

**UGANDA LIVING UNDER CONFLICT AND HOW NGO`S HAVE TRIED TO
STOP CONFLICTS AND THE SHORTCOMING. FACED BY NGO`S IN THE
STRUGGLE**

**(RWENZORI PEACE BRIDGE OF RECONCILIATION AND KASESE
POVERTY ERADICATION SCHEME).**

KASESE DISTRICT – UGANDA

BY

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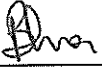
BCR/14521/62/DU

**A RESEARCH REPORT SUBMITTED IN PARTIAL FULFILLMENT OF THE
REQUIREMENT FOR THE AWARD OF DEGREE IN CONFLICT
RESOLUTION AND PEACE BUILDING IN THE INSTITUTE
OF OPEN AND DISTANCE LEARNING OF KAMPALA
INTERNATIONAL UNIVERSITY**

NOVEMBER 2010

DECLARATION

I Baguma Emmanuel, hereby declare that this research work is original and has not been submitted to any University or College for the award of a degree

Signed .

Baguma Emmanuel

BCR/14521/62/DU

Date 25th. Oct. 2010

DEDICATION

I dedicate this book to two people.

First my mother the late Kabonesa Eve and secondly to my best friend, the late

Ochan Buster.

RIP.

TABLE OF CONTENTS

DECLARATION.....	i
DEDICATION	ii
TABLE OF CONTENTS	iii
APPROVAL.....	v
ACKNOLEWLEDGMENT	vi
ABSTRACT.....	vii
CHAPTER ONE.....	1
INTRODUCTION.....	1
1.0 Introduction.....	1
1.1 HISTORICAL PERSPECTIVE.....	1
1.2 CONCEPTUAL PERSPECTIVE.....	2
1.3 CONTEXTUAL PERSPECTIVE.....	4
1.4 STATEMENT OF THE PROBLEM.....	5
1.5 PURPOSE OF THE STUDY.....	7
1.6 OBJECTIVES.....	7
1.7 RESEARCH QUESTIONS.....	7
1.8 RESEARCH HYPOTHESES	8
1.9 SCOPE OF THE STUDY.....	8
1.10 SIGNIFICANCE OF THE STUDY	8
CHAPTER TWO.....	9
LITERATURE REVIEW	9
2.0 Introduction.....	9
PEACE INITIATIVES IN KASESE.....	10
HISTORY	10
AIMS FOR EMERGENCY	10
PROBLEMS THE ORGANISATION ENCOUNTERS.....	11
ACHIEVEMENTS.....	12
2.2 ROOT CAUSES OF PROBLEMS	14
ADF WAR IN KASESE.....	15
RWENZURURU	16
2.3 UGANDA’S LIFE;	16
KASESE POVERTY ERADICATION SCHEME.....	17
OBVIOUS SETBACKS THAT COULD LEAD TO CHAOS. IN KASESE DISTRICT ...	18
ENVIRONMENT	19
Ethical concerns.....	21
CHAPTER THREE	23
METHODOLOGY.....	23
1.0 Introduction.....	23
3.1 Population of the study.....	23
3.2 Sampling.....	23
3.2.2 Sample size.....	23

3.3 Data collection Instrument.....	24
3.3.1 Research instruments.....	24
3.3.2 Validity and Reliability of instruments.....	24
3.4 Data processing and analysis.....	24
3.5 Research Procedure.....	24
3.6 Ethical Consideration.....	25
3.7 Data Quality Control.....	25
LIMITATIONS OF THE STUDY.....	25
CHAPTER FOUR.....	26
PRESENTATION ANALYSIS OF DATA INTERPRETATION.....	26
4.0 Introduction.....	26
4.1.1 TRAINER – LEARNER RATION.....	26
4.1.2 TEACHING LEARNING CONTACT HOURS.....	27
4.1.3 Social economic status (SES).....	27
4.1.4 Training/learning Resources.....	29
CHAPTER FIVE.....	30
SUMMARY, CONCLUSIONS AND RECOMMENDATIONS.....	30
SUMMARY.....	30
CONCLUSIONS.....	31
RECOMMENDATIONS.....	31
REFERENCES.....	33
APPENDIX.....	34
1A. LEADERSHIP BEHAVIOUR.....	34
1B MANAGEMENT AND CONDUCT OF MEETINGS.....	34
2A) Concerns for performance.....	34
2B Planning and Appraisal.....	35
3. Supervision and control.....	35
4. Expectations.....	35

APPROVAL

This is to certify that this research Report entitled "Uganda living under Conflict and how NGOs have tried to stop conflicts and short shortcomings faced by NGOs in the struggle.

