

*Strengthening Women's Skills in Peace Building and  
Conflict Transformation  
Mbiza Hotel, Goma, 2-4 July 2013*



*Workshop Report  
Isis-WICCE*

*Supported by:*

**URGENT  
ACTION  
FUND**



## **Acknowledgement**

We are grateful to the Urgent Action Fund Africa (UFA) and Agency for Cooperation and Research in Development (ACORD) for their technical and financial support to carry out the training of women leaders and peace activist in Goma DRC. We wish to acknowledge the time and inputs of colleagues from ACORD Leonie Abela; Aminata Ndiaye, Louis Tchiyombo; Nicelatte Niyongere and Kabanyana Jeannine. Dr. Thelma Awori of the Institute for Social Transformation (IST); Rose Othieno of Center for Conflict resolution (CECORE); Leah Chatta-Chipepa of Akina Mama wa Africa (AMwA) and Marren Akatsa, Eric Tumwesigye of the Eastern African Sub-regional Support Initiative for the Advancement of Women (EASSI); Nana Bindu and Cyprian Kyatogekwa for providing translation during the period. To our local partners in Goma the Women Artisans for Peace we are grateful; we couldn't have been able to hold this workshop without your enthusiasm and support. We would like to thank the team at Isis-WICCE for the different support systems provided in the project.

Finally, to our participants who provided us the space and time to learn and unlearn; challenge perceptions and bring new perspectives. We say thank you.

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## List of Acronyms

ACORD	Agency for Cooperation and Research in Development
AMwA,	Akina Mama wa Africa
CAR	Central Africa Republic
CECORE	Center for Conflict Resolution
CSOs	Civil Society Organizations
DRC	Democratic Republic of Congo
EASSI	East African Sub-regional Support Initiative for the Advancement of Women
FAS	Femmes Africa Solidarite
GLR	Great Lakes Region
ICGLR	International Conference of the Great Lakes Region
IDP	Internally Displaced People
Isis-WICCE	Isis Women's International Cross Cultural Exchange
IST	Institute for Social Transformation
MONUSCO	United Nations Mission to the Congo
PSC	Peace, Security and Cooperation
UAF-Africa	Urgent Action Fund Africa
UN	United Nations
UNSCR	United Nations Security Council Resolution
WHRDs	Women Human Rights Defenders

## **1.0 Summary**

This report provides a detailed description of the proceedings of the recent workshop hosted jointly by Isis-WICCE, Urgent Action Fund Africa and Agency for Cooperation and Research in Development (ACORD) from July 2<sup>nd</sup> to 4<sup>th</sup> 2013 in Goma Democratic Republic of Congo. The workshop was attended by women peace activists from Goma, Bukavu and Butembo in DRC; nominated by Isis-WICCE partners namely; FAS, Medica Mondiale and the Gender Section of the UN Mission to DRC. Other participants nominated by ACORD came from Central Africa Republic; Burundi, Kenya and Senegal. The women organizations from Uganda included Isis-WICCE, IST, CECORE, AMwA, and EASSI. A wide range of media representatives from Goma attended as observers, and disseminated the workshop outcome through various local and international media houses.

This report has been prepared for circulation to participants but also intended as a feedback to project partners and a resource for those interested in the workshop content but were unable to attend.

## **2.0 Background**

The Democratic Republic of Congo has experienced conflict for several decades which has had devastating consequences on the lives of the population especially women and girls. The provinces of North and south Kivu have in recent years been major theatres of the worst part of the conflict, women and girls have been major victims; experiencing the worst atrocities. The different phases of war in DRC have mainly been fought on women's bodies. Women and girls have been raped, maimed and killed. This has affected them physically, socially and psychologically. The atrocities committed on them in the different phases of the conflict; mostly by a multitude of faceless militias, rebels and rogue state agents; have not only led to their catastrophic displacements into IDP camps but have also had devastating sexual reproductive and psychological health consequences on their lives.

The conflict in North Kivu Province in particular came to its higher limits in October 2012 when the M23 rebels overrun the provincial capital of Goma. However, in December 2012, with the intervention of the International Conference of the Great Lakes Region (ICGLR), the M23 was prevailed on to withdraw from Goma and to hold peace negotiations in Kampala, Uganda with the government of DRC. Strangely, the peace teams from the DRC government and the M23 did not initially consider or involve women in the negotiations; hence neglecting the experiences of women and their crucial input as an important factor in contributing to sustainable peace in the country.

This did not go unnoticed by the women of Goma especially from the affected provinces, about 15 women travelled to Kampala from Goma with the objective of engaging the government of Uganda to influence the negotiating parties to involve women; this was with the knowledge of the women's movement in Uganda.

In ensuring that the demands of the DRC women were listened to, Isis-WICCE with its partners, Institute for Social Transformation (IST) and Femmes Africa Solidarite (FAS) supported members of Artisans for Peace to attend the 21<sup>st</sup> pre-summit GIMAC consultative meeting on Gender mainstreaming in Addis Ababa in January 2013, to enable them put forward their cause to a wider constituency of the women's movement in general, and to the heads of state of the African Union in particular about the need for women of DRC to participate in peace negotiations, as well as ending impunity in DRC. In this space, Isis WICCE noticed further that the women from DRC were neither united nor presenting a cohesive front in positioning their demands. Isis-WICCE further facilitated a member of the Women Artisans for Peace to attend the ICGLR regional CSOs meeting in Lusaka, Zambia to solicit the support of the CSO Forum to influence the ICGLR on the DRC peace process.

All these processes affirmed the need to support women peace activists from the DRC particularly women from Goma to enhance their skills as an urgent concern to Women Human Rights Defenders (WHRDs) if DRC is to achieve sustainable development. It is at this moment that Isis-WICCE contacted Urgent Action Fund (UAF) Africa for the support that would enable Isis-WICCE engage the women's movement in Uganda to show solidarity with women in DRC. Isis-WICCE with the mentioned organizations held several planning meetings in preparation for the workshop.

Whereas, UAF responded promptly the workshop could not take place due to the attack by the rebels that happened in April/May 2013. It was also envisaged that due to delays and the increased cost, Isis-WICCE approached another partner ACORD to contribute to the course, which ACORD responded positively.

On July 1, 2013 Isis-WICCE in partnership with IST, CECORE, AMwA and EASSI travelled to Goma to run the workshop on '*Strengthening Women's Skills in Peace Building and Conflict Transformation*'.

### **3.0 Introduction**

The current situation in the Democratic Republic of Congo (DRC) remains highly unstable, particularly the eastern part of the country which includes north and south Kivu Provinces continue to suffer from recurring cycles of conflict and persistent violence by armed groups. On February 24<sup>th</sup> 2013 the African Union (AU) alongside the leaders of the countries in the Great Lakes Region (GLR), signed a Peace, Security and Cooperation (PSC) Framework for the DRC and the region. The Framework identified the key action points for the government of DRC, the region and the international community, as well as an oversight mechanism to address the root causes of the conflict and bring about peace in the country and the region. A month after, March 28<sup>th</sup> 2013, the United Nations Security Council adopted Resolution 2098 (2013) that re-enforced the AU PSC Framework and called for a newly designated Special Envoy for the Great Lakes Region. The Resolution also called for the extension of the mandate of the United Nations Mission to the Congo (MONUSCO) for another year that will also include an 'Intervention Brigade' with the responsibility of neutralizing armed groups in the DRC. This was followed by the appointment of H.E. Mary Robinson as the Special Envoy of the Secretary General for the Great Lakes Region, who in turn has developed A

Framework of Hope; outlining the key actions to be undertaken to achieve the objectives of the earlier Frameworks that were developed by the AU and the UN. Since her appointment the Special Envoy has visited the region four times holding meetings with leaders of the countries of the GLR, civil society and women's groups. She believes that civil society and women's groups have important roles to play to support her oversight function of monitoring the implementation of the AU PSC Framework and UNSCR 2098.

