

GENDER –F. REORGANIZATION VIZ–A-VIZ GENDER –M ASSOCIATION AND DISSOCIATION EMPOWERMENT: A SOCIAL-ECONOMIC VALUE RE- ENGINEERING IN TANZANIA (AFRICA)

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A B S T R A C T

The current literature review the dynamics of value creation and recreation ($v = B/c$) in the context of gender – F and Gender – M. Models are generated to review association and dissociations summarized in table 3 and figure 2 networks as expressed by Msaki (2011) models and re-evaluated through wealth re-engineering arithmetic, whereby gender balance is needed through value –redistribution association between gender – F and gender – M. The spirit of dominance needs to be diffused through cost – benefit approach, so as to empower gender – F and promote gender equity.

The dynamics behind gender – F, motivates gender – M to act towards positive direction, with reflection from past, present and future dimensions (fig. 3). Experience through association dissociation in gender roles, recreate valuable and experienced gender balanced economy and society, strategically through behavior and attitude transformations, qualitatively with technology and skills in place ($G-M1:R_1$) viz society B. in (fig. 2). Men ($G-M1:R_1$) progress and gender – F should be taken as a dynamic stimuli towards organizational context to motivate gender – M for associative progress with experience ($G-M1:R_1$).

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1. Historical Ground and Re-thinking Necessity (Review)

One of critical and germinating ground of social ideas and research is that it faces a constant engagement of biotic and abiotic dynamisms. The current paper takes not only perceptual approach but also transformational approach, to re-link between empirical context and theoretical framework. One can re-think on acceleration in processes of global integration and interdependence forces at sociological and psychological perspectives. The essence of gender empowerment variables struggle is to reduce social deficits, whereby a theoretical linkage appears not to foster empirical discharges. The image in academics of gender and empowerment not only show abstract feature, but also dynamism in class struggle between men-women classical relationships.... Much needs to be researched and re-thought.

Stiglitz (2003:318) comments in his book that, “There is a common ground to which politicians of all persuasions appeal. “democracy,” “family values” Community”, “opportunity” “equity”, “free markets”, “freedom”, “justice” But what is meant by these slogans can differ markedly.....” Considering sharing and distribution and empowerment, one cannot avoid the complexity within which the minds of society need to pass through by reconsidering the roles of men-women in the dynamic sociology, for the re-approach of gender being referred to women and men roles and responsibilities that are socially determined. How the society is perceived and expected to think and act as women and men because of the way the society is organized, not because of biological differences considering a financial or economic approach, one needs to think critically to a degree in bringing a concern of gender and empowerment into the mainstream of development.

2. What Needs to Change to Suit Development Resources?

Much have been said on transformational approaches for example, evaluation of the implementation of gender to empower policies in the mainstream of development, reveals policy evaporation as it fails to reflect commitment within gender systems. Who should own the critical part of financial organization of the society? Who has been a resource searcher and who has been a resource organizer? A compelling financial system and enterprises should question the gender role, based on efficiency of allocation of funds for example for social development with the immediacy of circumstances, example; social dimension, economic dimensions and environmental dimension. A new set of rules should therefore be made to ensure gender participation for future sustainability.... What needs to be cemented? Is it more beneficial for a local community to maintain its industry and its social cohesion or should it aim for quick, but unsustainable financial profit?

Social dimension in gender and empowerment, in the context of development economies calls for greater acceptance of diversity, to re-value with equal access to financial services, for basic and extended needs in the whole society Is this a good practice for gender financial capacity building? Who has power to organize for financial capacity building? Who has power to organize for financial capacity women or men? Can the society re-organize itself to suit its priorities? Who has to re-organize the financial means to create sustainable development to nurture the community (whose role)? Who has

to re-define it? With cultural re-definition H.E. Mr. Abdou Diop, the President of Republic of Senegal, 1994 commented that, "Development will not be suitable, unless it originates from the concept of local development based on efforts of the local population who respect priorities that they themselves defined".what should be a gender linked principle, while re-considering re-distribution of financial resources?shared goals, shared planning? Something to teach and learn among gender systems?

Though the resources under discussion appear to be majority finances, more of essential resources need to be reconsidered on gender and empowerment. To review the complementary and interdependent nature of gender roles, it is significant to challenge those stereotypes and attitudes that keep people or one social sect in low statuswhat is the role of finance? What power in terms of value generics, re-defines women and men roles in development? What prevent them to attain their full potentials?

Women and men have to build respect for each other's roles and goals in life to ground on reality of social-economic dynamics.... This becomes the true nature of empowerment, though African cultural set up has been used to justify inequalities and constraints in sharing and making social decisions in terms of financial matters. Re-visiting the conceptual power, men physical strengths may have transform the social psychology to be linked to the power to make financial decisions.... Furthermore, women's capability to give birth may have pushed men to asset power over women's mysterious capability.... so as power to re-organization of finances and resources. Does wives income increase means more peace in the household? Why have gender studies have been focusing with emphasis on women empowerment?

