# FINAL REPORT

BASELINE SURVEY ON STRENGTHENING WOMEN'S MEANINGFUL PARTICIPATION IN CONFLICT PREVENTION AND DECISION-MAKING PROCESSES IN WAKISO DISTRICT

Prepared By :

Joshua Byenkya

PSD
PARADIGM FOR SOCIAL JUSTICE & DEVELOPMENT

PACRE
PAN-AFRICAN CENTRE FOR
RESEARCH & EVALUATION

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LIST OF ABBREVIATIONS

AU	African Union
CAQDAS	Computer-Assisted Qualitative Data Analysis Software
CAQDAS	Computer-Assisted Qualitative Data Analysis Software
CBEWRM	Community Based Early Warning and Response Mechanism
CDO	Community Development Officer
CEDAW	The convention on the Elimination of All Forms of Discrimination Against Women
CFPU	Child Family Protection Unit
CSO	Civil Society Organisation
EWERS	Early Warning and Response
FGDs	Focus Group Discussions
KAPs	Knowledge Attitudes and Practices
KIIs	Key Informant Interviews
LCI	Local Council I
LCII	Local Council II
MoFPED	Ministry of Finance, Planning and Economic Development
MoGLSD	Ministry of Gender, Labour and Social Development
NEP	National Employment Policy
NEPAD	New partnership for Africa's Development
PSD	Paradigm For Social Justice and Development
PWDs	People with Disabilities
PWDs	Persons with Disabilities
RA	Research Assistants
SC	Sub-county
SOS	Save our Souls
SPSS	Statistical Package for Social Scientists
TC	Town Council
UBOS	Uganda Bureau of Statistics
UGP	Uganda Gender Policy
UNPAC	Uganda National Programme of Action for Children
UPE	Universal Primary Education
VSLAs	village Saving and Loans Associations
WPHF	Women's Peace and Humanitarian Fund

APPRECIATION

Joshua Byenkya, Lead Consult
Pan African Centre for Research and Evaluation (PACRE).
Department of Pharmacy, Makerere University
P.O BOX 445, Ntinda -Kampala, Uganda
Email: pacreconsults@gmail.com
Mobile Tel: +256777348784

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EXECUTIVE SUMMARY

Background. Paradigm for Social Justice and Development (PSD) is a women-led non-profit organization focused on advancing social justice and empowering women to shape their future. PSD's mission is to address social injustices, alleviate poverty and violence, and foster women's leadership. Their program areas include access to justice, sexual and reproductive health rights, human rights, economic empowerment, and promoting women's peace and security.

With support from the Women's Peace and Humanitarian Fund (WPHF), PSD is implementing a project aimed at strengthening women's meaningful participation in conflict prevention and decision-making processes in Wakiso District. The project seeks to change community attitudes towards women's involvement in decision-making and establish a gender-sensitive, women-led early warning and response system for conflict resolution.

Purpose and objectives. The purpose of this baseline study was to provide a situational analysis and establish benchmarks for conflict resolution and women's participation in decision-making processes in Wakiso. The study's objectives include evaluating the current situation, setting baseline values for key indicators, and refining the project's outcome and output measures. The survey was conducted in Wakiso District across three constituencies: Busiro North, Busiro South and Busiro East between August and September 2024.

Methodology. The baseline survey employed a cross-sectional study design to assess the Knowledge, Attitudes, and Practices (KAPs) on conflict resolution and decision-making in Wakiso District. Data were collected from a sample of 308 was accessed out of the 369 target respondents a response rate of 83% using both quantitative and qualitative methods. A cross-sectional research design was adopted for the survey. The KAP survey, conducted across eight PSD sub-locations, established baseline values for future evaluation. In total, 32 Key Informant Interviews (KIIs) with stakeholders were conducted and four sex-disaggregated focus group discussions in Masulita Subcounty, Mende Subcounty, Kasanje Town Council, and Bussi Subcounty. The study efficiently combined multiple methods to capture a comprehensive snapshot of the situation of the project.

In terms of the study findings, **Women participation in conflict resolutions and decision-making processes.** The survey found that 83% of respondents in Wakiso District believe women actively participate in conflict resolution and decision-making processes at various levels (LCI, LCII, Women Council, CDO, CSO and as Para socials etc), indicating significant progress in gender inclusion.

Knowledge of conflict resolution strategies. The study found that 69% of respondents in Wakiso District had above-average knowledge of conflict resolution strategies, including negotiation, inclusive dialogue, and mediation. Additionally, 13.9% mentioned traditional strategies like counseling, forgiveness, and community meetings, reflecting a blend of formal and traditional approaches.

Challenges to women participation in conflict resolution and prevention. The study identifies financial constraints (25%), cultural and societal barriers (20%), and lack of education or training (19%) as major challenges to women's participation in conflict resolution in Wakiso District. Additional barriers include safety concerns (12%) and limited access to decision-making platforms (6%).

Perception about the importance of women participation in conflict resolution and prevention. The majority of respondents (88%) view women's participation in conflict resolution and prevention as highly important, with 75% considering it "very important" and 13% finding it "important." However, 7% view it as "very unimportant," highlighting the need for continued advocacy.

Common conflicts reported in Wakiso District at Baseline. The baseline findings in Wakiso District show that domestic conflicts dominate, with 74% involving marital disputes, particularly adultery and domestic violence. Childcare-related conflicts follow at 39%, while property, economic, and inheritance disputes also contribute. These findings underscore significant marital, financial, and property-related tensions in the community.

Attendance of conflict resolution training. The survey revealed that 77% of respondents had not received training in peace building and conflict resolution, while 23% had. This indicates a notable gap in formal conflict management skills, which could impair effective dispute resolution and peace promotion. Targeted training programs could improve community cohesion and enhance the conflict resolution skills of women in Wakiso.

Reasons for non-participation decision making. Most respondents (61%) cited various reasons for not participating in conflict resolution in Wakiso District, including fear of consequences and unawareness of their rights. Other barriers included perceived non-mandate and cultural constraints, underscoring the need for greater awareness and inclusivity.

Major conflict resolution referral pathways. In Wakiso District, conflict resolution involves various tiers: LCIs handle initial community conflicts, CDOs manage child protection with limited decision-making, Probation Offices make binding family decisions, Police CFPU enforces law, LCIII Courts address land issues, Para-Social Workers support, and unresolved cases escalate to courts.

Conflict resolution at the district. Most respondents (54%) believe conflicts are resolved at the district level through official structures, while 27% disagree and 19% are unsure.

Attitudes of Women and Men on Conflict Prevention., 87% of respondents feel their contributions to conflict resolution are valued, indicating strong community participation. However, a minority feels undervalued, risking disengagement. There is broad support for inclusive conflict resolution (88%), While 78% believe women can freely contribute, 15% face restrictions. Most (66%) think communities need police and government support for conflict resolution. Additionally, 79% are willing to engage in conflict resolution even if not directly affected.

The baseline survey reveals that 99% of respondents are willing to support initiatives to boost women's participation in conflict resolution and prevention, providing a strong foundation for PSD to advance gender-inclusive programs. This overwhelming support enables PSD to effectively promote women's roles in managing and preventing conflicts.

Recommendations
Address societal challenges: Reduce alcohol abuse and infidelity to promote stability in conflict resolution. Educate men on responsibilities in family matters and childcare to ease the burden on women.

Involvement of men and community: Include men in both training and the conflict resolution process. Engage the entire community in conflict resolution efforts through community barazas. Involve and train religious and local leaders (e.g., LCs) to guide community-level conflict resolution.

Community education: Initiate programs to educate individuals on their rights and responsibilities, especially regarding family and child issues. Incorporate rights awareness training in local community meetings.

Empowerment: Support financial independence for women, particularly single mothers, through employment opportunities and financial programs. Utilize women's groups (e.g., VSLAs) for financial support and conflict discussion.

Legal and institutional support: Improve police and legal support to ensure better protection and case follow-up for women. Educate women about their legal rights in land and family matters. Engage police and legal bodies in broader conflict prevention efforts, using the law as a last resort.

Counseling, guidance, and training: Provide counseling services to help women navigate conflicts and make informed decisions. Offer training programs for both men and women on conflict resolution, marriage stability, and legal issues.

Mobilization and participation: Mobilize women to attend training sessions, participate in conflict resolution, and share positive ideas. Involve young people, especially young men, in conflict resolution discussions for long-term impact.

Institutional accessibility: Open local offices to bring conflict resolution services closer to the community and increase women's participation. Equip local leaders with resources to effectively follow up and resolve conflicts.

Financial Empowerment: Promote women's financial independence to prevent conflicts related to dependency on men in the event of single motherhood and neglect by men.

Challenges and frustrations: Address incomplete conflict resolution cases at police and local levels that discourage women and make them feel unsupported.

Shift focus from response to prevention: Develop proactive conflict prevention strategies to address issues before they escalate. Allocate resources to prevention-focused programs to reduce dependency on costly response methods.

Leaders share information: Ensure leaders share knowledge from capacity-building sessions with their communities to inform them about conflict resolution processes.

Involvement of Civil Society Organizations (CSOs): Collaborate with CSOs such as Redeem International, Save the Children, FIDA, SOS, Busi Kuntiko, and SEFOD to enhance conflict resolution and human rights education.

1.1 Background of PSD

PSD is a women led Non-Profit Organization that is committed towards advancing Social Justice and Development of women to be able to take shape of their destiny. The organization is incorporated as a company Limited by Guarantee and registered as a Non-Government Organization. PSD envisions a Society without injustice, violence and poverty and the mission is to work with vulnerable communities to address social injustices, alleviate poverty and violence. PSD's programs focus areas include Strengthening women's access to justice; Enhancing Sexual and Reproductive Health Rights; Promoting Human Rights and Good Governance; Economic empowerment for women, youth & PWDs; Promoting Women's Peace and Security; Ending Violence Against Women and Girls and Research.

PSD with support from the Women's Peace and Humanitarian Fund (WPHF) is implementing a Project on "**Strengthening women's meaningful participation in conflict prevention and decision-making processes in Wakiso district**. "This Project seeks to transform attitudes and practices of community members and duty bearers towards women's meaningful participation in decision-making processes and conflict resolution. The Project will also advocate for the creation of a gendered women led early warning and response system right from the village linked to the district responsible for Early Warning and Response (EWERS) to work closely with the Security to ensure peaceful communities.

1.2 Purpose of the Baseline Study

The baseline study provides a situational analysis, values, and any additional information regarding the Project's thematic areas of conflict Resolution, and Prevention, and meaningful women participation in decision making Processes in Wakiso District.

1.3 Specific Objectives of the Baseline Study

The specific objectives of the baseline study are:

i.   To state the current situation and establish the baseline values (benchmarks) related to all outcome level indicators and some key output indicators.

ii. To articulate the appropriateness of the project indicators and targets, including defining / unpacking/reviewing the project outcome & output indicators and providing specific and achievable recommendations on the indicators design improvements.

1.4 Scope of the Assignment

The content scope of the assessment covered the areas of current situation of **Women's Meaningful Participation in Decision-Making Processes** and **Conflict Resolution** in Wakiso districts.

4.1 Geographical Scope

The baseline survey was conducted in the project's implementation locations in Wakiso District across three constituencies: Busiro North (Kakiri Town Council, Kakiri Subcounty, Masuulita Town Council, and Masuulita Subcounty), Busiro South (Kasanje Town Council and Bussi Island Subcounty), and Busiro East (Mende Subcounty and Kyengera Subcounty).

1.4.2 Time scope

The baseline survey was conducted in the months of August, and September 2024

1.5 Deliverables

This baseline survey produced multiple products as listed below:

1. An inception report detailing the approach and methodology
2. A draft baseline study report with a summary of findings
3. A final baseline report submitted to PSD.
4. The Projects Monitoring and Evaluation (M&E) Plan.
5. Raw datasets from the survey, and transcripts from the qualitative data (FGDs, and Interview Guides)
6. Workshop/meeting presentations, outlines etc.

1.6 Legal Environment on Meaningful Participation of Women in Conflict Resolution and Decision-Making Processes

The Legal Environment on Meaningful Participation of Women in Conflict Resolution and Decision-Making Processes are discussed in the table below (Anderlini, 2015; Arostegui & Bichetero, 2014; Bazilio, 2019; Gyagenda, 2024; MGLSD, 2011; RTE, 2012)

Table 1: Legal environment for women meaningful participation in conflict resolutions

Policies and Legal Mechanisms	Resolutions
UN security council resolution 1325 on women, peace and security UN Security Council Resolution 1325 (2000)	The resolution spells out actions needed by all actors, including governments and the UN, to ensure the participation of women in peace processes and improve the protection of women in conflict zones.
The convention on the elimination of all forms of discrimination against women (CEDAW)	CEDAW (1979) has provided women with a framework to structure their own national debates and advocacy related to attaining the goal of gender equality It prohibits discrimination, seeks to eradicate it in all areas of women's lives and prescribes the measures needed to ensure that women worldwide are able to enjoy their rights.
Beijing declaration and platform For action	At the 1995 World Conference on Women in Beijing, China, a Declaration and Platform for Action (BPFA) was produced by member states that highlighted twelve critical areas of concern regarding women. Recommendation E.1: Increase the participation of women in conflict resolution at decision-making levels and protect women living in situations of armed and other conflicts or under foreign occupation.
Beijing +5	In June 2000, a Special Session of the UN General Assembly was convened for the Beijing +5 Review. Ensure women's full participation at all levels and stages of decision-making relating to conflict prevention, resolution, peacekeeping, peacebuilding

	and post conflict recovery;
African Union (AU) **The Sirte Declaration**	This declaration by African Heads of States, issued in 1999, set in motion the creation of the AU. The Declaration was adopted in Lome, Togo, in 2000 and came into force in 2001 It seeks to promote and protect human and peoples' rights in accordance with the 2001 African Charter on Human and Peoples' Rights.
New partnership for africa's Development (NEPAD)	NEPAD was conceived as a key strategy for Africa's development and renewal. In the NEPAD framework document and in the follow-up document, the Declaration on Democracy, Political, Economic and Corporate Governance (June 2002), specific references are made regarding the need for the promotion of women and the integration of gender Issues. Supporting women. promoting the role of women in all activities as a long-term objective for achieving sustainable development in Africa in the twenty-first century
Domestic Violence Act (2010)	Provides for the protection and relief of victims of domestic violence; remedies for the punishment of perpetrators; procedures and guidelines for courts for protections and compensation of victims; court authority to issue protection orders and enforcement of court orders; empowers family and children's courts to hear cases of domestic violence.
Family Law	The Ugandan Constitution provides that women and men have equal rights in marriage and its dissolution. However, currently there is no comprehensive legislation covering family law, which leaves significant gaps in protection.
The 1997 Children Act as amended	Puts into effect the Constitutional provisions on children and emphasizes the protection of the child by upholding the rights, protection, duties and responsibilities as contained in the Convention on the Rights of the Child and African Charter on the Rights and Welfare of the African Child.
The Land Act of 1998	The Land Act of 1998 and Land Amendment Act of 2004 provide the legal framework through which the fundamental rights of women are to be protected to redress gender disparity in access to and control over economically significant resources and benefits.

National Land Policy 2013	The government will ensure that both men and women enjoy equal rights to land before, during and after marriage and at succession without discrimination.
Education	The Ugandan Constitution states that all children are entitled to basic education, and the Children Act of 1997 provides that all children must be educated. Uganda has as Universal Primary Education Policy, which makes primary education free. **Uganda National Programme of Action for Children (UNPAC).** It was developed and launched in 1993. UNPAC provides a framework for all actors to protect the rights of children in the areas of child survival, development, protection and participation. **Education (pre-primary, primary and post-primary) Act, 2008.** This is the legislative basis governing education provision in Uganda. It states that "basic education shall be provided and enjoyed as a right by all persons". The University and Other Tertiary Institutions Act, 2001, governs tertiary education. Other key policy documents that related to education include: ▪ The Local Governments Act 1997. ▪ The Education Service Act 2002. ▪ Basic Education Policy for Educationally Disadvantaged Children, 2006 ▪ Strategic Plan for Secondary Education in Uganda 2008-2019 (2008) ▪ The Gender in Education Sector Policy, 2009 ▪ Universal Primary Education (UPE) Capitation Grant, Planning and Implementation Guidelines for District and Urban Councils, 2007: ▪ The Scheme of Service for Teaching Personnel in the Uganda Education Sector, 2008. ▪ Guidelines for Customised Performance Targets for Headteachers and Deputy Headteachers, 2008. ▪ Guidelines on: Policy, Planning, Roles and Responsibilities of Stakeholders in the Implementation of UPE for Districts and Councils, 2008
Employment	**Uganda's Constitution 1995** states that women shall have the right to equal treatment with men, which includes equal opportunities in political, economic and social activities.

	The Employment Act of 2006 prohibits any form of discrimination in employment on the basis of sex.

The 2011 National Employment Policy (NEP) lays out the specific roles and responsibilities of different government agencies such as the Ministry of Finance, Planning and Economic Development (MoFPED), The National Planning Authority (NPA), the Uganda Bureau of Statistics (UBOS), Ministry of Gender, Labour and Social Development among others (MoLSD, 2022)

Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations 2005. These regulations were aimed at regulating the recruitment and the deployment of Ugandan migrant workers to countries which have existing labour and social laws or are signatories to international agreements protecting the rights of migrants (Crystal Advocates, 2020)

Employment (Sexual Harassment) Regulations, 2012 The Regulations provide for handling and management of sexual harassment complaints at the workplace. Under the regulations, employers with 25 or more employees are required to adopt a sexual harassment policy and designate a sexual harassment committee to handle any sexual harassment complaints

The Labour Disputes (Arbitration and Settlement) No. 8 of 2006. The Labour Disputes (Arbitration and Settlement) Act came into force in 2006 replacing the Trade Disputes (Arbitration and Settlement) Act Cap 224 enacted in 1964. It provides for and regulates the settlement and adjudication of labour disputes by conferring jurisdiction on the Office of the Labour Officer and Industrial Court

The Occupational Safety and Health Act No. 9 of 2006. The Occupational Safety and Health Act sets out standards for safety and working conditions in workplaces with focus on industries and processing plants among others. Safety standards set out by the law must be adhered to by all workplaces which must be inspected, approved and |

	certified.
	Others include
	   ■ The compensation Act
	   ■ Retirement and pension benefits legislation
	   ■ Children's Act Cap 59

Gender Mainstreaming	In addition to its Constitutional framework, Uganda has a policy structure in place to ensure equality for women
The Uganda Gender Policy, 2007	The purpose of the UGP is to establish a clear framework for identification, implementation and coordination of interventions designed to achieve gender equality and women's empowerment in Uganda.
The National Action Plan on Women Peace and Security (NAPW)	The goal of the NAPW is to achieve equal opportunities for all women in Uganda by empowering them to active participants and beneficiaries of the social, economic and political developments in Uganda

SECTION TWO: METHODOLOGY AND APPROACH

2.1 Evaluation approach

A **cross-sectional study design** was adopted in the baseline survey. This involved collecting data from the study population at a specific point in time. This design enabled researchers to analyse the prevalence of **Knowledge, Attitudes, and Practices (KAPs)** on Conflict Resolution and Decision-Making Processes in Wakiso District. By using a cross-sectional study, researchers captured a snapshot of the situation, providing valuable information about the distribution and relationships of variables across the population. Adopting this design facilitated efficiency in terms of time and resources, as it gathered data simultaneously rather than over an extended period. Additionally, a cross-sectional study with a **Mixed Methods Approach** was particularly useful in triangulating both quantitative and qualitative data at the same time.

2.2 Data collection methods

2.2.1 Desk review

Secondary analysis was conducted with respect to the project proposal documents. The desk review focused on a situational and contextual analysis to understand the existing context of the project, guiding project implementation and the measurement of key performance indicators. This informed the determination of revisions to project targets. The specific documents reviewed included the Project Document Template, Annual Work Plan 2024-2025, Quarterly Conflict Analytical Report for Busiro East and North Constituencies, Wakiso District 2021 report, the outcome and activities document, the training plan for women leaders on conflict resolution, conflict prevention, civic participation, GBV, and community-based early warning and response mechanisms, as well as media reports, publications from like-minded NGOs, and journal articles on conflict meaningful participation of women in conflict resolutions and decision making processes in Wakiso District.

2.2.2 Knowledge, Attitudes and Practices Survey

A KAP survey was designed and administered in the eight PSD sub-locations where the project was implemented. The survey sampled respondents from the targeted **9,550** women and men in Wakiso District based on the programming targets. The KAP survey revealed the current state of knowledge, attitudes, and practices that women and men hold regarding the meaningful participation of women in decision-making processes and conflict resolution in Wakiso District. The KAP survey tool also featured quantitative sections/questions that established baseline outcome values against which midterm and end-of-project cycle targets will be determined. The indicators in the project log frame guided the development of the KAP survey as well as the respective interview guides. The survey tool was digitized using Kobo Collect after approval by PSD. Following the review of the tools, training and pretesting were conducted by the Research Assistants to strengthen the tool's validity, reliability, and the flow of the questions.

A KAP survey was adopted because it provided a structured approach to assess the knowledge, attitudes, and practices of women regarding conflict resolution and decision-making processes in Wakiso district. This method allowed for the identification of gaps in awareness, cultural or social barriers, and existing behaviors that may have hindered women's participation. The findings from the survey informed the design of targeted interventions, ensuring that the project addressed real community needs and promoted meaningful participation by women as supported by (Andrade et al., 2020).

2.3.3 Sample Size and sampling strategies

The sample size was determined using the Raosoft[1] online sampling to determine the correct sample size for the KAP survey. Using a margin of error of 5%, and a confidence interval of 95%, the sample size for the KAP survey will be **369** respondents was determined from the target population of **9,550**. The survey adopted the simple random sampling method, and purposive sampling for the qualitative sampling for FGDs and KIIs.

3.2.4 Key Informant Interviews (KIIs)

Thirsty-two (32) KIIs were conducted with various stakeholders including District technical staff, political, and religious leaders, and Police. The Key Informant Interviews will augment the identification of existing women-led Community Based Early Warning and Response Mechanism (CBEWRM) linked to the district while also soliciting for recommendations on how to strengthen these existing women-led CBEWRM.

Key informant interviews were used in the study on women's participation in conflict resolution and decision-making in Wakiso to gather detailed insights from individuals with firsthand knowledge or experience. These interviews allowed for a deeper understanding of the challenges, opportunities, and cultural dynamics that influence women's involvement in these processes. By engaging with community leaders, officials, and women activists, the study gained valuable perspectives on the barriers to meaningful participation, helping to identify areas for improvement and potential strategies for greater inclusion as supported by (Lokot, 2021; Monday, 2020)

Table 2: Interviews conducted with Key informants

	Location	Sub-location	Category	Number
1	Wakiso District	Wakiso District	Women council, Probation office, community development	2
2	Busiro North	Masuulita Subcounty	LC1, Women council members	3
		Masuulita Town council	Town council technical staff, LCIs, Women Council members	4
3	Busiro East	Kakiri Subcounty	LC1 Women council member, Councilor	5
		Kakiri Town council	Women Council Member, technical staff, political leader	3
		Mende Subcounty	Councilor, Women Council, Subcounty and Technical staff	3
		Kyengera Town council	Women Council	1
4	Busiro South	Kasanje Town Council	Local Council, Women Council, Technical Staff, Political Leader	3
		Bussi Subcounty	Subcounty Technical Staff, Councilors	3
Other stakeholders				
5	Kampala	Kawempe	Project staff	2
	Wakiso	Wakiso	Religious leaders	2
	Security personnel	Wakiso	Security official	1
	Total			**32**

3.2.3 Focus Group Discussions

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[1] http://www.raosoft.com/samplesize.html

Four sex-disaggregated FGDs for community members including women and men in the project target locations. The average duration for the FDGS was an hour with 8-12 participants in total. The FGDs were conducted in **Masuulita** Subcounty, **Mende Subcounty**, **Kasanje Town council** and **Bussi Subcounty**

Table 3: FGD Locations

	Sub-Locations	Sex	Number
1	Masuulita Subcounty	Females	1
2	Mende Subcounty	Females	1
3	Kasanje Subcounty	Males	1
4	Bussi Subcounty	Males	1
	Total		**4**

The FGDs featured sex-disaggregated participants due to the sensitivity of the baseline topic, which focused on conflict resolution, prevention, and gender-based violence (GBV) as sub theme. Given the delicate nature of these subjects, the researchers aimed to create a safe environment where participants could speak openly. By organizing groups with same-sex participants, the research sought to maximize engagement without causing discomfort or fear of judgment. This approach was intended to encourage honest and uninhibited discussion, reducing the risk of finger-pointing and bias, ultimately ensuring that the participants could share their experiences and perspectives freely and without hesitation.

Focus group discussions (FGDs) with community members, both women and men, were utilized to encourage open dialogue and capture diverse perspectives on women's meaningful participation in conflict resolution and decision-making. FGDs fostered interactive discussions, allowing participants to express their views, share personal experiences, and collectively explore issues affecting their involvement. By including both genders, the study gained a balanced understanding of community dynamics, power relations, and social norms, helping to identify barriers and opportunities for improving women's roles in these processes as supported by (Hall, 2020; Yulianti & Sulistyawati, 2021)

2.2.4 Inclusivity

The baseline survey included males, **females, youth (ages 18-35), persons with disabilities (PWDs)**, and **older persons (60+ years).** This inclusive approach was essential because conflict resolution, prevention, and decision-making processes involve and impact a broad spectrum of stakeholders. By ensuring diverse participation, we aimed to gain comprehensive insights into the perspectives and needs of all community members.

