

An Extension on the use of Psycho-Socio-Cultural Model in Relocation Studies: A Sociological Analysis of the Relocated Government Officials Dual Career Couples – Evidence from Relocation of the Capital City of Dodoma in Tanzania

ABSTRACT

This study extends the use of psycho-socio-cultural (PSC) dimension model which goes far beyond its limited application to resettlement and displacement in development-induced projects. In extending its use, the researcher argues that involuntary job relocation also changes routine culture of the relocatees into dissonant culture, which then transforms them into a different routine culture. In PSC model perspective, it is unlikely that pre-displacement, here being referred as relocation, will be recovered, let alone reestablish, in which it will take time. Although irreversible, there are strategies that could be adopted by the relocatees to cope, adapt and adjust to the newly relocated region, however, it is not guaranteed to be defined as complete recovery of the relocation. Therefore, the use of PSC model in relocation studies is paramount in understanding the restoration struggles of the livelihood, family and work experience of the relocated government officials dual career couples (RGO-DCC) due to unforeseen changes of relocation that caused the relocatees to be relocated and leave their families behind, therefore, disintegrated their social networking and other cultural surroundings. In determining how well the capital city relocation considered the livelihood of the RGO-DCC (post-relocation), it is significant to address the fundamental aspects of psycho-socio-cultural of the relocatees before relocation. Therefore, this study highlights how PSC model is suitable to relocation studies to justify the extension of its application beyond resettlement and displacement development-induced projects.

Keywords: Relocation, Capital Cities, Routine Culture, Dissonant Culture, New Routine Culture

1. INTRODUCTION

Despite of strong political resistances, financial costs and predicaments, historical settings of the old capitals and other various reasons for capital city relocation, more than seventy countries have relocated their capital cities around the world. This phenomenon unleashes widespread effects in sociological viewpoints on the life of the relocatees, in many ways, similar to

psycho-socio-cultural, economic and livelihoods changes. Topmost among these is the relocation and resettlement effect, which can be defined as the “loss of physical and non-physical assets including communities, income earning assets and sources, cultural ties, social structures, networks and ties, cultural identity and mutual help mechanisms” [1]. Failure to address these effects of capital city relocation in sociological point of view, it may generate more psychological traumatization, family separation and divorce, livelihood distress and work-life imbalance for the relocated government officials dual career couples and therefore might result to “new work-life and livelihood struggles” as opposed to “old work-life and livelihood struggles”. Majority of researchers working on capital city relocation studies focused on various reasons for capital city relocations such as political willingness of the leaders in fostering national building [2] in Malaysia, political dimension in Kazakhstan [3], rapid growing population in Brazil that resulted to many urban problems such as poor infrastructure-the public utilities (gas, water, electricity, telephone) and transport system [4], ethno-regional religious, social, political and economic dynamics and crises in Nigeria, which largely define the country [5]. Also, the central location was the reason to relocate various capital cities for example Malawi from Zomba to Lilongwe, as well the London (Great Britain) and Paris (France) chose their capital cities due to historical imitation of their cities as well as Madrid, kingdom of Spain due to its centrality. Critical studies of relocation in terms of new perspectives in sociological analysis that extends to sociological problems and beyond the ambit of relocated government officials dual career couple’s livelihood, work experience, family and household formation, social economic benefit and adverse impact of the relocation elucidating coping mechanism and strategies of the government officials are patently lacking. The lack of this explicit link, the absence of an extended structured theory-based strand of knowledge on the subject and lack of coherent analysis validate the undertaking of this research. The new-fangled concept model of psycho-socio-cultural has been neglected in capital city relocation, therefore, using this model, the literature on capital city will be widely expanded into a different facet.