The United Nations Security Council Resolution 1325 (2000) is the first to link women's experiences of conflict to the international peace and security agenda, focusing attention on the disproportionate impact of conflict on women, and calling for women's engagement in conflict resolution and peace building. It recognized the under-valued and under-utilized contributions women make to conflict prevention, peacekeeping, conflict resolution and peace building. It also stressed the importance of women's equal and full participation as active agents in peace and security.

Despite these efforts from the region and the international community, the situation remains unstable, and there is a sense of resentment of the UN Intervention force, as most people believe that MONUSCO has not been effective in protecting citizens, particularly women. It is such experiences that prompt women peace activists to continue organizing, strategizing, learning and advocating for the review of peace and security frameworks to recognize women's potential and unique value they add to the process

The primary objective of the workshop was to sensitize women leaders, grassroots women's organizations and peace activist with knowledge and understanding of team dynamics, peace negotiations and lobbying to enable them to engage effectively in the short and long term processes of peace building and post conflict reconstruction.

#### **4.0 Opening Remarks**

*Ruth Ojiambo Ochieng, Executive Director, Isis-WICCE, Kampala*  
*Leonie Abela, Program Officer, Peace Building, ACORD Regional Office, Nairobi*

Ruth Ojiambo Ochieng opened the workshop by contextualizing the workshop and the institutions involved; Urgent Action Fund - UAF, Agency for Cooperation and Research in Development - ACORD, Akina Mama wa Africa - AMWA, Institute for Social Transformation - IST, Femmes Africa Solidarite - FAS, Centre for Conflict Resolution - CECORE and EASSI, noting that all partners bring their various expertise and support to ensure that the workshop was effectively designed and conducted to meet the identified needs of participants. She explained Isis-WICCE's long journey with the women of DRC through its various programs including research, training institute and advocacy. She elucidated that the workshop aims to provide women with basic peace building and negotiation understanding, and acknowledged that three days is not enough to impact all the required skills, but is adequate to sensitize participants to the different strategies taken in peace negotiations. She also noted that the workshop will help partners to better understand the situation on ground and identify the training needs as well as the support

required that can enable the development of a long term program with the women of DRC. She further said that the three days was also meant to instill team spirit, trust and consolidate the synergies among women in the region.



Ruth Ojiambo Ochieng, Executive Director Isis-WICCE giving the opening remarks

She highlighted the role of the UN Secretary General's Special Envoy to the Great Lakes Region; and mentioned that this was an opportunity for women to be active actors in the peace processes. She advised on the need to work as a team to gain the much desired identity and respect. She called on all women to take the lead in bringing peace to the DRC, CAR and the Great Lakes Region for development to strive. Noting that *"Africa must be at peace with itself first for it to be at peace with the rest of the world"*, she emphasized that the workshop will develop a road map for women's engagement and ensure that women in Africa are at the peace table.

Leonie Abela gave a background of ACORD detailing the major program areas and how supporting the Goma workshop fits into ACORD's area of programming in Peace Building. She contextualized the workshop as a follow up action to the needs identified during the ICGLR CSOs meeting in Lusaka – Zambia, in February 2013. She explained that the meeting which was attended by women of the DRC agreed that there was need to have a round table discussion with women in Goma to strategize on how best they can work as a team to ensure their involvement in the peace process. She expressed delight that the meeting also welcomed the idea of women from Central African Republic (CAR) to participate, since their situation is similar to that of DRC, and hoped that they would be able to share their experiences to enrich the workshop. She emphasized the role of women in peace building as nurturers of life and also as people who are affected differently by conflict. She noted that the active participation of women in peace building is important to achieve peace since women have unique contribution to make in peace building. She hoped that the workshop will enable participants gain knowledge in peace building; share experience for transformation; and enable women to reflect on their values for peace.



She ended with a statement emphasizing women as peace builders: *“happy are the artisans for peace for they will be called the daughters of God.”*



Ms. Leonie Abela, ACORD Regional Project Officer, Peace Building, making her opening remarks

## **5.0 Session One: The Historical Perspective of the DRC conflict**

*Prof. Ka Mana, Pole Institute, Goma, DRC*

Understanding the historical perspective of the DRC conflict is important for actors who want to participate in building peace. The aim of the presentation was to increase the knowledge of participants in the context of the DRC conflict, widen their understanding beyond the immediate impact to enable a broader understanding of the conflict and its impact on the general population particularly women and children. The presentation laid the foundation for the workshop by giving the historical perspective of the conflict in DRC.

In his presentation Prof. Ka Mana examined the basis for understanding the origin, perspectives and current situation of conflict in the DRC. He explained that the conflict in DRC as with most of African countries has so much to do with the legacy of colonialism. This dates back to the violent 1885 imposition of the colonial rule by King Leopold II of Belgium; who regarded the country as his personal chiefdom. The system was born and built with the ultimate goal of the country opening up to international market, adopting the neoliberal economic approach just as in most African countries. The long period of conflict was a result of a calculated attempt by

the international community to make the Congo a center of all wars, including World War 1 and 2, due to its richness in natural resources. The DRC has one of the most important industrial minerals – Uranium; the scramble for this resource and many others meant that most actors must keep the country divided in order to exploit the country of its God given resources that could sustain war. The DRC held important minerals to sustain the WW2, and thus became a key player at the time when violence was needed to sustain the exploitation.



Prof. Ka Mana speaking during the workshop, with him Leonie Abela of ACORD

Prof. Ka Mana gave the context within which the various Presidents of DRC were assassinated to maintain the colonial and neocolonial clutch on the country; and how many were used to re-instate the violence. Since independence, the DRC has remained under the watchful eyes of some countries, whose main interest is to dominate the country and use its rare materials to develop their own industries. Many of the leaders who came into power were killed once it was discovered that their agenda included peace and development for the people of Congo. Many times it was not easy to do away with such leaders and this usually resulted in conflicts. The case of Mobutu was very typical as it was difficult to get rid of him. He explained the regional implications of the conflict in Congo relating it to the Rwanda genocide, which led to a reorganization of the strategy of the West and led to the entry of new players into the DRC fray that included Rwanda, Uganda, South Africa, Zimbabwe, Angola and Nigeria.

Prof. Ka Mana identified flaws in the DRC project to include; the Western system which undermined the ambition of Laurent-Desire Kabila; whom many people also thought was a puppet, that was not the case as Kabila wanted to be a great and

refused to play the role that was carved for him by those who installed him. Lastly Rwanda made a mistake to behave very badly towards the Congolese, treating them as a country that has been conquered and occupied. This led to hatred between the two leaders and between their people. Despite the support Rwanda received from Kabila, the pay back was to help and eliminate him. The assassination of Kabila was spoken of before it happened; it was one of the hardest moments for the Congolese.

The majority of the external influence in the conflict is basically for the gains of these countries, particularly the neighboring countries. Angola for instance has succeeded in taking over some of the Congo land, and to date no one has questioned them. The governance system in DRC remains poor and corrupt, with an electoral system that is violent and not credible. The 2011 elections leaves so much to be desired as the people of Congo seek for explanation of the results of the Presidential elections.

Even with issues of weak governance and corruption, many are focusing on eastern Congo; which Prof Ka Mana noted is a distractive strategy to continue to portray the area as a highly unsafe that needs Western military support. The central government is working to keep the country in conflict and there is evidence that the rebels receive ammunition from the government. This has led many to conclude that the M23 is a fiction, which explains the delays in finalizing the Kampala peace process. There is no trust between Kinshasa, Rwanda and Uganda. As the conflict continues about 10 million people have died as a result of conflicts.

Over the years the people of Congo and Rwanda have developed relationships; that it is difficult to put barriers between them. Prof. Ka Mana urged participants to reflect on their war experiences and observed that external influences are manipulating the Congo people like 'puppets'. He requested them to ask themselves a question: why do we fight? He explained that until the question is answered the conflict will continue.