2.5 Data management analysis

Quantitative data: Quantitative data was analysed using SPSS. All raw data were downloaded from Kobo Collect platform and transferred to Microsoft excel 365. This application has unique capabilities to handle data cleaning, analyses, graphs frequency tables. For cross-tabulations and multivariate analyses, more analysis was done through SPSS.

Qualitative data: Qualitative data was analysed using ATLAS.ti version 24 which is a Computer-Assisted Qualitative Data Analysis Software (CAQDAS). Both inductive and deductive coding of qualitative data was done. Integration of quantitative and qualitative data was done at the presentation of results and discussion objective per objective.

2.6 Quality control

Training data collectors: Training research assistants (RAs) in basic research skills was conducted to enable the collection of quality data. The training enhanced their capacity to probe for the desired project outcomes.

Pretesting: The survey tool was piloted during the training phase to ascertain its precision, conciseness, and flow of questions. The pretest of the survey tool aided the research team to adapt the tool in Wakiso.

Supervision: The consultants were physically present to supervise data collection for the survey and to facilitate real-time troubleshooting of field challenges. The consultants primarily conducted key informant interviews, while the research assistants carried out the survey using tablets.

Daily debriefs: Daily debriefs were conducted every evening or morning after fieldwork to identify data gaps and address any emerging challenges.

Digital audio recorders: Throughout the evaluation, audio recorders were used to ensure that no critical information was missed during KIIs and FGDs. This also facilitated verbatim transcription, coding, and data analysis.

CAQDAS: Computer-Assisted Qualitative Data Analysis Software (CAQDAS) with ATLAS.ti V24 was utilised, facilitating a rigorous interrogation of the qualitative data.

2.7 Ethical Consideration

To ensure informed and voluntary consent without coercion or deception, respondents were provided with a thorough explanation of the project review's aim and objectives. No material or monetary incentives were offered in exchange for their participation. A consent form was made available for each interviewee in case they wished to sign it. Additionally, respondents' privacy and confidentiality were assured, particularly for beneficiaries. Names and other identifiers were removed from the report to protect their confidentiality. Furthermore, it was guaranteed that no harm or risks would arise from participation in the study.

2.8 Indicator outcome generating table

Data was analyzed, and the indicators were generated and presented in the Indicator Outcome Table below. Indicators were derived based on the project log framework.

2.9 Limitations of the study

The baseline survey encountered the following limitations.

Gender differences. The majority of respondents in the study were women, comprising 82%, compared to 18% males. This significant discrepancy could be attributed to factors such as the fact that survey mobilization was conducted entirely by women, women's greater responsiveness to community engagements, and men's reluctance to share conflict-related experiences. Future studies should aim for a more balanced gender representation to ensure equal input from both men and women. Nevertheless, we triangulated men's views in the FGDs, and with Key informant interviews.

Missed opportunity for interviewing PWDs. The study also missed including Persons with Disabilities (PWDs), which could have provided valuable insights into their experiences and biases regarding conflict resolution. To address this gap, a rapid qualitative study maybe be conducted using contacts from available key informants to explore the perspectives of this vulnerable group and strengthen the report.

Response Bias: The predominance of female respondents could have indirectly led to response bias, as perspectives on conflict resolution might differ between genders (males and females), which could influence the overall findings. Nevertheless, the study findings give PSD an opportunity to fully understand the perspectives of women since it is a led organisation, that strives at strengthening meaningful women participation in conflict resolution in Wakiso.

Table 4: Shows Outcome Indicators Summary

No.	Outcome Indicator	Age group	Baseline outcome value
1	**Indicator 2.1:** Number/Percentage of women participating in decision making in conflict prevention processes and response (by age group i.e. 0-17, 18-29 and 30+)	0-17 years	6 (2%)
		18-29 years	20 (6%)
		30 years+	76 (24%)[2]
2	**Indicator R1:** Number of people directly benefiting from the response (by sex, age group)		0
	Proposed Indicators		
3	**Indicator 1:** Percentage of women and men with Knowledge of Paradigm for Social Justice and Development	Females Males	79 (31%) 6 (11%)
	Percentage of women and men with Knowledge of Paradigm for Social Justice and Development and the services it offers	Females Males	60(24%) 5(9%)
4	**Indicator 2**: Percentage of women and men with correct *knowledge*, *attitudes* and practices *regarding conflict resolution* and **early warning system.**		73%

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[2] Adjusted based on the accessed sample of 308 to reflect actual context of women participation in decision making.

SECTION THREE: BASELINE FINDINGS AND DISCUSSIONS

3.1 Introduction
This section explains the baseline findings relative to the study objectives. It begins with an overview of the respondents' demographic characteristics, progresses to the quantitative findings from the Knowledge, Attitudes, and Practices (KAP) survey, and then explores the qualitative insights derived from Key Informant Interviews (KIIs) and Focus Group Discussions (FGDs). The section concludes with actionable recommendations based on the findings.

3.2 Demographic characteristics of the baseline respondents
Table 5: Demographic characteristics of the baseline respondents

Variables		
Constituency	**Frequency**	**Percentage**
Busiro East	77	25%
Busiro North	150	49%
Busiro South	81	26%
Total	**308**	**100%**
Subcounty	**Frequency**	**Percentage**
Busiro East		
Kyengera TC	**42**	14%
Mende SC	**35**	11%
Sub-total	**77**	**25%**
Busiro North		
Kakiri SC	45	15%
Kakiri TC	45	15%
Masulita SC	32	10%
Masulita TC	28	9%
Sub-total	**150**	**49%**
Busiro South		
Bussi SC	32	10%
Kasanje TC	49	16%
Sub-total	**81**	**26%**
Total	**308**	**100%**
Sex	**Frequency**	**Percentage**
Female	252	82%
Male	56	18%
Total	**308**	**100%**
Age Group	**Frequency**	**Percentage**
Below 20	23	8%
21-29	46	15%
30-39	139	45%
40-49	48	16%
50-59	33	11%
60+	19	6%
Total	**308**	**100%**
Marital status	**Frequency**	**Percentage**

Divorced/Separated	24	**8%**
Living together with woman/man (Cohabiting)	70	23%
Married	130	42%
Prefer not to say	5	2%
Single	57	19%
Widow/Widower	22	7%
Total	**308**	**100%**
Occupation	**Frequency**	**Percentage**
Agriculture, forestry, fishing	76	29%
Cattle keeper	4	2%
Wholesale and retail trader	27	10%
Petty Business	75	28%
Livestock and Poultry	51	19%
Civil Society Organization e.g. (NGO, CBO)	1	0%
Transport sector (Taxi, Boada-boda, water boat/canoe)	11	4%
Civil Service (MDAs, Local Government etc)	1	0%
No employment	25	10%
Other (Specify)	53	20%
Total of multiple responses	**324**	**122%**

Respondents' distribution per constituency

The majority of the baseline respondents were from **Busiro North**, including Kakiri SC, Kakiri TC, Masulita SC, and Masulita TC, with 150 respondents (49%). This was followed by **Busiro South**, covering Bussi SC and Kasanje TC, with 81 respondents (26%), and finally, **Busiro East**, comprising Kyengera TC and Mende SC, with 77 respondents (25%). These project locations contributed to the overall baseline data.

Sex distribution

The findings show that most respondents in the survey were female, with **252 (82%).** In contrast, males made up a smaller portion, with **56 (18%).** This indicates a significant gender disparity, with females being the predominant survey participants. These results suggest that any conclusions or insights drawn from the data will likely be influenced by the higher representation of females. The disparity may be explained by the survey mobilization being predominantly conducted by females, women's responsiveness to community activities, and men often stating they are too busy.

Age groups

Most survey respondents, **139 (45%),** were between the ages of 30-39, followed by those aged 40-49, who accounted for **48 (16%).** Respondents aged 21-29 contributed **15%** of the total. Fewer participants were under 20 years old, with **23 (8%),** while only 6% were older persons aged 60 years and above. These findings reflect a younger to middle-aged demographic focus.

Marital Status

The majority, **130(42%),** were married, followed by those cohabiting, **70(23%).** Singles constituted 57 (19%) of the survey respondents, while **22(7%)** were widows/widowers. Those who reported being separated or divorced at the time of the survey accounted for 24 (8%).

Occupation

The majority of respondents, 76(29%), were employed in the agricultural sector. This was followed by 75(28%) engaged in petty business activities while 53(20%) belonged to other occupations other than those listed in the study. The nearly equal split between those engaged in agriculture and those involved in petty business can likely be attributed to the study's balanced representation of urban, peri-urban and rural geographic scope of the baseline study.

3.3 Percentage of women and men with Knowledge of Paradigm for Social Justice and Development and the services it offers

Figure 1: **Knowledge of Paradigm for Social Justice and Development (PSD)**
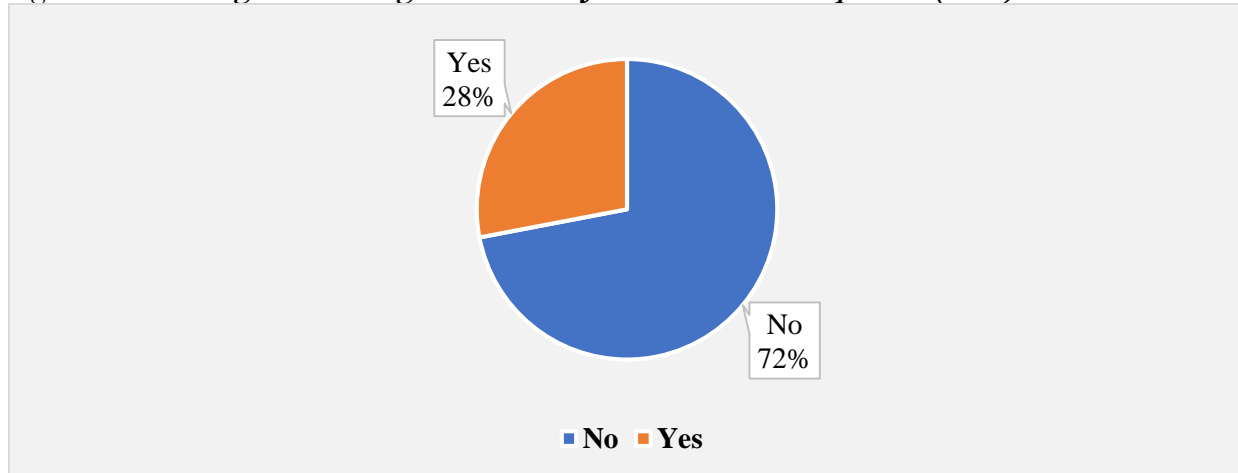
Among the surveyed respondents, **223 (72%)** were unaware of the **Paradigm for Social Justice and Development (PSD),** while **85(28%)** were aware of the organization. This significant disparity highlights a critical need for enhanced outreach and communication efforts. Improving PSD's visibility through targeted awareness campaigns could increase community engagement, strengthen program delivery, and build support for the organization's initiatives. By addressing this gap in awareness, PSD can better position itself to achieve its goals and make a more substantial impact within the community.

Figure 2: **Respondents' Knowledge of Paradigm for Social Development activities**
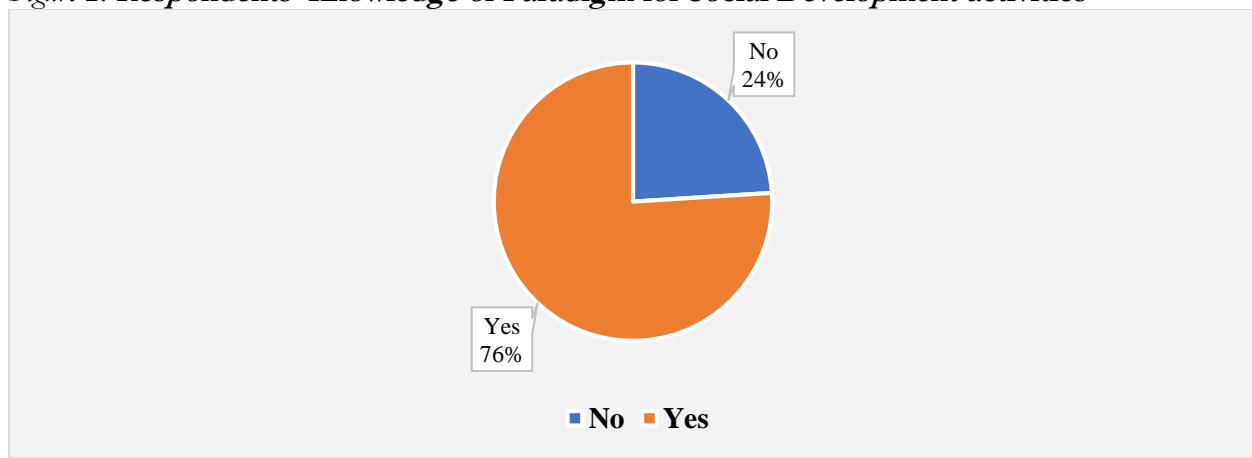
Of the 85 respondents (28%) who reported having knowledge of PSD, **20 (24%)** were unfamiliar with the organization's activities, indicating a gap in understanding. In contrast, **65(76%)** were aware of the activities implemented by PSD. This suggests that while a portion of the informed respondents recognize PSD's work. With continued programming and implementation this situation will have changed at endline.

Respondents' knowledge of activities conducted by PSD
Figure 3: **Respondents' knowledge of activities conducted by PSD**
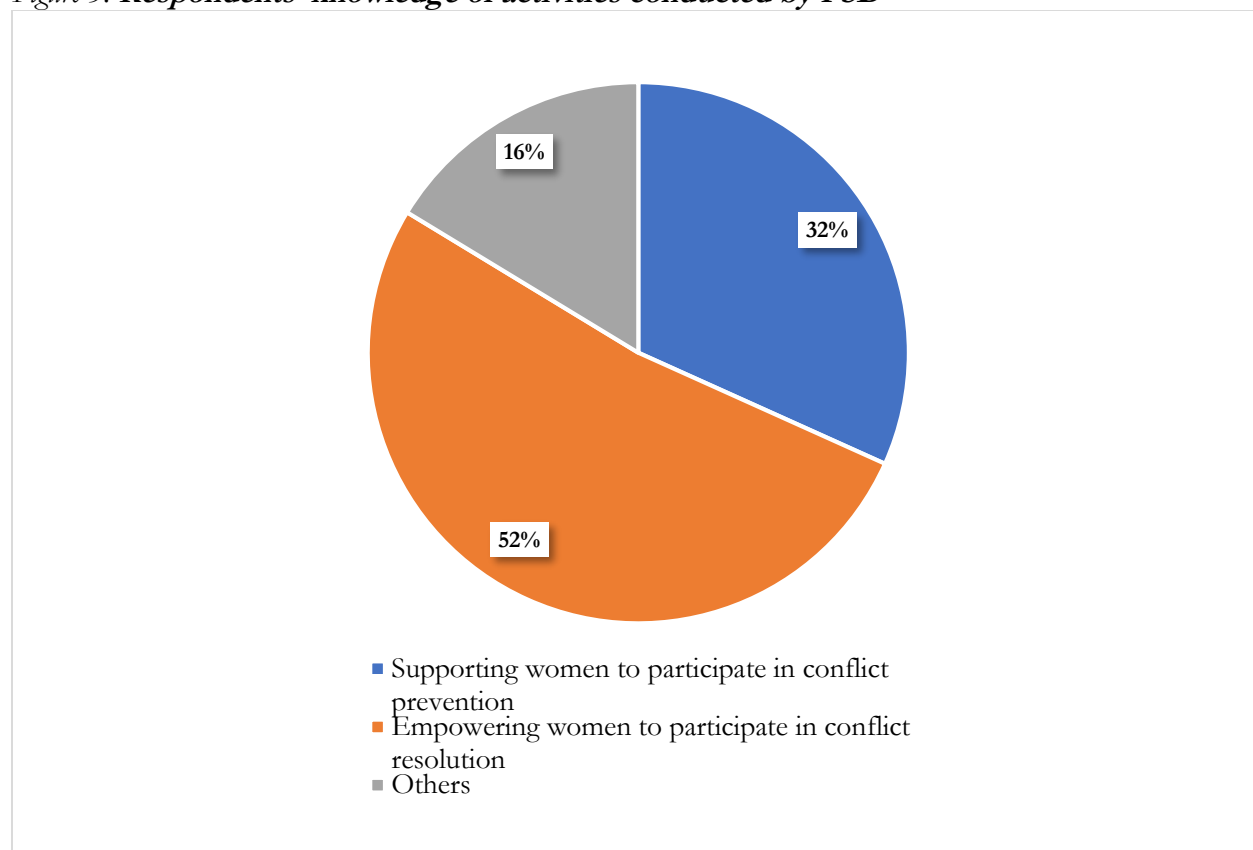
Regarding those who had knowledge of activities conducted by PSD, **52%** reported being aware that PSD empowers women to participate in conflict resolution, while **32%** where aware that the organisation supports women to participate in conflict prevention in Wakiso District. The other **16%** mentioned other activities they thought PSD does. However, it should be noted that this question was in relation to the previous one of the **65(76%)** that were aware of PSDs activities.

Other activities mentioned by respondents were in relation to "Adolescent health," capacity building in relation to "causes of conflict in families," "conflict resolution and prevention," "domestic conflicts," "empowering women," "justice for women," "providing justice for children and widows," and "training of women". These responses collectively provide a picture of what respondents knew about PSD.

3.4 Civic Participation of Women in Conflict Resolution

This section presents findings related to meaningful women's participation in civic engagement, including the challenges they face, and the strategies employed to overcome these obstacles. It highlights the various barriers that hinder effective involvement, explores the methods used to enhance participation, and provides insights into how these strategies can be optimized to support women's active role in civic activities.

3.4.1 Women involvement in conflict resolution and prevention in Wakiso District

Figure 4: Women involvement in conflict resolution and prevention in Wakiso District
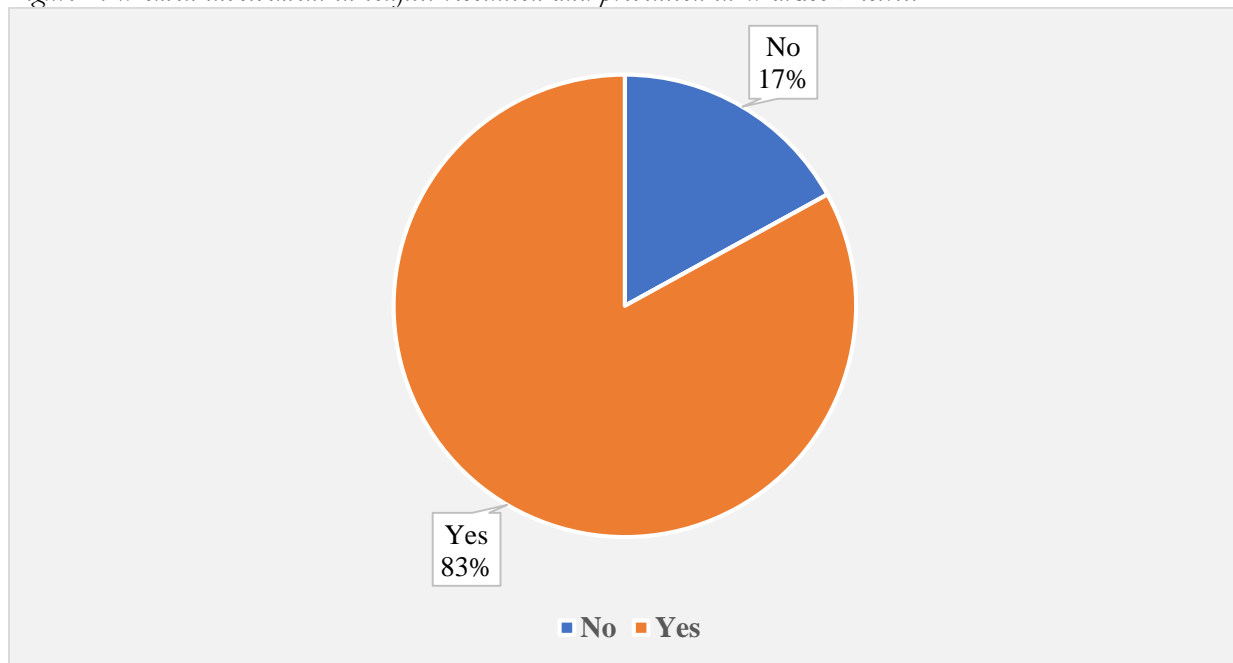
The majority of the respondents 256(83%) believed that women in Wakiso District involve themselves in conflict resolution and decision-making processes in Wakiso District, while 52(17%) disagreed. This question was regarding the involvement at various levels including family, community, Local Council, Parish, Subcounty, District, and alternative dispute resolution mechanisms among others. The findings indicate substantial female participation, reflecting progress toward gender inclusion by various stakeholders.

Qualitative findings indicated that women councils were predominantly engaged in conflict resolution of domestic violence cases in Wakiso District as stated by One staff from PSD

> "…*we discovered that even the women leaders—such as women's councils and women councillors elected from the village to the district—were mainly focused on resolving issues related to domestic violence and participating in meetings related to family matters. However, their responsibilities extend beyond that. These leaders are supposed to address broader community issues as part of their day-to-day duties*". **PSD Staff_2**

Similarly, the PSD staff further elaborated that:

> "*They needed to articulate the issues affecting their fellow community members, whether men or women, and offer potential solutions. The objective was to prevent situations where women councillors would attend meetings merely as observers, with their presence noted but their voices unheard*". **PSD Staff_2**

Furthermore, a Technical Official from Kakiri Subcounty confirmed that in various community-based engagements at the grassroots level, women make up the majority of participants and assume more leadership roles compared to men. The technical person stated that:

> *"[…] As the government, we work with other stakeholders, we involve the whole community in our activities, not just women. However, we often notice that women take on most of the leadership roles. Most of the participants are women, and we find them to be flexible and easy to work with. For example, when we work with organizations like* **Save the Children***, which brings us to schools with management committees, it's usually women who lead. Some roles, like the lay leader, have to be filled by a man, but if that wasn't the case, I believe a woman would likely take that position too."* **Technical Official, Kakiri Subcounty**

Additionally, Women in Kakiri Subcounty have significantly taken on leadership roles within their communities. Notably, **two women serving as LCI Chairpersons** are recognized as the best LCI Chairpersons among the **37 villages in the area**. These women excel in managing conflicts, including gender-based violence (GBV) cases etc, often resolving such issues locally without needing police intervention. They actively involve external stakeholders like the Office of the CDO in village meetings, fostering community engagement. Additionally, the presence of a dedicated **Defense Sub-Committee** alongside the main LCI leadership has contributed to lower crime rates, such as theft, in these communities. Similarly, the two villages led by women have registered less land conflicts at the Subcounty, Police and Sub- County court, because they are bold to say no when land for instance is being solved multiple times. Besides, they are empathetic and tend to side with the oppressed.

3.4.2 Knowledge of conflict resolution strategies by the respondents in Wakiso District

Figure 5: Knowledge of conflict resolution strategies by the respondents in Wakiso District
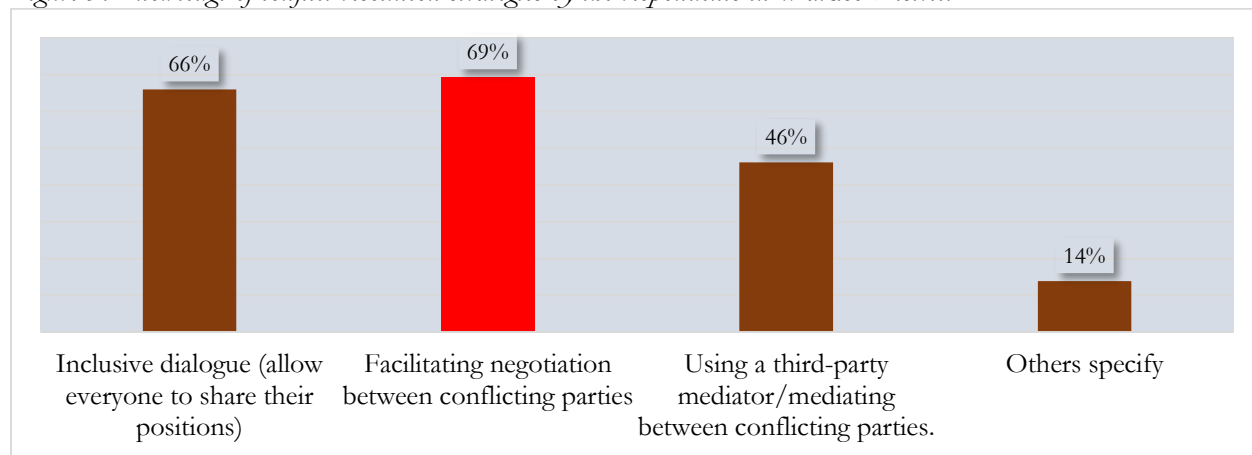
The study indicates that the majority of the respondents had above average knowledge about the conflict resolution strategies with 165(69%) having knowledge of facilitating negotiation between conflicting parties, followed by 157(66%) with knowing about inclusive dialogue that allows everyone to share their positions, while the use of third-party mediators/mediation was registered at 110(46%), and others 33(13.9%) mentioned other strategies such as counseling, forgiveness, Knowing the possibility of a conflict before it happens (early warning), seeking guidance from elders, silence and running away, following traditional norms, landlord calling for meetings among conflicting tenants, community meetings, apology, respecting each other, forgetting the past (*burying the hatchet*), conducting thorough investigation and research about the root causes of conflict among others. This broad

awareness reflects a mix of *formal* and *traditional* conflict resolution approaches, highlighting the importance of integrating these methods to enhance peace-building efforts.