2. MATERIALS AND METHODS

2.1 Study area

Dodoma region in which the capital city district is located spans between 40 71 and 70 211 south of the equator and between longitudes 350 51 and 360 43 east of the Greenwich. It lies at an average altitude of 1,100 meters above mean sea level. It covers 41,311 square kilometers making it the 5th largest region in Tanzania. Dodoma region had a population of 3,085,625 people in 2022 [6]. Dodoma region is divided into seven (7) districts of Kondoa, Mpwapwa, Kongwa, Bahi, Chamwino, Dodoma Urban and Chemba. Dodoma capital city is not completely centrally located, but it is the major regional centre whose position has developed as a key intersection of transport

network within the mainland Tanzania. It is located on the eastern edge of the southern highlands, surrounded by a rich agricultural area and pleasant scenery. It is the centre of Tanzania's growing wine industry. The capital city boundaries of Dodoma spans 33 kilometers northwards and 30 kilometers southwards. The maximum east and west span are 28 kilometers. Geographically, the capital city district is located between 350 32' E and 3608' Degrees to the east. It stretches from 5048' to 6028' degrees south of the equator. The capital city district covers (261,530 Ha) or approximately 2615 square kilometers. The Capital Development Authority (CDA) was issued a land title of 99 years with a number 4585-DLR covering 253,102 hectares including 39 villages within the jurisdiction of the capital city district in 1987. It is approximately 489 Kilometers from Dar es Salaam, 441 Kilometers from Arusha, 647 Kilometers from Mbeya, 264 Kilometers from Iringa and 1099 kilometers from Kigoma. Dodoma is accessible by a reliable asphalt road from Dar es Salaam, Iringa, Singida and Arusha. It is the major intersection point (cross junction) of the Great North Road and the Dar es Salaam-Mwanza Roads. It is one of the major railway station towns along the central railway line. It is also accessible by air transport with frequent flights between Dar es Salaam and Dodoma.

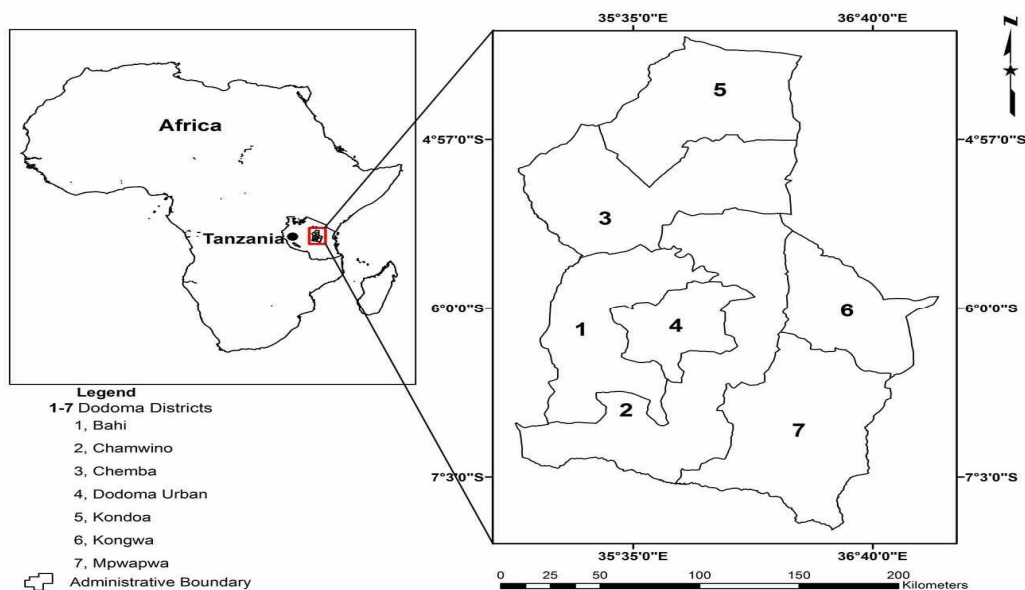


Figure 1 Location of the study Area

2.2 Methods

This study is predominantly qualitative designed through the searching and collection of various models to underpin the contemporary study. The process is formulated through designing and conducting the literature review using in-hand data collected from relocated dual-career couples, structuring

and writing the outcome of the review process. This is developed first by identifying journal articles using key words comprising of relevant models. The paper adopts the critical literature review as the process allows for reviews, criticism of papers including various theories and investigative action of the subject matter in relation to other literature [7] which helped to arrive at a proposed theory. The systematic literature review adopted to control bias [8]. Apart from that, it gathers information across the studies and identify the research gap as it crosses [9]. This kind of methodology underscore the magnitude of the model used nexus its possibility to be extended to various facets of research other than development projects.