He pointed out that the country missed the opportunity of the recent AU Addis meeting to buttress the peace process. On the UNSC Resolution 2098, he said the plan to send troops from Tanzania and South Africa is a strategy of the West to re-instate the conflict and humiliate Rwanda and Uganda; who have been the main actors in the conflict as well as the peace process. He emphasized that the M23 is ready to fight the intervention force as the group has perceived them as Western agents to de-stabilize the country. He emphatically stated: *"this is enough, we don't want any more war."*

He recounted the many impacts of the war on the population to include psychological destruction, lack of infrastructure for education and health, lack of systems and structures at all levels, poor economic situation of the population, where DRC has been rated as the poorest nation in the world. This he said is sympathetic despite the country's wealth of natural resources. He called on participants to the workshop to provide an alternative window for peace by stopping the madness as men have failed over and over again to bring peace to the people. He concluded by saying that women still need to devise new strategies and take mass action to bring peace to the people.

In conclusion, Prof. Ka Mana demanded for a regional vision to end the conflict in Congo as the key players are diverse and must have shared responsibility to restore peace in Congo and the region. He demanded the UN Secretary General to take the lead to ensure international actors do not fuel the conflict; in his words – *“Ban - ki - Moon must know that a Congo of peace can be exploited.”* He requested the women to put pressure on Leaders in the region to make peace happen; and advised that a focus on the negativity is detrimental to the population and will breed hatred; urging women to focus on a common vision of peace in the DRC.

## **6.0 Session Two: Team Building**

*Dr. Thelma Awori*

*Institute for Social Transformation, Kampala, Uganda*

The objectives of the session were to:

- Build a cohesive group of women peace builders in DRC and the region;
- Enable participants to build trust and respect one another’s individual difference to enhance team work for effective participation in peace building.

Dr. Awori started the session by requesting participants to work in pairs to discuss and agree on a common vision they may have. The question was: what are we working towards? The common responses include:

- Lasting Peace in the DRC and the Great Lakes Region
- Development and territorial integrity
- Promotion of good governance and the respect for rule of law
- Inclusiveness

Using the responses from the groups Dr. Awori contextualized the session as an important component of peace building; she explained that there is no society without conflict, but that is only through people that true peace can be achieved. She emphasized the importance of having a shared vision and that such commonalities among groups should never be taken for granted. She clarified that to achieve a shared vision it is important to always re-visit the vision and endeavor to keep all team members on board the actions leading to achieving the agreed vision.

She listed the guiding principles of a team to include; commitment, trust, good communication, team support and respect. She used the illustration below to explain the different types of trust which she defined as the foundation of team building.

## 6.1 Trust

Figure 1: Three Types of Transactional Trust

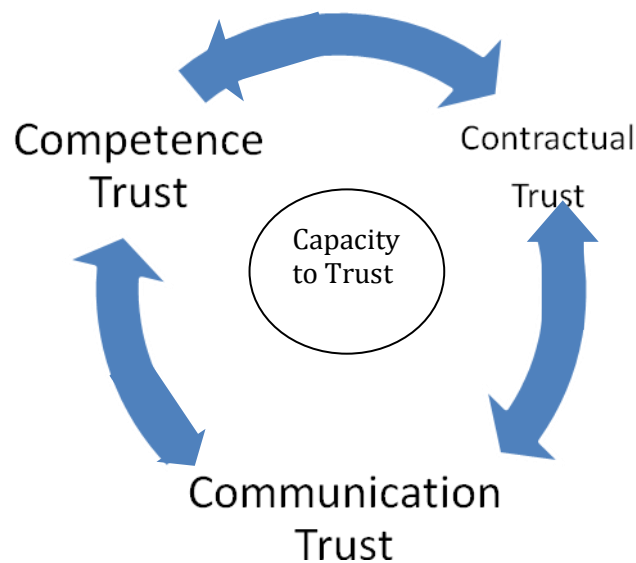


Figure 1: The Reina Trust & Betrayal Model

**Transitional trust** is a mutual exchange; it is reciprocal and is created incrementally over time. In other words, you have to give trust to get it. The three types of trust illustrated above are contractual trust, communication trust and competence trust. Each type of trust is associated with specific behaviors that build and sustain relationships in a team.

**Contractual trust** also known as trust of character refers to individuals' attributes such as honesty, consistency and fairness. With contractual trust the entire team understand the goals, and everyone shares a common understanding of roles and responsibilities. Members of the team have mutual interest and protect the interest of the team.

**Competence trust** relates to individuals' abilities to complete tasks. Team members respect one another's ability to fulfill their mutual responsibilities, they respect one another's skills and knowledge and honor agreements.

**Communication trust** refers to the dissemination and accuracy of information. Teams engage in truth telling. And with good purpose; they admit their mistakes, maintain confidentiality and provide feedback. Team members must learn to listen and not judge.



Dr. Awori concluding the team building session

### 6.2 Self and Mutual Criticism

Dr. Awori introduced the concept of self and mutual criticism using the Feedback theory. Each human being is a mystery she said, partly known and partly unknown. The window, designed by Joe Luft and Harry Ingham – Johari's Window, helps us to understand how we can grow in self-knowledge and how we can build deeper trust in teams and communities by sharing and feedback.

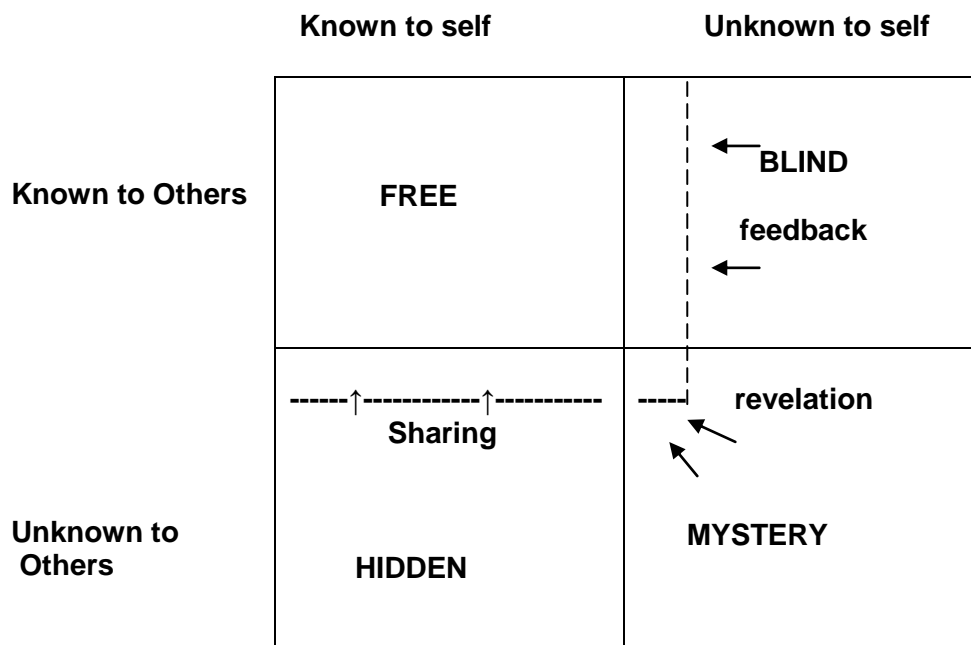


Figure 2: Johari's window

The window represents the self, the whole person. The four panes of the window can be described as follows:

<b>Free</b>	The part of yourself which is known to you and to others. It is the area of mutual sharing.
<b>Hidden</b>	That part of yourself which is known to you alone, but not shared with others. What is hidden may best remain hidden. But also it might clear the air, and build trust and make teamwork easier if more of 'you' were known and shared
<b>Blind</b>	That part of you that is known to others, but unknown to you. The tone of your voice, a conflict in which you are involved, a good trait of which you are not aware – all may be in this area.
<b>Mystery</b>	That part of yourself that is unknown to others and also unknown to you. Here are talents and abilities which you do not yet know you have and others have never seen. But they are part of you nevertheless, and may one day come to the surface.