3.4.3 Ways through which women participate in conflict resolution and decision-making processes in Wakiso District

The survey also assessed the role of women in conflict resolution and decision-making in Wakiso District, using response options such as mediation, negotiation, community peacebuilding initiatives [*Peace education, community reconciliation programmes etc*], advocacy and awareness campaigns, and others. These categories helped capture the diverse ways in which women contribute to conflict resolution processes. The results, presented in the figure below, provide insights into the specific roles women play and highlight the areas where their participation is most prominent. These findings help in understanding the impact of women's involvement in fostering peace and resolving conflicts in the District.

Figure 6: Role of women in conflict resolution in Wakiso District
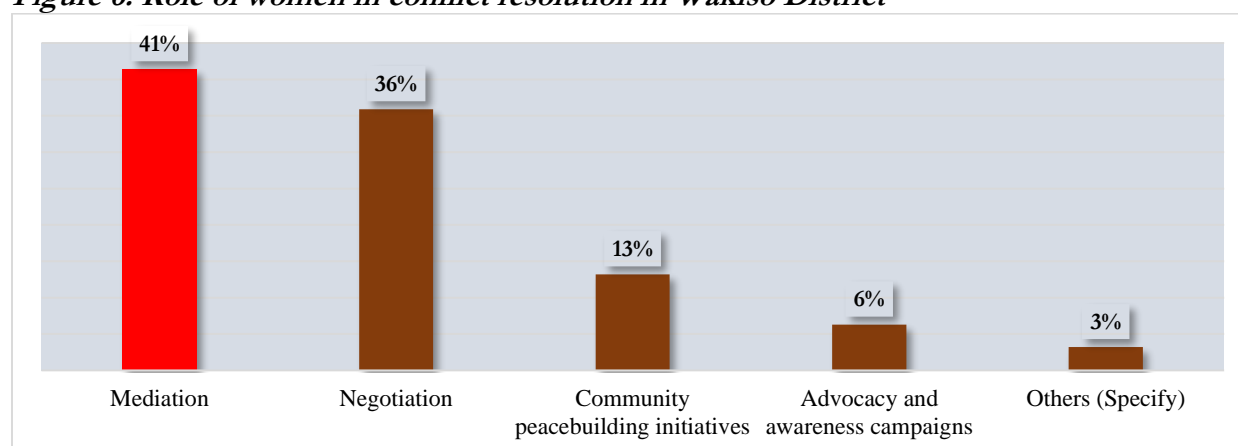
The data suggests that women in Wakiso participate in conflict resolution and prevention through various approaches. **Mediation** is the most common form of participation, with 41% of women involved in resolving disputes by facilitating dialogue between conflicting parties. Negotiation follows closely at **36%,** where women engage directly with parties to reach mutually acceptable agreements. Additionally, **13%** participate in community peacebuilding initiatives like *Peace education, community reconciliation programmes etc*, contributing to long-term reconciliation efforts. Advocacy and awareness campaigns, although less common at **6%,** play a role in educating and mobilizing communities on conflict prevention. A small percentage **(3%**) are involved in other forms of participation. These results suggest that **mediation and negotiation** are the primary avenues through which women contribute to conflict resolution in the district.

Other ways through which conflicts are resolved by women include offering reconciliation of conflicting parties by the Local Council 1 (LCI) Women's Council Chairperson (Nabakyala), counseling and guidance for youth and women on conflicts at the LCI level, awareness creation about conflicts, advocating for forgiveness between conflicting parties, referrals to the police, referrals to Save the Children, silence, and involvement of religious leaders, among others.

Qualitative findings suggest that while **women's political representation** in Wakiso district appears robust on paper, its **practical implementation falls short**. Despite women being appointed to

various positions, **entrenched cultural norms** and **patriarchal structures continue to undermine their influence in decision-making processes**. For example, leadership roles such as council speaker and mayor are predominantly reserved for men, with women often relegated to secondary roles like deputy mayor. This systemic imbalance reinforces existing power dynamics and prevents women from fully contributing to governance and conflict resolution efforts.

The implication of this disparity is that **women's participation in politics does not necessarily translate into effective decision-making or conflict resolution**. The persistent patriarchal attitudes within both local councils and higher government institutions mean that the structural challenges remain largely unchanged. Consequently, while women may hold formal positions, their ability to impact policy and address conflicts is limited, perpetuating a cycle where gender equality in political representation does not equate to substantive power or influence.

3.4.4 Perceived Leve of effectiveness of women participation in resolving in conflict resolution and prevention   in Wakiso District
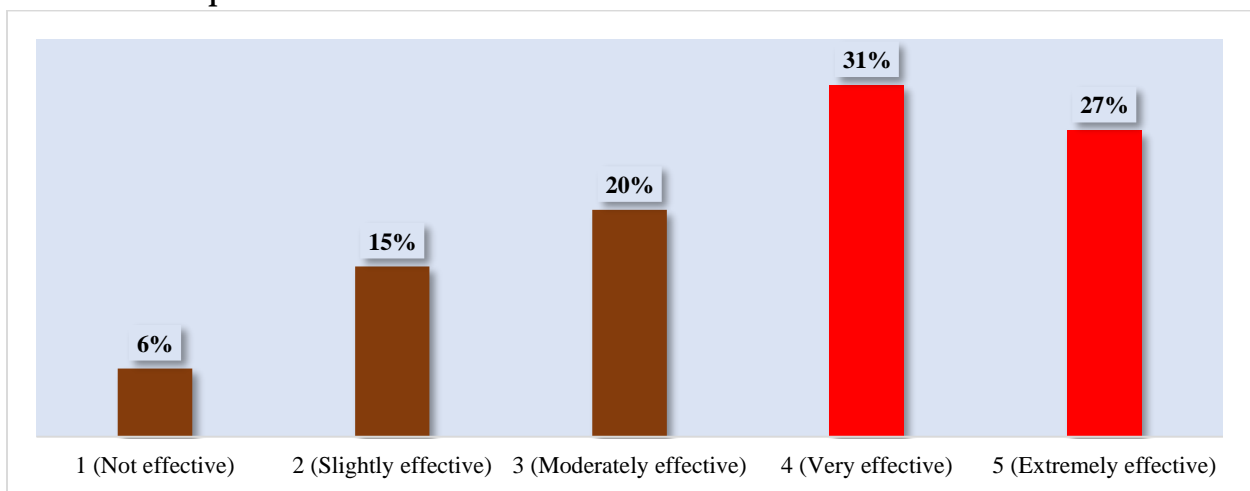
Figure 7: Perceived Leve of effectiveness of women participation in resolving in conflict resolution *and prevention   in Wakiso District*

The findings regarding the effectiveness of women's participation in conflict resolution show that the majority of respondents rated it as either **very effective (31%)** or **extremely effective (27%),** accounting for **58%** of the responses. A smaller proportion found it **moderately effective (20%**), while **15%** considered it **slightly effective**, and **6%** viewed it as **not effective**. This indicates that women's involvement in conflict resolution is largely seen as impactful, though there is room for improvement as a portion of the respondents perceive it as less effective. The high overall rating underscores the significant role women play in conflict resolution efforts.

3.4.5 Challenges to women participation in conflict resolution and prevention
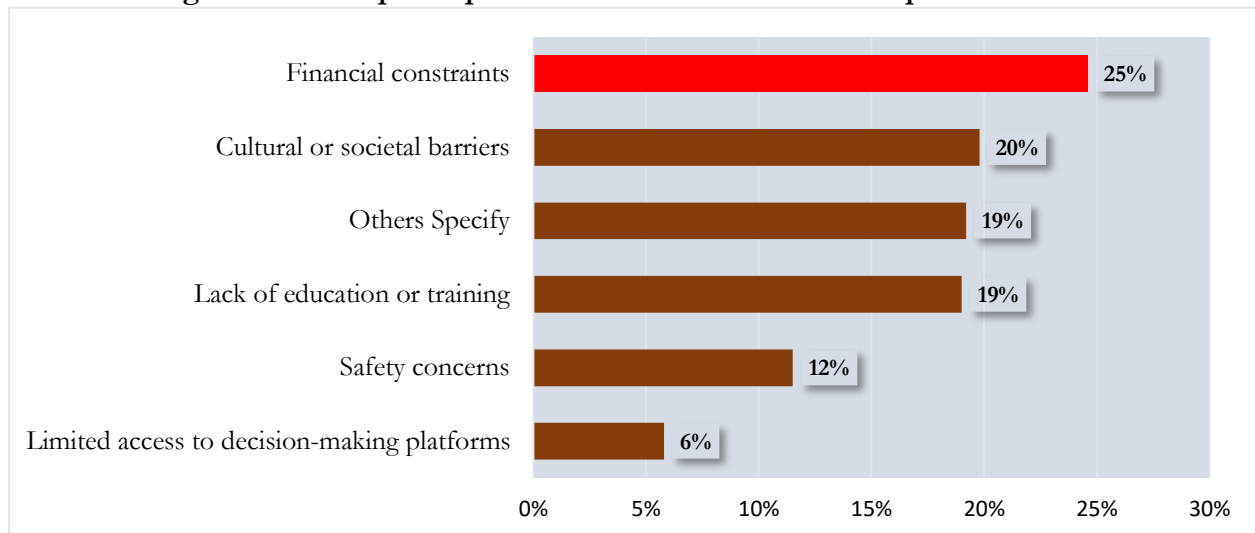
Figure 8: **Challenges to women participation in conflict resolution and prevention**

The findings reveal that financial constraints **128(25%)** pose the greatest barrier to women's participation in conflict resolution in Wakiso District, limiting their ability to engage in key processes. Cultural and societal barriers **100(20%)** further reinforce gender-based exclusion, undermining women's roles in decision-making. The lack of education or training **99(19%)** also hinders their capacity to contribute meaningfully. Additionally, other factors such as safety concerns **60(12%)** discourage participation, as women may feel unsafe in conflict settings. Limited access to decision-making platforms **30(6%)** further restricts women's involvement, ultimately marginalizing them from conflict resolution initiatives in the district.

According to the qualitative findings, **financial constraints** are linked to poverty and limit women's participation in conflict resolution because they often lack the resources needed for **transportation, communication, and attending meetings**. Many women in Wakiso District are responsible for managing household finances and daily expenses, leaving little flexibility for additional activities like conflict resolution. Furthermore, some conflict-related tasks require financial contributions, such as organizing community discussions or mediations, which may be beyond their means. Additionally, the time spent on these activities may reduce opportunities to earn income or care for their families, exacerbating the financial burden and discouraging active participation. This was affirmed by Subcounty Technical person who intimated that:

"The main challenge we face is the poor location of our subcounty. The Women's Council executive would be more active if they had an office. Distance is also an issue. For example, if a woman is violated at night, beaten, and then has to spend 10,000 to come to my office to report her case, she may not even have the money to make the trip. If there are no parasocial workers on the ground, we struggle to address the issue. The subcounty is very large, stretching to areas like Gobero and Manze". **Technical Official, Maulita Subcounty.**

The other challenges identified qualitatively through open ended questions in the survey, FGDs, and through KIIs are explained below.

Social and cultural norms. Women are often despised, ignored, and seen as weak due to societal and traditional gender roles.

"We men don't want our wives to participate" **IDI, Survey Participant.**

Fear and insecurity. Fear of reprisal, stigma, and vindication from husbands and the community deters women's involvement in conflict resolution.

"*Some women fear reporting their problems as their husbands may beat them*" **IDI, Survey Participant**

"*Lack of trust. One of the things that makes them fear, if they are not para social workers and go to someone who will end up exposing their issues, they will keep it with them. Another thing, they usually fear to loss their husbands in case imprisonment will be involved, that will hinder them from opening up. At times the defilement case may have been done by a family member*". **Technical Official, Masulita Subcounty**

Disrespect and undermining. Women face disrespect from conflicting parties, men, and community members, which diminishes their authority and influence.

"*Some despise women, thinking only men have the capacity to address conflict*" **IDI, Survey Participant**

Male dominance. Men dominate conflict resolution committees, often preventing or limiting women's participation and belittling their input.

"*Usually, in local conflict resolution platforms, our husbands won't adhere; they only respect the police, not us women*" **IDI, Survey Participant**

Lack of support and unity. Women lack support from men and other women, while leadership positions are held predominantly by men.

"*Our husbands don't want us to get involved. Sometimes, women on the committee make biased decisions because they fear the men on the committee*" **IDI, Survey Participant**

Ignorance and Lack of Awareness. Limited knowledge of conflict resolution processes and who can assist hinders women's involvement in addressing conflicts.

Jealousy and hostility. Both men and women show jealousy and hostility towards women who attempt to engage in conflict resolution roles.

"*Sometimes when we get involved in the committee, other women in the community treat us differently and perceive us as complicated*" **IDI, Survey Participant**

Financial and logistical constraints. Women are burdened with financial expectations and logistical issues such as lack of transportation to attend meetings. One of them in Masulita reported that:

> "*If meetings are far, I will not participate because of transportation, but the men will go*" **IDI, Survey Participant**

Low self-esteem and confidence. Many women lack confidence in their abilities and believe they are not capable of contributing to conflict resolution. One participant noted that:

> "*Some issues are embarrassing, and we fear going to the committee. Also, being on the committee requires a certain level of education*" **IDI, Survey Participant**

Family responsibilities and resistance. Husbands and family responsibilities prevent women from actively participating in committees, fearing domestic repercussions.

3.5 Perceptions and attitudes

This subsection presents findings that relate to perception and attitudes about women participation in conflict resolution, and prevention and decision-making processes in Wakiso district.

Figure 9:Perception about the importance of women participation in conflict resolution and prevention
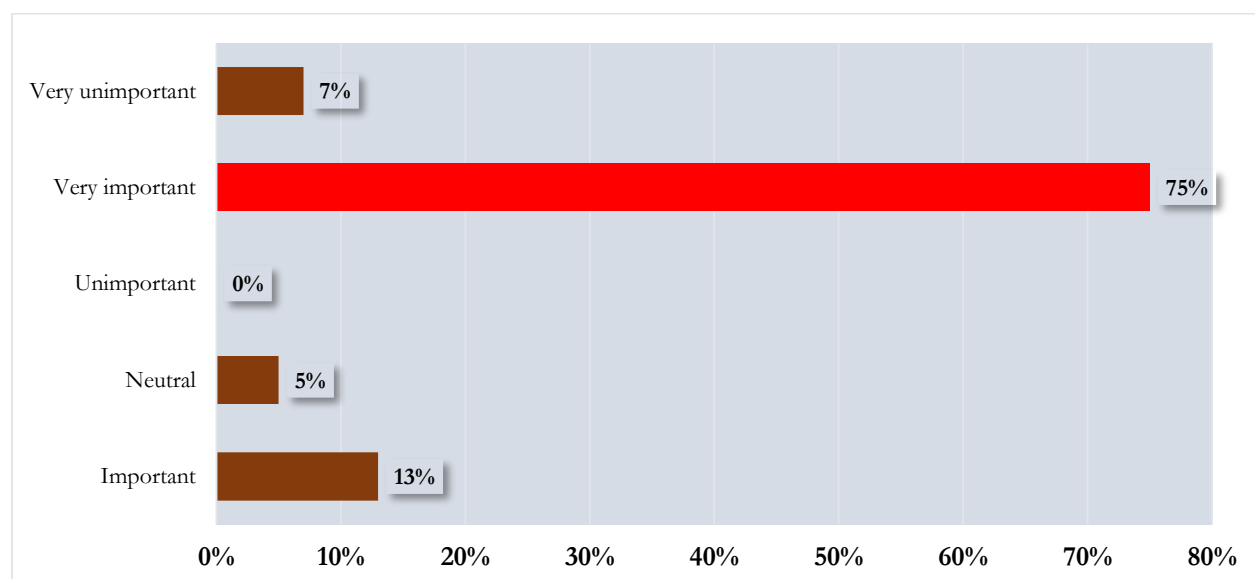
The majority of respondents view women's participation in conflict resolution and prevention as crucial, with **231 (75%)** considering it "very important" and 41 (13%) finding it "important." A smaller proportion, **14 (5%),** remained neutral, indicating uncertainty or indifference, while **21(7%)** believe it is "very unimportant." These findings underscore a strong consensus on the significant role of women in these processes, though a minority still holds less favourable views. This suggests a need for ongoing advocacy to reinforce the value of women's involvement in conflict resolution and prevention.

3.5.1 Perception on whether women bring unique perspectives or skills to conflict resolution and decision making than men

Figure 10: **Perception on whether women bring unique perspectives or skills to conflict resolution and decision making than men**
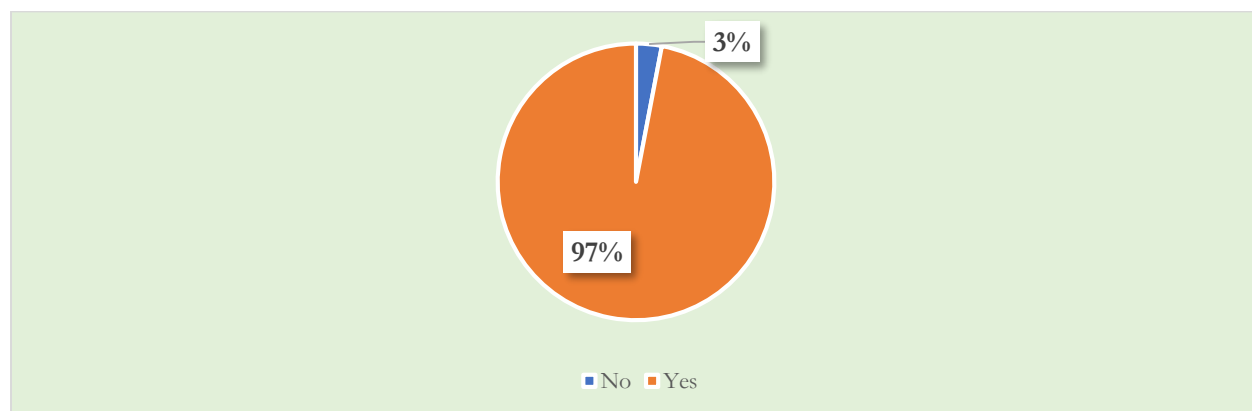
Findings indicate a clear consensus on the value of women's contributions to conflict resolution and decision-making, **with 299 (97%)** affirming that women bring unique perspectives and skills, compared to just **9(3%)** who disagreed. This overwhelming agreement highlights a strong recognition of the ***diverse and valuable insights women offer in these processes***. The implication for research and practice is that **PSD** and policymakers should actively include women in conflict resolution and decision-making roles to leverage their unique contributions. Additionally, this finding supports the need for targeted activities to address and counter the minority view that undervalues women's contributions.

Reasons why women bring unique perspectives or skills to conflict resolution and decision making than men

Empathy and emotional understanding: Women heightened emotional awareness and empathy enable them to connect deeply with individuals in conflict. This deep understanding of emotional nuances helps them address underlying issues effectively, making their approach to conflict resolution more compassionate and nuanced. This empathy causes them to easily open up as one FGD noted:

> "*…there is way through which women handle their cases well better than men most probably. This is because for such violence, a woman can open up easily to their fellow women who can easily resolve her violence issues*" **FGD Females, Mende SC**

Attention to detail and care: Women's meticulous attention to detail and inherent caring nature ensure that every aspect of a conflict is thoroughly examined. Their careful approach helps in addressing all relevant issues, leading to more comprehensive and effective conflict resolution.

Collaborative and inclusive communication: Women often use a collaborative communication style that promotes inclusive decision-making. By ensuring that all voices are heard and valued, they foster a more equitable and participatory process, which enhances the effectiveness and acceptance of conflict resolutions.

Experience-based insight: Women's personal experiences, especially related to family and domestic issues, provide them with unique insights into conflicts. This perspective is particularly valuable in resolving issues related to women and children, as it allows them to offer relevant and practical solutions. This was affirmed by one FGD participated when she noted that:

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> "*they can easily know if another woman is having a challenge and will ensure that they participate in resolving them. When you listen to the challenges, they are having you realize that some of them are exactly what you are going through. So, women pitty their fellows because of what they are going through, their children and their fellow women*". **FGD, Females, Masulita SC**

Safe and supportive environment: Women excel at creating safe spaces for open dialogue. This supportive environment encourages participants to express their concerns and emotions freely, which facilitates a more honest and effective resolution of conflicts.

Counseling and support skills: Women's counseling skills and their ability to provide guidance based on shared experiences contribute significantly to conflict resolution. Their supportive approach helps individuals navigate conflicts and find constructive solutions.

Non-biased decision-making: Women's approach to decision-making is often less biased, focusing on fairness and justice. This impartiality ensures that all sides of a conflict are considered equitably, leading to more balanced and fair resolutions.

Women are dedicated: Women's strong listening skills allow them to understand the underlying issues in conflicts more effectively. By attentively listening to all perspectives, they can address the root causes of conflicts and achieve more meaningful resolutions. One of the Women in Masulita stated that:

> "*…women are a very big pillar in a family and they very right to participate in resolving those issues because they care so much about their presence to an extent that even when you are organizing a workshop, it is very hard to find a small number of women attending more than men. Women give in too much time and they can handle such violence issues when they occur*". **FGD, Females, Masulita SC**

3.6 Number/Percentage of women participating in decision-making in conflict prevention processes and response (by age group i.e. 0-17, 18-29 and 30+)

3.6.1 Common conflicts reported in Wakiso District at Baseline

The most common conflicts in Wakiso district were investigated in the baseline survey, and the findings are shown in the table below:

Figure 11: Common conflicts reported in Wakiso District at Baseline
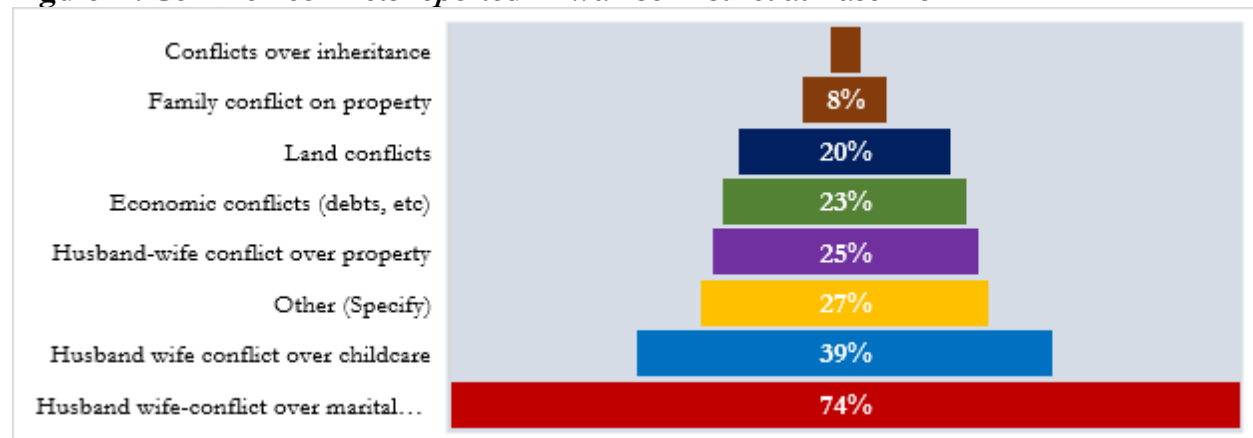
The baseline findings in Wakiso District reveal that the most reported conflicts involve husband-wife disputes over marital affairs (*adultery, including polygamy, domestic violence),* with 228(74%), followed by conflicts over childcare, reported at 120(39%). Other conflicts account for 82(27%), while disputes

over property between spouses are 78 cases (25%). Economic/financial conflicts, (*due to unemployment, or economic distress in families, debts etc*), are reported at 72(23%). Family conflicts over property account for 23(8%), and inheritance-related conflicts are the least frequent, with 8(3%). These findings highlight the predominance of domestic conflicts, particularly marital and financial, in the community. These findings suggest that domestic conflicts, particularly within marriages, dominate the conflict landscape, with financial and property-related disputes contributing significantly. The prevalence of these conflicts highlights underlying issues in marital relationships, economic stress, and property ownership dynamics in the community.

Qualitative findings from focus group discussions and key informant interviews are discussed below the study are discussed below.

Marital conflicts (husband and wife conflicts over marital affairs)

These were reported to be the most common conflicts even from the qualitative data across the study locations. One key informant from Masulita Subcounty summarized the major conflicts in Masulita when they stated that:

> **"***Family-related conflicts, such as those involving children, include cases of defilement and neglect. Another common issue is land disputes, particularly because Wakiso is semi-urban, though still rural in some areas. Additionally, there is violence between men and women, often stemming from power struggles. Child neglect is also prevalent, with some men being highly irresponsible—either abandoning their children or being present but reluctant to provide for their basic needs***"**. **Technical Official, Masulita Subcounty**

> *"Gender-based violence, especially defilement, is a serious problem, with most offenders being relatives like cousins or uncles who live in the same village. This family connection often leads to conflict, and GBV is a major issue. There are also land disputes, particularly when a widow's in-laws try to take her property after her husband dies."* **Technical Official, Masulita Town council**

Another female FGD participant from Mende collaborated these findings when she narrated a marital challenge with her husband. She intimated that:

> *For me the violence which am experiencing is between me and my husband. We got a misunderstanding to an extent that am on my own and he is on his own. He abandoned his children and so I am their father and mother as well* **[Nze mama, Nze Tata].** *Am the one who pays their school fees as well as feeding them and buying them school requirements. He married another wife. She bewitched us and ended up taking my husband away. She sends my husband to being witches to our home. He doesn't feed us, I don't call on his number, he also does not call me. That's the way we are.* **Female FGD Participant, Mende Subcounty**

A power struggle within families, particularly between spouses where the women earn more than the man, was frequently cited by key informants and FGD participants as a significant cause of marital conflicts, often linked to financial independence and authority. This was clearly explained by the Masulita Technical staff who noted that:

> **"***There are many women who are financially well-off but are not married, often due to conflicts over power and authority within the family. When two power centers meet—one person thinking, "I am naturally the head of the family," and the other believing, "I have money, so I can also lead"—this can cause tension. Some families don't break up due to a lack of money; nowadays, some women have financial independence. However, they need to understand how to manage their wealth, because the*

most important thing for children is to grow up with both parents". **Technical Official, Masulita SC**

Alcohol and drug abuse-related conflicts

Alcohol and drug abuse was said to be a significant cause of conflict in the study sublocations. Further qualitative findings with KIIs and during the FGDs it was noted that substance misuse disrupts family cohesion and community relationships. Mostly the youth under the influence often engage in violent behaviour like fights in the communities, neglect responsibilities, and cause financial strain. These behaviors lead to domestic violence if married, community disputes, and strained family relationships, further destabilizing households and contributing to more social conflict.