3. RESULTS AND DISCUSSION

3.1 PSC MODEL AND RELOCATION NEXUS

3.1.1 Routine culture and fundamental sociological issues

The threat to routine culture in relation to fundamental sociological issues can be broadly manifested when the lives of the relocatees are distressed because of the relocation programme, also when social relationships and network ties are disintegrated, as well as family separation due to career priorities of dual career couples, and weakened capacity of the relocated government officials dual career couples to withstand their livelihoods. These particular issues have been revealed in this study. In line with urban development, modernization, employment priorities and social and economic needs of their families, the participants demonstrated that they would prefer to continue working in the former capital than relocating to the new capital. The study identified not only work-related issues, but also livelihood predicaments that distracted work and family-related issues. Also, social problems were unavoidable occurrence among the relocated government official's dual career couples in the new capital city Dodoma. The RGO's had lived for many years at the former capital city of Dar-es-salaam, and this helped them to know each other well in their surrounding communities therefore develop the same living cultural mutuality, support and trust: demonstrated in child care development, looking after homes when one goes away, information exchange, borrowing money, and borrowing of other home materials. Furthermore, in times of difficulty and hardship such as death, sickness and other socio-economic problems, they used to support each other as close family members and community. Contrarily, they found difficulty in accessing such replica social benefits in the new capital city of Dodoma. This means that, the study found that relocation programme has disintegrated social capital and networking.

An understanding of what occurs when people are relocated, in this case, the relocated government officials dual career couples, and they have already established themselves in the place of origin, in this phenomenon, the old capital city, begins with culture. The Canter for Advanced Research on Language Acquisition defined culture as shared pattern of behaviors and interactions, cognitive constructs and understanding that are learned by

socialization [10]. Therefore, it can be seen as the growth of a group identity fostered by social patterns and relationship unique to the specific group. It encompasses of various things such as religion, food, what we wear, how we wear it, our language, marriage, and music, what we believe is right or wrong. [11], in their research on Multicultural education, they said that "most social scientists today view culture as consisting primarily of the symbolic, ideational, and intangible aspects of human societies. The essence of a culture is not its artifacts, tools, or other tangible cultural elements but how the members of the group interpret, use, and perceive them. It is the values, symbols, interpretations, and perspectives that distinguish one people from another in modernized societies; it is not material objects and other tangible aspects of human societies. People within a culture usually interpret the meaning of symbols, artifacts, and behaviors in the same or in similar ways." The intangible aspects of human society are social patterns and relationship which answers our fundamental questions in sociological issues in relation to routine culture. When relocation occurs, the routine culture changes and therefore these changes need adaptation and adjustment for the relocatees. In this relocation study, it has been found that, relocated women government officials dual career couples showed more role sharing practices and participation in family matters than their husbands. If the wife is the one who relocates, she relocates with major family responsibilities such as relocating with children, housemaids, and also engineering some plans for her husbands who stays behind like to find him with a housemaid to cook for him, wash dishes and clothes. Also, if the husband is the one to be relocated, then the wife will stay behind with children and other relatives in general. The cultural or traditional ideology on which roles should be played by husband and wife, prevailed automatically. This is because, the manifestation of human intellectual achievement can be collectively achieved within a society that lived together for a long period of a time and have developed a unique and specific way of life; and that is part of culture. People live in a particular area, get employed, develop social ties and network, adapt to a certain way of life, get married and raise families and children. Culture defines how they gain access and adapt to such environment. In general, the results illustrate, women respondents are found to encounter more relocation predicaments as compared to the men in this phenomenon. The childcare development process and housework are also significant challenges that impacts their work in terms of the time consuming and performance. According to [12], the organizations such as businesses, government and non-government organization and others, they collectively navigate and construct routine cultures. In another way round, when constructing their own routine culture, they distract the routine culture of their employees who are married and dual career couples. This comes through many ways such as job relocation, recruitment, opening and closing organization facilities.