"(Rwenzori peace Bridge of Reconciliation and Kasese Poverty eradication scheme)"has my approval as a supervisor.

Signed _____

Date _____

ACKNOWLEDGMENT

First I thank professor Kule Julius Warren for helping me make this dream a reality;

Secondly I thank my supervisor Mr. Etyanga Keziron for his continued support.

Thirdly, I thank my father Mr. Mukirane and all the family members for standing by me in all the good and best times.

Last but not least, the respondents, thank you so much for your cooperation.

ABSTRACT

The purpose of the study was to find out the way NGOs in Kasese district have responded to conflicts and the problems they find, and also how Uganda has liked under conflict and what ways forward.

This study was vital because, conflicts start from a small level but in the end, they affect all the country's living, the media, economy, social life and also political. And basing on the fact that we have seen Kasese district struggle with conflicts in recent years, the study was vital.

CHAPTER ONE

INTRODUCTION

1.0 Introduction.

Today, conflict have become more part and partial of people lives

It is a shamming that even if we are trying to find ways of solving conflict, some people gain from them and are very much willing to have wars.

Today, you hear a problem in Egypt, before it is settled, Sudan is also up with another conflict.

Now that our world is so complicated, with death, War, epidemic, diseases, corruption, dictatorships, environmental struggles and a quest for peace, we need our NGOs more than ever. We need to envisage means of resolving conflicts.

1.1 HISTORICAL PERSPECTIVE

For a very long time, the world has experienced un endless conflicts.

These conflicts have come mainly due to political, social, and economic struggles between people, districts and countries as well.

Actually in the social history of human Kind, there have been two major turning points.

The agricultural revolution that took place a few millennia ago and the emergence of the capitalist world at the beginning of the modern age.

Originating in Europe, the capitalist economic system spread to the whole world from the 16th century onwards expanding world trade colonial conquests and the universal adoption of the profit principle displaced other world economic structures and created world capitalist system.

In their communist manifesto Karl Marx and Friedrich. Engels describe this as follows. The bourgeoisie by the rapid. Improvement of all instruments of production by the immensely facilitated means of communication, draws all even the most barbarian, nation into civilization. The cheap prices of its commodities are the heavy artillery with which it batters down all Chinese walls with which it forces. The barbarian intensely obstinate hatred of foreigners to capitulate.

Now this situation has led a country like Uganda being fixed with doubts. We are therefore not going to see an easy, relaxed debate or a friendly discussion among choirboys.

It will be a life and death struggle for what is at stake is the laying of the foundation for the historical system of the next 500 years.

1.2 CONCEPTUAL PERSPECTIVE

John Galtung helped create peace research and conflict resolution and remains one of the most influential scholars, or thinkers of the field.

It would be impossible to summarize a career spanning 35 years during which his influence on the institutionalization and ideas of peace research has been seminal but some issues are notable here.

Galtung (1981) articulated the distinction between direct violence (Children being murdered), structural violence (children dieing through poverty), and cultural violence (whatever winds us to this or seeks to Justify it.).

We end direct violence by charging conflict behaviors, structural violence by removing structural injustice and cultural violence by changing attitudes.

To this can be added this further distinction between negative and positive peace, the former characterized by the absence of direct violence, the latter by the overcoming of structural and cultural violence as well.

He saw the range of peace research reaching out beyond war prevention to encompass study of the conditions for peaceful relation between the dominant and the exploited, rulers and ruled men and women, western and non – western cultural, human kind and nature.

Central here was the search for positive peace in the form of human empathy, solidarity and community, the priority of addressing structural violence in peace research by revealing and transferring structures of imperialism and oppression, and

the important of searching for alternative values in non western cosmologies such as Buddhism. One more influential idea attributed to cultures is the conflict triangle.