Child abuse and neglect

Child abuse and neglect in Wakiso District was linked to poverty, substance abuse, and poor parenting. Although, children are seen as the future of the family, and caring for them is a shared duty. Child abuse was blamed mostly on men although women were also reported to be perpetrators of child abuse through inflicting physical harm to the children among others. It was further reported that when children are neglected, they suffer emotionally, and physically. This can lead to missing school, early pregnancies, and bad behaviour, which traps them in a cycle of poverty that further breeds more conflicts. One District Key Informant stated that:

> *"…we have something that we didn't grow up with but has grown up with this generation,…It is called 'child neglect', men tend to give birth and leave the children there, they don't provide, they don't parent, they don't pay school fees, they don't pay medical bills, the lady has 8 Children, they live in a house, and it is a very big challenge, and interestingly, some of these men stay with them in the same house, and that is what causes the conflict, they sleep in the same house. They come back in the evening and request food, but they didn't leave even 10 shillings and when you call them, they say, "the woman works"* **Wakiso District Official**

Irresponsibility (men neglecting responsibilities)

Men neglecting their familial responsibilities, such as providing financial support and care, was found to be another common issue in Wakiso. This irresponsibility, often caused by joblessness or substance abuse, leads to family breakdowns and conflicts. Since men are expected to be the primary breadwinners, this failure increases tension, fosters domestic violence, and negatively affects children's well-being. Women in the FGDs reported to have taken up the responsibility of childcare and roles that traditionally belonged to men like meeting the financial needs of the family.

> *"There's something that has become extremely common that out of 80 cases I receive in a day 70 are neglect cases. There is abandonment and neglect, with neglect you just don't provide for a child while abandonment, you leave the child to anyone…. And this trend is everywhere among the learned, semi-learned, it's in the illiterate, it's among employed, unemployed everywhere. This is something that never happened in our generation, but in this generation, it is a new trend. Out of 100 it's in 95% of cases. And because of motherly instinct you can't neglect your biological children".* **Wakiso District Official**

Another respondent noted that women have taken up the responsibility of educating their children, in situations where men have abandoned them, and at times they are homeless due to the weaknesses of their husbands. In Kasanje Town Council, one political leader who also owns a primary school testified that:

> *"…even those you see in marriage are "single mothers", a husband will wake up, go to town, and return without buying food because he knows the wife has a small business. The women takes care of the children, and buys clothes, food and everything.* **Political Leader, Kasanje Town Council.**

The respondent further stated:

> *"The Buganda Kingdom gives out bursaries, a mother will come and ask you make her children orphans, so that they get scholarships….* also, I personally own a Primary school, but when you look at the statistics about 80% of children are educated by women, when we call a parent meetings, you realise that 80% are women, when you ask them they say we gave up on men, they what they want, [**Abasaja twabavaako daa bakola byebagala**] Political **Leader, Kasanje Town Council**

The irresponsibility of some men in failing to provide for their families has been worsened by poverty, loss of livelihoods, and unemployment. For example, in places like **Kasanje and Bussi**, where families primarily relied on fishing, the army's restrictions led by the ***Fisheries Protection Unit (FPU)*** on fishing left many people without work. Some men have been imprisoned, their boats and fishing nets burned, and engines confiscated. This has increased conflicts within families due to economic stress which has resulted in domestic violence.

Conflict with neighbors/community disputes/ landlord-tenant conflicts

In Wakiso District, land disputes, boundary issues, and disagreements over shared resources like water and grazing land lead to conflicts between neighbors. This is because land is deeply tied to family heritage and economic survival, making disputes highly sensitive. These conflicts disrupt communal harmony, creating hostility and sometimes escalating into violence, which weakens trust and cooperation within communities. A staff of PSD explained the prevalence of tenant-landlord conflicts in Wakiso and emphasized that:

> **"…***we have the landlord-tenant conflicts, and now those are becoming rampant. Wakiso being the center or an area that is surrounding Kampala, most of the people that work in in Kampala stay in Wakiso. So that means we have a number of landlords and tenants who are both the residential and commercial and Uganda has not come out very well to define that relationship, that leaves a gap. So, landlords are making their own rules […] hence causing conflicts***" PSD Staff_2**

In Bussi Island it was reported that conflicts were also arising from the lawslessness as alluded by one Sub- County technical person:

> *In Bussi, there are traces of lawlessness, where people don't amicably handle conflicts between themselves. A small misunderstanding leads to fights and inflicting bodily harm. There are many incidences you when people have been hacked…like in some areas like Zinga the Police is quite far and you find people murdering each other due to conflicts.* **Technical Official, Bussi Sub-County**

Economic conflicts

In Wakiso District, conflicts frequently stem from economic issues, cultural norms, and entrenched stereotypes. A significant aspect of these conflicts is economic violence experienced by many women.

For instance, women often face challenges related to property ownership and financial contributions. One illustrative example involves property transactions such as buying land. Women may not be adequately informed or empowered to understand their rights and roles in such transactions. In some cases, they may contribute financially but find themselves excluded from official documentation and decision-making processes. As a result, when it comes time to sell the land or make other financial decisions, these women may be denied a rightful share of the property or its proceeds. At Wakiso District one official reported that:

> *"In Wakiso, it is common for women to take out loans for their husbands without formal documentation. For instance, women often secure loans for development purposes, such as buying motorcycles, and give the money to their husbands. However, there is usually no written agreement indicating that the loan is shared between both partners. As a result, when it comes time to share or resolve issues, the husband may claim the loan was solely the woman's responsibility, leading to significant conflicts over sharing. This lack of documentation creates major disputes.* **Wakiso District Official**

> *"…also, with economic violence. We also have situations where we've have constructed a house. [as a man] You want to sell off the home? You want to sell all that property. But I've contributed to this property [as a wife]. […] you find when a couple been together for 20 years, hey have constructed rentals, but because all documents are in the names of the man, the man has the power to sell off the property, he has the power to go to the bank and get a loan and plan not to pay it. So that they can take the property"* **Wakiso District Official**

Another subcounty technical official stated failure by women to manage their relations with the husband when they get empowered. The official stated that:

> *"All over the country women have been empowered, but this empowerment has also created problems, they don't know how to manage these men when they have money. Even when I get money, I can't become a husband in the family".* **Technical Official, Masulita Sub- County**

Land conflicts

Land conflicts were identified as a major cause of disputes across all the project sub-locations. People are being evicted from their land by powerful and well-connected individuals and land brokers, with the LCI systems appearing too weak to intervene effectively. Such cases were mostly reported in Kakiri, Mende, and Kasanje, leading to loss of livelihoods and increasing landlessness. In Kasanje, a dispute over 640 hectares was highlighted when a violent confrontation broke out between Home Care Properties (HCP) and local residents, who accused the company of forcibly taking over their land and destroying property. The dispute escalated into riots, during which one person was shot, and accusations of police bias were raised. This culminated in intervention by the Minister of Lands (Judith Nabakooba). Similarly, one FGD participant from Mende reported that:

> *"But most of our plots/ Bibanja have been grabbed away from us…The LCs themselves are involved in the confiscation of our land. Shall we only talk about good things? If you argue and they refuse they end up grabbing your land" FGD,* **Females, Mende Sub- County**

A political leader noted that in the last 3 years land conflicts have increased in **Kasanje Town Council** because of land appreciation. People now depend on land transactions due to fishing disruptions by the Fisheries Protection Unit (FPU) of the Uganda Peoples Defense Forces (UPDF). The political leader noted that:

As political leaders, we have realised that Kasanjes 'Cash crop' is now selling land, people no longer into agriculture, they are selling land to survive. For example, if a father at home has been surviving on agriculture like selling beans where he gets little money to buy salt and source and buying Kerosone at home. If he sells part of his plot and gets 10 million, he will survive for several months, and again he also becomes unruly, he starts seeing his wife as old, he gets to the trading centre, rents a room and marries a second wife. This is the start of marital conflicts when the money is finished and he wants to sell another plot. **Political Leader, Kasanje Town Council**

Youth behaviour-related conflicts *(theft, drugs abuse, disrespect)*

It was also reported that the rising rates of theft and teenage pregnancy among youth in Wakiso arise from economic hardships brought about by unemployment, limited education, and inadequate parental guidance. Youth delinquency undermines social peace. These behaviors result in community insecurity and strained family relations, perpetuating a cycle of poverty, crime, and social disintegration.

"These are children who do not accept counsel and guidance from their parents. They don't fear or respect their parents…They don't fear anyone…They play matatu, they smoke bangi openly…Even stealing itself, some of them are thieves, they grab people's property…They respect no one yet their parents are present, for us grandparents are also available". **FGD, Females, Mende Sub-County**

Parents across the study locations in Wakiso District acknowledge their role in contributing to the behavioral decline of children. Traditionally, **raising a child was a collective responsibility**, but modern parenting has become more isolated, with parents being overly protective. This shift has discouraged community members from correcting others' children, even when necessary. As a result, children's bad behaviors go unaddressed, potentially influencing other children negatively. The reluctance of some parents to accept corrections from fellow community members further worsens the situation. **This erosion of communal parenting contributes to conflicts between families**, leading to mistrust, social isolation, and weakened community bonds, exacerbating broader societal tensions in Mende Subcounty.

Gossip-related conflicts

Though the survey mentioned this factor, it also came up during group discussions with men and women. Participants said gossip often causes tension and misunderstandings, leading to conflicts in families and communities. They agreed that rumors and false information hurt reputations and relationships. Gossip breaks trust and divides people, especially among women's groups, which harms social unity and slows down community development.

Sexual abuse

Sexual abuse, such as rape and defilement, is a serious issue in Wakiso District. The root causes include power imbalances, poverty, and cultural norms that marginalise women. These crimes inflict physical and psychological harm on victims, often isolating them from society. Sexual violence is also underreported due to stigma, and corruption in institutions like the LCI, police, and Courts that at times facilitate perpetrators to escape justice. The long-term impact is weakened social structures and increased gender inequality, which can fuel further conflicts in the community.

Stepparents mistreating children

The study also reveals that conflicts arising from stepparents mistreating children are common in blended families in Wakiso District, reflecting broader challenges of managing familial ties. Children from previous marriages or relationships are often viewed as outsiders and may suffer neglect or abuse. This mistreatment affects their mental health, school performance, and future relationships, contributing to intergenerational trauma and undermining family stability.

Perception that empowered women should provide for the family

This research finding highlights a common perception about women's empowerment programs. While empowering women is essential, the unintended consequence is that some men may disengage from their responsibilities, assuming that empowered women will handle everything, especially childcare. Additionally, the notion of over-empowerment of women can lead to burnout among women, as they take on too much and eventually struggle to sustain their roles. The research suggests that empowerment efforts should be inclusive, involving both men and women to prevent such scenarios and promote shared responsibilities. At the district level one key informant noted that:

> "*And out of 100 men, 60% will remind you that "These days, women work hard to provide for their children". Enaku zino abakazi bakolerera abana babwe*". **Wakiso District Official**

Culture

Culturally, men have been regarded as the rightful owners of property, which often puts women at a disadvantage. After a father's death, women may be unable to sell any of the inherited property because, according to tradition, the male heirs take charge. This creates a significant challenge for women who may need to provide for their children, as they cannot access their father's property and are also expected to rely on their husband's family, even when they are the primary caregivers. As a result, women are often left "in the middle," without property rights from either side. A voice from the district noted that:

> "*Somehow, we stereotype that a man is supposed to do everything: own the home, take full care of the children, and buy everything for the household. When women contribute financially, the man will still claim ownership, saying, "It's my home," and if the house is sold, he expects to receive 90% while the woman gets only 10%. Yet, in reality, it's often the woman who has worked and contributed more than the man. This stereotype—that the man is always in charge—creates imbalance. For instance, in Masulita, a girl was unable to inherit her late father's property because, culturally, only a man is supposed to be the heir. Now the land is being sold off by the clan members*". **Wakiso District Official**

Conflict case scenarios

The conflict case scenarios identified in the study are presented as case studies with detailed explanations rather than short verbatim quotations. These conflicts were identified in Masulita Subcounty, Kakiri Town Council, Kasanje Town Council, and Mende Subcounty. They relate to sexual abuse, marital conflicts, land disputes, and conflicts over resource utilization on Lake Victoria.

Conflict Case Scenario 1: Breaking the Silence: How Pupils Exposed Sexual Abuse in Masulita
In one of the primary schools at Buguju-mazzi Village, Nakikungube Parish, the headteacher was defiling young girls. These girls had remained silent for a long time.

One Saturday, the headteacher entered his office with one of the girls, and they spent a considerable amount of time inside. Other students, emboldened by the situation, pushed open the door and found the girl organizing herself.

The students decided to write a note requesting help, expressing their frustration with the teacher and their fear of not being able to complete their education if he remained at the school.

Due to the sensitive nature of the matter and the criminal act involved, the CDO informed the Probation Officer. The CDO also instructed the person who had provided the information to keep it confidential and avoid informing the headteacher about his impending arrest.

The CDO liaised with the Probation Officer. After a period of silence, as if the matter had been resolved, the Probation Officer worked with the police to arrest the headteacher. Subsequently, the girls started testifying, and the headteacher remains in custody.

The Probation Officer has the legal authority to make decisions that the CDO cannot, such as executing arrests and testifying in court to protect the best interests of children and families. Once a case is in the Probation Officer's hands, it is difficult for it to fail. They can also represent the child in court, provided they have the necessary information. **(Source: Technical Official, Masulita Sub- County)**

Conflict Case Scenario 2: Gender and Leadership: Navigating Conflict in the Parish Development Model (PDM) in Kakiri Sub- County

In the implementation of government initiatives like the Parish Development Model (PDM), women are playing a significant role, particularly in leadership positions within the PDM SACCOs. This active participation is not only vital for achieving the program's intended objectives but also ensures the sustainability of these interventions. However, the involvement of women in leadership roles can often lead to conflict, particularly when gender stereotypes and misunderstandings arise.

For example, in Nampunge, a woman serving as the PDM SACCO treasurer faced opposition from her husband, who feared that mismanagement of funds could lead to her imprisonment. His concern was not unfounded, given past instances of financial mismanagement of PDM money in other parts of Uganda. However, it also arose from a belief that women should not take on such leadership roles. The Subcounty committee intervened by engaging with the husband and highlighting examples of women in leadership, such as the CDO in Kakiri and Parish Chiefs. This dialogue helped him understand that women can successfully hold leadership roles, and he is now gradually accepting this new reality.

This case highlights the importance of addressing gender-based conflicts in community programs to ensure they thrive. Government interventions like the PDM depend on both men and women working together in leadership positions to achieve success. It is crucial to educate communities and challenge traditional gender roles to foster inclusivity and cooperation, ultimately allowing these programs to benefit everyone. **(Source: Technical Official, Kakiri Sub- County)**

Conflict case scenario 3: Stone Quarrying in Mende-Sub- County

The activity of stone quarrying by Chinese investors in Mende Sub-County has caused multiple conflicts within the community since 2019. Initially, this activity led to several problems, including adverse effects on pregnant women due to blasting, and cattle losing their pregnancies. During dry seasons, heavy trucks carrying stones generate significant dust, affecting the villages. The lack of dust

control measures has damaged roads in Mabombwe, Kaliti, Banda, and Bulondo, which leads to the Sub-County. Additionally, heavy concrete loads from the quarry sites in Bumera and Bundeke have further deteriorated these roads. Although recent measures involve notifying residents before blasts to allow pregnant women and the elderly to evacuate, the blasts have caused cracks in some houses. Despite rounds of community engagement aimed at reducing conflict, issues persist, with locals accusing political leaders of colluding with the Chinese investors. (**Source-KIIs from Mende SC**)

Table 6: Summary of Conflicts Caused by Stone Quarrying in Mende Sub-County

Issue	Description	Affected Areas	Current Mitigation Measures
Health Impact	Adverse effects on pregnant women and cattle due to blasting.	General community	Pre-blast notifications for evacuation of vulnerable groups.
Dust Pollution	Heavy trucks cause dust during dry seasons, affecting air quality and health.	Mabombwe, Kaliti, Banda, Bulondo roads	Occasional trucks sprinkling water on the roads.
Road Damage	Roads damaged by heavy loads of concrete stones.	Mabombwe, Kaliti, Banda, Bulondo roads	None specified
Property Damage	Cracking of houses due to blasting vibrations.	Various locations in Mende Sub-County	None specified for damage prevention.
Community Tensions	Community dissatisfaction with conflict resolution and accusations of political collusion.	Mende Sub-County	Ongoing community engagements, but issues persist.

Conflict Case Scenario 4: Sand mining in Kagulube lake shore, Kasanje Town Council

In Kasanje Town Council, there is a problem of sand mining by Chinese investors operating along the Kagulube lake shore on Lake Victoria. In some parts of the Kasanje wetlands, where people once engaged in fishing, they can no longer do so because the illegal sand miners have encroached upon and damaged the wetlands.

The challenge with this issue is that the conflict involves influential individuals, ranging from local leadership to other unknown but powerful entities. Every effort made towards resolving the problem is undermined by corruption. Whenever these investors are expelled from one lake shore site, they simply move to another, as if nothing had happened. Key stakeholders reported that when district authorities attempt to conduct conflict resolution dialogues with the sand miners, the miners hide and do not attend the meetings, only to resume their activities later. There have also been reports of intimidation from brokers representing the investors, who threaten local leaders with death or abduction when they try to resolve the impasse.

Additionally, due to the distorted shoreline and deep excavations, children and fisherfolk have lost their lives either while swimming or attempting to access their fishing gear. The environmental damage has destroyed fish breeding grounds, according to the fisher folks in Kasanje.

According to the National Environment Act of 2019, no person shall, without the written approval of the relevant lead agency, reclaim or drain any wetland, or disturb any wetland by drilling or tunneling in a manner that has or is likely to have an adverse effect on the wetland **(FGD, & KII in Kasanje)**

Sand mining in Kasanje

Illegal Sand mining in Kasanje, Town council which has resulted to many environmental challenges including the loss of human life. (Photo Credit: Daily Monitor)

Conflict case scenario 5: Standing My Ground: A Widow's Fight for Her Land

It was Good Friday when I lost my husband. We had built a life together in Bweyogerere, and no relative had ever visited us when my husband was still living. But the Tuesday after my husband's funeral in Bweyogerere, some people finally came. I thought they were coming to offer their condolences, so I started preparing tea for them, trying to be a good host.

Before my husband's passing, we had planned to sell our plot and move elsewhere, as we had already bought another piece of land. When these visitors arrived, they immediately started talking about how they heard I was selling the land. I didn't deny it because my husband and I had discussed it, and he knew about the plan. But then they accused me of wanting to sell the land just because my husband had died. I was shocked and told them that wasn't true. I said, **"***If you don't believe me, you can ask the LC. We even went there to change the land title to my name.***"**

Despite this, they started murmuring, claiming the land belonged to them. I asked, "*Who are you to say this land is yours?*" I reminded them that my husband and I had bought the land together with our hard-earned money when he returned from abroad. The agreement never mentioned any of them, and they couldn't even point out where the land was located before, we bought it.

It wasn't just anyone making these claims—it was my husband's firstborn son, his mother, and some of my brothers-in-law from a different clan. I explained calmly, **"***If you want your brother's land, just know that the agreement clearly states it belongs to me and my children. If you want this place so badly, pay me what it's worth, and I'll leave. But I had already made the decision to sell this land before my husband died***."**

They argued, but I stood my ground. **"Yes,"** I told them, **"My** *husband and I both contributed to buying this land. I sold a piece of land my father gave me in Kibuli, and my husband added the rest of the money. We bought this land together, and you had no part in that***."**

This was the kind of family violence you hear about, where clan members come and try to claim property after someone dies. They came for my land before my husband had even been buried for a week. But I didn't let them intimidate me. People who knew our situation told me not to give up the land. My husband may have had other children, but this land was bought with our money, and it was meant for me and my children. I had every right to hold on to it. I sold the land and settled in Mende (**Source: Constructed based on the narration of an FGD Female Participant, Mende Sub-County)**

3.6.2 Have you ever attended any training in peace building and conflict resolution?
Figure 12: **Have you ever attended any training in peace building and conflict resolution?**
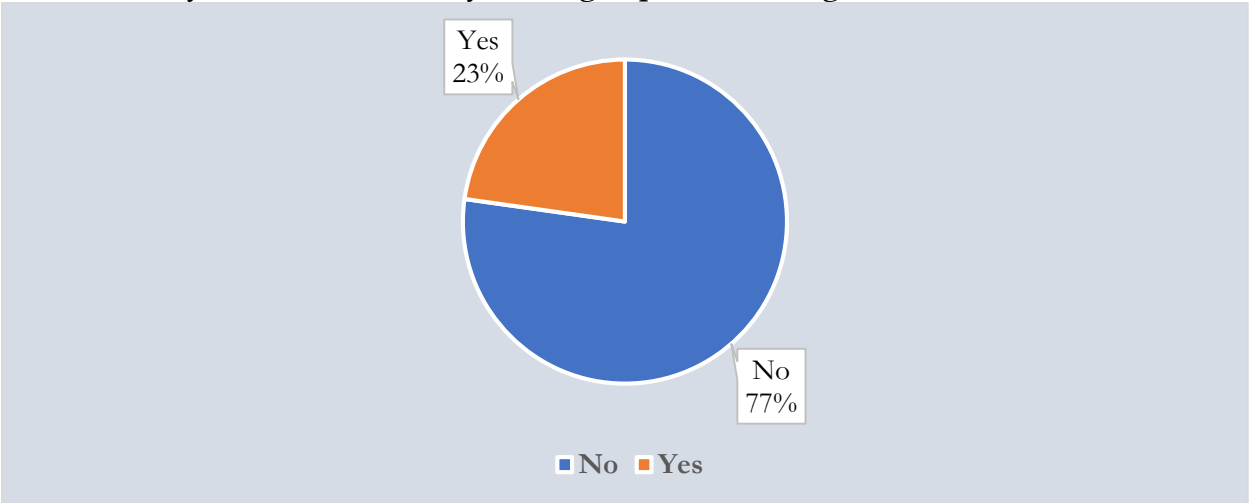
Regarding training in peace building and conflict resolution, the survey revealed that the majority of respondents, 236 (77%), had not participated in any such training. In contrast, 73 (23%) had received some form of conflict resolution training. The implications of this finding suggest a significant gap in formal conflict management skills among the sub-location surveyed at baseline, potentially hindering effective resolution of disputes and the promotion of peace. Addressing this gap through targeted training programs could enhance community cohesion and conflict resolution capabilities of women specifically in Wakiso.

Out of the 73 (23%) respondents who reported having received any form of training in conflict resolution, 37 of them mentioned other types of training they had received in their communities, as shown in the table below:

Table 7: Showing the specific types of trainings received by respondents

Training Type	Frequency	Percentage

General Conflict Resolution	19	51%
Domestic Violence	3	8%
Children conflicts (*Children rights etc*)	6	16%
Marital conflicts	4	11%
Peace Building	1	3%
How to avoid conflict	1	3%
How to get updates on conflicts in my community	1	3%
Land conflict resolution	2	5%
Total	**37**	**100%**

This finding highlights a significant gap in conflict resolution knowledge, strategies and best practices. Among the 73 (23%) respondents who reported having received any form of training in conflict resolution, only 37 could specify the training they had received. These included general conflict resolution, domestic violence resolution, children's conflicts, marital conflicts, and land conflict resolution, among others. This suggests a lower baseline level of specific training among participants, indicating that many may lack detailed and targeted skills in conflict resolution and prevention. Addressing this gap could improve the effectiveness of conflict management strategies in the community by PSD.

