

MANAGEMENT & TRANSFORMATION OF CONFLICT, ALTERNATIVE DISPUTE RESOLUTION SKILLS TRAINING FOR WOMEN IN REFUGEE AND HOST COMMUNITIES

Target Group: Women of Ariwa Zone, Rhino Camp Settlement, Arua District.

Facilitated by: Asau Sunday (Executive Director Community Empowerment Network Uganda-CENU)

Venue: Ariwa 1 Cluster Community Church, Ariwa Settlement Zone



CENU-2km along Arua Pakwach Road, Adjacent to NN Toyota Garage Arua
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We lack power because we are poor, men have access and control all the resources particularly land & money.....opinion of Joyce Kujang, a refugee woman, on power imbalances between men and women

INTRODUCTION

“Support Program for Refugee Settlements and Hosting Communities in Northern Uganda (SPRS-NU)” is a project implemented under the European Union Emergency Trust Fund (EUTF) by ZOA, DRC, SAVE THE CHILDREN and CEFORD in partnership. A contract was undertaken between ZOA West Nile Portfolio and Community Empowerment Network Uganda (CENU) to facilitate a three (3) day Conflict Management & Transformation, Alternative Dispute Resolution skills training for women in Ariwa Zone, Rhino Camp Refugee settlement Arua District drawing participants from both refugee and host communities in Ariwa 1 , Ariaze clusters targeting 50 women.

Justification for organizing the Training for Women: As part of the peace program of ZOA, it was necessary to single out the women category for this activity due to their vulnerability in society, the negative dynamics of violence & conflict towards them due to gender & power relations.

It was envisioned that this training will raise their level of awareness by opening them up to discuss ideas and issues on gender, rights, protection issues, peace & conflict, build some practical skills on peace building & promotion, conflict transformation, ADR, Women leadership & Advocacy in order to reduce the risk of violence against them in the settlement.

The position the society places women makes them powerless, insecure, voiceless and eats into their feeling of worth. It is on this account that this training was also aimed at building the confidence of these women around the issues of gender, peace & conflict.

All the discussions, activities and facilitation cantered around Gender, GBV, link between gender relations, norms, roles, peace building & conflict and how to promote meaningful participation of women in all aspects of peace and conflict. It also involved skills training in negotiation, mediation, reconciliation and communication from 13th-15th September, 2017 in both theory and practice using different training methodologies facilitated by Asau Sunday as the lead facilitator supported by a translator ZOA Paralegals.

EXPECTATIONS & FEARS OF PARTICIPANTS

The participants generated reasonable expectations to be met by the facilitator and ZOA and some fears to be addressed too.

Knowledge & Skill Expectations

- I expect to gain adequate knowledge on promotion of peace at household level
- I need to go back with good skills on how to build & sustain peace at both household and community levels.
- I expect participatory discussion during the training.
- I expect the facilitator to deliver a good facilitation to us as the issue of violence in our communities is extremely serious
- I have realised there is a lot of work to do as regards peaceful co-existence within the settlements, I need to learn a lot from here and create change when I go back.
- I expect to know about conflicts affecting women and how we can address these.
- I expect to gain a deeper understanding of peace, conflict & violence.
- I expect to learn skills of life that can be useful for us back in the community.

- I expect to learn about the role of religion in promotion of peace at household & community levels

Other Expectations

- I expect ZOA to support this group in activities like drama, IGA's etc.
- I expect to get a T-shirt from ZOA with the topic of the training, transport refund and a certificate at the end of the training.
- We expect ZOA to continuously intervene in the area of building peace in the settlements and continue with this remarkable work.

Participant Fears:

- I fear that there will be distractions to learning due to the activities going on outside the church diverting participant's attention.
- I fear that since we are not provided with a program list, we shall not follow the training keenly

TRAINING OBJECTIVES

Main Objective: The training aimed at opening up these women on issues of gender, peace & conflict in the humanitarian context and enhance their capacity to deal with violence and gender related issues of conflict.

Specific Objectives:

- Raise awareness on gender issues, rights, peace & conflict appreciating the impact of violent conflict on women, girls due to their roles, responsibilities, needs, and risks.
- Discuss with participants linkages between gender relations, norms, roles and peace & conflict and how meaningful participation of women in all spheres of society can be achieved including peace & conflict.
- Build skills of the women on conflict transformation, alternative dispute resolution, leadership, advocacy & communication.
- Empower the women by boosting their confidence around issues of gender, peace & conflict.