According to Economic and Social Council of the United Nations: Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned actions, including legislation; policies or programs in any area, and at all levels. It is a strategy for making women's as well as men's concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality". From the cultural dynamics, equality comes through legal consensus being reinforced to streamline control mechanisms in the resources.

3. Gender and Empowerment: From Thinking to Conviction Mechanism

Charlotte Perking Gilman highlights that; "there is no female mind. The brain is not an organ of sex as well speak of female liver...."

Therefore gender-empowerment dynamics in finance needs specialty on how one move from thinking to conviction to achieve not sex differences. This becomes the competence development needed. The problem in most society is to re-think an option by changing the thinking which is traditionally not suitable to current dynamics. Real development lies in the capacity building of the community, based on their own ideas and strategies as a community.

For gender mainstream to be institutionalized in the financial industry, collective choices could be done in two distinct areas.

- (a) **Social Choice Theory:** An abstract analysis of non-market decision making, without institutional structure other than preferences. Therefore social existence and stability through flexibility to create social equilibrium.

- (b) **Public Choice Theory:** Pays more attention on structural set-up this rules which prescribe collective choice.

The linkage of the above options will automatically, create a process of Gender mainstreaming for equitable development in men and women. Joshua T. B. on the “Confession of the Faith”, enhances the transformational change of mind to reality as: “They would begin to grow in our mind and gains supremacy over the thinking processes when we come to the point of conviction.... The words we speak determine the kind of life we enjoy. Our life will always go to the level of our thoughts, our world and words express our thoughts which are the seeds of our life.... When you think right you are training yourself to act right”. Gender mainstreaming based on the choice should start with mind re-engineering for both women and men towards resource re-engineering therefore from thinking to conviction to reality. What is in the mind needs to be used.

The terms and theories in gender and empowerment should never be fanciful constructions, but theories to apply from thinking dynamics to action benefits. Rahnema (1992:122). Create the notion that; empowerment was originally intended to support the idea of participation and to equip development again with another source of legitimacy ...logically.

When **A** considers it is essential for **B** to be empowered, **A** assumes not only that **B** has no power – or does not have the right kind of power, but also that **A** has the secret at formula of power to which **B** has to be initiated.

In the current world women in the context of culture, economy and social aspect are to be empowered to think otherwise from the shadow of men dominance few skills considered are shown under table 1: Value should be created fro empowerment.

Table 1: Empowerment through skills reconsideration: women

W – Strategic Skills (A)	W- Behavior skills (B)	W-Quantitative Skills (C)	W – Multiples
<ul style="list-style-type: none"> - Strategic thinking and doing - Strategic alliance and relationship - Strategic learning and applying - Strategic cost reduction action - Learn frameworks such as Law, Policy 	<ul style="list-style-type: none"> - Adaptive behavior to be learnt - Learning behavior - Creative and innovative behavior in every action - Positive Attitude - Change to positive action and mind - Collaborating in qualities. - Thinking capacities 	<ul style="list-style-type: none"> - Computational skills to measure both feedback and feed forward - Literacy and education to manage and control - Specific needs to develop technical skills - Learn multiple skills and surviving techniques - Collaborate in Quantities 	<ul style="list-style-type: none"> - Take a Multiple - Role in society - Create Multiple Platforms to support growth and surviving.

Source: Dr. Msaki J. L. (2010): Through review of Major Literature (References)

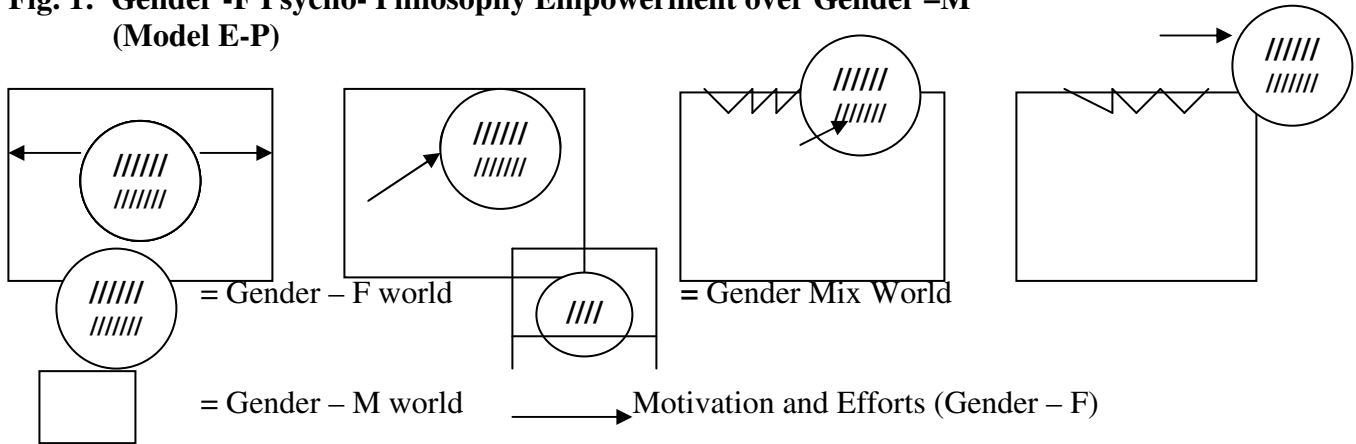
From the above table, gender issues are linked through participatory mechanism, to empower gender F, from traditional structures were by men (Gender –M) is not ignored but, learning mechanism allows gender –F to be independent and motivated to act as a self-reliant element as shown in figure 1 by Dr. Msaki J. L. Participatory Approach to whatever we do within gender – mix diffuses negativity in a supportive, motivating environment.