3.6.3 Institution/Stakeholder that trained the respondent in conflict resolution
Figure 13: Institution/Stakeholder that trained the respondent in conflict resolution
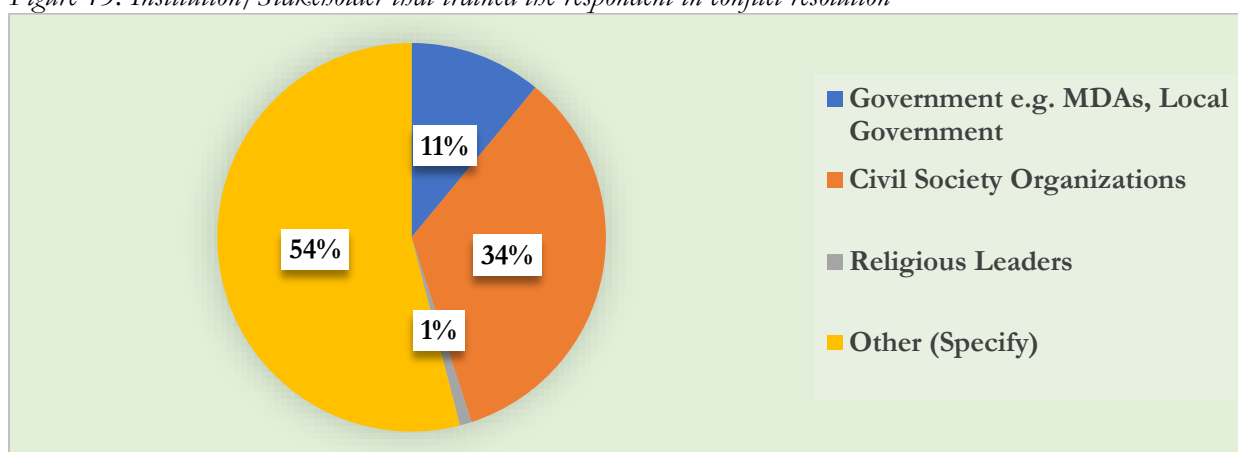
Out of the 118 respondents who answered this question, 64 (54%) received training from sources not listed in the questionnaire, indicating a reliance on diverse, non-specified stakeholders. This was followed by 40 respondents (34%) who were trained by Civil Society Organizations like **Save the Children, Strongminds, FIDA,** and **Redeem International**, 13 (11%) by government agencies such as MDAs and local governments, and 1 (1%) by religious leaders. This distribution highlights the significant role of Civil Society Organizations in providing conflict resolution training, while also revealing the limited involvement of government and religious leaders. Expanding collaboration with these groups could enhance and diversify conflict resolution efforts.

The specifics of the majority of the sources for training on conflict resolution as mentioned in the figure above included the Community Development Officer (CDO) [*This already covered under Government, MDAs [Police, and Judiciary]* and [Local Government. The Resident District Commissioner

(RDC) of Wakiso [*also covered under government*], The Local Peace Committee of PSD [*Covered under CSOs also*], Youth Leaders at Church, Savings and Credit Cooperative Organizations (SACCOs), and Village Savings and Loans Association (VSLAs).

When the training in conflict resolution and prevention was conducted

Table 8: Showing the year when the training was attended

Year	Frequency	Percent
2018	1	1%
2019	2	3%
2020	2	3%
2021	4	6%
2022	2	3%
2023	14	21%
2024	36	54%
Don't remember	6	9%
Total	**67**	**100%**

The majority of respondents, 36 (54%), attended their conflict resolution training in 2024, reflecting the most recent and current knowledge in the field. This is followed by 14 respondents (21%) who attended in 2023. Fewer attended in 2021 (4 or 6%), 2020 and 2019 (2 each, or 3%), and 2018 (1 or 1%). Additionally, 6 respondents (9%) could not recall the year of their training. While recent training is prevalent among a portion of respondents, it represents only a small fraction of the total sample, indicating a broader need for rolling up the project because of the dare need for meaningful participation of women in conflict resolution and decision making.

3.6.4 Level of participation on conflict resolution by respondents in Wakiso

The level of participation was assessed by asking the respondents whether they had participated in conflict resolution process at any level, in their families and communities among others in the past 12 months and the responses are shown in the figure below:

Participation in conflict resolution in last 12 months
Figure 14: Level of Participation in conflict resolution in last 12 months
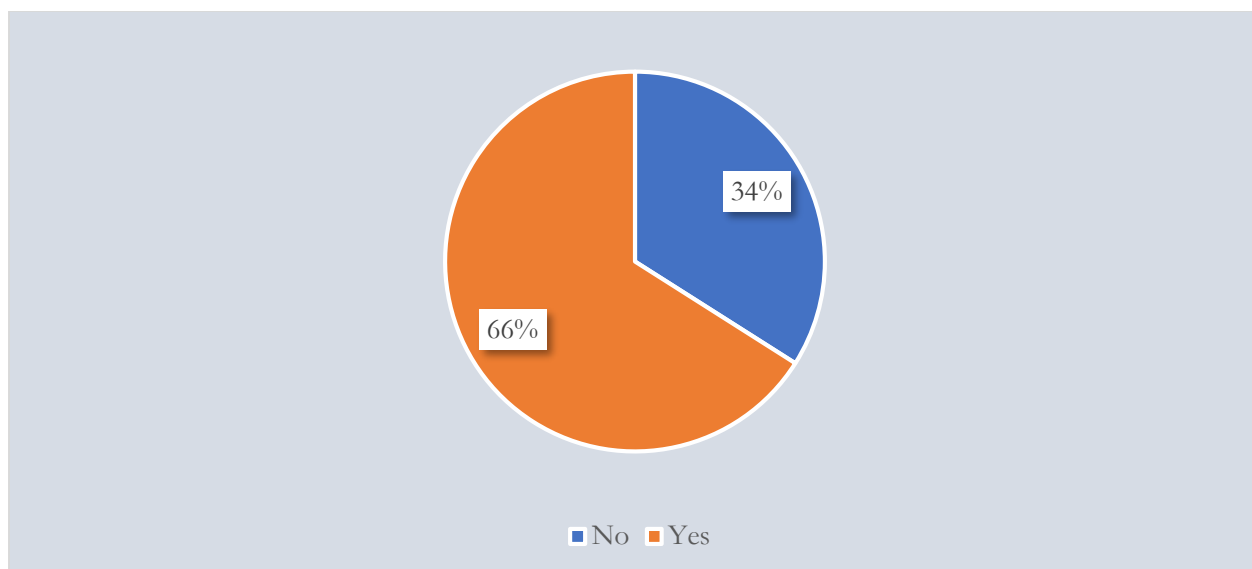
The majority of respondents, 204 (66%), reported having participated in conflict resolution, while 104 (34%) had never been involved. This indicates that while most have experience, a significant portion lacks practical exposure. PSD should focus on involving more individuals in peacebuilding efforts by offering hands-on training and workshops, promoting inclusivity, and raising awareness about the importance of community engagement in conflict resolution. This would help increase participation and equip more individuals with the skills necessary for resolving conflicts effectively in Wakiso District.

3.7 Number/Percentage of women participating in decision-making in conflict prevention processes and response (by age group i.e. 0-17, 18-29 and 30+

3.7.1 Women Participation in decision making in conflict resolution disaggregated by Age group

Table 9: Women Participation in decision making in conflict resolution disaggregated by Age group

Females /women				
Age group	(No) Never Participated	Percent	Yes (Ever Participated)	Percent
Below 20	12	15%	6	4%
21-29	15	19%	20	12%
30-39	34	42%	76	44%
40-49	9	11%	34	20%
50-59	8	10%	20	12%
60+	3	4%	15	9%
	81	**100%**	**171**	**100%**

Figure 15: Women Participation indictor in decision making in conflict resolution
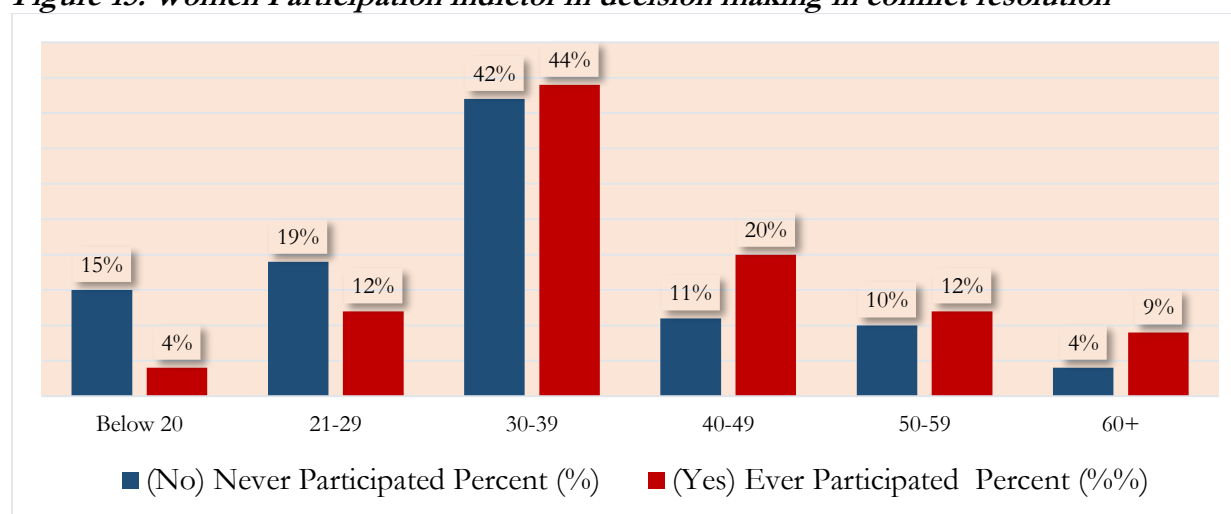
In Wakiso District, women's participation in decision-making related to conflict resolution is predominantly concentrated among those aged 30-39 years (44%), followed by women aged 40-49 years (20%), while younger women aged 21-29 (12%) and older women aged 60 and above (9%) are less involved. The youngest age group, under 20 years, also shows limited participation (12%). These figures suggest that women in their prime working age are more active in such processes, while both younger and older women are underrepresented. For PSD, this indicates a need to create more inclusive opportunities, particularly focusing on engaging younger and older women in decision-making roles.

Table 10: Summary Indicator table for baseline values of women participation by age group

Age group	Yes (Ever Participated)	Percent
0-17 Years	6	4%
18-29 Years	20	12%
30+	76	85%
Totals	**171**	**100%**

3.7.2 The types of conflicts in which women participated in making conflict resolution decisions

Figure 16: The types of conflicts in which women participated in making conflict resolution decisions
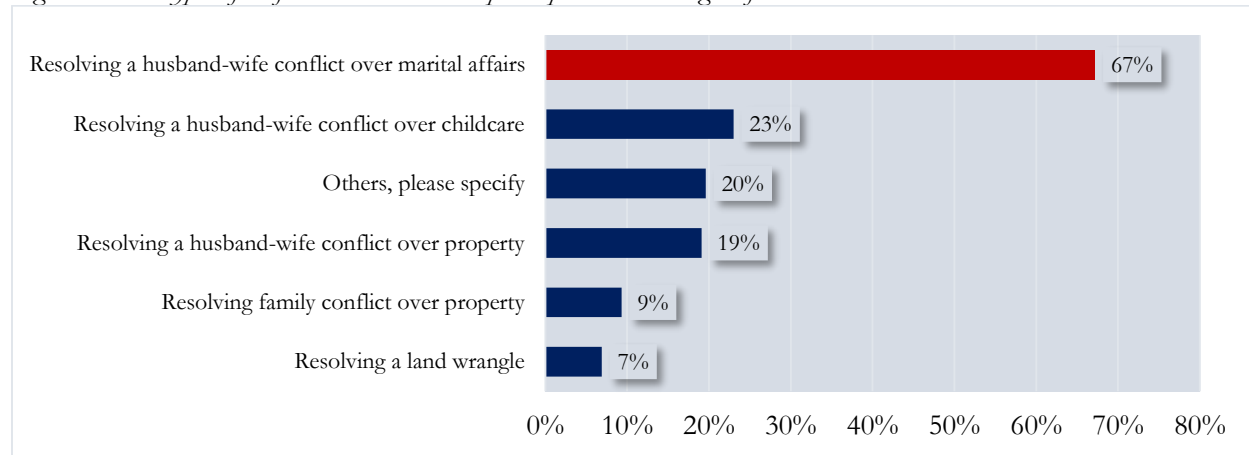
In Wakiso District, the majority of women's participation in conflict resolution focused on husband-wife disputes over marital affairs 137(67%), followed by conflicts over childcare 47(23%). Other conflicts accounted for 40(20%), while disputes between spouses over property involved were 39 (19%). Family conflicts over property were less frequent 19(9%), with land wrangles being the least common 14(7%) among the participants that were predominantly women. These figures suggest that *domestic issues*, particularly *marital and childcare-related conflicts*, are at the forefront of community concerns. PSD should prioritise interventions that address family dynamics, gender equality, and property rights to foster more stable households and equitable conflict resolution processes.

3.7.3 Reasons for Non-Participated in Conflict Resolution Decision-Making

Figure 17: Reasons for Non-Participated in Conflict Resolution Decision-Making
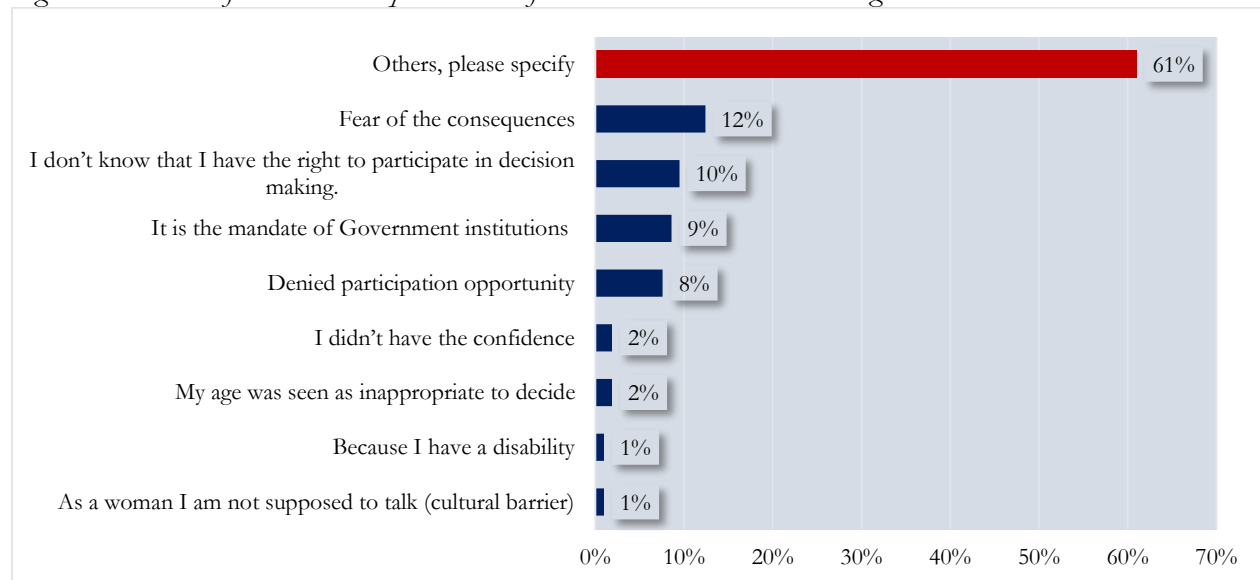
The majority of respondents, 64 (61%), reported various reasons for not participating in conflict resolution decision-making in Wakiso District. This was followed by 10 (12%) who cited "fear of the

consequences," and 10 (10%) who were unaware of their right to participate. Additionally, 9 (9%) believed it was not their mandate, thinking that government institutions such as LC 1 Chairpersons, police, and district offices should handle these issues. Other barriers included lack of confidence, age, disability, and cultural constraints. These findings highlight the need for increased awareness, confidence-building, and inclusivity in decision-making processes to enhance community engagement and resolve conflicts more effectively. In Masulita Subcounty one key informant mentioned that women don't fully know their rights to participate in decision making in relation to conflict resolutions as quoted below.

> *At a smaller extent women know their rights to participate in decision making in conflict resolutions because at least some of them are involved in political decisions. But they need more mobilization for empowerment like in economic issues.* **KII, Masulita Subcounty**

The findings above were supported by PSD staff who categorically stated that throughout their initial project processes, women in the rural areas had knowledge gaps about their rights to participate in civic activities.

> *"Women in urban areas are more knowledgeable than those in the rural settings, we can attribute to cultural norms still instilled in those in the rural setting, where culture gives more power to men than women. "Those in the rural areas have that knowledge gap".* **PSD Staff_1**

The findings highlighted that women in rural areas lack awareness about their rights to participate in decision-making processes as part of their civic duties. This observation was confirmed by a technical official from Masulita Town Council, who emphasized that:

> *"In communities, women don't know their rights. It's one of the biggest troubles we have. Even a widow doesn't know what they are entitled to. And as government we are not so much concerned or connected to things like those. We don't invest in human capital like sensitising people about things that concern them. And as a [Technical Officer], there's not much you can do, if you put in a requisition, and someone is saying that they are going to repair a motorcycle over me who is going to sensitise the community about their rights. They will choose the tangible over the Human capital so. Yeah, people don't know their rights".* **Technical Official, Masulita Subcounty**

However, some key informants noted that this trend is gradually declining as more women now understand their rights. This is due to consistent sensitization efforts carried out over the years by civil society organizations (CSOs), and other stakeholders through the influence of media, as well as the exemplary leadership women hold in the Government (*Executive, Legislature, and Judiciary*), ministries, departments, agencies (MDAs), and Local Governments (LGs).

> *"[…] Through our efforts, along with the help of other organizations and the media, a large percentage of women have become more informed. This is why many are now stepping up and taking on leadership roles, whereas before, they might have been too shy to do so.".* **Technical Person, Kakiri Sub-County**

The other reasons for non-participation in conflict resolution include **busy schedules**, **lack of direct impact**, **financial pressures**, **limited education**, and **apathy [not being interested because nothing will be done]**. Many feel excluded or unqualified, while others cite **safety concerns** or **lack of resources**. Personal circumstances, such as **marital status** or **being uninvolved** in initial

discussions, also play a role. These barriers highlight the need for more inclusive and accessible engagement strategies, including education, outreach, and financial support. Addressing these challenges is crucial for fostering broader community involvement and enhancing the effectiveness of conflict resolution processes, ensuring that all voices can contribute to resolving conflicts. A district official emphasised that women do not know their rights to property ownership by stating that:

> "*Actually, all the women who come to my office are unaware of their property rights, which is why they often end up in difficult situations. The challenge I face is that I can only respond after the fact. By the time they seek help, the property has usually already been taken, or actions have been taken that cannot be undone. To effectively support them, intervention needs to happen earlier, so they understand their rights in advance. I've never had a case where a woman came to me before something was done incorrectly*". **Wakiso District Official**

3.7.4 Awareness about the availability of community-based conflict resolution platforms
Figure 18: **Awareness about the availability of community-based conflict resolution platforms**
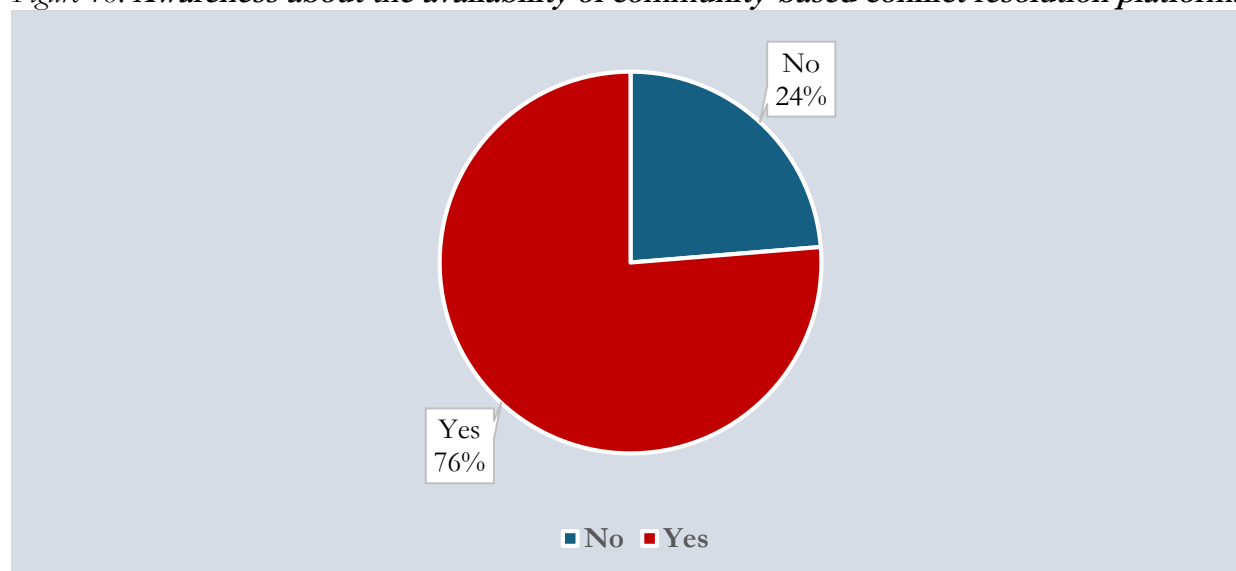
In Wakiso District, 235 (76%) of respondents affirm the existence of community-based conflict resolution platforms, while 73 (24%) disagree. This suggests a strong recognition of local conflict resolution mechanisms, indicating that most residents acknowledge the presence of organized, community-driven efforts to address and resolve conflicts effectively.

3.7.5 Awareness of existing conflict resolution platforms avenues in the community

Figure 19: **Awareness of existing conflict resolution platforms avenues in the community**
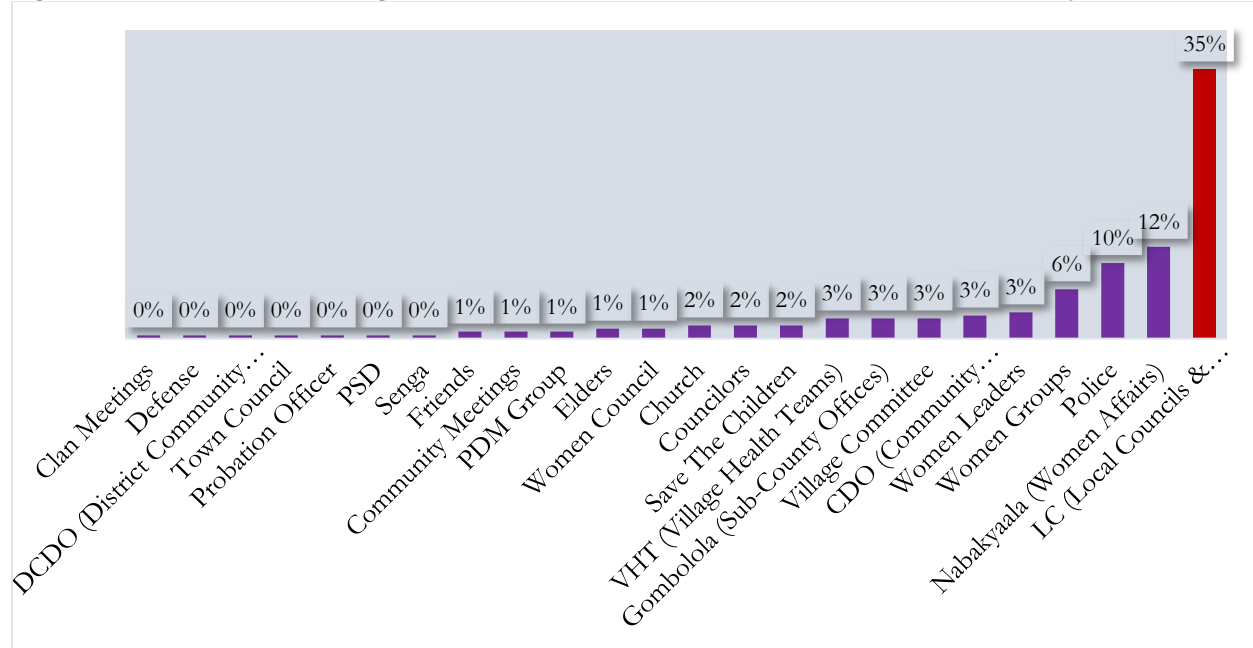
The research findings indicate that 35% of respondents in Wakiso are most familiar with **Local Council (LC)** systems, particularly the LC1 chairperson, as key platforms for conflict resolution. The **Nabakyala** (Women Council Chairperson at the LC1 level) is recognized by 12% of respondents, while the **police** and **women groups** were identified by 10% and 6%, respectively, with a smaller group (3%) also acknowledging women groups and other avenues. These results suggest that community members rely heavily on local governance structures like LC1 for conflict resolution, indicating strong trust in grassroots leadership. However, the relatively low recognition of women groups highlights potential gaps in promoting gender-specific platforms and suggests a need for more inclusive strategies that engage women in conflict resolution processes. Engaging police in only 10% of cases may also imply that formal law enforcement is **underutilized**, potentially pointing to a preference for **informal or community-based resolution mechanisms**.

In Wakiso District, various strategies are employed to resolve conflicts. The most common method is **mediation**, often facilitated by local leaders like the LC, Nabakyala, and Gombolola, who provide neutral ground for negotiation. **Dialogue between the conflicting parties**, often **with third-party involvement**, plays a significant role, along with counseling to address underlying issues. **Peacebuilding efforts, negotiation, silence, staying strong (Okuguma), forgetting the past, apology, and emotional intelligence,** are also integrated to foster mutual understanding. Traditional approaches, such as clan meetings, are also utilised. In some cases, conflicts are escalated to the district level or police when local mediation proves ineffective or requires formal intervention.

3.7.6 Conflict Resolution Referral Pathway identified by Key informants (KIIs)

1. **LCI (Local Council I):** First response to conflicts within the community, especially regarding family and child-related issues directly under the mandate of the Vice Chairperson LCI

2. **CDO (Community Development Officer):** Second response with child protection responsibilities at a community level. Limited decision-making powers in conflict resolution typically refer cases to the Senior Probation Office at the District if necessary.

"[…] When handling conflicts between a man and a woman, I first listen to both sides and send a letter, through the LCI, inviting the man to join a discussion. During the meeting, both parties explain their issues. My main goal is to help them reach a consensus, forgive each other, and keep the family together. I emphasize patience and forgiveness, reminding them that relationships require understanding. I aim to avoid separation, even if the woman feels frustrated, and I involve the LCI to see if they've handled similar cases before". **Technical Official, Masulita Subcounty**

3. **Probation Office (District Level):** Specialized in family and children's affairs. Authorized by law to make binding decisions on family conflicts, particularly in the best interest of children. If unable to resolve, cases are forwarded to court.