METHODOLOGY

- Brainstorming to establish the level of understanding of the participants on the issues of gender, peace & conflict.
- Sharing of personal life experiences and stories for experimental learning considering the fact that a lot of young girls were part of this group and looked up to the older ones to share their experiences and learn from this.
- Question and Answer session, group discussions, and some role plays as a way of involving the participants and motivating them to demonstrate what they have learned and how they will utilize what they have acquired to impact communities.
- Participatory lecture using flip chart writing, analysis, pictorial learning on various topics.
- Demonstration of practical skills was used to re-enforce the learned skills
- Illustrations were employed for clarity of certain topics and points to the participants
- Energizers, ice breakers, training game and play time activities put the participants in the lead and opened them up to freely share their ideas & experiences and also made the training vibrant, lively, enjoyable, fun & memorable.

TRAINING OUTPUTS

Output summary:

A total of 50 intended beneficiaries women from Ariwa Zone were to participate of which 50 turned up for the training drawn from both refugee & host communities.

The number of participatory lectures planned were 09 of which 09 were delivered while 02 oral evaluations were planned for pre & post activity and 02 were conducted.

Participant summary:

Category	Number	Total
Refugee	27	27
National / Host community	28	28
TOTAL PARTICIPANTS	55	55

The training was guided by the following program over the three days

TIME	ACTIVITY	RESPONSIBLE
Day 1 program		
8:00-9:00am	Arrival & Registration of participants	Co-facilitators
9:00-9:30am	Welcome & Introductions	Co-facilitators
9:35-9:40am	Official opening remarks	ZOA
9:40-10:00am	Expectations, Fears, ground rules, Logistical issues & training Objectives	Facilitator / ZOA
HEALTH BREAK		
10:20-10:40am	Gender analysis, understanding peace, conflict / violence, nonviolence.	Facilitator
	Causes, levels & Impact of conflict	Facilitator
10:40-11:40am	Group work & presentations on who an ideal woman is, gender roles, stereotypes/prejudices	Facilitator
11:40-12:30pm	Reflections & sharing of personal experiences	Co-facilitators
12:30-1:00pm		
LUNCH BREAK		
2:00-3:00pm	Conflict analysis in context	Facilitator
3:00-4:00pm	Group work & presentations on gender related conflicts in the settlements	Facilitator
4:00-4:30pm	Reflections & sharing of personal experiences, Closure	Co-facilitators
Day 2 Program.		
8:30-9:00am	Arrival & Registration of participants	Co facilitators

9:00-9:30am	Recap of day one learning	Facilitator
9:30-10:00am	Rights issues, GBV and Gender protection issues in general & in humanitarian context	Facilitator
HEALTH BREAK		
10:20-11:00am	Understanding Conflict transformation, Peace building concepts, Understanding Alternative Dispute Resolution (ADR)	Facilitator
11:00-12:00pm	Skills of negotiation & Arbitration	Facilitator
12:00-1:00pm	Demonstration & role plays on skills of negotiation & arbitration	Facilitator
LUNCH BREAK		
2:00-2:30pm	Women as agents & messengers of peace in the communities	Facilitator
2:30-3:30pm	Counselling & reconciliation skills	Facilitator
3:30-4:30pm	Evaluation, reflections & closure of day 2.	ZOA
Day 3 Program.		
8:30-9:00am	Arrival & Registration of Participants	Co facilitator
9:00-9:30am	Recap of Day 2 work	Co facilitator
9:30-10:00am	Mediation process stages 1-2	Facilitator
HEALTH BREAK		
10:20-12:20pm	Stage 2-3 Mediation process	Facilitator
12:20-1:00pm	Role plays, Demonstrations, Reflections	Facilitator
LUNCH BREAK		
2:00-3:30pm	Managing Emotions, Communication skills for trust, cooperation & confidence building, Leadership &	Facilitator

3:30-4:20pm 4:20-4:30pm	Advocacy skills Envisioning & Action Planning Training Evaluation & Closure	Facilitator Facilitator
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TRAINING PROCEEDINGS

Participatory lectures: Adequate participatory lectures on the topics indicated in the program above were fully provided to the best understanding of the participants.

