 14-year-old girl named Aba Awortwe, who lives with her parents in Ngyiresia. Ama's parents have reported that she was physically assaulted by a 16-year-old boy named Kwame, who also resides in the same community. Kwame hit her several times with a small tree branch and dragged her through the beach sand. The incident took place on the beach, where both Ama and Kwame often play.

According to Ama's parents, she suffered minor injuries during the incident and they are deeply concerned about her safety and well-being. The community leaders are aware of the incident but have not yet intervened, as they are unsure about the best way to handle the situation.

Case Study Question:

As ADR experts, your task is to

- a. Analyze the GBV case involving Ama and Kwame pointing out the keys issues involved,
- b. Recommend an appropriate ADR mechanism to address the problem effectively. In your analysis, consider the cultural, social, and legal aspects that may influence the choice of ADR mechanism.
- c. Describe briefly the steps or processes involved in implementing your recommended ADR mechanism.
- d. Consider any potential challenges or obstacles that may arise during the implementation of the chosen ADR mechanism and propose strategies to overcome them.

GROUP 2

Introduction:

Gender-Based Violence (GBV) remains a pressing issue in fishing communities in Ghana. This case study presents a real-life scenario involving two adult women in a Ghanaian fishing community who have been victims of GBV. Your task as a group is to analyze the case, identify the appropriate ADR mechanism to address the problem, and provide a comprehensive solution.

Case Background:



In the fishing village of Akwidae in the Western region Ghana, two adult women, Mena Ansaba and Araba Atta, have been neighbors and friends for several years. They both work as fishmongers and share a common fishing space by the river. Recently, a dispute has arisen between them, leading to physical altercations and verbal abuse. Mena Ansaba has accused Araba Atta of encroaching on her fishing space, causing damage to her fishing equipment, and even physically assaulting her on one occasion. Araba Atta, in turn, claims that Mena Ansaba has been consistently disrespectful and verbally abusive towards her, making it difficult for them to peacefully coexist in the community.

The situation has escalated to the point where both women have sought the intervention of community leaders and elders, who are concerned about the potential for further violence and the negative impact on community cohesion.

Case Study Questions:

- a. What are the key issues in this case of GBV between Mena Ansaba and Araba Atta in the fishing community?
- b. What ADR mechanisms could be appropriate for resolving this dispute, considering the cultural and community-specific context of the Ghanaian fishing village?
- c. What steps should be taken to initiate the chosen ADR process, and how can it be made accessible to Ama and Akua?
- d. What potential challenges might arise during the ADR process, and how can they be effectively addressed?

GROUP 3

Introduction:

Gender-Based Violence (GBV) still persist among married couples within a fishing communities in Ghana. This case study presents a real-life scenario involving a married couple in Dago. Your task as a group is to analyze the case and answer the case study questions that follow.

Case Background:

In Dago, a fishing community located in Central region of Ghana, a disturbing



incident of GBV has recently come to light. The case involves Ebow and Benyiwah, who are a married couple in their mid-30s. They have been experiencing escalating conflicts, which have sometimes turned very violent. Both partners are active members of the fishing community, and their livelihoods depend on this profession.

The husband, Ebow, has been accused of physical and emotional abuse towards his wife, Benyiwah.. The incidents have reportedly occurred both in private and public spaces within the community, causing distress among community members who have witnessed some of the abuses. The husband accuses the wife of “sealing up her womb” by unilaterally deciding to and going through family planning procedures. According to him, Benyiwah wants to systematically end his lineage. The wife explains that she had gone through four surgical operations in her last four births, and fears the next one might end her life. She believes that the five children has already is enough. The wife, fearful for her safety and seeking a resolution, has expressed her desire to end the violence but not necessarily the marriage.

Case Study Questions:

Based on the provided case study, your group's task is to:

- a. Analyze the dynamics of the GBV case, taking into consideration the cultural and economic factors that may be contributing to the conflict.
- b. Identify and discuss potential ADR mechanisms that could be applied to address this GBV case effectively.
- c. Recommend a specific ADR mechanism that you believe would be the most suitable in this context, providing a rationale for your choice.
- d. Describe the steps or processes involved in implementing your recommended ADR mechanism.
- e. Consider any potential challenges or obstacles that may arise during the implementation of the chosen ADR mechanism and propose strategies to overcome them.



4. Diagram on Referral Pathway for GBV