The gender analysis therefore in this context will lead to sustainable, equitable and effectiveness in whatever individual need to achieve. Women need not to wait for men to act responsibly towards social economic development. From quantitative nature, in Table 1, Resources and Benefit and who uses and control them, stands to be an important concept to be discussed between men and women viz (gender – M) and (gender –F) respectively. The two genders become gender – mix. The concept of gender is more linked by many to female perspective, but this is not the truth rather one can ask a simple question: What can we do to better involve both women and men in forestry?

The role of women in social and economic issues is very much known, based on their organizing efforts and contribution to the society and economy. Women appear to exceed men in terms of population structure, yet men dominate the economic and social structure in Africa. The touch of resources, through forestry, women can be censored by the significance of the resource-trees and climate, in serving their family so their society. Focusing on dependence in Tanzania fore example, Agriculture sustains 80 percent of population, where women participate actively on, especially in rural areas. Suitable environment in favorable climate for their social and economic sustainability needs empowerment mechanism, through skills mentioned in table 1. The empowerment for gender –F is not to overpower gender –M but to improve their efforts to be reliant and independent as discussed in figure 1 by Dr. Msaki J. L., to be the index of gender F progress. Progress to act against negative value

creation; where poverty degradation is linked to environmental degradation and therefore social drift. Gender F need o negotiate with gender –M, not to fight but to be empowered through skills to train gender –M skill based on tale 1 in order to be able to create social and economic reconstruction based on their natural power or organization viz. figure 1.

Fig. 1: Gender -F Psycho- Philosophy Empowerment over Gender –M (Model E-P)



Source: © Dr. Msaki J.L. (2008)

Rahnema (1992:122) highlight that; the concept of powerlessness and empowerment is only useful to the “development machine” itself, because it helps to convince targeted groups of people that economic and state authorities have the real power and that the power is everyone’s reach when people actively and willingly participate in the intended development scheme, participation and empowerment thus have close relationship”. The economics of participation defines participation as a dynamic group process in which all members of the group work for the attainment of common objective ...think of decisions, gains, relationship, and rules in common, power and activities.

Figure 1, by Dr. Msaki J.L. creates a participatory experiment for gender –F, while seeking independence to grow and develop as an opportunity cost. Currently in several world spaces we see and observe the power of women to control and improve societal organization by identifying their social and economic roles socially and economically while stabilizing their families. This creates a timely Gender –F empowerment through Psycho-learning philosophy. Model E-P in figure 1 – therefore emphasizes that in development of social and economic worlds, development per-se has no cultural barrier, gender barrier, religion barrier or environmental barrier...it concerns the “prism” through which multilateral partnership could be assessed and therefore needs a full evaluation to evolve practical remedies appropriate responses which are universally valid .Africa prospects, focusing on millennium Goals improve, but how should we see the effects on women (Gender –F) across cutting cross issues such as climate? Who gets affected? Think on women (Gender – F) all over the world platform and performance with different roles; This includes reproductive work that is child bearing and rearing responsibilities, preparing food what not? The situation in Africa is rather complex. How should gender –F be supported? Think of table 3 and table 4 perspectives for example.

In 2003 agriculture in Tanzania, accounted for half of the country’s gross domestic production (GDP) provided 51 percent of foreign exchange and employed 80 percent of the labour force (Agricultural Marketing Policy 2005). There are evidences that female (Gender –F) food crop – entrepreneurs in Tanzania form an essential distribution link in ensuring food security in big sites and town (Ellis *et al.*,

2007; Eshola 2005) demonstrated that there is an important element of female entrepreneurs as a group in supporting both economic growth and food security in Tanzania. What needed by women (Gender – F) according to table 1, in summary, is knowledge, self confidence and skills and sometimes very small amount of funds (money), to be empowered to move positively the society. This needs a support from men (gender –M) therefore at the later stage whatever created, takes both efforts gender –F and gender – M becomes gender –Mix (see Fig. 1 and Fig. 2 perspectives). For both gender –M, gender –F, critical link is observed as joint group (gender –Mix), that “The people who succeed in this world are the people and if they cannot find them they make them”. George Bernard Shaw. Ghamuga (1998) indicated the benefits, which women (gender –F) get through working in groups (associations) viz the concept related to (gender –mix).