More to that he was the first to make an analytical distinction between three tasks which could be undertaken by the international community in response to conflict:

Peace keeping, peace making and peace building (1975)

These have been adopted by the United Nations to describe the differences between varieties of intervention operation undertaken at different stages of conflict.

There are others like Kenneth Boulding, and John burton.

1.3 CONTEXTUAL PERSPECTIVE

Conflicts are complex processes that need serious understanding.

However, there are certain basic elements of structure and process which conflict situation have in common.

One way of conceptualizing the relationship between these elements is a triangle with attitudes, Behavior and structure at the points.

Each element influences and is influenced by the others. Although this definition allows the various components of conflict to be examined separately, in practice and experience they are of course inter linked.

Attitudes:

Include the parties' perception and misperceptions of each other and of themselves.

There can be positive or negative but in violent conflict, parties tend to develop demeaning stereotypes of the other.

Attitudes are often influenced by emotion such as fear, anger, bitterness and hatred.

Behavior;

Can include cooperation or coercion, gestures signifying conciliation or hostility.

Violent conflict behaviour is characterized by threats coercion and destructive attacks.

Structures refer to the political mechanism, processes and institutions that influence the distribution and satisfaction of security. Recognition and identity needs.

1.4 STATEMENT OF THE PROBLEM

To day, conflict is a dynamic process in which structures, attitudes and behavior are constantly changing and influencing one another. A conflict emerges as parties interests come into conflict or the relationship they are in becomes oppressive.

Conflict parties then begin to develop hostile attitudes and conflictual behavior. The conflict formation starts to grow from and develop. As it does so, it may widen, draw

in other parties, deepen and spread generating secondary conflicts within the main parties or among outsiders who get sucked in.

This often considerably complicates the lack of addressing the original core conflict. Eventually however, resolving the conflict must involve a set of dynamic interdependent changes that involve the escalation of conflict behavior, change in attitudes and transformation of relationships or structures.

Recent years have seen many regions of Africa including Uganda involved in war and internal or external conflict from the seven or so countries directly involved in the Democratic Republic of Congo (DRC), to the Sierra Leone crisis and the war in Ethiopia / Eritrea and the various other civil wars.

In Uganda, there have been over 2 million people displaced and other refugees and hundreds and thousands of people have been slaughtered, tortured and killed.

If this scale of destruction and fighting were in Europe, then people would be calling it world War 111 with the entire world rusting to report, provide aid, mediate and otherwise try to diffuse the situation.

Yet here, the western mainstream media does practically nothing to raise their awareness (or the others and the influencing action of the mass media companies perhaps do not think it is important enough to report extensively about). Occasionally

coverage is provided but not anywhere near the volume like we had seen during the build up and the ensuing crisis in Kosovo.

1.5 PURPOSE OF THE STUDY

The purpose of the study is to find out how Uganda lives under conflicts and how NGOs have helped in creating sustainable peace in the country in some places like Kasese district, and districts that have been affected by poverty and conflict in recent years.

1.6 OBJECTIVES

The study sought to achieve the following objectives;

- Identifying the previous conflicts in Kasese and Uganda in general and the reasons why such conflicts have happened.
- Identify the work of the Rwenzori peace bridge, its history, objectives, achievements and problems the organization has faced in the quest to teach peace to the local people.
- Identify the main causes of conflicts in Kasese due to the fact, Rwenzori and ADF wars have both been fought in the same district Kasese.
- Examine the ways forward for Uganda.

1.7 RESEARCH QUESTIONS

This study sought the answers to the following questions.

- I. What are the main objectives of the organization

II. What have been the problems you have faced in fostering peace in Kasese district or Rwenzori region?

III. In what ways are you involved in the conflict resolution training practices

1.8 RESEARCH HYPOTHESES

The following hypotheses guided the study

- ⇒ There was not a significant relationship between the government and NGOs.
- ⇒ Government does not provide enough help and information to NGOs
- ⇒ Due to inadequate funds, NGOs do not have enough potential to reach out to the needy because the staff is also inadequate.

1.9 SCOPE OF THE STUDY

The major focus of this study is on Kasese district and Uganda as well.