[13] defined routine culture as roughly the same people, same groups, repeatedly reoccupying the same places at the same times. However, life becomes more fascinating and frustrating as people repeatedly try to understand and redefine their environments and their perceived place in those surroundings [13]. And the PSC divulges and takes charge [14] as individuals and groups evaluate certain cultural paradigms to be more appropriate or inappropriate than others. When social relationship and networking ties are disintegrated, means families of the dual career couples are distracted, social capital and income generating activities (IGA's) are collapsed hence influencing livelihood setbacks, and work conditions are disrupted. In comparable manner, routine culture arrangements are formed when members of a particular group join the society by birth, rituals, indigeneity. Human beings are adaptive species however, adapting through the veins of the cultural nerves of the previous surroundings requires time and it might be partial adaptation when culture is routinely adapted through relocation of people. Therefore, the routine culture distress during the relocation is possible and therefore this might result to the escalation of traumatic sociological issues. In this concern, the resiliency of the relocated government official's dual career couples may be deliberated by their capacity to mobilize resources during these disruptions. To put forward, the vulnerable groups in this case such as children, when there is separation between families; they will probably suffer a lot from routine culture, the dependent relatives and other family members are subject to routine cultural change hence critical life-sustaining adjustment process. The economic perception in delineation of the routine culture distraction falls under livelihood change of the relocated people, in this study, the relocated government officials dual career couples, are fundamental aspects in routine culture. The identification and continuous supply or usage of the available resources in a certain community mostly depend on familiar social environment and network ties. Therefore, job relocation can muddle the usage of the previously available resources and it can lead to family financial insecurity hence livelihood change. In brief, a distressed routine culture might result to community disorders, instability, insecurity, unpredictable daily life, and distraction to well-being of a society.

3.1.2 Dissonant Culture

After physical relocation, everything changes, and now routine culture gives way to what shall be known as dissonant culture-a temporary reordering of space, time, norms and psycho-socio-cultural constructs [13]. Dissonant culture is like discordant music that causes tension, cries out for a resolution. The patterned community way of life for individuals is like a definite music melody with invariable rhythm and lyrics loved and appreciated by a certain group of people, it is like a national anthem; when changes to inharmonious or any other sound of the other country's national anthem and therefore you are being enforced to adapt to it, it means life become disconnected from the

previous culture, there dissonant culture prevails. In similar perspectives, the life of the relocatees becomes feeble. In this recent study, relocated government officials dual career couples may survive, but social relationship and networking ties, family relationship disintegration between husband, wife and children, certain working environment, livelihood and other income generating activities will not be the same. In this study, the destabilization of IGA's prevailed to the respondents. Most of the respondents (75.6%) of the relocated government official's dual-career couples have experienced their social capital and networking ties disintegrated which caused destabilization of their human economic capital through income generating activities which could only be effectively obtained within their familiar environment. The relocated government officials dual career couples expressed on how they left their business behind in order to relocate with the capital city relocation programme and therefore leaving their business jeopardized. The study also identified the rising price on land and house rent due to influx of people as a result of the relocation programme. Furthermore, the increased living costs such as food price are significant challenge due to increasing demand on commercial facilities. The shortage of hospitals, the emerging traffic jam due to narrow road structures has also been identified as emerging problems of internal transportation due to relocation programme. This means, dissonant culture upsets the strength of routine culture by risking it or make it become meaningless. Therefore, social life becomes chaotic, indeterminate and impulsive.

The life of the relocatees in dissonance culture becomes vulnerable and may encounter the risk of social impoverishment and ruthlessly adequate would be shared disproportionately. The differences in income, specifically in this recent case, might cause a certain group with low income to feel overburdened with the relocation programme as compared to the other group with higher income or salary. When the dissonance is at its peak, the vulnerable are likely to lose their normal social life. Chronological daily life routines like taking the kids to school, getting a haircut at your preferred haircut saloon, shopping in big malls, visiting your business point, meetings with familiar friends, eating at your best restaurant, spending time with your family and children, and management of other income generating activities, and the like, are gone. Socially constructed relationship may be momentarily maintained, nevertheless, permanently damaged. The social unit locus including the circle of friends, family members, or connected community may change and be sidelined, therefore remain to be an uncertain chance to replenish the situation. The livelihood is disrupted due to disconnected productive activities through income generating activities, social environment which include work environment, health environment become irrelevant or gone as compared to the previous location. Strengthened, involuntary displacement (in this study being referred to as relocation) may disrupt people's social relative arrangements and relationships, the bonds and

networks that, routine culture, were frequently re-created by socially constructed time, space and personages [15].