Table 2: Associative Benefits and Members Responses

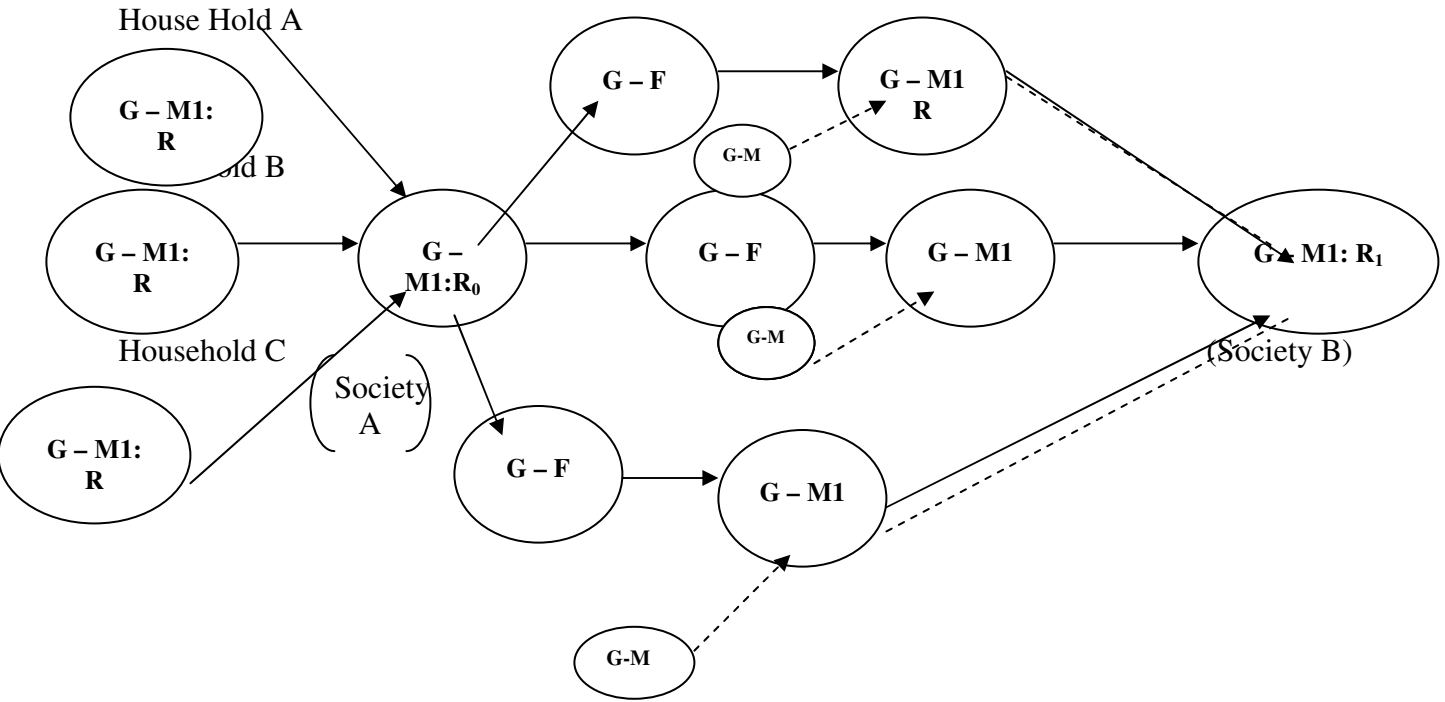
S/N	ASSOCIATIVE BENEFIT – B	RESPONDENT SUM	RESPONDENT PERCENT – B	GENDER REFLECTION
1.	Acquisition of Knowledge and Skills	110	50.7	?
2.	Raising of One’s Economic Status	40	18.4	G – F? : G - M
3.	Forum for Exchanging Ideas and Experience	23	10.5	G – F? : G - M
4.	Assistance in the Time of Difficult	23	10.2	G – F? : G - M
5.	Sympathy from others	12	5.6	G – F? : G - M
6.	Availability of Market	10	4.6	G – F? : G - M

Source: Ghamunga (1998) Modified by Dr. Msaki J. L. on Gender F –M.

The core aspect of gender –F power and the concept of empowerment therefore are not for “competition,” but for associative development. The problem with our policy to link this is not the structure, but the psycho - implementation and action – implemented and management end. Poverty is still widespread in Tanzania and the gap between poor and rich keeps on wideningwhat is our role associatively? Tanzania is number 18 from the bottom on Human Development Index (HDR, 2008), ranking 15th out of 177 countries. With this women (gender – F) reflects its critical means and ends. Mothers have always been sources of courage, family organization and multiple tools to restructure household living in connection to mother – earth a unique gender – F pre-occupation.

Millennium Goals need to be attained through social re-organization and social mobilization. Change of the attitude for both men (gender – M) and gender F (women) has great force at an individual level and group level (Participatory approach). Differential attitude in both genders is not for competition but for cooperation associatively.... This should be tracked down in all sectors of the economy (see table 3) where a comparative contribution could be keenly restructured in terms of employment balance tuning. The table 3 support figure 2 dynamism (associative links between gender –F and gender –M in context) - A value chain Association.