### 6.3 Group Work on Johari's Window

Participants worked in groups to discuss the different parts of the window as illustrated above. The groups shared their common understanding of each component of the Window to enable them discuss effectively. Most of the groups where able to shift the boundaries through sharing that part of them that is not known to others; while for some other groups it was difficult to share with others as they did not yet trust the group not to judge them. This is very typical of new groups, since one of the objectives of the workshop is to build group cohesion. The group work enabled participants to access the level of willingness of women to break out of their hidden selves to open up and start the process of building a team. Below are some of the reflections from participants on the group work:

*"In my group we shared our qualities; our strengths and weaknesses. Everybody had something good to say about themselves but nothing bad. It is difficult to share ones weaknesses, however we shared freely with each other"*

*"In the group we were afraid to share what we have on the inside; we fear being judged by others. I have learnt that when you share about yourself you are free and gain confidence. I now know that when I share what I have in my inside others will know and I don't become an obstacle to the group. I am happy, because this is an education for me"*

*"I feel the window inhibits openness, the approach must be contextualized, as it depends on where the values can be shared. The mysterious window is more difficult to open, as you don't know and others may also not know"*

*"Groups and organizations should do this exercise before they form, because in this exercise we shared our personality and we tried to deploy short efforts to discover 'self', to create harmony within the group. In every workshop we should adopt the Johari's window exercise, and then we can build capacity to do other things. I like this session best"*

The group work enabled participants to see the value in building trust in order to build a team. They understood that the exercise helps teams to understand and know each other better for the benefit of the group and to build cohesion. However, some participants were of the view that such exercise should have clear rules to enable the group work to be more participatory, it required more time for this process.



Participants discussing during a group work

## **7.0 Session Three: Conflict Transformation and Peace Building**

*Ms. Rose Othieno*

*Centre for Conflict Resolution, Kampala, Uganda*

Rose started by explaining the aims and objectives of the session; she explained that peace-building is an integral part of daily life at all levels, in families, communities, institutions, within nations and between nations. She elucidated that the training focus on resolving conflicts, community based peace processes and conducting peace building related activities with sensitivity. She emphasized the need to acquire skills in understanding and analyzing conflicts to be able to build peace.

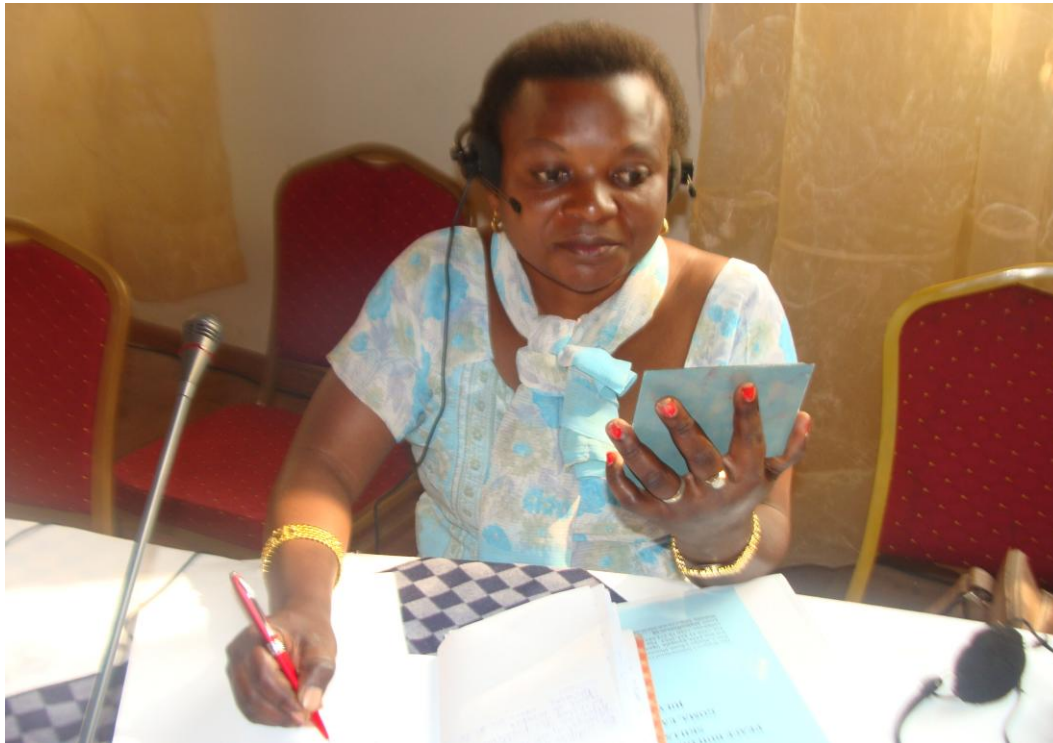
### *7.1 Looking in the mirror exercise*

Building on the previous session on Team Building; she connected building trust and teams to conflict transformation; she illustrated this through an activity on trust and confidence building using looking in the mirror exercise:

The exercise requested participants to look in the mirror and mention 5 things they like about their face. Several responses were received ranging from shape of nose to mouth and eyes, other mentioned their smile. The exercise was meant to build



self confidence and personal mastering; that is being able to master and appreciate one self, and internalize who they are; such a process builds self confidence before relating with others.



Ms. Martine of DRC looking through the mirror

Observation: people kept looking at their mirrors so intensely; surprisingly everyone seemed to look as if they never really appreciated their faces. The exercise also questioned how often we look in the mirror to appreciate ourselves.

## 7.2 *Causes of conflict*

The discussions on the causes of conflict aimed to enable participants understand the causes of conflicts. Using a diagram, the various types of conflicts was discussed as follows: Relationship Conflicts: Relationship conflicts arise out of the parties “failure” to build sustainable relationships. See examples in the diagram.

**Data Conflicts/Information:** These conflicts arise out of lack of necessary information or because of wrong type of information. These conflicts could also come as a result of mis-information and dis-information. See examples in the diagram below.

**Structural Conflicts:** These are very difficult to depict because they are embedded in the structures, as they are institutionalized. These include Political conflicts, Religious conflicts and Gender discrimination among others. See examples in the diagram below.

**Value Based conflicts:** These are the most difficult to deal with as they involve the parties' entrenched values, beliefs, norms and identity.