The study therefore collected data on the ways of living in Kasese and how NGOs have helped during scary times

1.10 SIGNIFICANCE OF THE STUDY

It is hoped that this study will help focus the attention of the government on best practices that can help in promoting peace in the whole country, and help every one resume the struggle to end poverty and end un necessary conflicts that lead to loss of lives and respect.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

In the last few decades, many peace researches have been carried out on how peace can be achieved in Africa and Uganda art large and how NGOs have also been part of the struggle.

Many researchers have done much in trying to establish the link between the effectiveness of NGOs and the overall performance of the government. Indeed many researchers have found out that when the NGOs have all information on peace and how to stop wars and poverty, and the government does not initiate decision making, then automatically the NGOs work is futile.

The review of literature was carried out with the overall purpose of trying to concretize what scholars have written about such issues.

The review focused on effectiveness, concerns for performance, supervisions and control and last but not least accountability.

PEACE INITIATIVES IN KASESE.

HISTORY

Rwenzori peace Bridge of Reconciliation is a non governmental organization that is located in Kasese district western Uganda.

It is chaired by Hon Nelson Ndungo a peace and reconciliation activist in the district.

This organization was formed after capacity building workshops took places in the district and that was in 1998.

On 31st July. The organization was officially launched.

The main reason for this organization's formation was to help the government of Uganda in handling the then rebel problem called ADF. By then, people of Kasese and the neighboring districts like Mbarara, Bushenyi, fort portal and Bundibugyo were also affected by the war in Kasese.

Because of this war, business lowered, some schools were closed especially in places like Bwera a region in Kasese, because these rebels used mostly the Congolese boarders side.

AIMS FOR EMERGENCY

The Rwenzori Peace Bridge of Reconciliation came up with new ideas.

These were;

Dialogue, Negotiation and mediation as peaceful means of conflict resolution to replace the government's way of handling the problem which was through guns and bombs.

Therefore, there was a need to change people's attitudes through education, awareness, community training and radio programmes.

The RPBR was set up, to support human rights. In Kasese district women and children including prisoners, have always been taken as inferior.

There was a need to promote non violence through community participation for example strikes in schools are very rampant. So, training programs have been extended even in schools so as to create an environment of peace.

Economically, the district has not done well and the RPBR`s objective to strengthen the economic capacity of the people through loans and education.

There was a need to eradicate technology illiteracy in the district and the country as well. So, the organization is organizing funds so as to set up some training centers for computer and others.

PROBLEMS THE ORGANISATION ENCOUNTERS.

There are problems associated with party difference.

I spoke to Mr. Musoke Maurtin the senior protect officer of the organization and he explained to me that, some people used to think that the organization is anti NRM and so very few people bought the idea the organization was preaching.

He said that this has greatly affected their work because they are a non governmental organization where by most of the things done are done from good will.

Inadequate funds have also played a major role in the organization failure to reach every one.

Objective and goal have been set but funds have been inadequate.

Because of this;

- There has been lack of constant training of people because trainers need to be paid.
- Monitoring has to be done and that needs money and in this way, it has been hard to monitor the progress of a conflict situation.
- Evaluation too has missed because of inadequate funds. And also because of inadequate funds, the organization has not managed to recruit enough staff because there is no enough money to pay them.

ACHIEVEMENTS.

The ADF war was resolved through peaceful means of conflict resolution.

The RPBR was responsible for the disarmament programme. Although a cease fire was done by the government, the organization took on some strong methods and preached the importance of peace to both the people and the rebels until they gave up war.

There has been a trained team of community members that has served as local contact people that provide information as well as;

- Teaching the local people on how to handle disputes instead of violent methods, 15 districts have been trained Kabarole, Bundibugyo etc.
- Through work shops and radio programs, human rights have been respected in the district. This has therefore reduced conflicts like strikes in schools and even in homes and work places.
- The RPBR has made partnership with the national library of Uganda and then has been important to peace researchers where by books of various peace and conflict resolution philosophers have been stored hence helping in the spread of knowledge.
- Problems to do with succession, land and inter-party conflicts have been answered by the Rwenzori peace Bridge

Economic empowerment

The RPBR team has helped create a awareness on income generating activities due to the fact that poverty has been a big problem in the district.