Fig. 2 Empowerment: Gender –F vis-à-vis Gender –M Associations



Source: © Dr. Msaki J.L. (2011)

Phase I Phase II Phase III Phase IV Phase V
 (Fig. 2 = A (Fig. 2 = B (Fig. 2 = C Fig. 2 = D (EXTENSION)

Fig. 1 contemplates fig. 2. Mechanism with 5 -phases and motives. The philosophy behind figure 2 is association to dissociate to associate. In this context gender – F enters the world of gender –M through family perspective whereby each gender defines its roles whether socially or economically and resources are linked and shared (expected to be shared equitably with a balanced power) therefore the gender mix in relation (G)M1:R). The identities fro male and female become clearly defined but still are shared (G-M1: RO). The phase extends to phase III where there appear a conflict of interest, distribution, sharing, responsibility socially and economically between genders in terms of power, organization, contribution and roles. Therefore separation of gender psychology, actions and philosophy become the reality and from above model groups become visible G-F, G- M, which shows the same separation can be attached at the societal level whereby G-F tries to organize itself and become powerful and responsible for economic and social value. The value of organization is shown clearly in G-F than G-M; therefore the cycle for gender –F is bigger than gender –F.

The power to re-organize family power and resources continues under the umbrella of G-F and this attracts and enhances gender, G-M to get attracted towards value based established by family lie ups and social economic organization power from gender –F. Phase IV, gender – mix become prominent to

enhance the same value towards gender: $G - MI:R_1$, that is the phase V, which again the process can repeat itself.

G – MI: R1: The Link between Fig. 1, Figure 2 and Value in Associates

In the society both genders, F and M consider their roles in terms of value creation (v) and value addition (v+) which need both strategic skills, behavior skills and quantitative skills to be discharged to the societies (society A and Extreme of society B) see table 3 below: This is the creation of an enterprise which becomes not only an economic unit but a social unit through the power of association. Gender concept does not only involve gender –F but both gender –F and –M. (Gender Mix). With the aim to provide the community (see phase V of figure 2) with the commodities and services it needs ...being contributed through our roles and skills mentioned in table 3. Phase IV or figure 2 part D, appreciates the organizational dynamics of G-M in G-M1 towards phase V or society B in re-formulation of G-M1:R with multiple skills mix.

S/N	Phase I	Phase II	Phase III	Phase IV	Phase V
1.	G-M1:R	G-M1R ₀	G-F/G-M	G-M1	G-M1:R ₁
2.	Household (Family context)	Society A	Active Gender F Passive Gender M	Organized G-F	Society
3.	Fig. 2 A	Fig. 2 B	Fig. 2C	Fig. 2D	Fig. 2 ... Yet extended
4.	Family structure Economy	Gender – Mix Identity Sharing Economy	Critical Role and Contribution on Economy	Learn Roles with Associative Reflex Economy	Experienced Gender – Balanced Economy
5.	Strategic Skills	Behavior Skills	Quantitative Skills	Strategic and Behavior Skills	Strategic behavior Quantitative Technological Skills

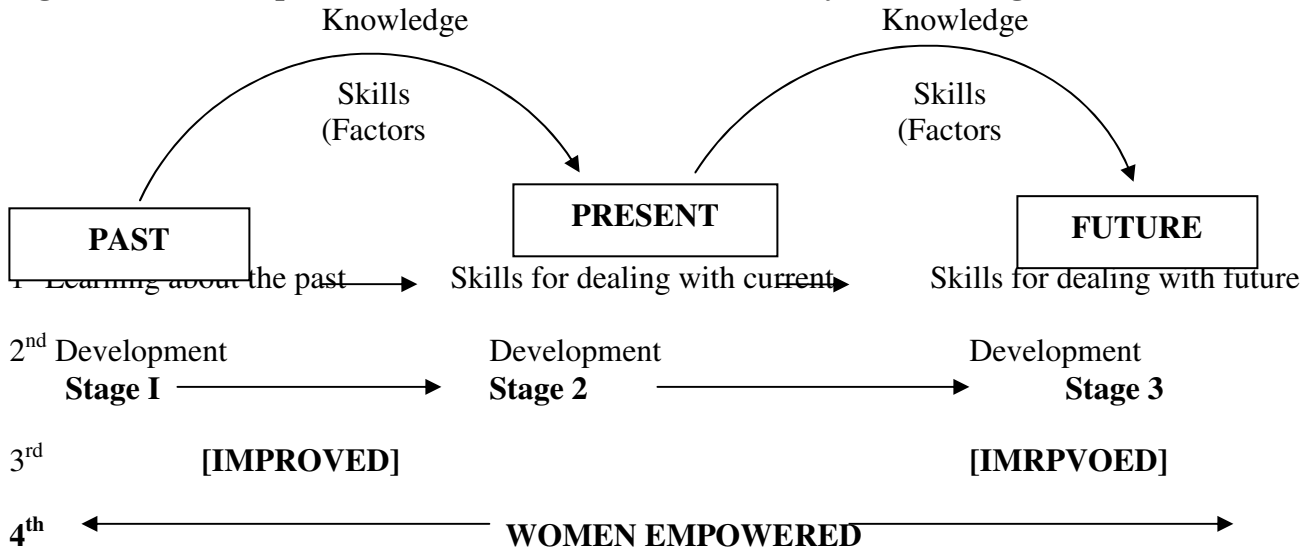
Source: Dr. Msaki J. L. (2011) Interpretational Linkage (Fig. 1 & 2).