Brainstorming: In trying to understand how these set of women feel and are confident about themselves the following ideas were generated.

<p>What they like about being a woman</p> <ul style="list-style-type: none"> ▪ Women are symbols of peace ▪ They are beautifully made ▪ They are loving ▪ Can take tasks of men ▪ Strong hearted ▪ Caring for children and child bearing 	<p>What they don't like about being a woman</p> <ul style="list-style-type: none"> ▪ Violation of women's rights by husbands ▪ Lack of support from men ▪ Men shifting their roles to women ▪ Loss of husband ▪ Lack of support during pregnancy & childbirth ▪ Lack of freedom from men ▪ Rumour mongering ▪ No access to resources
<p>Balancing these two response sides can clearly reflect women have fundamental issues that erode their net feeling of worth and confidence. The facilitator had then to boost the feeling of the participants on womanhood</p>	

Group discussion: In trying to understand what these women expect of the men and of themselves

<p>Roles of a Woman</p> <ul style="list-style-type: none"> ▪ Child care ▪ Home cores ▪ Field work ▪ Animal care 	<p>Roles of a man</p> <ul style="list-style-type: none"> ▪ Construction of shelter ▪ Provision of all home necessities ▪ Father children ▪ Provide leadership
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<ul style="list-style-type: none"> ▪ Child birth ▪ Guiding children ▪ Care for the sick ▪ Building relations between the two families of the husband and wife <p>Qualities of a good woman</p> <ul style="list-style-type: none"> ▪ Must be kind ▪ Be loving ▪ God fearing ▪ Hardworking ▪ Forgiving ▪ Uniting ▪ Peaceful ▪ Transparent 	<ul style="list-style-type: none"> ▪ Guide children ▪ Set family rules ▪ Provide security ▪ Meet emotional & sexual needs of the women. <p>Qualities of a good man</p> <ul style="list-style-type: none"> ▪ Loving ▪ Hardworking ▪ God fearing ▪ Responsible ▪ Peaceful ▪ Exemplary ▪ Creative ▪ Confident ▪ Faithful
<p>It is clear that for these women their traditional being, role and expectations of a man hasn't changed but also they heavily look at the man for dependence. A useful session on how role and power is being balanced by equality, equity & rights and a proper understanding of these was undertaken</p>	
<p>Some acts of Violence against women being experienced in the settlements</p> <ul style="list-style-type: none"> ▪ Rape because the women are mainly looked at as sex objects ▪ Sexual Assault ▪ Defilement ▪ Denial of education for girls ▪ Denial of work and other opportunities by husbands ▪ In equitable sharing of resources ▪ Forces labor ▪ Denial of leadership opportunities 	

- Killing of women when looking for resources including fire wood
- Forced marriages

Key achievements met

- There was 100% completion rate for the training.
- Results of post training evaluation indicated that the training objectives were well met as the level of knowledge, awareness and confidence increased, they were highly spirited to deliver change.
- These women immediately formed themselves into one group. They refused to split up. They evaluated the action points they came up with during the training and prioritized them in order to take on the touchiest immediately.
- This training built positive energies in these women as they were able to realise that they need a bigger united voice, they need to take action and lead the action themselves. They were guided to come up with key action points which ZOA will use as a yard stick to measure their impact in the communities.
- They agreed to select 4 women who will help the rest of the women in the communities with counselling services using the church premises as a central venue.

Key points of action by the women after the training

ACTION	HOW	WHEN	RESPONSIBLE
Raise awareness of the community on women	By forming an MDD group and staging	From Sept, 2017, Once	Group leader

issues, conflict & peace	community shows for edutainment.	monthly	
Engage heavily in income generating activities as a group	By receiving key artisan skills and utilising them for different IGA's	October, 2017	Group leader / ZOA
Promotion of peace through sports	By organizing a women's sports tournament involving even host communities	November, 2017	Group leader / ZOA
Improve The security of women in the settlements	Pushing for meeting on security and women issues.	Quarterly	Group leader
Improving access to information for the women in the settlement	By establishing a women's resource centre	December, 2017	Group leader / ZOA
Sensitization of men on issues of women	Through community dialogues and neighbourhood meetings	Quarterly	Group leader
Advocacy on women rights, issues, peace & conflict	Though Gender debates between men and women	Monthly	Group leader