Because of poverty, poachers had increased, and robbery. So, income generating exercises have been passed on by example.

In villages like Kyabarungira, Katwe, Buhaura and other communities, pig farms have been donated. Each family being given one pig hence helping in the eradication of poverty. Why because poverty the main sources of conflict in the country.

On a low level the elderly have also been taught how to read and write because from such thing like literacy, some one can be able to read something like a bible and learn about God for his or her self.

2.2 ROOT CAUSES OF PROBLEMS

1 The legacy of European colonialism.

European colonialism had a devastating impact on Uganda. The artificial boundaries created by colonial rulers as they ruled and finally left Uganda had the effect of bringing together many different ethnic people within a nation that did not reflect nor have the ability to accommodate or provide for the cultural and ethnic diversity.

The freedom from imperial powers was and is still not a smooth transition.

The natural struggle to rebuild is proving difficult.

Corporate interests exploitation and corruption.

Corporate interests and activities in Uganda have also contributed to exploitation conflict and poverty for ordinary people while enriching the bosses and the rich.

The easy access to natural resources to maintain and fuel rebellions.

That is why, Kasese has had the ADF fighting against the above. Rigging of elections has always been mainly due to interests and position.

So because people want to acquire bigger positions, they end up getting corrupted hence causing the poor to suffer the more because they can not afford to pay bribes.

In the end robbery, rape and rebellions come up. This is always done by the poor because they are seeking for survival

- Bad governance.
- There is no respect of human rights in Kasese district and the country at large. On the national scene the northerners have always felt that westerners are the only recipients of the motional cake; which is true to the fact that when you look at development itself. The west is far developed than the North.
- Poverty has also played a very big role in conflicts due the fact that they want to meet there basic requirements or needs in life like food and settlement. They end up engaging them selves in corruption as they seek for jobs and others end up stealing and robbing or even joining rebel forces in order to survive.

Worse still, the government has not managed to cater for that.

There have been imbalances in job supplies. There is a big problem between people staying in the region of Busonora and those in Bukonzo. Clashes have been happening between the two claiming that the Basongora get more support than the people in Bukonzo

ADF WAR IN KASESE.

The ADF war took place in Kasese from 1997 up to around 2000.

The ADF had ideologies of being undermined especially the Moslems been marginalized and also there were rumours that the king of Bukonzo the Omusinga had sent. These people to fight against non Bakonzo in the district.

By then he had been staying in the UK and he was planning to come back and rule his people. However his kingship was controversial. Some believed in him and some didn't. so the rumours spread that he could have had a hand in the ADF rebellion. This war led to the more displacement of people settling near the Uganda Congo border in Bwera and also in Bundibugyo district. lives were also lost in this war hence leading to more poverty in the district.

RWENZURURU

This was a Guerrilla rebellion that was mainly comprised of Bakonzo and Bamba from Bundibugyo against Batoro who were dominating the region. The main aim of the war / rebellion was to overcome the torture that the people were living under Toro kingdom. This was in the early 1970s and the war ended in the late 1980s. hundreds of people lost their lives but in the end peace was achieved.

The Bakonzo now settle happily with Toro and Bundibugyo.

2.3 UGANDA'S LIFE;

Uganda is a democratic country that has had some political instabilities, economic problems and social strifes.

There have recently been numerous conflicts going on/in Uganda, some of which are still going on including the Karamajong and the government. And as the two parties duel, communities often find themselves in the cross fire

KASESE POVERTY ERADICATION SCHEME

This organization is also found in Kasese district around Ibanda village. It is a rural development project that has been sponsored by Israel volunteers or humanitarians. It is an NGO that has lasted for 3 years. It is mainly aiming at empowering people and helping them on ways of eradicating poverty. This has been through conducting workshops, giving out loans to the farmers and also promoting peace through games and sports for both boys and girls.

Although this scheme looks to be on target, the environment has not been friendly to the farmers. Seasons have changed and the sun has prolonged more than it used to. All this has been due to the previous practices like bush burning, deforestation and also industrial fumes that cause both water and air pollution.