3.1.3 New Routine Culture

After relocation or displacement, relocatees begins to find a new routine culture, there comes mechanisms to adapt and adjust in a newly relocated area. This applies in the current study whereby challenges encountered by relocated government official's dual-career couples has made them apply some coping strategies and mechanisms in order to become accustomed and adjust in the new capital city. New routine culture begins to be formed through relationships, between groups of people, hence new routine existence, or else, known as recovery stage from routine and dissonance culture. People always find a means to adapt to the new environment by associating themselves with the local people to cope with their relocation challenges. For example in this study, the use of problem and emotion-focused coping strategies, such as hiring a domestic helper, was found to be useful and helpful as it enhanced and increased their proper obligation to their families and work responsibilities, a temporary hired cleaner, self-engaging more in housework activities during the weekend and getting help with housework from other relatives was espoused. On top of that, supports from family members, other supervisors and colleagues; having flexible work arrangement, decent organization and prioritizing skills, and a psychological approach have been documented to be helpful for relocated government official's dual career couples to cope with work challenges. Moreover, the study discovered the influence of role obligation on the coping strategies deployed by the respondents where the priority of a responsibility may change conditional to the situation that should be prioritized, and this affects the way participants manage their work and family demands. According to [16], the existence of new routine culture is not well understood and mainly determined by the level of distraction. Relocatees want to maintain their circle of friends, live in their own built houses, transferring their business and other income generating activities to the new area. They want to replicate on their familiar, earlier routine culture. However, the changes on human beings after relocation follows its own path. The routine culture gives a way to what we call "routine culture interval" to reaching dissonant culture stage, and the latter gives way through "dissonant interval" that takes a certain community to new routine culture. [13] represented this model in the form of R→D→R. Then the proposed model explains the overall transformation process and changes that relocatees encounter in the form of a particular sequence (R→D→R). New social activities in the form of recovery such as establishing a new routine for their children education, or else, finding a way to cope with the earlier routine culture, searching for employment for their partners or leave them behind, in the case of dual career couples, and everything shuts the recovery by disconnecting the ties at family level hence occurrences of social predicaments in sociological perspectives. Therefore,

remain in a dissonance culture stage over how they make a living. [17] found that “dissonant interval” stage is for resettlement, adjustment and coping phase and it could end after stage three. The question is how is it going to end? In sociological point of view and the studies of capital city relocation, this is significant question worth to be investigated by following this model. The capital city relocation in Tanzania has relocated more than 7,440 government officials, and during the journey to the recovery mode specifically to the disintegrated dual career couples; some social-cultural activities may not be sustainable and irreversible. A new routine may seem to appear and then relapse back to dissonant culture. For example, the dual career couples’ chance to relocate with their families is narrow because both couples are employed into two different organizations. This model has a tendency to return from new routine culture to dissonant culture, therefore, the relocated government official could only travel or being visited by their partners and feel him or her being in a new routine culture, a short leisure time, then it is not going to last forever, when his or her family return back, he or she also revert back to dissonance culture. Therefore, it would be R→D→R→D as broadly explained by [13]. Generally, these phenomena create unstable tensions, livelihoods economic delusions, and also fail to reinstate their previous condition, else known as routine culture. In comparable manner, the dissonance culture will persist hence recovering psycho-socio-culture becomes highly unlikely to occur. This is because, in sociological imagination, restoring the lost society is unlikely to be recovered in the same way as previously hence social relationship and network ties are also unlikely to be restored.