"90% of the cases I handle involve neglect and economic issues. When children are settled into school, the number of cases is relatively limited. However, as children return to school, my workload increases significantly; I come to the office at 7:00 in the morning and leave at 7:00 in the evening. During school holidays, issues of custody and neglect become more prominent. For example, when children are on holiday, some parents may refuse to buy food, adding to the problems. On average, I deal with 6-7 cases daily, including situations where I receive complaints such as "he is selling, he is selling, He is selling" **Wakiso District Official**

4. **Police - Child and Family Protection Unit (CFPU):** Works closely with probation to ensure child and family protection, addressing conflicts that require law enforcement intervention. A respondent from Bussi Subcounty stated that:

"Much as we have the conflict resolution structures like the LCI chairperson and the vice, Secretary for Women Affairs, CDO, Sub- County Chiefs…. some people don't adhere to this protocol, they go direct to Police if they have conflict. Like in the cases of domestic violence, you find couples doing to police direct, also in the event of economic conflicts. They do this thinking that Police will solve the conflict faster, yet at times the Police sends back some of the cases to us at the Subcounty". **Technical Official, Bussi Sub-County.**

5. **LCIII Courts:** Handle cases primarily related to land and property but occasionally deal with family conflicts.

"At the subcounty, we have the LCIII court, which sits every Thursday. When people come to file complaints, both parties are summoned to appear on a designated day. On that day, the court requires proof and testimony from witnesses to verify whether the complainant or defendant is telling the truth. This court is very helpful to us. They schedule hearings every Thursday and notify all the complainants. After that, they assign times for the sessions: some come at 10 a.m., others at 12 p.m., and others at 2 p.m. The main aim is to reduce the number of cases that go to court by helping people reach consensus". **Technical Official, Masulita Subcounty**

6. **Para-Social Workers:** Semi-structured, recognized by the government, supporting conflict resolution efforts in communities like those supported by Save the Children.
7. **Courts:** For unresolved cases, especially those outside the mandate of probation, the conflict is escalated to the courts for legal intervention.

3.7.7 Personal Involvement in A Conflict in the Last Six Month

Regarding whether respondents had personally been involved in any form of conflict in the past six months, the findings indicate varying levels of participation. The data reveals patterns of personal involvement in conflicts, providing insight into the frequency and nature of disputes within the community over this period.

Figure 20: Personal Involvement in conflict in the last six months
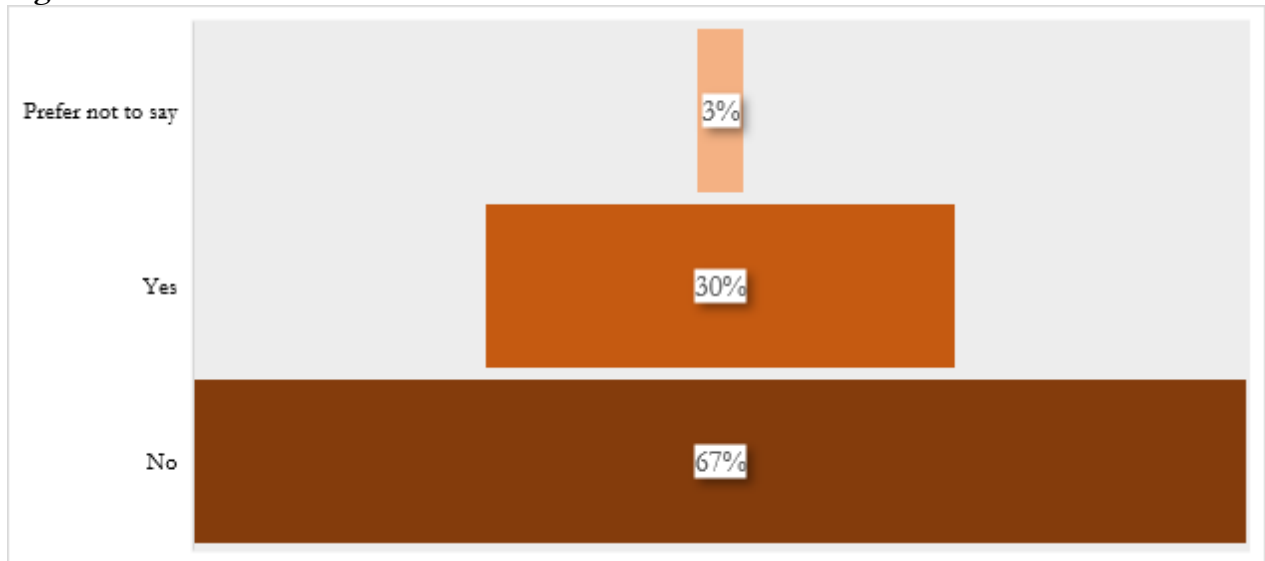
The survey revealed that 205 respondents (67%) had not experienced any conflict in the past six months, while 93 respondents (30%) had encountered conflicts, and 10 (3%) chose not to disclose their involvement. These conflicts were at the household or community level. The high percentage of respondents not involved in conflict suggests relative social harmony, though the 30% who faced conflict indicates that interpersonal or community disputes remain an issue. Addressing these conflicts through appropriate resolution mechanisms can help maintain peace and prevent escalation.

3.7.8 Type of conflict personally involved in by respondents

Figure 21: **Type of conflict personally involved in by respondents**
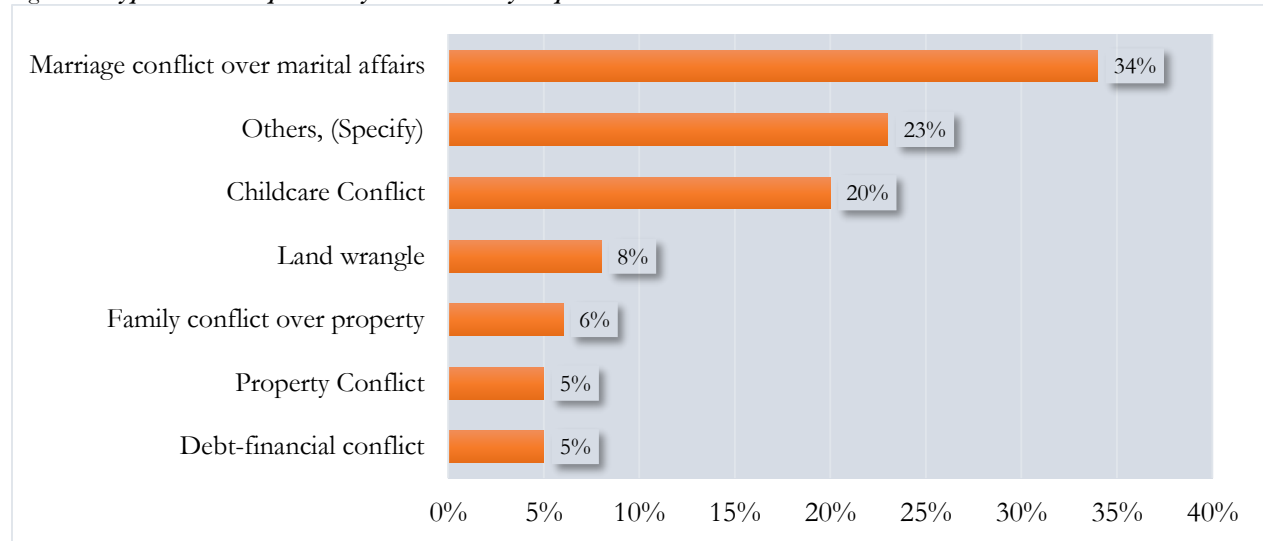
Of those who reported being involved in conflict, 34% cited marital issues as the cause, followed by other reasons at 23%, childcare conflicts at 20%, land disputes at 8%, and financial conflicts at 5%. The conflicts mentioned under "others" included: "*A man wanted to marry her young daughter*," "*Burnt child (child abuse),*" "*Conflict between children and parents*," "*False accusations*," "*I am being chased off the land; I am a widow*," "*Irresponsibility and childcare*," "*Conflict with my neighbor*," "*Misunderstanding with my neighbor over gossip*," "*Neighborhood conflict*," and "*Poverty and alcohol abuse*."

The findings indicate that marital issues are the leading cause of conflict within households, highlighting the need for targeted interventions in family and for conflict resolutions. The diverse nature of conflicts—ranging from childcare and financial disputes to land and neighborhood conflicts—suggests the need for a multi-faceted approach to conflict resolution. This includes addressing social and economic challenges such as poverty and alcohol abuse, which may exacerbate tensions. The presence of unique cases like child abuse and widowhood-related land disputes suggests the need for specialized legal and social support systems to protect vulnerable groups.

3.7.9 How the conflict was resolved

Figure 22: How the conflict was resolved
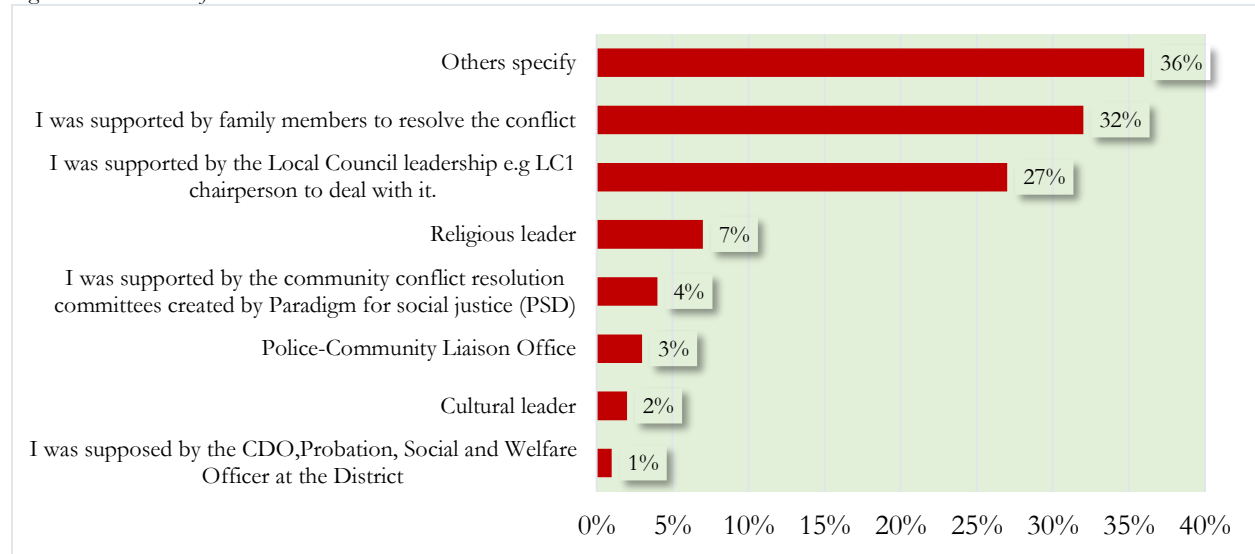
For the participants who reported to have got involved in conflict in the last six months, they reported to have resolved the conflict through various avenues and strategies. For example, the majority (34%) who had marriage conflict over marital affairs were reported to be supported by the family members to resolve the conflict and 27% reported utilised the LC structures.

Other forms of conflict resolutions used included **advice and counselling**: **Elders,** "an older lady came and gave me advice". "I also self-advised myself". **Dialogue,** "I advised the lady to stay in her marriage, but the man did not return". "We had a dialogue with my husband". **Ignoring** "I had to play a fool and let it pass". "I resolved it myself". I was not helped. **Elders,** "I was supported by older women in the community". "Not yet resolved". **Prayer,** "Self-help and self-counsel and prayer". "Self-help by dialogue with husband". **Silence,** "Silence and walking away". **Friends,** "Spoke to a friend".

Knowledge on the Availability of Early Warning Systems for Conflict
Regarding respondents' knowledge on availability of early warning systems for conflict in their communities they results are shown below:

3.7.10 Awareness About the Availability of Early Warning Systems for Conflict
Figure 23: Awareness About the Availability of Early Warning Systems for Conflict
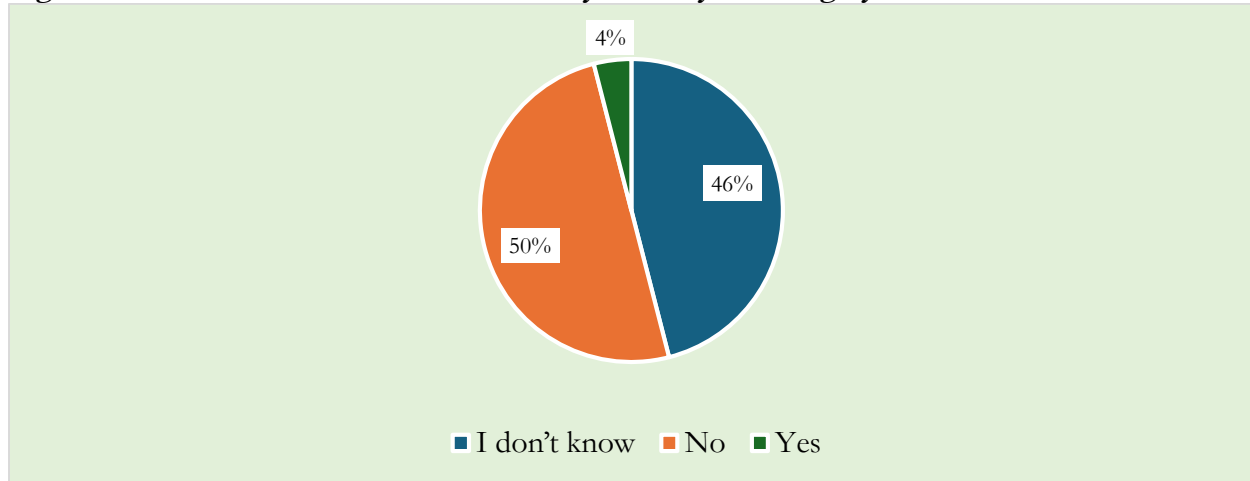
Only 4% of respondents in Wakiso District were aware of conflict early warning systems and prevention, while 46% said "no," and 50% admitted they didn't know about such systems. This highlights a significant gap in knowledge and awareness. For PSD as an organization, this implies an urgent need to invest in public education, awareness campaigns, and training initiatives to improve local understanding and use of early warning systems for conflict prevention. These findings suggest a serious gap in awareness and communication regarding early warning mechanisms for conflict resolution. The low percentage of respondents familiar with such systems may indicate that these platforms are either not well-established or not effectively communicated to the community. This lack of awareness could hinder timely interventions in conflict situations, and efforts must be made to raise public knowledge and accessibility of these systems to promote peace and prevent escalation.

This finding aligns with the qualitative insights from FGDs and KIIs, which revealed that the community lacks significant awareness of early warning signs for conflict resolution. Although some community members have a vague understanding, they have been addressing conflicts in hindsight without realizing it. One technical person stated that:

"Early warning and response for conflict resolution are being implemented by Paradigm through their training programs. Initially, **this approach did not exist in the communities***. Paradigm introduced it, sensitizing the community through women's peace groups"*. **Technical Staff, Masulita SC.**

3.7.11 Knowledge of Referred Conflict Cases to The District
Figure 24: Knowledge of Referred Conflict Cases to The District
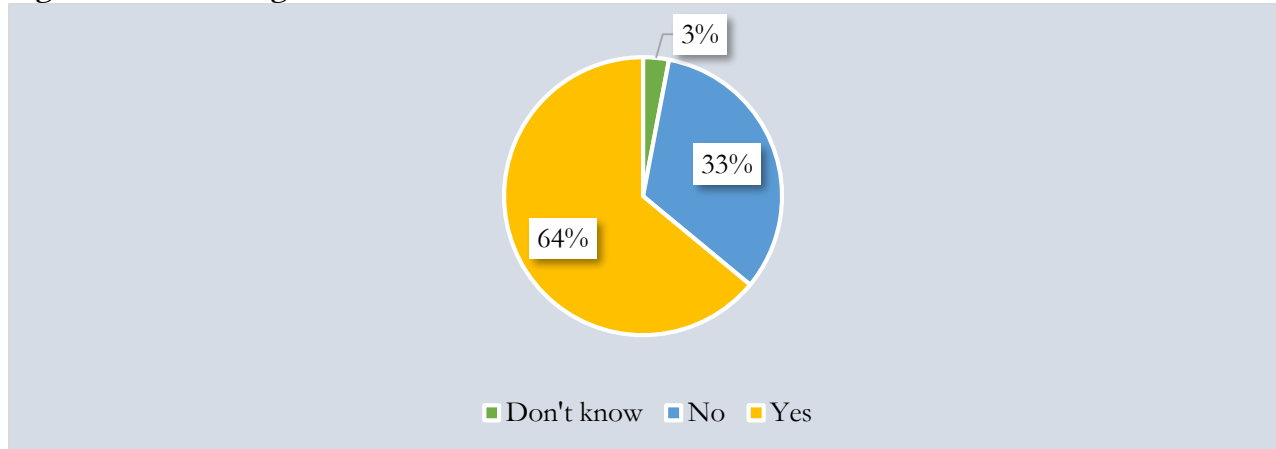
The majority of respondents 196(64%) confirmed that they had observed conflicts being referred to the district level, while 101(33% said no, and 10(3%) said they didn't know. The fact that most respondents have seen conflicts escalated to the district level suggests that district conflict resolution mechanisms are widely recognized and utilized. However, the 33% who haven't observed this and the 3% who are unaware indicate a need for greater awareness about the district structures mandated to resolve conflicts. Enhancing communication about district-level referral processes could ensure that more community members understand and benefit from these mechanisms including those of those at Local Government Levels (CDOs).

3.7.12 Was the conflict resolved at the district level?
Figure 25: ***Was the conflict resolved at the district level?***
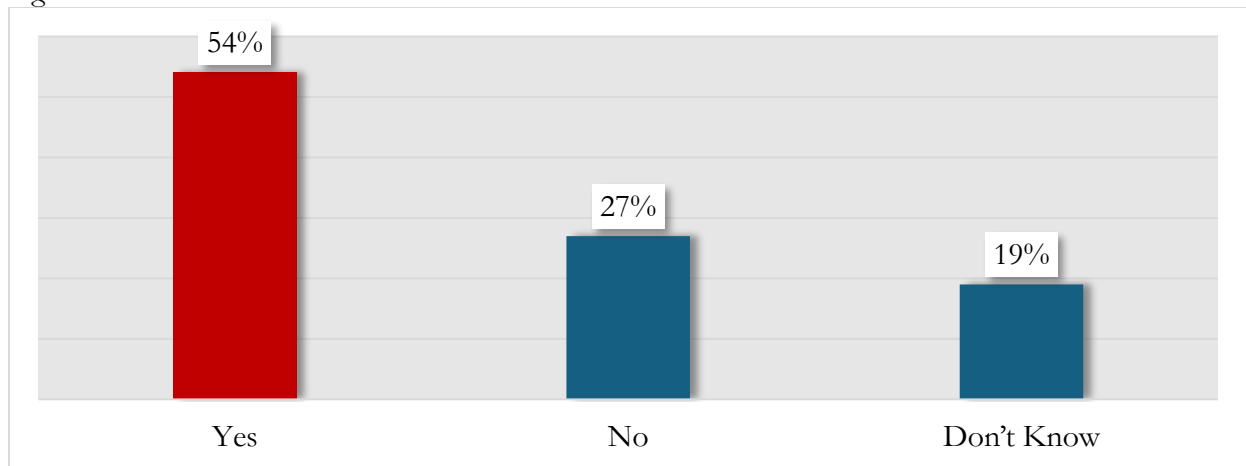
The majority of respondents 54% agreed that conflicts were resolved at the district level through established structures such as the Probation Office, Human Rights Office, and the District Community Development Officer (DCDO), or at the Local Government level. Additionally, 27% of respondents disagreed, indicating that conflicts were not resolved through these structures, while 19% were uncertain. The data highlights some level of trust and reliance placed on district-level conflict resolution mechanisms, but the 12% who reported no resolution and the 8% who were unsure suggest knowledge gaps in the existence and effectiveness of such structures. Therefore, creation of awareness

about conflict resolution structures at the LG and District levels is crucial for the Strengthening of Meaningful Women Participation in Conflict resolutions and prevention is crucial.

3.8 Attitudes of Women and Men on Conflict Prevention

The findings on the attitudes of women and men on conflict resolution, prevention and decision-making processes in Wakiso District are presented in the table below:

Figure 26: Attitudes of Women and Men on Conflict Prevention
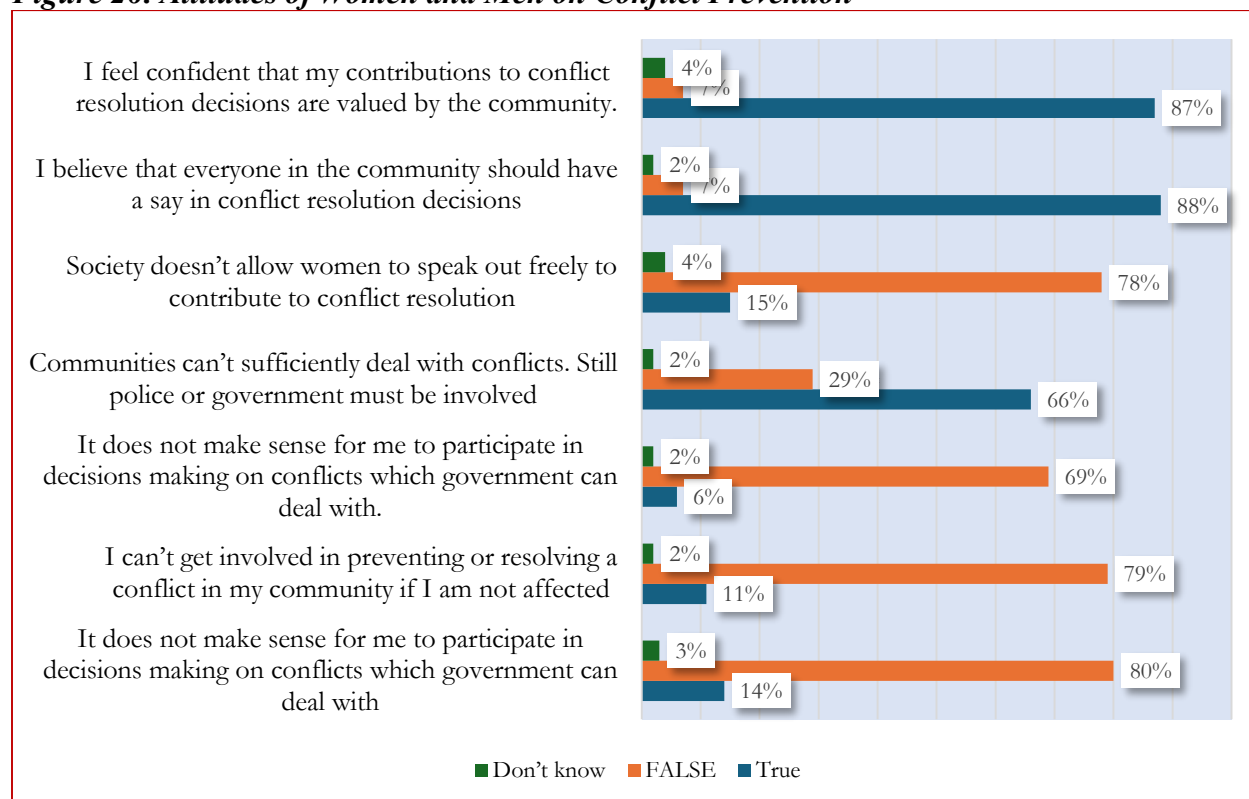
In Wakiso District, 87% of respondents feel their contributions to conflict resolution are valued, fostering active community participation. However, the 7% who feel undervalued and 4% uncertain may disengage, risking community cohesion. PSD can address this through inclusive programs, training to boost confidence, and feedback mechanisms to enhance participation and strengthen conflict resolution efforts.

There is an overwhelming positive attitude for inclusive conflict resolution at (88%) for inclusive conflict resolution which suggests a strong community engagement potential, promoting collaborative decision-making. However, the 7% who disagree may resist collective approaches, potentially creating friction in implementing inclusive practices. PSD should focus on promoting dialogue and understanding to bridge this gap and ensure widespread participation in conflict resolution efforts.

The majority (78%) of respondents rejected the statement that "society doesn't allow women to speak out freely in conflict resolution and decision-making processes," while 15% agreed, and 4% were unsure. This suggests that most believe women can contribute freely. Implications: PSD should focus

on empowering the 15% who feel restricted, addressing societal barriers to ensure women's full participation in decision-making processes.

The study found that 66% of respondents believe communities cannot sufficiently resolve conflicts without police and government involvement, while 29% disagreed, and 2% were unsure. PSD should enhance local conflict resolution mechanisms while fostering collaboration between communities, police, and government. Strengthening community capacity to manage conflicts independently, with external support, when necessary, could improve resolution efficiency and local empowerment.

Seventy nine percent (79%) of respondents stated that the statement, "I can't get involved in conflict resolution or prevention in my community if I am not affected," is false, while 11% agreed, and 2% were unsure. This indicates a strong willingness among the majority to engage in conflict resolution even if they aren't directly affected. PSD can harness this proactive attitude to foster greater community involvement and support conflict prevention activities.