The process of gender empowerment, through skills should be a continuous, timely and participator8o6 approached focusing on phase V to improve both reflection from past (feedback) and reflection from future (feed forward) a model development by Dr Msaki J. L. in his work Gender Structure And Women Empowerment (2009), takes time dimension and skills linkage to create value in both reflections (feed forward and feedback) vide concept in figure 3.

From the past, present and the future, women (gender –F) partners are men) Gender –F) are said to have powerlessHow? From the time immemorial, women have been the producer of children, mothers and wives, doing various works to contribute to their inner core families ... can all these happen without gender –M?

One can ask on potentially focused behavior ...should women contribute outside by forming their associations as a surviving strategy. Who empowers women (gender –F)? Knowledge and skills are critically emphasized in figures above and table. Les has been emphasized on the mechanics of value –recreation among gender professionals and stands to be the challenge in the context of gender empowerment not gender –F only.

Fig. 3: Women Empowerment and Time Dimensions: A Psycho-Learning Focus



The Learning Process Improved: (Empowerment) Source © Dr. Msaki j. L. (2009)

A measurement of past resources and present resources for future resources contribution through figure 3 does not only involves only women being a dynamic element, but also men as well. Women currently in Africa, appear to be an emerging power, especially in semi-urban and urban areas. One of the key set up and force comes from entrepreneurship motives. This becomes a supporting structured to empower and develop women hence developing a nation as a whole. Time has being changing so as skills, knowledge and capacity to empower them and the nation. This needs a supporting mechanism in figure 3. Think of employment.

Table 4: Employment by Sector, a Gender – Based Tanzanian Definition (%)

S/ N	Period / Sector	2000/2001			2005/2006			POTENTIAL +VE □		
		Mal e	Femal e	Total	Male	Female	Total	Male	Female	Total
1	Central / Local Government	3	1.5	2.2	3.3	1.6	2.4	Y	X	?
2	Parastatal	0.8	0.23	0.5	0.5	0.2	0.4	Y	X	?
3	Informal Sector	6.7	4.6	5.7	10.4	8.2	9.3	Y	X	?
4	Other Sector	6.7	2.1	4.4	11.5	4.2	8	Y	X	?
5	Agriculture	80.7	87.6	84.2	72.9	79.9	76.5	Y	X	?
6	Domestic Work	2.1	4.1	3.1	1.4	5.5	3.5	Y	X	?
7	Total	100	100	100	100	100	100	100	100	100

Source: Integrated Labour Force Survey, 2005/2006: Modified by Dr. Msaki J.K.

Women appear to dominate on two sectors as per the survey viz, agriculture and domestic work. What is the context and drive of empowerment in sectors? What are the knowledge and skills contexts from past, present and the future as per figure 3? What should be a changing mechanism from Table 3 perspective? From the survey above on table produced by integrated labour force survey 2005/06, it is claimed that 18.3 million people were employed of which 9.0 million were male, while 9.3 million were female. But the sectors which have been dominated by women population shock has been reduced in percentage from 77.0 percent in 2006 compared to 84.0 percent in 2000/2001; which shows a decline of employment in agricultural activities by 8.0 percent for the past five years. What needs to be changed then from the perception above?

4. Gender Structure and the Spirit of Dominance: Cost Benefit Approach

The concept of empowerment is significantly linked to the psychology and the behavior of women. The drive from the past experience could be added with value and its components of knowledge, skills, attitude and other factors reaching the present. One needs to reflect past, future and present on both genders critical contributions. From above, statistical figures one cannot say or conclude exactly that the current paradigm in Tanzania shows that the 3rd Millennium Goal (Promote Gender Equality and Empower women) happens based on the quantitative approach! Much needs to be done in each of the sectors. From figure 3 there must be an enhancement of the past reflections as the late 1950s and 1960s saw women issues in development were increasingly being observed. Empowerment occurs when ordinary people discover that they have the capacity to solve the problems they have control the means to do so and have final responsibility to take up final decision. ...from figure 2, table 3 and previous model by Dr. Msaki J. L. (2008) in figure 1, can one conclude that empowerment needs disempowerment before the final stage to empower?