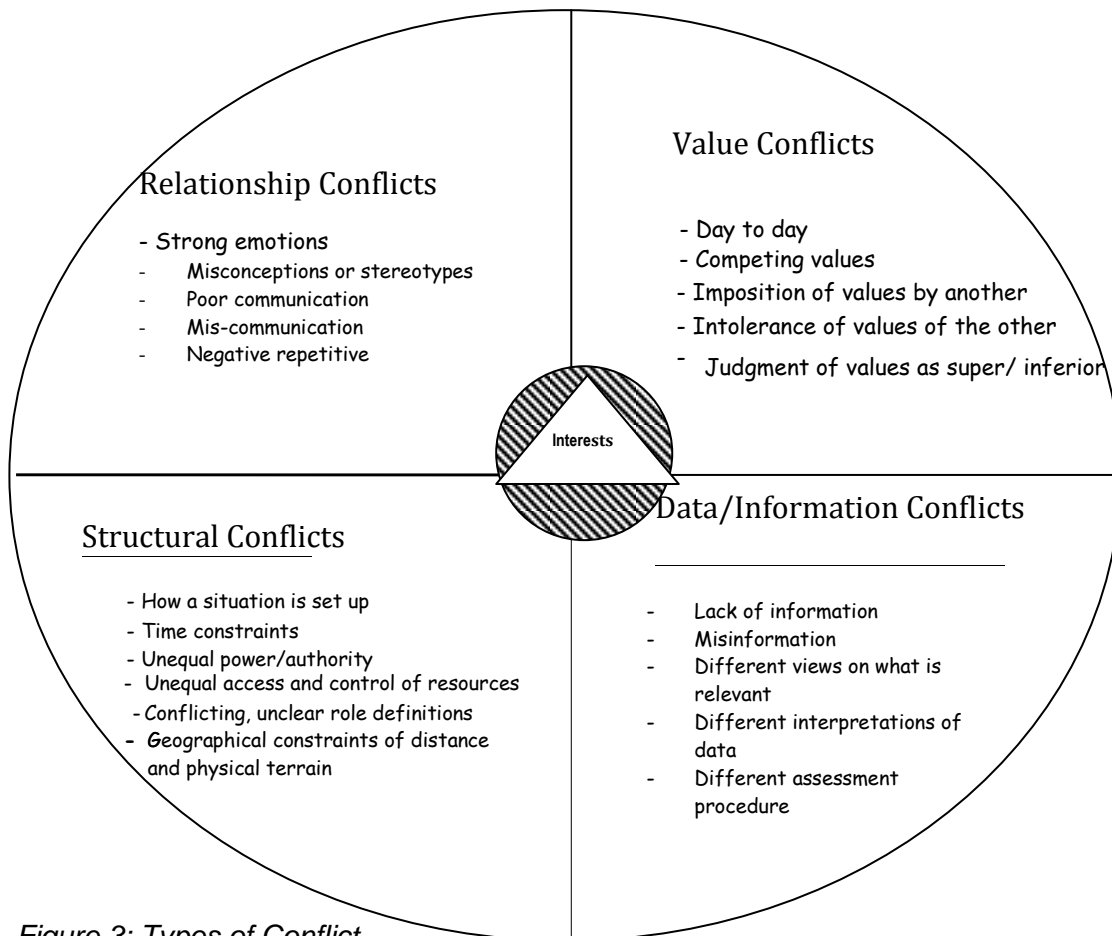


Figure 3: Types of Conflict

The facilitator asked participants how many times they know that there is the likelihood of conflict, using the family as a starting point.

Responses from participants:

Yes it is possible to know when conflict is about to happen; conflicts could happen:

- Sometimes when we neglect the interest of a particular group, such situations could lead to conflict
- Spontaneity of generation; could have immediate or long term. Sometimes it could be little things like money for school fees that cause conflict
- When people are no more talking, that is lack of communication that is a sign of conflict.

When conflicts are about to start we can tell, if we do not address the communication gap or need, then most obviously the conflict will start.

### 7.3 The Dung Beetle Analogy

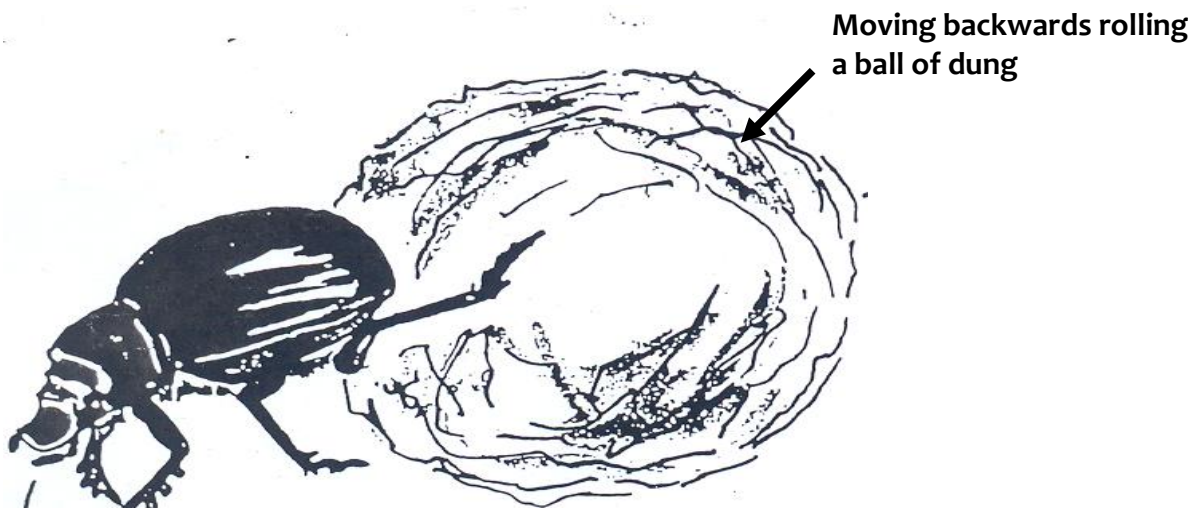


Figure 4: The Beetle Dung Analogy

Participants were requested to look at the picture of the beetle above and mention where they could be found:

- In the savannah
- In the forest

What do they do in the forest? Responses from participants;

- I don't know
- Takes the cow dung to a certain distance
- Live where there is cow dung
- The insect takes a piece of dung and roles it backwards, as it rolls it the dung becomes bigger.
- The beetle eats the dung
- Uses it for nest
- It takes it to a long distance

What could have made the dung bigger? Responses from participants;

- On the way it gathers more items with it and it becomes bigger
- It gathers dust and it grows
- The environment enables the item to move forward
- The insect has no vision, so it gathers everything along.

The insect gathered the dung for a purpose. However, it just gathers anything all along, without looking at the dangers. This is same with conflict analysis where we are not looking at the various levels of interaction.

The lesson from the exercise is that the beetle picks all particles, it is difficult to know which one was picked first and which ones dropped off on the way; this is same with

conflict transformation. Conflict could be due to various reasons, and if these causes are not addressed it could lead to fresh conflicts.

Participants were asked what brings about conflict. The following were their responses:

- Prejudice on someone can interrupt the dialogue
- Lack of trust
- Exclusion and discrimination
- Misunderstanding
- Intimidation
- Lack of respect
- Perception
- Lack of consideration
- Frustration
- Despising
- Language
- Lack of respect for agreements
- Lies

#### 7.4 Conflict Analysis

The objective of conflict analysis was to enable participants understand the conflict and its root causes. Conflict analysis is basically the study of the profile, causes, actors and dynamics of conflict. The profile of a conflict constitutes its characteristics and context (including political and economic). Every conflict has a context; the context must be known and understood for anyone to intervene in resolving the conflict. Many times different people are involved, the key players must also be known

Context: can produce some attitudes, these attitudes will lead to certain behaviors. To engage in conflict you must look at the context, the attitude and the behaviors.

In conflict analysis the following concepts must be investigated: structural factors, proximate factors, triggers and actors. Structural factors are those that are inbuilt in policies and fabric of society and may create pre-conditions for violent conflict. Proximate factors are those that lead to the violence example discriminatory policies. Triggers are events or occurrences that precipitate the outbreak of violence; example the assassination of a leader. Actors are all those in the conflict or are affected by the conflict. There could be primary, secondary or tertiary actors.

Primary actors are those directly involved in the conflict; secondary actors are those who have interest in the conflict; while tertiary actors are those who may gain positively or negatively from the conflict.

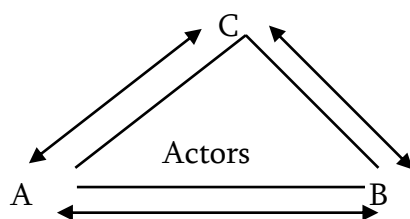


Figure 5: Conflict Triangle

In groups participants were asked to use the triangle to analyze a specific conflict, reflect on the context, identify the actors and describe the behaviors and attitudes of these people.

### 7.5 Perceptions

An important element in conflicts is the idea that each party may have different perception of any given situation; these different perceptions are based on our values, culture, race, ethnicity, identity, beliefs, gender, knowledge and previous experiences. Rose used the picture below to illustrate how things can be viewed differently.



Rose Othieno taking participants through peace building and conflict tranformation session

She requested participants to share what they see in the picture below:



*Figure 6: Perception Picture*

The following were the responses:

- I see a girl looking at the back with black hair and black top
- I see an old woman with a long cloth
- Old tired woman with scarf
- An opaque object that looks like a back shaded in lines
- Married woman with some crown in front
- A woman behind the woman there is an animal behind her trying to devour her
- It reminds me a story we read in a book, a woman who was in the pot of animals, a green pot
- I see a head, but the head which is in the mat, there is an animal like an eagle, that is what I see

- I see a young woman who is not happy, like someone weeping, I see the tears which flow
- I see an old woman in winter that has a coat and a head scarf, and weeping.