3.9 Knowledge on Conflict resolution

The findings on the knowledge of women and men on conflict resolution, prevention and decision-making processes in Wakiso District are presented in the table below:

Figure 27: Knowledge on Conflict resolution
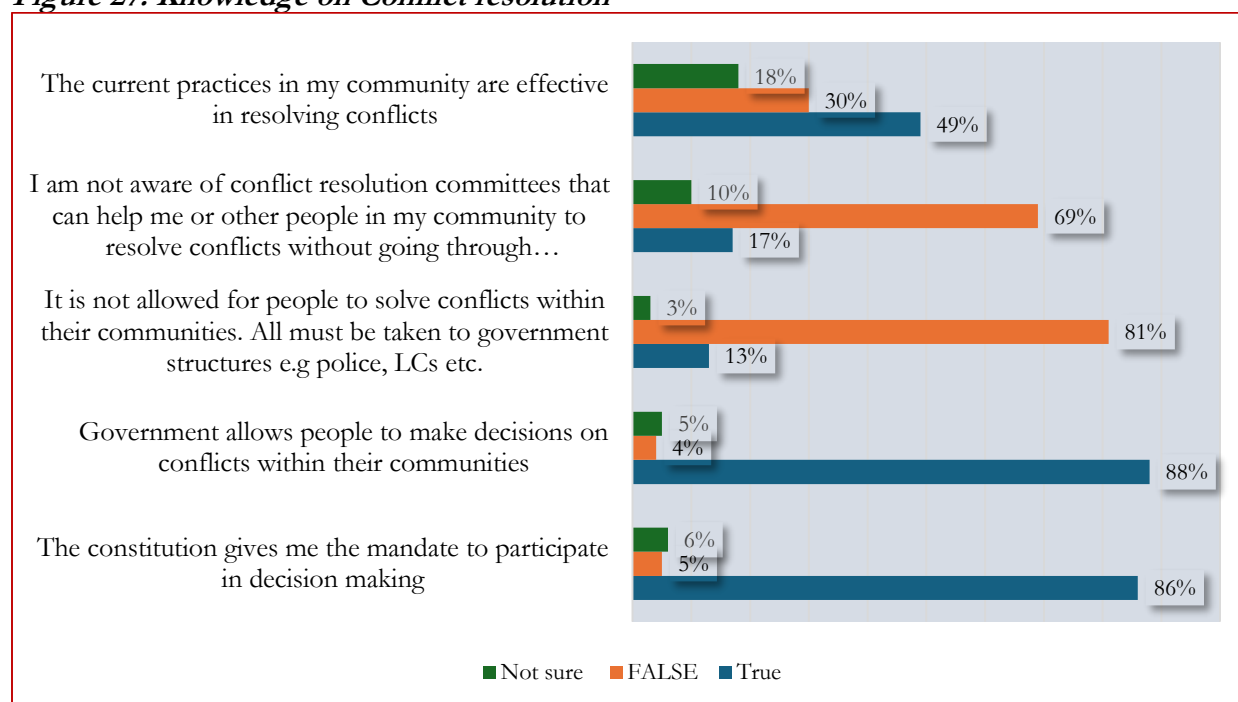
In assessing the knowledge on the effectiveness of current community practices in resolving conflicts, 49% of respondents believed they were effective, 30% disagreed, and 18% were uncertain. This indicates a divided perception, with a substantial minority questioning the efficacy of existing approaches. PSD should address these mixed views by improving conflict resolution strategies through community engagement, training, and capacity-building, while also addressing concerns to boost confidence and participation in local conflict management.

60

The majority of respondents (69%) rejected the statement that they were unaware of conflict resolution committees in their communities capable of resolving conflicts without government involvement, while 17% agreed, and 10% were unsure. This indicates that, in general, communities are aware of the existence of local structures for conflict resolution.

When asked whether conflicts must always be taken to government structures like LCs, Police, Probation Offices, or CDOs, 81% said this is false, 13% said it is true, and 3% were unsure. The overwhelming rejection of this notion suggests a strong belief in community-level conflict resolution. PSD can leverage this by supporting and strengthening local structures, reducing dependency on government systems, and empowering communities to handle conflicts independently.

When asked whether the constitution gives people the mandate to participate in decision-making, 86% of respondents said it is true, 5% disagreed, and 6% were unsure. The high level of awareness (86%) about constitutional rights for decision-making highlights a well-informed community. PSD can build on this by encouraging civic participation and ensuring that all individuals, including the 11% who are unsure or disagree, fully understand and exercise their rights in conflict resolution and other decision-making processes.

3.10 Practices

The findings on the practices of women and men on conflict resolution, prevention and decision-making processes in Wakiso District are presented in the table below:

Figure 28: Practices
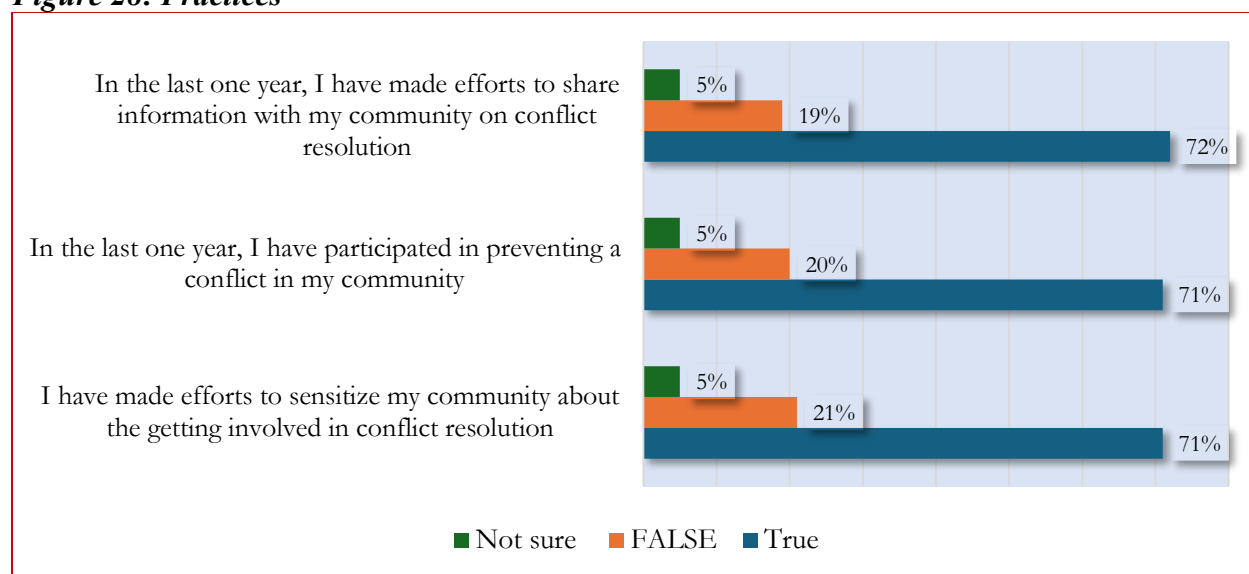
When asked if they had shared information on conflict resolution with their community in the last 12 months, 72% of respondents said they had, 19% had not, and 5% were unsure. The information sharing was directed toward peers, family members, and groups. The high level of community engagement (72%) in sharing conflict resolution information suggests a proactive approach. PSD can further enhance these efforts by providing structured platforms for information exchange and supporting those not yet involved, strengthening overall community cohesion and conflict resolution capacity.

When asked about their involvement in preventing conflicts in their communities, 71% of respondents said they had participated, 20% had not, and 5% were unsure. The majority's active participation in conflict prevention (71%) indicates strong community engagement. PSD can further support these efforts by providing conflict prevention training and resources, while focusing on the 20% who have not participated, encouraging their involvement to strengthen community-wide conflict prevention initiatives.

When asked if they had made efforts to sensitize their community about getting involved in conflict resolution, 71% of respondents said yes, 21% said no, and 5% were unsure. The high rate of sensitization efforts (71%) shows strong community leadership in promoting conflict resolution. PSD can build on this by offering support to those actively involved and encouraging the 21% who have not participated to engage in community sensitization efforts, fostering broader awareness and involvement.

3.11 Willingness to support initiatives aimed at increasing women's participation in conflict resolution and prevention in the communities

Figure 29: Willingness to support initiatives aimed at increasing women's participation in conflict resolution and prevention in the communities
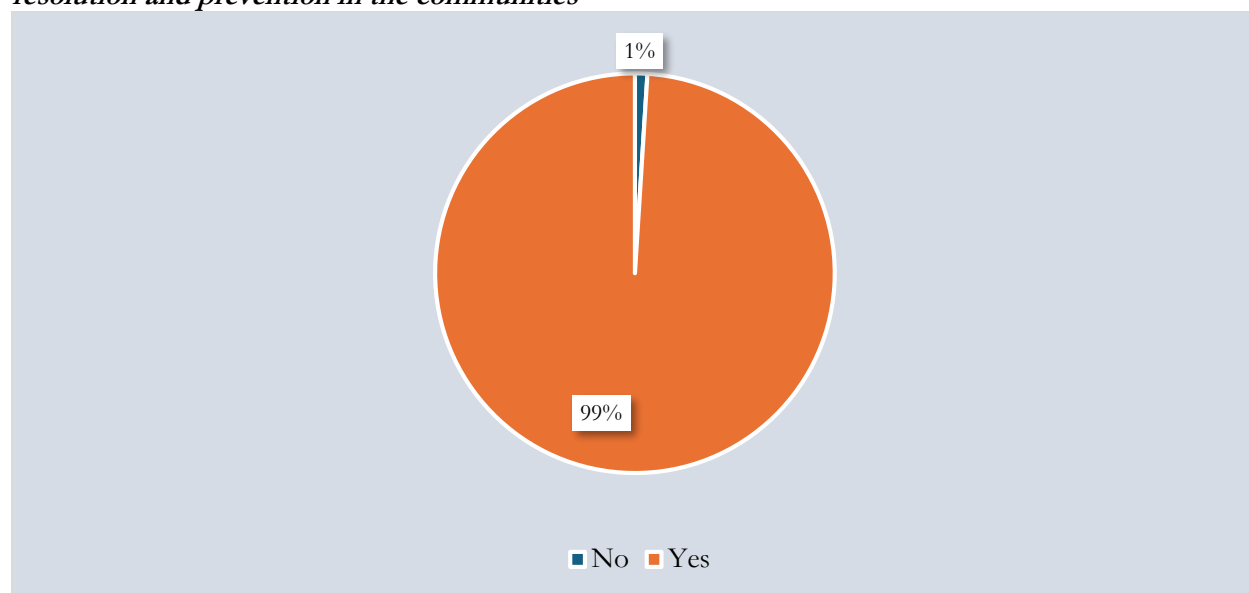
The baseline survey shows that 99% of respondents are willing to support initiatives aimed at increasing women's participation in conflict resolution and prevention in their communities, while only 1% opposed such efforts. This overwhelming support (99%) offers PSD a strong foundation to implement programs focused on enhancing women's roles in conflict resolution. With community backing, PSD can promote gender-inclusive strategies and empower women to take active roles in conflict management and prevention.

3.12 Type of support or resources regarded as the most beneficial in promoting women's active participation in conflict resolution and prevention

Figure 30: **Type of support or resources regarded as the most beneficial in promoting women's active participation in conflict resolution and prevention**
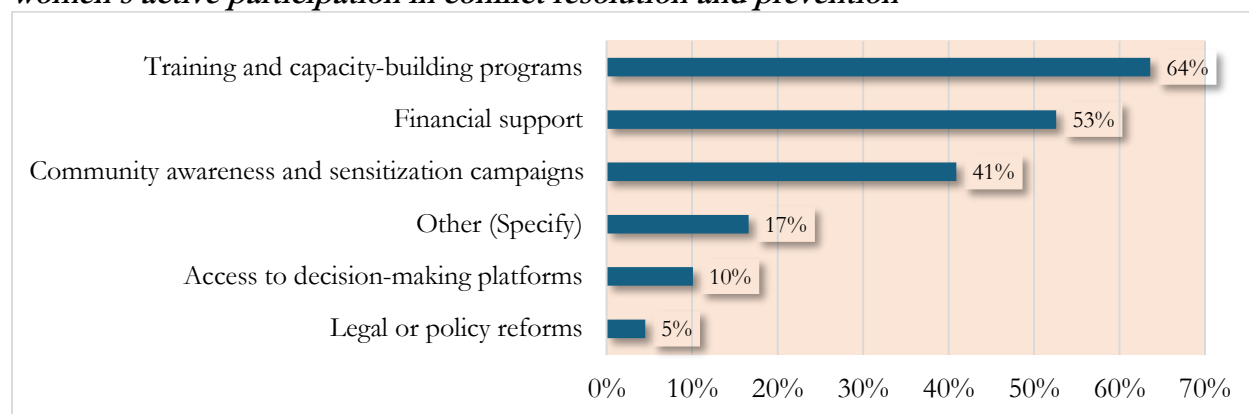
The survey respondents identified the most beneficial types of support for promoting women's active participation in conflict resolution and prevention as follows**: training and capacity building programs** (64%), **financial support** (53%), **community awareness and sensitization campaigns** (41%), access to decision-making platforms (10%), and other resources (17%). Prioritizing training and capacity building (64%) and financial support (53%) aligns with the community's needs, providing a strong foundation for empowering women. PSD should focus on these areas, while also integrating community awareness campaigns and enhancing access to decision-making platforms to address the broader range of support identified.

SECTION FOUR: CONCLUSION AND RECOMMENDATIONS

4.1 Introduction

This section provides a summary of the study's findings and offers actionable recommendations. It synthesizes the key insights gained from the research and outlines strategic suggestions for addressing identified issues, guiding future actions, and enhancing overall outcomes of the proposed forthcoming project meaningful participation of women in decision making in Wakiso District.

4.2 Conclusions

Most respondents affirm that women are actively involved in decision-making processes at various levels, indicating a positive shift towards gender equality. The survey also shows a robust understanding of conflict resolution strategies among respondents, who employ both formal techniques like negotiation and mediation and traditional methods such as counseling. Despite this, significant challenges remain, including financial constraints, cultural barriers, and lack of education or training, which hinder women's full participation. Addressing these issues is essential for enhancing women's roles in conflict resolution and prevention.

Community support for women's involvement in conflict resolution is strong, with many respondents recognizing its importance and expressing willingness to participate even if not directly affected. However, a gap exists in formal conflict resolution training, with a large portion of respondents lacking such skills, which could impede effective dispute resolution. The study also highlights a range of conflict resolution pathways, including local councils, community development officers, and specialized units. While many believe conflicts are effectively managed through district structures, some uncertainty remains. Increasing awareness and training can improve engagement and enhance conflict resolution efforts.

4.3 Recommendations

1. Local Governments, and District

By-laws

- **By-laws:** The Councils should be empowered to address these issues by developing and enforcing by-laws aimed at deterring harmful practices like defilement, such as expelling perpetrators from the village. Strengthening legal processes to ensure that perpetrators are held accountable—through consistent prosecution and, where necessary, imprisonment—will serve as a strong deterrent. This approach would send a clear message to offenders, particularly if they see that others are being prosecuted and removed from the community, helping to curb the escalation of such behaviors.
- Local Councils should create bylaws to regulate alcohol consumption, raise awareness about its harmful effects, and provide counseling services. Encouraging open dialogue and community support will help reduce conflicts in Wakiso district.

Institutional accessibility

- **Opening local offices**: Bringing conflict resolution services closer to the community by opening offices could help increase women's participation by making support more accessible.

- **Facilitation of leaders**: Local leaders should be provided with the resources and facilitation they need to follow up on cases and resolve conflicts effectively.

Leaders share information

- **Leaders sharing information:** Leaders often undergo capacity-building sessions on conflict prevention and peacebuilding but fail to transmit the knowledge back to their communities. They need to share what they learn with the people who elected them, ensuring that community members are informed about conflict resolution processes

2. Civil Society Organisations, and (PSD)

Men inclusion

- **Inclusion of men in conflict resolution**: Several respondents emphasized involving men in both training and the conflict resolution process.
- **Men's roles and responsibilities**: Men should be educated to be responsible, particularly in family matters and childcare, to reduce the burden on women.
- **Religious and local leaders:** Involvement and training of leaders like LCs etc are crucial to guide conflict resolution at the community level.

Capacity building and awareness campaigns

- **Empower women while also educating men** on the value of treating women as partners, not competitors. Foster mutual understanding and compromise to ensure both genders support equal opportunities and collaboration.
- **Empowerment.** Provide ongoing support to community leaders, empowering them to resolve conflicts before escalation
- **Rights awareness.** Incorporate rights awareness training during local community meetings, such as LC-1 gatherings, ensuring a wider reach.
- **Community education.** Initiate community-level education programs focused on teaching individuals their rights and responsibilities, especially around family and child-related issues.
- **Community-wide engagement [Community Barazas]:** Conflict resolution efforts should involve the entire community, not just women, ensuring everyone is engaged and trained

Counseling, guidance, and training

- **Counseling and guidance**: Providing counseling services and guidance for women is seen as crucial in helping them navigate conflicts and make informed decisions.
- **Training**: Mobilization and training programs should be provided for both men and women, with a focus on teaching conflict resolution skills, marriage stability, and legal matters.
- **Balance economic empowerment with marital harmony for women**. Implement trainings that help women balance economic empowerment with marital harmony by promoting open communication and mutual understanding with their less empowered spouses. Involving men in these initiatives will encourage shared decision-making and reduce household tensions.

Mobilisation and participation

- **Mobilization of women**: Women need to be mobilized and encouraged to attend training sessions, participate in conflict resolution processes, and share positive ideas.
- **Youth involvement**: Engaging young people, especially young men, in discussions about conflict resolution is important for long-term change.

Financial Empowerment and Development Programs

- **Financial independence:** Respondents highlighted the need for women, especially single mothers, to be financially empowered through financial programs and employment opportunities.
- **Women's groups (VSLAs)**: Such groups can be platforms for empowerment, providing financial support and a space for women to discuss and resolve conflicts
- **CDO**. The CDOs office are also poorly facilitated and require a budget line from Government

Shift focus from response to prevention

- **Conflict prevention.** Develop proactive conflict prevention strategies aimed at addressing potential issues before they escalate.
- **Resources.** Allocate more resources to designing prevention-focused programs, reducing dependency on costly response methods like mediation and legal intervention.

CSO Collaboration and partnerships

Collaboration. Identifying and documenting CSOs that are working in specific areas, such as Redeem International, Save the Children, FIDA, SOS, Busi Kuntiko, and SEFOD, FIEN, is important for collaborative efforts in conflict resolution and human rights education. In addition, the PSD should closely work with conflict resolutions structures like the CDO, and Probation Office etc.

Benchmarking

Pick lessons from successful women LCI Chairpersons. PSD should benchmark the successful conflict resolution practices of the **two female LCI Chairpersons in Kakiri Subcounty**, who excel in managing conflicts and gender-based violence (GBV) locally without police intervention. By studying their approaches, PSD can identify effective strategies to implement elsewhere. The organization should promote female leadership and support the creation of similar dedicated defense sub-committees in other communities, which contribute to lower crime rates and effective conflict management.

Train the community on early warning and response mechanisms. PSD should train community members on how to detect conflicts, prevent them, and respond effectively when they occur. The training should focus on major conflicts identified, such as land disputes, marital conflicts, childcare and support, property disputes, and community conflicts, among others.

Integrate PWDs in conflict resolution. To ensure inclusivity, PSD should integrate Persons with Disabilities (PWDs) into conflict resolution mechanisms in Wakiso District by providing accessible platforms for their participation. This can be achieved through sensitization. Additionally, PWD

representatives should be included in community conflict resolution committees to voice their unique concerns about conflict.

3. Ministries Departments and Agencies

Legal and Institutional Support

- **Police and legal support**: There is frustration that men do not feel cases are resolved even when closed at the police, and criminals are often set free. Women need better protection and case follow-up to completion
- **Women's legal rights**: Women need to be educated about their legal rights, particularly in matters like land conflicts and family responsibilities.
- **Engage the police and legal bodies** (such as the Child and Family Protection Unit) as part of a broader network of conflict prevention resources, ensuring all parties know their rights and responsibilities.
- **Use the law** as a last resort when mediation fails, especially in cases of repeated offenses or non-compliance.

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ANNEXES

Annex 1: KAP Survey

STRENGTHENING WOMEN'S MEANINGFUL PARTICIPATION IN CONFLICT PREVENTION AND DECISION-MAKING PROCESSES IN WAKISO DISTRICT.”

KNOWLEDGE, ATTITUDES & PRACTICES SURVEY

Paradigm for Social Justice and Development (PSD) is a women led Non-Profit Organization that is committed towards advancing Social Justice and Development of women to be able to take shape of their destiny. The organization is incorporated as a company Limited by Guarantee and registered as a Non-Government Organization. PSD envisions a Society without injustice, violence and poverty and the mission is to work with vulnerable communities to address social injustices, alleviate poverty and violence. Prior to implementation, a baseline survey is being conducted to set a benchmark upon which to measure achievement of the program. This survey therefore will collect information regarding the community's (women and Men) knowledge, attitudes and practices. Because you are one of the beneficiaries that will be targeted by the project, you have been selected to participate in this survey, therefore we request you for your feedback on the questions below. This survey IS NOT an examination, and responses are completely confidential. We appreciate your openness and honesty in this survey Thank you very much!

If you consent to participating in this survey please sign below (for Kobo Collect tools, ask for verbal consent):

Signature of respondent:				Date:						
					D	D	M	M	Y	Y
Name of surveyor:		Signature:		Date:						
					D	D	M	M	Y	Y

Section A: Biodata

01. QUESTIONNAIRE IDENTIFICATION NUM

002. DISTRICT _____**003. SUB COUNTY** _____

004. PARISH _____ 005**. VILLAGE** _____

006 Interview venue: _____

No.	Question	Possible response	Codes	Skip to
Q007.	Record the sex of respondent *Circle response*	Male	1	
		Female	2	
Q008.	How old are you?	17 years and below	1	
		18-29 years	2	
		30-35 years	3	
		36 years and above	4	
Q009.	Marital status of respondent	Single	1	
		Married	2	
		Living together with woman/man (Cohabiting)	3	
		Widow/Widower	4	
		Divorced/Separated	5	

		Other (specify) _____	15	
Q010.	What is your current occupation?	Agricultural, forestry, fishing	1	
		Cattle keeper	2	
		Wholesale and retail trader	3	
		Petty business	4	
		Manufacturing	5	
		Livestock and Poultry	6	
		Quarrying or mining	7	
		Civil Society Organisation eg (NGO, CBO)	15	
		Transport sector (Taxi, Boda-boda, water boat/canoe		
		Civil Service (MDAs, Local Government, etc)		
		Not employment		
		Other		
		(specify)_____		

Section B: Knowledge of Paradigm for Social Justice and Development
Proposed Indicator for adoption: Percentage of women and men with Knowledge of Paradigm for Social Justice and Development and the services it offers[3]

No.	Question	Possible response	Codes	Skip to
Q011.	Have you ever heard of an organisation called Paradigm for Social Development (PSD)?	Yes No Do not Know the organisation	**1** **2** **88**	**If no skip to Q101**
Q012.	If yes, do you know any activities that Paradigm for Social Development does?	Yes No Don't know the organisation	1 2 → 88→	 Q101 Q101
Q013.	If yes, which activities do you know that Paradigm for Social Development does?	Supporting women to participate in conflict prevention Empowering women to participate in conflict resolution Other (Specify) _____I don't know	1 2 15	

Section C: Conflict Resolution and Decision Making

Impact 2:7 Increased meaningful participation and decision-making of women in conflict prevention processes and response

2.1. Number/Percentage of women participating in decision-making in conflict prevention processes and response (by age group i.e. 0-17, 18-29 and 30+

Q015. Which form of conflicts are the most common in your community?

---

[3] This indicator can augment PSD to ascertain if people in Wakiso District are aware of the organization. It can be used to ascertain visibility of PSD

a) Land conflicts
b) Family conflict on property
c) Husband wife-conflict over marital affairs
d) Husband-wife conflict over property
e) Husband wife conflict over childcare
f) Conflicts over inheritance
g) Economic conflicts (debts, etc)
h) Others specify_____

Q014. **Have you ever attended any training in peace building and conflict resolution?**

a) Yes
b) No

Q015 **If yes, which conflict resolution training did you attend?**

_____

Q016 **If yes, when was this training?**

_____

Q017 **If yes, (above) who trained you**

_____

Q018 **Are you aware of any conflict resolution strategies?**

   a) Yes
   b) No

Q019 **If yes, which conflict resolution strategies are you aware of?**

a) Inclusive dialogue (allow everyone to share their positions)
b) Facilitating negotiation between conflicting parties
c) Using a third-party mediator/mediating between conflicting parties.
d) Others specify_____

Q020 **Have you participated in making decisions to resolve any form of conflict in your community in the past 1 year?**

   a) **Yes**
   b) **No**

Q021 **If yes, which of the following conflicts did you participate in resolving?**

   a) Resolving a land wrangle
   b) Resolving family conflict over property
   c) Resolving a husband-wife conflict over marital affairs
   d) Resolving a husband-wife conflict over property
   e) Resolving a husband-wife conflict over childcare
   f) Others, please specify

Q022 **If yes, in (xx above), which conflict method did you use to deal prevent or deal with a conflict in your community?**

a) Inclusive dialogue (allow everyone to share their positions)
b) Facilitating negotiation between conflicting parties
c) Using a third-party mediator/mediating between conflicting parties.
d) Others specify_____

Q023 **If no, why have you participated in making decisions to solve a conflict?**

a) I don't know that I have the right to participate in decision making.
b) I was not given the opportunity to participate in conflict resolution decisions. (denied)
c) I think it is government institutions such as LC 1 Chairpersons (and executives), police, and districts offices that are supposed to deal resolve.
d) As a woman I am not supposed to talk (cultural barrier)
e) Because I have a disability
f) My age was seen as inappropriate to decide
g) Fear of the consequences
h) I didn't have the confidence
i) Others, please specify_____

Q024 Does your community have community-based conflict resolution and preventions mechanisms (platforms)

a) Yes
b) No

Q025 If yes what are list the platforms, foras you know in the community……
…………………………

Q026 Do you think such platforms solve the conflicts amicably?

a) Not at all effective
b) Somewhat effective
c) Very effective
d) Extremely effective

Q026 What conflict resolutions strategies do they use

Q027 Are women involved in decision making in conflict resolutions and decision making in your community

a) Not at all
b) Rarely
c) Often
d) Always

Outcome: 8 1. Transformed attitudes and practices towards women's meaningful participation in decision making processes and conflict resolution in Wakiso district.