Are women ready to surrender their power so as to learn and associate thereafter to motivate men to support the move, because on group or the other feels alone with problems? (The feel of being devalued), should the conflict be happening to avoid extreme disempowerment? Does perception influence gender empowerment? What are values of statistics on gender matters? Several Variables through available records enabling women gain economic equality how? Do they feel it? The nation needs to uplift their value in terms of uplift social-economic contribution of women (gender –F) in the society not to discriminate, to overuse or exploit them! Women are the most vulnerable beings of the society to be affected by whichever social or economic waves and other dynamics. In modernity, man sees himself not as part of nature, but a subject distinct from nature ... How should a man associate himself with critical links to solve his problems and create value addition to this society (See figure 3).

The problems fro devising alternative development strategies seems to lie not only with deciding on philosophical principles, but with more practical question of implementation (Atu Emberson – Bain) on his article “Mining Development in the Pacific: Are we sustain the unsustainable? (1994)Philosophies need to change with time as proposed by Dr. Msaki J. L. model (2009) in figure 3. Waring, 1989; Vickers, 1991a; Pietila and Vickers; 1990) highlight that; “Yet another linkage in the picture of the worlds problems is that complex set of issues surrounding the role of women which is forcing another re-thinking of the “development” debate. Why? “Women (gender –F) are less educated than men, have less occupational option and earn less when they work Poverty is very much a woman’s issue at least in part because of the double roles. Women both affect and are affected by development process In fact the “women’s issue” once though as no more than a welfare issue,

affects the prospects for efficiency, growth and development in the economy as a whole (Vuvini, Lycette and Mc Greevery, 1983:313).

From Tanzania perspective, participation of women in the development activities and their role, through employment capacity is expressed quantitatively in comparison to gender –M in table 4, for the year between 2000/2001 and 2005/2006 the last part of the table is the questioning mechanism as to how and why having of employment ratio and capacities should be re-evaluated, focusing to available resources and contribution by d=gender – M and gender –F. the number of employment is ever reduced in women as compared to men except for agriculture and domestic workWhy.

Sen and Grown (1989:79, 81) highlighted that, Transformation of the structures of subordination that have been so inimical to women is the other part of our vision of new era. Changes in law, civic codes, systems of property rights, control over our bodies, labour codes and the social and legal institutions that underwrite male control and privilege are essential if women are to attain justice in societyAt its deepest level, it is not an effort to play “catch up” with competitive, aggressive, “dog eat dog” spirit of dominant system. It is rather an attempt to convert men and the system to the sense of responsibility, nurturance, openness and rejection of hierarchy, that are part of our vision. Feminism has its unstable core a commitment to breaking down the structure of gender subordination as a vision for women as full and equal participants with men at all levels of societal life” (Moser, 1993; Kabeer, 1994) highlight that, More specific consideration are required of marginalized groups, disabled, aged and young people and gender sensitivity. Many studies have shown that women are particularly vulnerable to being excluded from rapidly expanding attempt at participatory development.

From table 3, Dr. Msaki J.L., tries to observe that, a variety of framework to analyze gender perspective (vide fig. 2) and gender relations used in development work. It is true that stereotypical assumptions about women’s positions in the society and in the household are prevalent in developing and development cooperation. Gender stereotype should be avoided when indicators are formulated. Therefore gender sensitive indicators should provide an important basis for gender analysis, based on empowerment, critical skills, opportunities, capabilities, security and dynamics of empowerment need re-observations.

The human Development Report (example UNDP 2003 and Annual) include the following indicators (indices) through country by country.

- (1) Gender related development index How in Africa?
- (2) Gender empowerment measure How in Africa?
- (3) Gender inequality in education Why in Africa?
- (4) Gender inequality in economic activity How and Why?
- (5) Gender work burden and time allocation How and Why?
- (6) Women political participation How? Why? When?

Question Is this sufficient?

All these appear significant, but an evaluation in the context of figure 2 and table 3, challenges the qualitative quantitative approach of the above to be re-thought. The organization machinery needs to discover who have the capability of leading the community organization Think on the quote by the East African of September 12 – 18, 2011, p. 33 that “340,000 is the number of deaths of women from pregnancy related causes in the world. About half of these deaths occur in Africa, almost all in anonymity” how can gender issues address the above fact in statistics? Who has power to re-engineer

the above fact? Who has sympathy and empathy on how resources, power needs to solve the above figure in problem?

Taking the conceptual approach of Cooperative Report of 1997; United Republic of Tanzania comments on policy statement that “The Government will encourage women participation in cooperative by removing inhibiting traditional laws, customary values and other constraints”. Associative economy is very much linked to cooperative based institutions and the power sharing mechanism items of social and economic perspectives.

Boltive highlights that; “The Discovery of what is true and practice of which is good are two most important objectives of philosophy”the concept of wealth re-distribution in gender system is ever sensitive but significant for equitable mechanism vis-à-vis poverty incidences in the context of skewed power, wealth, contribution sharing in the gender systems, especially in Africa. Figure 2 shows a context between association and dissociation of gender –F and gender –M, where Dr. Msaki J. L. tries to explain in the context of family – societal extremes, while sharing power, responsibilities and wealth (economics). Figure 2 and table 3 create value dynamics to be interpreted as value creation and value addition concepts, for gender –F to be empowered and society as a whole (Phase V in table 3, G-M1:R₁) as an experience paradigm. Time and change dimensions are of critical importance based on knowledge skills and attitude (creativity), expressed by figure 3....creation of values.