Another problem, the organization has met is that the people that take loans , some of them have failed to pay back their loans and disappeared instead. This has lessened the organization's trust in the people for fear of such incidents happening again.

The problem of conflict in Uganda is acute . it has been one of the most prone country in the continent in the post war period of even greater concern however is the fact that nearly a third of Uganda's conflicts have started since the late 1980s

The ineffectiveness of conflict management effort by ICC, the OAU and UN organizations is itself due to lack of conceptual frame work of analyzing internal conflicts in Africa with out an appropriate diagnosis of the causes of conflict, remedial action becomes futile if not a dangerous exercise

Uganda would not be were she is now. During the time of former president the late Idd Amin Dada, there was a luck of support for basic rights in the country. Institutions also lacked support as well as the international community's will to do something about it and help towards building peace and stability has also been a factor.

A world bank report also mentions similar things pointing out that in Africa, failed institutions are a cause of conflicts and also politics and poverty cause civil wars not ethnic diversity

OBVIOUS SETBACKS THAT COULD LEAD TO CHAOS. IN KASESE DISTRICT

Kasese can not be described as a peaceful district. Conflicts rage in many districts across Uganda. These conflicts result in the tragic lose of lives, the devastation of communities and the displacement of hundreds of people. The conflicts undermine economic development and result in the further marginalization of Uganda with the global political economy.

ENVIRONMENT

War is not the main scare for people in Kasese today. Environmental struggles have proven beyond doubt that people are in danger. This has been due to the aimless cutting of trees and lack of replacement, and also some human activities like industrial work.

In Kasese district there are two main factories of production. The Hima cement factory and the KCCL (Kasese cobalt company limited). These factories work day and night due to the fact that they possess huge amounts of money. So they can afford to keep their factories running day and night due to the availability of workers. So fumes keep running day and night and these have been an environmental problem.

Prior to the above, in 1985 scientists discovered a hole in the planet's Ozone layer over Antarctica. This layer protects life on earth by acting as a shield to the sun's harmful ultra violet rays. chlorofluorocarbons (CFCS) are regarded as the primary cause of Ozone depletion. Subsequent research has revealed that similar holes in the Ozone layer are developing over much of the industrialized north. The Ozone layer is said to be disappearing at a rate of 4 -5% over US latitudes which would result in an additional 200,000 deaths from skin cancer over the next 50 years in that country alone. This has serious implications for the health care systems and economies of countries which are similarly affected.

The related green house effects are also a real threat. It is no coincidence that the 7 hottest years this century have all occurred since 1984. Because of global warming, the earth's surface is expected to raise between 2⁰c and 2.5⁰c in the course of the next century. Global warming would result in as significant melting of the Antarctic ice sheet there by raising sea levels. Valuable arable land will be lost and this will affect the capacity of the world to feed itself. Mass famine could therefore become wide spread. This problem is looked at the global view but it will also affect every one leading to migration.

Due to the un favorable conditions in Kasese like corruption and the increasing un employment , migration has taken place. The youth have been the main victims of this and most of them have gone to urban areas to look for jobs then failed. Others have lost lands due to looking for bribes to give employers but ended up being disappointed . when these youth go back to their villages, they come with weird behaviors like stealing and counterfeit.

Religion is still a big question in Kasese. Muslims and Christians are still having some tensions between themselves in work places, there have been so many reported cases that escalate due to these differences.

Therefore, the way in which Uganda came into existence has meant that the African state does not always fulfill the functions expected of a state. Many African states have been labeled shadow' states, 'Quasi states', 'disrupted' states or 'collapsed'

states, simply because of the inability of such states to fulfill the expectation expected of them. They may also be unable to control brewing conflict within their boarder and their inability to meet their citizen's basic needs may provoke conflict.

Ethical concerns

The conflict resolution teams in Kasese have made sure they take care of ethical concerns because it is vital that it should operate in accordance with agreed ethical principles.

- Respect for the conflicting parties.

People should be treated as ends in themselves and, not merely as "means to other ends.

- Mutual respect

The parties involved in conflict management processes should respect each other's needs and preoccupation.

- Transparency.