This theory approach is relevant and has significant contribution in analyzing the sociological impact of the relocated government official’s dual career couples due to capital city relocation programme in Tanzania. The theory shows that in all phases of PSC Model which includes routine, dissonant and new routine, the vulnerable group, here being referred to as relocated government officials dual career couples, the involuntary relocation programme can adversely affect the relocated people’s livelihood, family and work experience through psycho-socio-cultural disruption and social disintegration, therefore, the need to analyze the level of impact in sociological point of view is imperative. Therefore, this study focused on the Psycho-socio-cultural theory in understanding how the life circle of the relocated group can be disrupted and how the relocatees adapt to this phenomenon with relative reference to [13] framework for understanding social phenomenon. Ted and Carmen Downing theory insists on three phases of social change process, the routine culture, the dissonant culture and the new routine culture. So, it is very much essential to identify the impact of capital city relocation in all circumstances and events as far as social change and disintegration is concerned. For this reason, the approach can be followed in relocation studies to find out the outcome of the relocation

to RGO's DCC, and the adaptation strategies in the restoration of relocated government officials dual-career couple's new work experience, livelihoods', and family and household formation in the new capital city of Dodoma in Tanzania.

4. CONCLUSION

The present study chose to extend the application of PSC model of Ted and Carmen Downing as its theoretical framework to examine the challenges and experiences in the life of the relocated government official's dual-career couples in Tanzania. The PSC model of Ted and Carmen Downing is not widely used in studies that include couple-level analysis. This model has been extensively used in development-induced projects involving displaced people who are subjected to relocation and resettlement, however, this model also has meaningful implications for studies related to dual-career couples, specifically relocated government officials dual career couples because PSC model emphasize on investigating people's resettlement and relocation, their dissonance (the changes in life) and the transition in life recovery ($R \geq D \leq R$). This model is relevant since it touches from the grassroots, the life of the relocatees, its impact in the life changes and the recovery level. This model is compatible in assessing the relocated government officials work settlement and experience, livelihood dissonance as well as family and household formation recovery, adaptation and adjustment mechanisms. The use of PSC model has contributed to effectiveness in understanding the Tanzania relocated government officials dual career couple's experiences and the factors that impact their work experiences, livelihood and family. The study has also built specific comparison between the experiences of relocated government official's dual-career couples before and after the relocation, the changes and the coping strategies through the lens of sociological analysis in the PSC model viewpoint. The comparison is effective in highlighting the interaction between macro-factors (e.g. livelihood and economy, family, education and health) and micro-factors (e.g. gender, work condition, sector of organization, age) in examining the participants' sociological impacts in life change and adaptation which in turn, affect their experiences at work, livelihood and in the family.

The study has found that, work and family are interdependent factors for the relocated government officials dual career couples. If one partner is relocated, means separated from his family, the chance to perform his or her duties at best, will be affected. The study mentioned the overburdening of family responsibilities on woman than men, and therefore role sharing between men and women is not practiced anymore after the relocation, but before relocation, husband and wives were helping each other in some circumstances depending on who is having a flexible time. That has affected the role salience in the family and work, because women participants revealed to have struggled to balance work and family after relocation. Therefore, salience in work and family roles for dual-career couples are

influenced by each dual career couples' work situation. Furthermore, it was found that coping with work and family demands after the relocation programme have a significant impact on the participants' role salience. These findings support the evidence for [18] study which state that role salience of the individuals within the couple may be molded by the couple's interactions and work situation.

The current study also documented that, economic aspects in terms of the use of domestic helpers in Tanzania can reinforce the traditional ideology in married couples nevertheless at the same time may escalate their role salience in work and family chores. Consequently, although it possesses positive impacts on the dual career couples' work and family salience, at the same time it preserves the traditional attitude of lack of engagement in the husband's participation at home activities since domestic helpers are usually considered as a support for the wives. In addition, the research specifies how the impact on family and work role salience is important for the government and other employing organizations (public or private) to understand when and how to implement appropriate relocation policies and other relevant supports for the dual career couples. The interview information has demonstrated how the respondents expected to increase their commitment to and performance in work regardless of the relocation programme, and that is, if they are provided with suitable family friendly policies and supports that could ease their family and work demands after relocation. For example, if the employer would have supported child-care development, it would be beneficial in the Tanzanian context as it is very much applauded by the participants. This has been attested to reduce commuting time, boost morale and reduces stress [19]. Therefore, it is important for the employers to contemplate the support suggested by the participants as it might be useful in increasing the employees' salience in their work role after relocation. Generally, the study has shown that applying the PSC model in relocation studies is very much useful in examining the framework of the relocated government officials dual career couples and the challenges and experiences in their life after relocation programme; and the use of this model in sociological perspectives is regarded as valuable in creating a comprehensive framework of studying about the milieu of relocated dual career couples.