The enhancement of women wealth and power (empowerment) will enhance her family (G-M1:R) to enhance the society (G-M1:R₀), society A and extreme of experienced society B; (G-M1:R₁)..... expressed and analyzed by Dr. Msaki J. L. (2011) in figure 2 and table 3 respective (Re-distribution concept).

5. Wealth Re-engineering and the concept of Gender Parameters

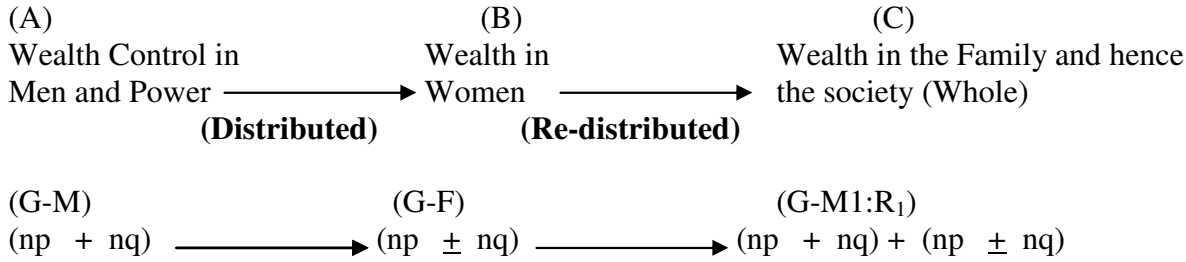
Value addition is a critical philosophy in empowering the society and all genders fro that matter. In simple arithmetic value is the ration in comparison between benefit and cost.

- Therefore: Value (V) = Benefit (B) ÷ Cost (C) = ^B/_C 1.
- Gender –F to enhance total value (V_T) = Σ = ^B/_C 2.
- Therefore: = Σ^B/_C = Σ V = V_T = Wealth in Women 3.

This is more apparently in Phase III (Fig. 2C) or Phase III in table 3, whereby women (Gender –F) appear to be more dynamic than Gender –M.

Note: From function 1; 2, and 3; B = Benefit C = Cost and V = Value and Σ = Sum of (Link with fig. 2)

From arithmetic above, the enhancement of women wealth will enhance her family and a nation as a whole. This is what is termed as Critical role land Contribution of Gender –F in the economy. Though the main stream organization, the concept of men (Gender –M) cannot be ignored though in figure 2 above appears to be passive (G-M), but dominates family backgrounds in terms of resources control and power rationing (in most societies of Africa)what is needed?



Source: © Dr. Msaki J.L. (2009)

Above takes the role of psycho – quantitative approach, to the phase III and fig. 2 of the current literature to support and active and dynamic role of gender –F (women) to support the society, which needs gender –M (Men) to create (G-M1:R1) the phase V as a society with experienced gender vis, balanced economy expressed in table 3 vis society **B**.

Notations: np = Quantum (Paternal Wealth) A
 NQ = Quantum (Maternal Wealth B
 \pm = Redistributive Capacity (Wealth could be reduced either in A or B
 \rightarrow = Linear Transformation in Wealth Content and its re-distribution
though Women Empowered.

Note: (A) + (B) = (C) Family (Household C
 Wealth – $V_1 + V_2 + V_3$ $V_n = \Sigma V = V_T$ D

The Transformation and Re-engineering in the value creation and re-creation take time dimension in gender participation from past perspective, present perspective to future perspective. According to phases in Fig. 2 and table 3 Phase I and Phase II are in past dimension, Phase III and IV are in the present dimension and phase V express the future dimension.... The key connection and reflection is diagrammatically expressed in gender-pscholearning focus in figure 3. The value V_T , is expressed through value (wealth) generated and distributed and estimated through wealth. Functions A, B, C, D are really needed to create efforts I terms of men and women, to understand surroundings and how value systems work in gender perspectivewealth in the literature carries both tangible and intangible connotations.....Women in fig. 1 concept appears to pronounce that, “Give us the wealth and we shall do the work”Therefore the concept of women empowerment as a matter of not only human rights, but also human security! as it cuts all walks of life.

From fig. 2, the concept of movement through women empowerment and re-organization in tune with a motivated motive of men to join the stream for social benefit vis-à-vis cost, could be one of essential tools to ease corruption and violence, promotion of greater supporting environment and society sustainability ...what not? Therefore; re-creation of gender mix, G-M1:R1 society B extreme The authors therefore conclude that the Holistic approach of the present literature in economic and social perspective is though; Gender –F Reorganization vis-à-vis Gender –M Association and Disassociation in the Empowerment Value Mechanics to measure and conceptualize a Benefit – Cost in the social Economic Paradigm is the essence of Development.

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