People affected by decisions emerging from conflict resolution processes should have opportunity to scrutinize the basis on which decisions were made

Supervision and control

Conflict resolvers engage in a wide variety of activities. They lead, tech, organize, influence, plan and control.

There are three types of control activities strategy formulation, task control and management control (Robert, 1995).

An organization exists for the purpose of accomplishing some thing

Expectation

The strength of a tendency to act in a certain way depends on the strength of an expectancy of that act will be followed by a given consequence (or outcome) and on the value or attractiveness of that consequence to the action

CHAPTER THREE

METHODOLOGY

1.0 Introduction

This chapter presents the methodology of the study, the population and sample, study instruments.

3.1 Population of the study

The study made an assessment of the effectiveness of the organization to the overall organizational performance. Consequently that population that was surveyed included , Board members, direction, member of staff and heads of departments.

3.2 Sampling

3.2.1 There was a case to case study at the various organization understudy in the departments of programming, operations and work evaluation.

3.2.2 Sample size

The researcher intended to sample from a population of 30. These organizations have about 15 workers each.

3.3 Data collection Instrument

3.3.1 Research instruments.

The researcher used structured Questionnaire and documentary review in the process of collecting primary and secondary data.

The selection of the research instruments were guided by the nature of the data that was required as well as the objectives under study

3.3.2 Validity and Reliability of instruments

The various categories of staff. Senior advisors board members provided a degree of homogeneity. At least 10% of the Questionnaire was used to pre test.

3.4 Data processing and analysis.

All the responses that were collected from the field have been coded and edited with the overall view of checking for data completeness.

3.5 Research Procedure

The research proposal was presented to the supervisor and the graduate school for approval.

On approval, the researcher received a letter of introduction to the organizations where actual data collection took place. Data from primary sources was then

collected, sorted, organized, tabulated and edited to reveal frequencies and percentages that were accompanied with other relevant literature and actual analysis.

3.6 Ethical Consideration.

The researcher got a letter from the University to introduce the researcher to the organization and permission was granted to proceed administering data.

Collection tools. The information obtained was treated purely for academic purposes and utmost confidentiality was taken care of.

3.7 Data Quality Control

To improve the validity of the questionnaire, knowledge from various experts was sought so that the tool can be fit into the objectives.

This ensured the clarity of the language, relevancy and comprehensiveness of the content.

The researcher also computed the content validity index.

There was also pre-testing of the tool.

LIMITATIONS OF THE STUDY

The researcher anticipates a delay in returning of questionnaires.

Some respondents concealed some information.

CHAPTER FOUR

PRESENTATION ANALYSIS OF DATA INTERPRETATION

4.0 Introduction

The data collected was presented by facts while analysis was done using descriptive statistics.

This chapter presents the results of the analysis under the following objectives.

1. To investigate the factors which affect the conflict management performance of both the Ngos and the people.
2. To investigate the relationship between type of people (literacy)
3. To investigate why some people prefer revenge to reporting cases to police.

The main factors that were looked at as having effect on conflict management performance were;

- Trainer – learners ratio
- Training learning contact hour
- Social economic status
- Training/learning resources
- Family and personal factors.

4.1.1 TRAINER – LEARNER RATION

Data was collected from villages and Zonal offices.

Sources- LC chair persons record cases that are going on around their villages.

The study indicated that the average trainer attends to more than 30 people in a village.

Such a relation of 1:30, implies a limited trainer – learner contact and close supervision of learners work, hence affecting performance.

4.1.2 TEACHING LEARNING CONTACT HOURS

In this study it was observed that training does not take long because the trainers are few and easily get tired hence do not spend long hours training the people.

There are no tips given to the trainer and therefore, trainers always look for other jobs aside of training.

4.1.3 Social economic status (SES)

This variable was important in the study to establish if people enjoy attending these work shops. Due to the economic struggle these days, most people do not pay attention to these workshops because they are looking for survival and of cause pay school fees for their children and other basic needs. Therefore the training system is promoting social economic gap

TABLE 4.2

Occupation of people who attend the conflict management workshops

Occupation	Workshop	
	Frequency	Percentage %
Small scale business	15	30
Teachers	1	2
Medical service	1	2
Civil servants	4	8
Drivers	1	2
Pastrolists	4	4
Farmers	1	2
Armed service	1	2
Mechanics	1	2
Mansionary	18	36
others		

Table 4.2 above shows that most learners are not economically strong and that shows the nature of the district. Therefore their occupations and financial status influences their choice.