The lesson from the exercise is that we should not limit ourselves to what we see, as this will prevent us from seeing the bigger picture; it may also limit us from exploring the context of an issue. Many times conflicts are rooted in our perception of other people's actions and intentions. How we view and interpret the behavior of others, can determine our attitude towards the shaping of a conflict.

### 7.6 Personal Shield Exercise

The aim of the personal shield exercise was to enable community building, by helping people to open up and reflect on the 'self'. Four areas were explored: identity, achievements, disappointments and life goals.

The exercise was to help participants identify who they are and tell others about themselves. Using the diagram of a shield participants were requested to construct their own 'personal shield' and share its meaning with each other.

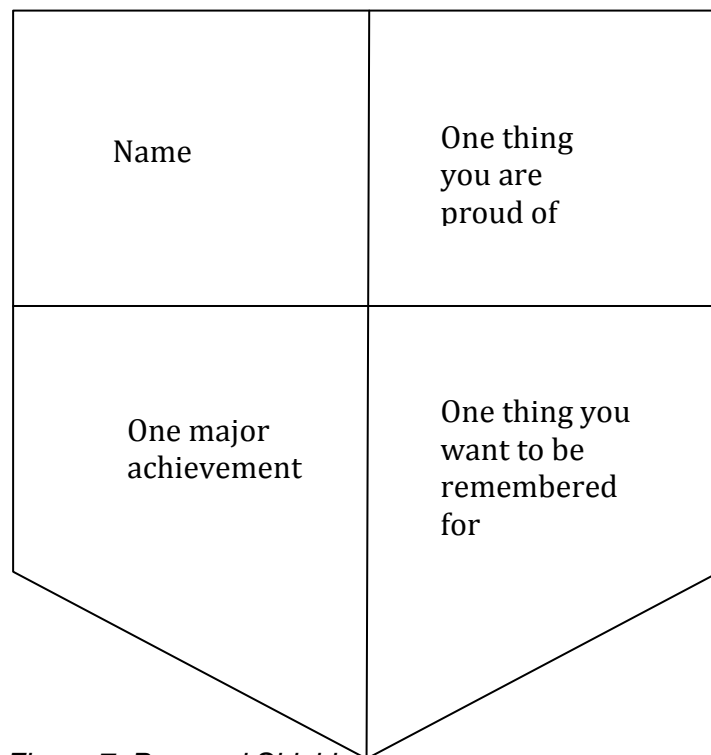


Figure 7: Personal Shield

Participants were engaged in various exercises to enable them better understand the role of perception in conflict transformation. The key learning was that what we see depends on where we are standing; or where you are standing determines what you see. People will understand a situation based on their current positioning; the reaction to this will also be different depending on what you see.

## **8.0 Session Four: Women's Participation in Peace Building – The Case of Uganda and Sierra Leone**

*Ruth Ojiambo Ochieng, Isis Women's International Cross Cultural Exchange, Kampala, Uganda*

Ruth shared with participants some of the innovative aspects the women's movements in Africa have successfully carried out in search for peace. She indicated that women play key roles in resolving conflicts and building peace at community, national and regional levels, due to their innate ability and potential. However their contributions to peace building are rarely recognized. There are so many examples of how women worked for peace in their countries in unique ways that promote non-violence means of resolving conflict. It was within this context that Ruth shared the experiences of women of Uganda, Liberia and Sierra Leone with participants; to make them recognize possibilities and also learn from what other women have done.

Women's involvement in the peace process between the Lord's Resistance army (LRA) and the government of Uganda started with Uganda National Women NGOs instituting themselves into the Uganda Women Peace Coalition, which held a number of consultative meetings to discuss how best to involve women in the peace process. The agreed strategies included;

- Identification of expertise among the NGOs that would contribute towards effective influencing of the peace process;
- Mobilization of other women leaders i.e. parliamentarians to engage in the process
- The involvement of local women activists from the affected areas to be part of the process
- Drawing up a plan of action for the engagement.

In order for effective and timely actions to occur, and given that there were no resources at that time to facilitate the process, the coalition agreed to start the process by making personal contributions. UWONET being the national advocacy organization was selected as the lead organization. The coalition members then identified and allocated each other responsibilities according to organizational expertise, in order to harmonize the action points and plan better for the efficiency of the process. This was a strategic direction given that all the members of the coalition had already drawn up their annual plans of action, which took up most their prime time. It therefore necessitated a central point that would track the process, and timely share information with the members for immediate action.

Other organization selected to support UWONET in the leadership process included; Federation of Women Lawyers Association (FIDA-U) to provide the legal analysis; CECORE, to enhance the skills of women organization on issues of peace building, conflict analysis and in negotiation skills; Isis – WICCE led in data collection and information gathering on women's priorities for peace; highlighted women's best



practices, lessons learned and challenges while engaging in the process, and packaging women's voices in response to the agenda items as subscribed in the negotiation outlines.

In addition to this task, Isis – WICCE also took the responsibility of the mobilization of women activists from the affected areas for consultation given that the organization had for the past 10 years built several women peace groups in the region. Isis-WICCE also played the role of resource mobilization.

**The Process;** included the Development of the Plan of Action that had the following activities:

- Mobilization of Uganda communities to embrace peace
- Consultation and feedback meetings with affected communities on the on the Juba peace talks
- Lobbying the government of Uganda and the Lord Resistant Army (LRA) negotiation teams to include women in the peace process
- Lobbying the mediator to include women in the process and engage the parties to embrace women's views.
- Analysis of the outcome document of the negotiations, and subsequently the Peace, Recovery and Development Plan (PRDP) for northern Uganda
- Analysis of the International Criminal Court (ICC) Bill
- Holding training workshops for different stake holders
- Networking with Sudanese women and groups to support the Uganda women peace efforts
- Attending international fora to popularize the coalition mission

From September 2006 to January 2007, the coalition was engaged in a number of advocacy and campaign activities, and training of its coalition members in peace building processes.

The skills building training aimed at enhancing the capacity of members' in peace building and negotiation skills. As the case has always been in many peace negotiation processes, the inception of the Juba peace process was developed on the concept that focused mainly on the aspect of silencing the guns and getting into negotiations to resolve some of the differences (power sharing) between negotiating parties. Therefore the coalition found it necessary to take up the uphill task to engage, educate and dismantle this perception in order to integrate women's concerns into the process. The coalition held two meetings with the Minister of state for defense and two with the leader of the government delegate to the peace negotiations. As a result the government team gained interest in the facts presented by the coalition, and invited the coalition to help the government team build their capacity in negotiation skills and the interpretation of the document from a gender perspective. The discussions also enabled the government official to recognize the importance of broadening their definition of peace and endorsed on the coalition demand to include sexual violence as part of the agreement on cessation of hostility.

Ruth informed participants that members of the coalition also held a dialogue with the UN envoy on women's concerns in the peace process; the statement was handed to the Envoy as well as other relevant information on how far the coalition had engaged. The coalition also took strides to seek an appointment to meet His Excellency the

President. The permission was granted and on 23<sup>rd</sup> May 2008 three representatives of the coalition met the President and briefed him on the role of the coalition and what the coalition had accomplished. The coalition also presented the coalition's concerns about the lack of presence of women's concerns in the negotiation process. this resulted in the government including another woman.

#### *Documentation of LRA National consultative Process in Uganda*

The coalition used the opportunity to collect views from the women groups in the affected regions and packaged them in video clips that were shared with both parties. This likewise, further informed the parties, which resulted into women's concerns being incorporated in the agreement, although it was not signed government, used the views to develop the PRDP that is presently being used for reconstruction.

Ruth also shared the innovative strategies the women of Liberia and Sierra Leone used to bring peace to their countries namely: working as a team identifying common agenda and mobilization of support from other women groups worldwide.

Ruth concluded that there have been many learning in this process, which has built the coalition's knowledge in peace building. However, the biggest challenge in the life of the coalition was the timely access to resources. The coalition believes that it would have made great impact and strides if its potential was appreciated by all actors including the donor community and was allocate resources for its participation. Its marginalization in resource allocation hampered its taking action at opportune moments even after it had contributed so much to the process.

