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**“SCHOOL OF BUSINESS AND ECONOMICS”**

**ASSIGNMENT**

***HUMAN RIGHT 20: FREEDOM OF ASSEMBLY AND ASSOCIATION***

**ALANTIC INTERNATIONAL UNIVERSITY**



**AIU COURSE HUMAN RIGHT 20: FREEDOM OF ASSEMBLY AND ASSOCIATION**

Freedom of Association is one of the basic rights enjoyed by humans. It ensures that every individual is free to organize and to form and participate in groups, either formally or informally. (humanrightshouse.org). It encompasses both an individual’s right to join or leave groups voluntarily, the right of the group to take collective action to pursue the interests of its members and the right of an association to accept or decline. (Wikipedia).

Freedom of Association is one of the 30 recognized human rights in the world. Mass demonstrations have been one of the ways people demand for social change but freedom of association also include freedom of peaceful assembly these covers sit-ins, walkouts, vigil group discussions and theatre performance. Article 19 freedom of expression and article 20 freedom of assembly and association together ensure the right to gather publicly or privately and collectively express, promote, pursue and defend common interests. Example of groups like the Nigerian Labor congress, the Trade Union Congress, Clubs, Religious Associations, Political Parties and now Online Social Media groups.

States have obligations to protect peaceful assemblies and take measures to facilitates them and in case of Mass protest and demonstrations the UDHR guidelines says the use of Firearms may only be made when it is strictly unavoidable in order to protect life

***LIMITATIONS TO HUMAN RIGHT FREEDOM OF ASSOCIATION AND ASSEMBLY***.

Today in Nigeria and Africa at large, the greatest limitations to the freedom of association and assembly are the public authority. The Government restrict the freedom of association in the cover that they are protecting national security, prevent crime or protecting the right of other citizens.

More especially those working with the armed forces, the police or civil servants.

Citizens are beginning to witness increased attacks on Journalists Bloggers, Online influencers and human defenders who voice concern or report government failings or are against government bad policies, failures to respect citizens rights to protests and assembly and proposals on civil operations of formal civil society regulatory frameworks/laws/regulations capable of creating barriers to independent and efficient operations of formal civil society organizations.

One clear example of limitations I witness was the formation of the group in Nigeria called “END SARS”. End SARS is a decentralized social movement and series of mass protests against police brutality in Nigeria. The slogan calls for the disbanding of the SARS Team in 2017. This group was formed to peacefully protest against police brutality of innocent citizens in Nigeria but government deployed military with firearms and shots sporadically a lot of innocent citizens at the venue of the peaceful protest. The events record 51 civilians, 11 policemen, 7 soldiers’ deaths. (End SARS – Wikipedia).

In January 2018, Nigeria Labor Congress (NLC) protested for illegal sacking of 22,000 teachers by government, but government through the commissioner of police Kaduna state warned against the planned protests. In a conference he said that any group intending to carry any public procession or protests will not be allowed. Later the government went to obtained arrest warrant on the day of the planned protest to arrest the union leaders.

Finally, the banning of twitter operations in Nigeria from 5th June 2017 to 13th January 2022, by the Nigerian government was to restricts citizens on voicing out their opinion on social media. The twitter banned was as a result of twitter deleting tweets made by the Nigerian President warning the southeast extraction of the country of war if they continue to agitate for a new nation out of Nigeria.

***DO ALL PEOPLE HAVE THE RIGHT TO ASSEMBLE FOR WHAT EVER REASON?***

Everyone has the right to freedom of peaceful assembly and freedom of association with others, including the right to form and join trade unions for the protection of their interests. And no one has the right to force you to join a protest, trade union or political party or another association.

No restrictions shall be placed on the exercise of these rights on the exercise of these rights other than such as are prescribed by law and are necessary in a democratic society in the interests of national security or public safety for the prevention of disorder or crime, for the protection of health or morals or for the protection of the rights and freedoms of others. This article shall not prevent the imposition of lawful restrictions on the exercise of these rights by members of the armed forces, of the police or of the administration of the state. (Human rights Act).

***HAVE YOU EVER JOINED A GROUP TO WORK TOWARD COMMON GOAL?***

I belong to so many groups that work for common goal. Among the groups I joined or still belong to are:

1. The National Union of Electricity Employees (NUEE). This group was formed when the National electric power authority of Nigeria was incorporated to fight for the rights and welfare of the Nigerian electricity workers. In this group I have served as chapter secretary, State Secretary and State Chairman respectively at various times.

2. The Nigerian Labor Congress (NLC). The Nigeria Labor congress was formed to unite all the labor organizations in the Country and it organizes civil organizations, trade unions and associations to pursue common interests and welfare of Nigerians.

3. Special Marshal- This is a group formed to assist Road marshals in case of motor Accidents, Traffic Jam, and to help maintain law and order on our roads.

4. I’m also a member of my town/community development association. The group was formed to find out the immediate need of our community and to render assistance or mobilized NGOs to help the community. We also approached government to assists with funding in meeting the immediate need of the community. This group is purely a Community Development Association.

5. I’m also a member of my ex- undergraduate class group called “BUAD C97” group. This is a group formed by my classmates that graduated at my University in Business Administration set 1997 at Ahmadu Bello University, Nigeria. It was formed to help members that needs assistance and for reunion get -together from time to time.

***MY EXPERIENCE***

All the above group I have joined in one way other the have actually served my interests and we shared common goals., like the trade union of my former working place, it has help in fighting for our benefits when the company was sold out to private organization by the government. It has continuously engaged government for salary negotiations and promotion of deserving staff.

The Nigeria Labor Congress also has continuously engaged government on bad policies like unnecessary increase in fuel pump price, salaries and wages negotiation for civil servants, and unlawful sacking of employees.

The experience as a special marshal of the Nigerian road safety has given me the opportunity to help accident victims and bring sanity on our road in case of traffic jam.

***HANDLING TWO GROUPS IN CONFLICTS***

Conflicts do arise when two groups within an organization clash or when the two groups in different organizations clash. It is called intergroup conflict. Two group can have conflict as a result of power and control, or over resources allocation, or goals. It can also be as a result of recognition or inequalities. If it is within the organization, it can be as a result of disagreement over denials of responsibility, ideological differences or high degree of competition.

Conflict resolution is a valuable asset a leader should have.

Conflict between two groups can be handled in the following ways:

1. Through Peace keeping – Peace keeping is one of the range of activities undertaken by the United Nations to maintain international peace and security throughout the world.
2. Arbitration - A board of arbitrators are appointed usually by a court or person in high position to listen to the concerns of the two parties and elicit their suggested solutions. The arbitrator crafts an agreement to address these concerns.
3. Mediation – Parties in conflict meets with an intermediary who facilitates a discussion about the conflict and each party’s concern. The mediator is expected to be neutral on the outcome of the issue and typically is a stranger to each party.
4. Conciliation – conciliation is a dispute resolution method where conflicting parties meet with a neutral third party called a conciliator, to resolve their difference. During the discussion, the conciliator attempts to improve communication better interpret the issue and support the parties in reaching a settlement.
5. Consultation – Parties are brought together by conflict resolution professional usually in a workshop to resolve their differences
6. Unilateral Mechanism – A player with the parties may initiate the de-escalation process especially when there is little to gained in the conflict.

***THE BEST WAY PEOPLE TO ASSEMBLE AND SHARE COMMON INTERESTS AND GOALS***

The best way for people to assemble and share common interests and goals is to either form a union, register as a member, or joined a civil society organization or a community coalition and clubs. You can also join a political party.

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