4.1.4 Training/learning Resources

Table 4.3

Workshops and learning resources

	Training/learning resources	Rural	Urban
1	Text books for research	Yes	Yes
2	Capacity to buy news papers	No	Yes
3	Yours and more training	No	Yes
4	Environment	Yes	Yes

From the charts and observation, check list,

Urban learners make use of more training learning resources compared to rural areas.

Provision of text books by government to rural areas were still inadequate.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

This chapter consists of summary of the findings and then the conclusion from the study.

SUMMARY

The first objective was to find out how Ngo's have managed to control conflicts in Kasese district.

It was found that due to low earning and the nature of the learner's occupation few people attended workshops and ended up being green about conflict management. Instead, people are used of the system, an eye for an eye.

This is why conflicts have proven hard to control in Kasese district.

Based on these findings, the study concluded that although a variety of factors and to conflicts in Kasese district, no single factor could be identified on its own

The second objective was to compare the rural learners and urban learners.

It was found that rural learners do not have enough materials while those in urban have. It was also found out that, the training in rural areas is not taken to another level like it is done in Urban areas.

Summits are normally done in cities like Kampala where one gets access to very many conflict managers where as in the villages, it is myth.

CONCLUSIONS

The main reason for conflict in Kasese failing to be solved in time and people failure to attend to peace workshops and end up looking at war as the end of conflict and satisfaction of their rage and anger is due to the fact that financially, people are not stable and therefore, they see such workshops as time wasting and vice versa, the trainer also gets bored of the little pay they get hence few hours of training.

RECOMMENDATIONS

The government should put in place some projects to help the unemployed, get jobs and improve on home security of the people.

The government, should also help NGOs with funds and help provide more skills and trainers so that the work can be done well.

Basing on these findings, the study recommends that the government should encourage and support rural learners through provision of more books and invitations to conflict resolution workshops.

These workshops end up in interactions leading to the diversification of knowledge and skills.

Government should support NGO'S, so they can work and perform better than they do.

The government should help NGOs with funds and also support their work through providing information.

Most of the NGO`s in Uganda have the potential to perform but because they do it on their own voluntarily. Then they end up failing to reach every one who needs assistance.

To avoid conflicts, government should put up some measures of eradicating poverty and ending corruption.

Other wise the future is not all convincing for the next generation.

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APPENDIX

1A. LEADERSHIP BEHAVIOUR

- (a) The Board has the necessary range of skills and experience among current staff.
- (b) The staff understand the mechanics of the organization
- (c) The time commitment required of direction is appropriate.

1B MANAGEMENT AND CONDUCT OF MEETINGS

- (a) The number and length of Board meetings is appropriate to provide for input into meeting agenda
- (b) Staff members are provided with up to date and continuing advice and information
- (c) The focus of the Board's time and energies is in line with its priorities
- (d) Discussion of Key issues has a balance of perspectives.
- (e) The Board effectively delegates tasks

2A) Concerns for performance

- (a) the planning process is integrated
- (b) the board has put in place mechanics for measuring performance.
- (c) The Board provides the necessary tools for the staff to perform their duties
- (d) The staff are accountable for their out put

2B Planning and Appraisal

- (a) The board usually reviews the strategic plan and annual work plan.
- (b) Reviewing progress on strategic and work plans is done through out the year.
- (c) Thoroughly and comprehensively the board reviews its annual report on the conflict situation resolved.

3. Supervision and control.

- (a) Annually, there is an evaluation of the performances of the Board against the position description and the annual performance objectives.
- (a) Supervision normally assists the volunteer in different villages.

4. Expectations

The people can now use the taught methods of conflict resolution in their daily lives.

Finally peace can be achieved in families, villages, regions and countries.

Questionnaire given to the local people instructions – Do not write your name.

1. Occupation

2. Gender

Male,

Female

3. Qualification

University graduate,

Diploma,

Untrained

4. Employer

5. What do you do when you are in conflict?