Lessons learnt

- The women are going through serious household and societal forms of violence which they are silent about because they are taught to keep quiet and tolerate any form of mistreatment in marriage and society.
- The women lack the power to voice out their concerns because of fear of being labelled as a “bad woman” by the society and being abandoned by the husband.
- The women are heavily dependent on the men for so much support so that they don’t even realise how much potential they have to create impact in their own lives and the lives of others.
- Men need to be brought on board in terms of gender, peace & conflict interventions to understand the position of women and promote meaningful participation of women in all spheres of society.
- The women are already involved in some interventions to promote peace and manage conflict in different forms and capacities.

TRAINING CHALLENGES

- Mobilization challenges were evidently noticed as a lot of participants got mixed into the training who actually were not part of the training group which created a big challenge for the training managers to sort out and also ate a lot of our time in day 1.

Solution: The facilitator had to bring on board the cluster leader and the LC who were tasked to mobilize to handle the matter expeditiously.

- There was an ongoing community program of CEFORD, CARE that created a bit of confusion on who was for what program as people meant for CEFORD program found themselves in the training group. It also kept distracting our training.

Solution: The confusion was quickly sorted by referring to the list and the facilitator had to use various techniques to bring back attention & concentration.

- Language differences where the composition of the group needed three different languages of communication i.e. Lugbara, English & Arabic delaying facilitation.

Solution: The facilitator perfectly blended Lugbara & English well and also knew basic Arabic. There was a translator brought in whom the facilitator incepted quickly and did a wonderful job.

KEY RECOMMENDATIONS

- There is a serious need to design men targeted interventions to engage the men to understand the position of women and champion their meaningful participation in societal and household affairs.
- There is need to deliberately design an advocacy platform for the women to advocate for their rightful position in society. Platforms for voicing out their concerns are paramount in increasing participation and promoting meaningful decision making.
- There is need for more dialogue opportunities and socialization opportunities created for the women in order to diminish the identity specific polarizations that could exacerbate trauma, stigma and exclusion that could result in vicious conflicts.
- There is need to upscale Livelihood and artisan skills for the girls and women in both agricultural and none Agricultural livelihood opportunities.
- These women are surely fired up for action. When trainings like this fire up positive energies for action, ZOA needs to take advantage of this through their program officers by undertaking keen follow-up and having a guided action of these action points by giving good attention to some of these key recommendations.

TRAINING EVALUATION, CONCLUSION

The training content, mode of delivery was spot on and the training created the desired impact as evidenced by the personal confessions of the participants, the level of participation and the immediate actions taken by the women to build a single big group and conduct an immediate meeting.

In one instance, a participant confessed that...I am totally satisfied by this training.....

When the evaluation went on to give opportunity for the participants to evaluate the training, general comments showed that selection of topics, training methodologies and presentations were well undertaken. Participation was fully active, the participants actively made strong contributions, asked series of questions throughout the training, and actively came up with action points.

The training leader at the same time peace matron was so appreciative to ZOA and the facilitator for such a critical and timely training. He felt that once they put a request to ZOA for intervention, a critical look needs to be given to it as the women are now ready to go out full scale.

The facilitator on his part thanked the women for their level of maturity orderly and active participation, contribution & ideas and urged them to make a difference this time by owning up their lives, destiny and position in society.

APPENDICES

Activity photos



Figure 1: Shows is a caption from presentations of group work by the women on their ideas on who an ideal woman and ideal man is and what they perceive as the roles of women and women in the society.



Figure 2: The facilitator making an illustration to the participants on how men perceive power and the participants are keenly following the proceeding.



Figure 3: A session of participatory lecture in progress on how conflicts can be noted within our ourselves, families, communities. They were amazed to realize that there can be intrapersonal conflicts.



Figure 4: Asau Sunday the facilitator during one of the facilitation sessions of conflict analysis driving the participants to gain a deeper understanding of conflict.

Facilitator Acknowledgement

I-----acknowledge that this report is a true reflection of how the training transpired on ground, duly delivered under my guidance and direction. I undersign here below in confirmation.

Sign-----

Date-----