The case of the Uganda women coalition for peace should be a lesson to all partners who engage in peace pacts to recognize the need to allocate resources to women actions in peace negotiations if truly the actors are to seeing that the UN R1325 is respected and implemented.

## **9.0 Recommendations**

The workshop came up with the following recommendations:

1. Partners should continue to monitor the DRC peace talks and engage the ICGLR and the negotiators to ensure women's participation.
2. Women indicated the need for further training to enhance their capacity to engage in the peace process.
3. Partners to seek for avenues to expose the women of DRC in more trainings and networking events across the region for practical learning from other women in similar situation.
4. Partners should continuously engage the African Union, the ICGLR and the UN Special Envoy on the Great Lakes Region, to ensure the implementation of the Peace Security and Cooperation Framework for DRC.
5. Isis-WICCE and partners to develop exchange program between the women of South Kivu, North Kivu and Kinshasa to further strengthen team building and cooperation towards a common vision.

## **10.0 Communication Engagements**

During the training, Isis-WICCE team collaborated with different media based in Goma to ensure the dissemination of information about the workshop.

Mishapi Voice TV and National Radio and TV of DRC teams screened and broadcasted the opening session at 8.00 pm news bringing out the objectives, the historical perspective and the remarks on the theme of the training by Ruth Ochieng and Leonie Abela of ACORD. The recorded individual interviews were also used in the subsequent bulletins on the TV channels including the closing session at evening news (8:00 pm) highlighting major points in the communiqué.

The radio team of Mishapi voice FM also covered the opening session and broadcasted it on 2<sup>nd</sup> July 2013 from 7.00-8: 00 pm as well as the closing session bringing out the declaration of women leaders in the communiqué.

Virunga FM radio also broadcasted the proceedings of the training where their local correspondent Roberto Kituka interviewed the organizers and then shared the recording with the DRC BBC correspondent in Kinshasa for onward broadcast in the BBC Swahili service.

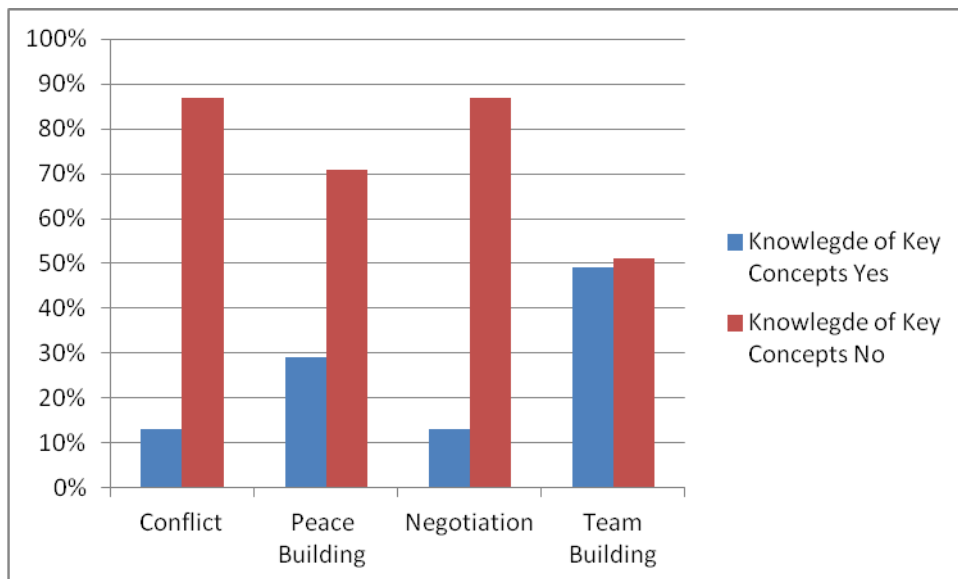
Nobert Mwindulwa of Graben FM radio also continued to broadcast the proceedings of the workshop from Wednesday to Thursday 7-9 pm as well as major points in the communiqué.

The veteran journalist Clarisse Zihindula participated in the workshop she shared the proceedings on twitter and facebook and colleagues in other media channels for continuous broadcast.

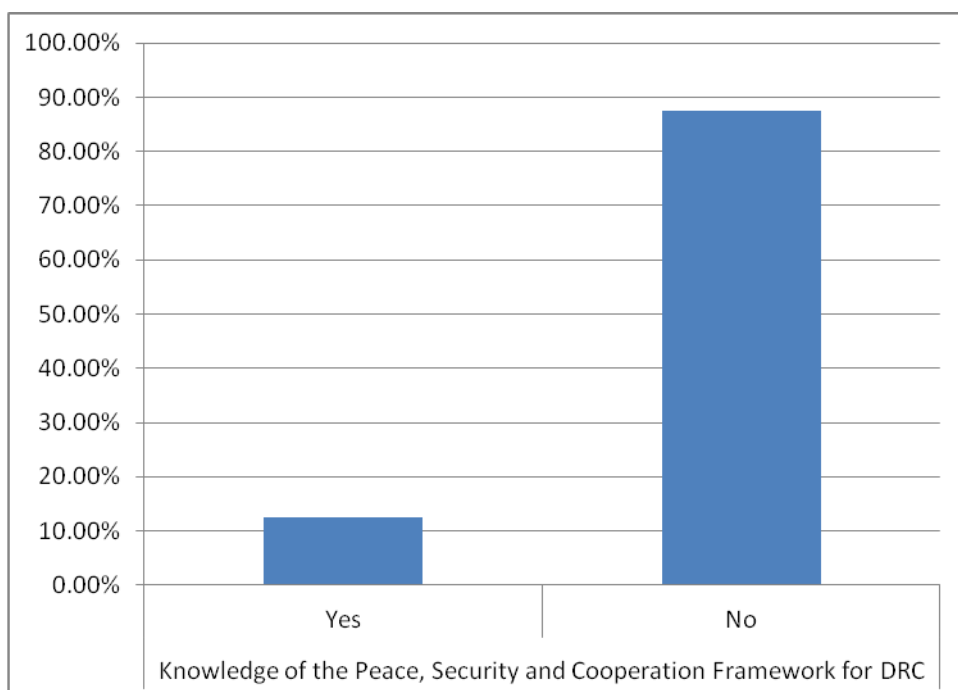
## **10.0 Monitoring and Evaluation**

A monitoring plan was developed for the workshop, the plan aimed to assess participants' knowledge at before and at the end of the workshop, to track knowledge levels. Pre and post training assessment tools were developed. There are attached as annex 2. The pre training baseline tool assesses participants' level of understanding of key concepts for the training and knowledge of the Peace, Security and Cooperation framework for the DRC.

The pre assessment of the level of understanding of key training revealed that most of the women have not had previous training in some of the concepts.



Less than 30% of participants have knowledge of the key training concepts except team building. This means that the trained require more training exposures to enable them acquire skills in undersatnding conflict, peace building and negotiations tactic.



On knowledge of the PSC Framework, 87.5% participants did not have any knowledge prior to the workshop, while 12.5% had knowledge.