REFERENCES

- [1] Asian Development Bank , Handbook on Resettlement: A Guide to Good Practice, 1998.
- [2] K. Corey, "Intelligent Corridors: Outcome of Electronic Space Policies.," *Journal of Urban Technologies*, vol. 7, no. 2, pp. 1-22, 2000.
- [3] W. R. L, "North to Astana: Nationalistic motives for the movement of the Kazakhstan Capital," *Nationalisties Papers*, vol. 30, no. 3, pp. 485-506,

2002.

- [4] G. Epstein, "Brasilia Plan and Reality: A study of planned and Spontaneous Urban development," *Berkeley: University of California Press*, 1973.
- [5] W. Adebani, "The City, Hegemony and Ethno-Spatial Politics: The Press and the Struggle for Lagos in Colonial Nigeria," *Nationalism and Ethnic Politics*, vol. 9, no. 4, pp. 25-51, 2004.
- [6] National Bureau of Statistics , "Population and Housing Census - Preliminary Report in Swahili Language," National Bureau of Statistics Tanzania, Dodoma, 2022.
- [7] G. M and B. A, "A typology of reviews: An analysis of 14 review types and associated methodologies," *Health Information Library*, vol. 26, pp. 91-108, 2009.
- [8] S. H, "Literature review as a research methodology: An overview and guidelines," *Journal of Business Resources*, vol. 104, pp. 333-339, 2019.
- [9] J. Davis, S. Bennett and L. Mazerolle, "Viewing systematic reviews and meta-analysis in social research through different lenses," *Springer plus*, vol. 3, no. 1, pp. 1-9, 2014.
- [10] C. f. A. R. o. L. Acquisition, "Center for Advanced Research on Language Acquisition," University of Minnesota , Tuesday February 2023. [Online]. Available: <https://carla.umn.edu/culture/definitions.html>. [Accessed Tuesday February 2023].
- [11] B. McGee and J. A. Banks, *Multicultural Education: Issues and Perspectives*, John Wiley & Sons, 2019.
- [12] M. Douglas, *Rules and Meanings: The anthropology of everyday knowledge*, California: Penguin Education, 1973.
- [13] T. Downing and C. Downing, *Routine and Dissonant Culture: A theory about the PSC disruption of involuntary displacement and ways to mitigate them without inflicting even more damage - In Development and Dispossession: The Anthropology of Displacement and Resettlement*, School for Advanced Research Press, 2009.
- [14] J. De Pina Cabal, "The valuation of time among the peasant population of the Alto Minho, northwest Portugal -," in *In Robert Layton (editor); who needs the Past? Indigenous values and archaeology*, London and New York, Routledge, 1994, pp. 59-69.
- [15] T. Downing, "Avoiding New Poverty: Mining-Induced Displacement and Resettlement," in *Christopher McDowell - Understanding Impoverishment: The consequences of development-induced displacement*, Oxford, Berghahn Books, 1996, pp. 33-48.
- [16] C. De Wet, "Risk, Complexity and Local Initiative in Forced Resettlement Outcomes," in *Development-Induced Displacement: Problems, Policies*

and People., Oxford, Berghahn Books , 2006.

- [17] T. Scudder and J. Habarad, "Local Responses to Involuntary Relocation and Development in the Zambian Portion of the Middle Zambezi Valley," in *J.A Mollet - Migrant in Agriculture Development*, McMillan, 1991, pp. 178-205.
- [18] M.-H. Budworth, J. R. Enns and K. Rowbotham, "Gender Management: Shared identity and strategic choice in dual-career couples," *An International Journal*, vol. 23, no. 2, pp. 103-119, 2008.
- [19] P. R. Casey and J. G. Grzywacz, "Employee health and well-being: The role of flexibility and work-family balance," *The Psychologist-Manager Journal*, vol. 11, no. 1, pp. 31-47, 2008.

UNDER PEER REVIEW