### Post Training assessment

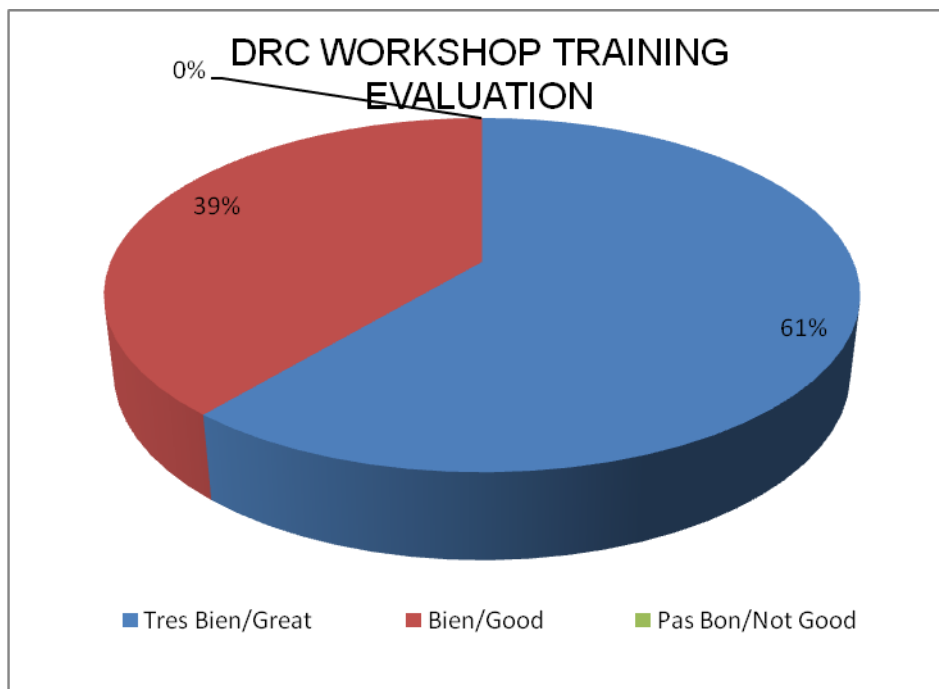
The assessment questionnaire was distributed to all participants only 15 were received back. This assessment is based on the 15 questionnaires received.

The assessment focused on key issues discussed during the three days they include:

1. Level of understanding of the DRC conflict: there was improved understanding of the conflict in DRC as on the average the level of understand was rated at 76%. One person reported 40% increase; three people reported 60% increase, 10 people reported 80% increase and one person reported 100% increase. This means Prof. Ka Mana's presentation was useful for women to better understand the historical perspective of the DRC conflict.
2. Facilitators performance and the facilitation method: participants appreciated the facilitators and the methodology used for the training as the average score was 81%
3. Benefit of training: participants found the training beneficial as they scored their benefit 84%. This is understandable as it correlates with the increased understanding of the DRC conflict and the performance of facilitators.
4. Level of understanding of key concepts: participants reported increased understanding of the key concepts on the average as follows: Conflict 84%; Peace building 84%; Negotiation skills 78%; Team building 93%; Peace, Security and Cooperation Framework for DRC 75%.

### Daily Evaluation Summary

Daily workshop evaluations were conducted to receive feedback from participants on daily activities. Generally the workshop was rated as good by 39% of participants and great by 61%.



Within the context of the workshop, which is focused on sensitizing women on these aspects of peace building, it can be concluded that the participants have been sensitized effectively, however, more needs to be done to ensure a deeper understanding and analysis of conflict, peace building, negotiation and team building to bring them to a level where they can lead the peace process.

### **Development of a Communiqué**

During the workshop a group representing DRC and Central African Republic were selected by the participants and tasked with the responsibility of developing a communiqué based on the discussions during the three days and in line with regional and international frameworks for DRC including the African Union Peace, Security and Cooperation Framework for DRC, The UN Security Council Resolution 2098 (2013); the UN Secretary General's Special Envoy's Framework of Hope for the Great Lakes and UN Security Council resolutions 1325, 1960 and 1888. The Communiqué called for the protection of women, girls and children from violence, committed international support to rebuild the DRC and affirmative action for women's participation in peace building and post conflict reconstruction. The Communiqué is attached as a separate document.

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## Annex 1: Participants List

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## **Annex 2: Monitoring Plan and Tools**

### **Monitoring and Evaluation plan for the project 'supporting the women of eastern Congo to effectively participate in the DRC Peace processes**

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**The goal of the project is to sensitize women in peace negotiation tactics to ensure their participation in the peace processes.**

**The specific objective** is to enhance the capacity of peace activists in DRC with skills in negotiations, diplomacy, lobbying and team dynamics so that they are well equipped and can confidently lead the short and long term process of peace building in DRC.

#### **Proposed Activities**

1. A 3 day training workshop for 25 women on skills training and capacity enhancement
  - The training is a training of trainers with support for the trainees to cascade their learning to others.
  - Trained women must understand peace building and peace negotiation so that there is a knowledgeable group of women at the peace negotiation table.
  - The opportunity to use the ICGLR declaration that calls for zero tolerance to SGBV.
  - Strategies to engage with the government of DRC, M23 and the Chairperson of the ICGLR, who is currently the President of Uganda, His Excellency Yoweri Museveni on actualizing Uganda's National Action Plan on UNSCR 1325 and the Goma Declaration in order to open up spaces for women at the peace table.
  - Documentation of the processes of engagement with the women in Goma for learning and experience sharing.

#### **Inputs:**

Travel cost, participants accommodation, trainers cost, interpretation cost, travel insurance, training modules, cost of feeding.

#### **Outputs:**

- Women trained are able to work as a team to engage the government and the ICGLR to ensure their participation in the Kampala peace talks and other peace process.
- Increased understanding of conflict, peace building and negotiation skills that will enable trained women to share acquired knowledge with group members.
- Trained women have increased understanding of the Peace, Security and Co-operation Framework for the DRC and the Region.

#### **Outcome**

Women's participation in the DRC peace processes, including the Kampala peace talks and other peace building initiatives

#### **Monitoring Input**

This will involve budget analysis by Isis-WICCE Finance Officer and approval by Program Manager. All expenses will be done following Isis-WICCE laid down financial management procedures.

Responsibility: Finance Officer

### **Monitoring outputs**

To enable effective monitoring of outputs a baseline will be carried out prior to the training workshop to assess the level of knowledge of participants in key areas of the training; this will provide a basis to measure the impact of the training.

Methodology: A questionnaire will be developed for the purpose of collecting baseline and measuring change. Other methods will include participants' observation, and focus group discussions.

Responsibility: Program Manager

### **Monitoring Outcomes**

Outcomes manifest on the long term but could also happen in a short while. The baseline will include literature review through articles on the DRC peace process and Newspaper publications, to determine the level of participation of women in peace processes. During the workshop participants' perception on women's participation in the peace process will be collected. To enable tracking of change as it happens.

Responsibility: Program Manager

# Pre Training Baseline data Collection Tool

## Training of Women Representatives of DRC, July 1-5, 2013

The following questions assess the level of understanding of key concepts for the training from the perspectives of participants. It does not judge individual participants, but provides information for measuring of workshop impact. *(Please do not write your names)*

1. Have ever received training on the following

- a. Conflict      Yes       No
- b. Peace building     Yes       No
- c. Negotiation    Yes       No
- d. Team building     Yes       No

2. If yes, please explain what you understand by

- a. Conflict.....  
.....
- b. Peace building.....  
.....  
.....
- c. Negotiation.....  
.....  
.....
- d. Team building.....  
.....  
.....

3. Have you heard about the Peace, Security and Cooperation Framework for the DRC?

Yes       No

If yes, what are the main issues addressed by the framework?.....

.....  
.....  
.....  
.....

## Workshop Evaluation

**Theme: Enhancing Women's Participation in Peace Building**  
**Goma, Est du Congo**  
**July 2-4, 2013**

Question 1: On a scale of 1-5, rate the extent to which you now understand the conflict in DRC (1 being the lowest and 5 being the highest). *(please tick in the box provided)*

1       2       3       4       5

Question 2: On a scale of 1-5, rate the facilitators and the facilitating method (1 being the lowest and 5 being the highest). *(please tick in the box provided)*

1       2       3       4       5

Question 3: On a scale of 1-5, rate the facilitators and the facilitating method (1 being the lowest and 5 being the highest). *(please tick in the box provided)*

1       2       3       4       5

Question 4: On a scale of 1-5, rate the extent to which the training has benefited you (1 being the lowest and 5 being the highest). *(please tick in the box provided)*

1       2       3       4       5

Question 5: On a scale of 1-5 rate your level of understanding of the following concepts (1 being the lowest and 5 being the highest). *(please tick in the box provided)*

a. Conflict

1       2       3       4       5

b. Peace building

1       2       3       4       5

c. Negotiation

1       2       3       4       5

d. Team building

1       2       3       4       5

e. Peace, Security and Cooperation framework for the DRC

1       2       3       4       5