R1. Number of people directly benefiting from the response (by sex, age group)

Q024 **In the last 6 months, have you had a conflict, as an individual, or a family?**

a) Yes

b) No

c) Prefer not to specify

Q025 **What conflict was it about?**

g) Land wrangle

h) Family conflict over property

i) Mariage conflict over marital affairs

j) Debt-financial conflict

k) Property Conflict

l) Childcare Conflict

m) Others, please specify

Q 026 **How did you resolve the conflict?**

a) I was supported by family members to resolve the conflict

b) I was supported by the Local Council leadership e.g LC1 chairperson to deal with it.

c) I was supported by the community conflict resolution committees created by Paradigm for social justice (PSD)

d) I was supposed by the Probation, Social and Welfare Officer at the District

e) Police-Community Liaison Office

f) Religious leader

g) Cultural leader

h) Others specify_____

Q026 Have you or observed a conflict that was referred to the district conflict resolution office from the community family level, village or community

a) Yes

b) No

Q027 Was the conflict resolved amicably based on what you saw or observed for others (How effective was the revolution)

a) Not at all effective

b) Somewhat effective

c) Very effective

d) Extremely effective

SECTION D: Knowledge, Attitudes and Practices in conflict Resolution

Proposed Indicator for adoption: Percentage of women and men with correct knowledge, attitudes and practices regarding conflict resolution and early warning system.

Section D.1: Attitudes of Women and Men on Conflict Prevention

Attitude and perception of participation in decision making on issues of conflict resolution (I am going to ask you questions about knowledge and perception of **participation in decision making on issues of conflict resolution**, you will be required to respond either true or false or mention what you know)		True	False	Don't know
No.	**Statement/Question**	**True**	**False**	**Don't know**
Q 027	It does not make sense for me to participate in decisions making on conflicts which government can deal with	1	2	88

Q 028	I can't get involved in preventing or resolving a conflict in my community if I am not affected	1	2	88
Q 029	It does not make sense for me to participate in decisions making on conflicts which government can deal with.	1	2	88
Q 030	Communities can't sufficiently deal with conflicts. Still police or government must be involved	1	2	88
Q031	Society doesn't allow women to speak out freely to contribute to conflict resolution	1	2	88
Q032	I believe that everyone in the community should have a say in conflict resolution decisions	1	2	88
Q034	I feel confident that my contributions to conflict resolution decisions are valued by the community.	1	2	88

Section D.2 Knowledge on Conflict resolution

	Practices regarding participation in decision making of conflict resolution cases	True	False	Not sure
Q 031	The constitution gives me the mandate to participate in decision making	1	2	3
Q 032	Government allows people to make decisions on conflicts within their communities	1	2	3
Q 033	It is not allowed for people to solve conflicts within their communities. All must be taken to government structures e.g police, LCs etc.	1	2	3
Q 034	I am not aware of conflict resolution committees that can help me or other people in my community to resolve conflicts without going through government system	1	2	3
Q034	The current practices in my community are effective in resolving conflicts	1	3	3
Q035				

Section D.3: Practices

	Practices regarding participation in decision making of conflict resolution cases	True	False	Not sure
Q 035	I have made efforts to sensitize my community about the getting involved in conflict resolution	1	2	3
Q 036	In the last one year, I have participated in preventing a conflict in my community	1	2	3
Q 037	In the last one year, I have made efforts to share information with my community on conflict resolution	1	2	3

Thank you for taking the time to participate in this survey!

Annex 2: Key Informant Interview (LG Leaders)
STRENGTHENING WOMEN'S MEANINGFUL PARTICIPATION IN CONFLICT
PREVENTION AND DECISION-MAKING PROCESSES IN WAKISO DISTRICT."

KEY INFORMANT INTERVIEW GUIDE
INTRODUCTION AND INFORMED CONSENT

My name is _____, and I am a researcher, working with Paradigm for Social Justice and Development (PSD) on a baseline evaluation. PSD is a women led Non-Profit Organization that is committed towards advancing Social Justice and Development of women to be able to take shape of their destiny. The organization is incorporated as a company Limited by Guarantee and registered as a Non-Government Organization. PSD envisions a Society without injustice, violence and poverty and the mission is to collaborate with vulnerable communities to address social injustices, alleviate poverty and violence. Prior to implementation, a baseline survey is being conducted to set a benchmark upon which to measure achievement of the program. This Key Informant Interview (KII) will therefore collect information regarding the community's (people) knowledge, attitudes and practices, and situation analysis of conflicts and how communities are resolving them. Because you are one of the critical stakeholders in this community in either educating the community on how to deal with conflict or supporting them to resolve their conflict, you have been selected to participate in this baseline survey. We therefore we request you for your feedback on the questions below. This FGD IS NOT an examination, and responses are completely confidential. We appreciate your openness and honesty in this survey Thank you very much!

Date: _____Venue:
_____

Start time:_____ End:_____FGD
Faciliatory:_____

Name of
KII:_____Position:_____

Telephone: _____

Date: 		Start time: _____

Section 1: Women Participation in Decision Making

Section 1.1 Knowledge

1. In your view, which type of decisions do you think are made by Wakiso District and Lower Local Governments that do affect women in the district?
   i. Probe: Which decisions are made relative to the critical sectors e.g. health, education, agriculture.
   ii. Which political and technical leaders are involved in these decision-making processes?
2. Do you think women in this area are aware of their rights to participate in decision making processes on issues that affect them such as budgeting? If yes or no, explain your answer.
   i. What kind of training do you propose for women and men to enhance their appreciation of women's participation in decision making

Section 1. 2: Attitudes

3. Do you think the attitudes of the women in Wakiso is positive regarding participation in decision making? If yes or no explain why?

    i.   Probe: What leaders (technical and Political think about the attitudes of women regarding participation in decision making?

    ii.   What can be done to change the negative attitudes of women towards participation in decision making?

Section 1.3: Practices

4. What should PSD do to ensure women in Wakiso participate in decision making processes about issues that affect them?

Section 2: Conflict Resolution

5. What kind of conflicts are more pronounced in Wakiso district?
6. What are the causes of these conflicts?
7. How has the technical leadership supported conflict resolutions as they would have. Why?
8. What do you think needs to be done to ensure the processes of conflict resolution is speeded up within the justice systems?
9. Is there any alternative way that could be used by women and men to deal with the conflicts or resolve them before going to government systems/structures? If yes, which ones are they?
10. What should PSD do to ensure that women and men are able to deal with their conflicts?

Thank you for making time to speaks to us

Annex 3: KII Guide for Local Peace Community (LPC)
STRENGTHENING WOMEN'S MEANINGFUL PARTICIPATION IN CONFLICT
PREVENTION AND DECISION-MAKING PROCESSES IN WAKISO DISTRICT."

KEY INFORMANT INTERVIEW GUIDE
INTRODUCTION AND INFORMED CONSENT

My name is _____, and I am a researcher, working with Paradigm for Social Justice and Development (PSD) on a baseline evaluation. PSD is a women led Non-Profit Organization that is committed towards advancing Social Justice and Development of women to be able to take shape of their destiny. The organization is incorporated as a company Limited by Guarantee and registered as a Non-Government Organization. PSD envisions a Society without injustice, violence and poverty and the mission is to collaborate with vulnerable communities to address social injustices, alleviate poverty and violence. Prior to implementation, a baseline survey is being conducted to set a benchmark upon which to measure achievement of the program. This Key Informant Interview (KII) will therefore collect information regarding the community's (people) knowledge, attitudes and practices, and situation analysis of conflicts and how communities are resolving them. Because you are one of the critical stakeholders in this community in either educating the community on how to deal with conflict or supporting them to resolve their conflict, you have been selected to participate in this baseline survey. We therefore we request you for your feedback on the questions below. This interview IS NOT an examination, and responses are completely confidential. We appreciate your openness and honesty in this survey Thank you very much!

Date: _____Venue: _____

Start time: _____ End:_____Interviewer :_____

Name of
KII:_____Position:_____

Telephone: _____

Date: .... Start time: _____

Section 1: Women Participation in Decision Making

Section 1.1 Knowledge

1. In your view, which type of decisions do you think are made by Wakiso District and Lower Local Governments that do affect women in the district?

iii. Probe: Which decisions are made relative to the critical sectors e.g. health, education, agriculture.
iv. Which political and technical leaders are involved in these decision-making processes?

2. Do you think women in this area are aware of their rights to participate in decision making processes on issues that affect them such as budgeting? If yes or no, explain your answer.

ii. What kind of training do you propose for women and men to enhance their appreciation of women's participation in decision making?

Section 1. 2: Attitudes

3. Do you think the attitudes of the women in Wakiso is positive regarding participation in decision making? If yes or no explain why?
iii. Probe: What leaders (technical and Political think about the attitudes of women regarding participation in decision making?
iv. What can be done to change the negative attitudes of women towards participation in decision making?

Section 1.3: Practices

4. What should PSD do to ensure women in Wakiso participate in decision making processes about issues that affect them?

Section 2: Conflict Resolution

5. What kind of conflicts are more pronounced in Wakiso district?
6. What are the causes of these conflicts?
7. How has the technical leadership supported conflict resolutions as they would have. Why?
8. What do you think needs to be done to ensure the processes of conflict resolution is speeded up within the justice systems?
9. Is there any alternative way that could be used by women and men to deal with the conflicts or resolve them before going to government systems/structures? If yes, which ones are they?
10. What should PSD do to ensure that women and men are able to deal with their conflicts?

Thank you for making time to speaks to us

Annex 4: Key Informant Interview (Project Staff)
STRENGTHENING WOMEN'S MEANINGFUL PARTICIPATION IN CONFLICT PREVENTION AND DECISION-MAKING PROCESSES IN WAKISO DISTRICT."

My name is _____, and I am a researcher, working with The Pan African Centre for Research and Evaluation (PACRE) on a baseline Survey commissioned by the Paradigm for Social Justice and Development (PSD). The organization is incorporated as a company Limited by Guarantee and registered as a Non-Government Organization. This Key Informant Interview (KII) will therefore collect information regarding the community's (people) knowledge, attitudes and practices, and situation analysis of conflicts and how communities are resolving them. Because you are one of the critical stakeholders, you have been selected to participate in this baseline survey. We therefore we request you for your feedback on the questions below. This KII IS NOT an examination, and responses are completely confidential. We appreciate your openness and honesty in this survey Thank you very much!

Section 1: Women Participation in Decision Making

Section 1.1 Knowledge

1. What promoted PSD to launch this project "**Strengthening Women's Meaningful Participation in Conflict Prevention and Decision-Making Processes in Wakiso District**" what needs is it trying to address? Based on needs assessment, observation, prior programming gaps, literature review etc.
2. Do you think women in Wakiso district are aware of their rights to participate in decision making processes on issues that affect them, and conflict resolution and prevention? *[If no what is the cause]*

Section 1. 2: Attitudes

3. What are the attitudes of the women in Wakiso is regarding participation in decision making on conflict resolution and prevention, and civic engagement? [**Probe: attitudes about political and technical leaders at the district**]
4. What can be done to change the negative attitudes of women towards participation in decision making?

Section 1.3: Practices

5. What practices are available in the community in respect to conflict resolutions and prevention, and decision-making processes [**Probe for community-based platforms for conflict resolution, and early warning and response systems**]

Section 2: Conflict Resolution

6. What kind of conflicts are more pronounced in Wakiso district? [**Probe for causes**]
7. How has the technical leadership supported conflict resolutions as they would have. Why?
8. What do you think needs to be done to ensure the processes of conflict resolution is speeded up within the justice systems?
9. What are the alternative ways for conflicts resolutions used by women and men to deal with the conflicts before going to government systems/structures?
10. What should PSD do to ensure that women and men are able to deal with their conflicts? [**Probe: Trainings proposed by PSD, probe for role of technical and political leadership at Local Councils, Local Governments, and District, and Security etc.**]

Thank you for making time to speaks to us

STRENGTHENING WOMEN'S MEANINGFUL PARTICIPATION IN CONFLICT PREVENTION AND DECISION-MAKING PROCESSES IN WAKISO DISTRICT."

FOCUS GROUP DISCUSSION GUIDE

Paradigm for Social Justice and Development (PSD) is a women led Non-Profit Organization that is committed towards advancing Social Justice and Development of women to be able to take shape of their destiny. The organization is incorporated as a company Limited by Guarantee and registered as a Non-Government Organization. PSD envisions a Society without injustice, violence and poverty and the mission is to collaborate with vulnerable communities to address social injustices, alleviate poverty and

violence. Prior to implementation, a baseline survey is being conducted to set a benchmark upon which to measure achievement of the program. This Focus Group Discussion will therefore collect information regarding the community's (people) knowledge, attitudes and practices. Because you are one of the beneficiaries that will be targeted by the project, you have been selected to participate in this survey, therefore we request you for your feedback on the questions below. This FGD IS NOT an examination, and responses are completely confidential. We appreciate your openness and honesty in this survey Thank you very much!

Date:_____Venue:_____

_

Start time: _____End: _____FGD Faciliatory: _____

Number of Women_____Number of Men: _____

Section 1: Decision making

Section 1.1 Perceptions

1. Do you think women in these areas think it is important for them to participate in decision making? If yes or no, explain why?
    i. Probe: why women think they are not supposed to participate in decision making processes on issues that affect them?
    ii. Probe: what needs to be done to empower these women to participate in decision making?

Section 1.2 Knowledge

2. Are women in these areas aware that the constitution provides them with the mandate to participate in decision making? If yes, explain how. If not, explain why.

     i.   Probe: why women are not participating in decision making and what is inhibiting them to participate in decision
     ii.   How women can be better supported to participate in decision making

Section 1.3 Attitudes

3. Do women in this area participate in decision making on issues that affect them? If yes, how and if not why?
        i.   Probe which specific areas women have participated in decision making on issues affecting women.
        ii.   Probe: How have men supported or inhibited women in participating in decision making especially on matters that affect them?
4. If women are not participating in decision making, what could be the causes of this? How can women be supported to participate in decision making in these areas?

Section 2: Conflict resolution

5. What type of conflicts does your community usually experience?
   Probe the type of conflicts at family, community and district level? Probe the cause of these conflicts
6. How do you normally resolve this conflict?

Probe: Challenges experienced in resolving the conflicts, how can PSD aid in resolving these challenges?

Thank you for your time.

Annex 6: Consent Form for KIIs
CONSENT FORM,
KEY INFORMANTS (KIIS)

Part 1: Information Sheet

Principal Investigator: Joshua Byenkya
Institution: Pan African Centre for Research and Evaluation (PACRE), Makerere University
Funder: Paradigm for Social Justice and Development (PSD)

Title of protocol: Baseline Survey "Strengthening women's meaningful participation in conflict prevention and decision-making processes in Wakiso District".

Introduction: Good morning / afternoon sir / madam. My name is …………… I am part of a research team at PACRE, Makerere University, Kampala, Uganda undertaking the baseline survey commissioned by PSD

Purpose of the study: We are conducting a study about "**Strengthening Women's Meaningful Participation in Conflict Prevention and Decision-Making Processes in Wakiso District**". This Project seeks to transform attitudes and practices of community members and duty bearers towards women's meaningful participation in decision-making processes and conflict resolution. The Project (2024-Feb 2026) will advocate for the creation of a gendered women led early warning and response system right from the village linked to the district responsible for Early Warning and Response (EWERS) to work closely with the Security to ensure peaceful communities. Therefore, you have been chosen to share your insightful ideas and experiences about this subject.

Voluntary participation: Your participation in this study is voluntary. If you agree to participate at the beginning of the study and later change your mind, you can stop whenever you want, and it will not be a problem. Refusal to participate will not affect any relationship with the research team or PSD.

Procedures: The interview will focus Conflict resolution, prevention, and decision-making process in Wakiso district in three constituencies of Busiro North (Kakiri Town Council, Kakiri Subcounty, Masuulita Town Council, and Masuulita Subcounty), Busiro South (Kasange Town Council and Bussi Island Subcounty), and Busiro East (Mende Subcounty and Kyengera Subcounty).

We request permission to audio record the interview to ensure that we do not lose any information during the study. Only the researcher and / or members of the research team will be present at the time of the interview.

Risks and benefits of participation: There are none or minimal risks of participation in the study. During the interview, confidentiality will be ensured by the research team. Your name will not be recorded together with the information you provide.

There are no direct benefits to you as an individual. However, findings of the study will be shared with PSD to enhance its programming. The findings will benefit the wider community regarding informing conflict resolution and decision-making processes in Uganda.

Duration and reimbursements: The discussion will last no more than **45 minutes**. A guide will be used to facilitate the discussion. There is no compensation for your participation in the study.

Confidentiality: All information collected will be kept confidential. Any personal identifiable information will be held and processed under secure conditions. Your name will not be attached to the information you provide.

All files containing any personal data will be made anonymous and no one will be able to tell who you are or what you said from the written results. None other than the investigators of the research would have access to the information. It will not be used for any other purpose apart from the study objectives.

Sharing of information: Findings of this study will be shared with PSD through validation workshop through presentations. All information generated will be anonymised such that individual participants are not identified

Who to contact: If you have questions, need clarifications or are concerned about anything at any point in the discussion, please let us know and we will ensure that the issues are addressed. You may also contact the investigators or the commissioning organisation (PSD) for details.

Name and contact details of Investigators
Joshua Byenkya (+256 777348784)**,**
Pan African Centre for Research and Evaluation (PACRE), Makerere University, Kampala, Uganda.

Name and contact of PSD
Zurah Asanda, Executive Director Email: info@paradigmforjustice.org

Do you have any questions in relation to the study?
0 = No,
1= Yes [if yes, ask the next question].

Would you like to participate in the study?
0 = No (Thank the person and leave),
1= Yes [if yes, Thank the person and continue on next page].
Do you allow us to audio record the interview?
0 = No (write notes during the interview)
1= Yes (take notes and record interview)

Key Informant Interviews (KIIs)

Part 2: Informed Consent Signature Page

District: …………………………………………………………………………………………

KII Type: ……………………………………………………………………………………..

Study Title: Strengthening Women's Meaningful Participation in Conflict Prevention and Decision-Making Processes in Wakiso District

Principal Investigator: Joshua Byenkya (+256 777348784), Pan African Centre for Research and Evaluation (PACRE), Makerere University

Ethics reference: (*Please tick the box (es) if you agree with the statement(s)*)

I have read / (the information has been read to me) and understood the information sheet and have had the opportunity to ask questions about the study.

I agree to take part in this research project and agree for my data to be used for the purpose of this study

I understand my participation is voluntary and I may withdraw at any time without my legal rights being affected

Data Protection
I understand that the information collected from me during my participation in this study will be stored on a password-protected computer and that this information will only be used for the purpose of this study. All files containing any personal data will be made anonymous.

Participant's Name: …………………………………………………………

Participant's Signature: …………………………………………………..

Interviewer's Name: …………………………………………………………

Interviewer's Signature: …………………………   **Date** (dd/mm/yyyy): ……/……/ 2024

Annex 7: Consent Form For FGD

Part 1: Information Sheet

Principal Investigator: Joshua Byenkya
Institution: Pan African Centre for Research and Evaluation (PACRE), Makerere University
Funder: Paradigm for Social Justice and Development (PSD)

Title of protocol: Baseline Survey "Strengthening women's meaningful participation in conflict prevention and decision-making processes in Wakiso District".

Introduction: Good morning / afternoon sir / madam. My name is …………… I am part of a research team at PACRE, Makerere University, Kampala, Uganda undertaking the baseline survey commissioned by PSD

Purpose of the study: We are conducting a study about "**Strengthening Women's Meaningful Participation in Conflict Prevention and Decision-Making Processes in Wakiso District***".* This Project seeks to transform attitudes and practices of community members and duty bearers towards women's meaningful participation in decision-making processes and conflict resolution. The Project (2024-Feb 2026) will advocate for the creation of a gendered women led early warning and response system right from the village linked to the district responsible for Early Warning and Response (EWERS) to work closely with the Security to ensure peaceful communities.

Therefore, you have been chosen to share your insightful ideas and experiences about this subject.

Voluntary participation: Your participation in this study is voluntary. If you agree to participate at the beginning of the study and later change your mind, you can stop whenever you want, and it will not be a problem. Refusal to participate will not affect any relationship with the research team or PSD.

Procedures: The interview will focus Conflict resolution, prevention, and decision-making process in Wakiso district in three constituencies of Busiro North (Kakiri Town Council, Kakiri Subcounty, Masuulita Town Council, and Masuulita Subcounty), Busiro South (Kasange Town Council and Bussi Island Subcounty), and Busiro East (Mende Subcounty and Kyengera Subcounty).

We request permission to audio record this discussion to ensure that we do not lose any information during the study. Only the researcher and / or members of the research team will be present at the time of the interview.

Risks and benefits of participation: There are none or minimal risks of participation in the study. During the interview, confidentiality will be ensured by the research team. Your name will not be recorded together with the information you provide.

There are no direct benefits to you as an individual. However, findings of the study will be shared with PSD to enhance its programming. The findings will benefit the wider community regarding informing conflict resolution and decision-making processes in Uganda.

Duration and reimbursements: The discussion will last no more than **90 minutes (1.5 hours).** A guide will be used to facilitate the discussion. There is no compensation for your participation in the study.

Confidentiality: All information collected will be kept confidential. Any personal identifiable information will be held and processed under secure conditions. Your name will not be attached to the information you provide. All files containing any personal data will be made anonymous and no one will be able to tell who you are or

what you said from the written results. None other than the investigators of the research would have access to the information. It will not be used for any other purpose apart from the study objectives.

Sharing of information: Findings of this study will be shared with PSD through validation workshop through presentations. All information generated will be anonymised such that individual participants are not identified

Who to contact: If you have questions, need clarifications or are concerned about anything at any point in the discussion, please let us know and we will ensure that the issues are addressed. You may also contact the investigators or the commissioning organisation (PSD) for details.

Name and contact details of Investigators
Joshua Byenkya (+256 777348784)**,**
Pan African Centre for Research and Evaluation (PACRE), Makerere University, Kampala, Uganda.

Name and contact of PSD
Zurah Asanda, Executive Director Email: info@paradigmforjustice.org

Do you have any questions in relation to the study?
0 = No,
1= Yes [if yes, ask the next question].

Would you like to participate in the study?
0 = No (Thank the person and leave),
1= Yes [if yes, Thank the person and continue on next page].
Do you allow us to audio record the interview?
0 = No (write notes during the interview)
1= Yes (take notes and record interview)

FGD CONSENT

Part 2: Informed Consent Signature Page

District:

_____

Subcounty: _____

FGD Type:

_____

Study Title: Strengthening Women's Meaningful Participation in Conflict Prevention and Decision-Making Processes in Wakiso District

Principal Investigator: Joshua Byenkya (+256 777348784), Pan African Centre for Research and Evaluation (PACRE), Makerere University

Ethics reference: (*Please tick the box (es) if you agree with the statement(s)*)

I have read / (the information has been read to me) and understood the information sheet and have had the opportunity to ask questions about the study.

I agree to take part in this research project and agree for my data to be used for the purpose of this study

I understand my participation is voluntary and I may withdraw at any time without my legal rights being affected

Data Protection
I understand that the information collected from me during my participation in this study will be stored on a password-protected computer and that this information will only be used for the purpose of this study. All files containing any personal data will be made anonymous.

Participant's Name: ……………………………………………………

Participant's Signature: …………………………………………..

Interviewer's Name: ……………………………………………………

Interviewer's Signature: ………………………… **Date** (dd/mm/yyyy): ……/……/ 2024

FGD Participants Masulita Subcounty

	Name	Sex	Tel Number
Subcounty: Masulita Subcounty, Venue: Nakikungube Primary School, Time: 10:39: 11:52am: 19-08-2024
1	Nalugwa Judita	F	0758499330
2	Nakanjako Mary	F	0755488172
3	Tebwasaba Ritah N.	F	0752172467
4	Oliver Kayongo	F	0703451926
5	Nalunkum Mariam	F	0784363858

FGD Participants, Females, Mende Subcounty

	Name	Sex	Age	Tel Number	Village
Subcounty: Mende, Venue: Mende Primary School, Time: 9:30-11:30am, Date: 21-08-2024
1	Nakayiwa Gertrude	F	40	0754468224	Mabombwe
2	Nabawanda Fatumah	F	49	0750427636	Mabombwe
3	Nanyonjo Ritah	F	32	0702114093	Mabombwe
4	Nakanwagi Ritah	F	36	0705467012	Mabombwe
5	Nabukera Jackline	F	36	0704985333	Mabombwe

FGD Participants, Males, Kasanje Subcounty

	Name	Sex	Age	Tel Number	Marital S
Kasanje Town council: Venue: CBS Ziba, Time: 10:00-11:17am, Date: 22-08-2024
1	Ssozi Lawrence	M	46	0766449258	Ziba
2	Ntege Kato Godfrefy	M	47	0707779670	Ziba
3	Tumwine Sam	M	40	0750426933	Ziba
4	Munezero Frank	M	32	0751927272	Ziba
5	Sagula Enume	M	70	0743366461	Ziba
6	Kawenja Daniel	M	40	0756133489	Ziba
7	Kaya Besweri Ssalongo	M	50	0758358102	Ziba
8	Luzzi Francis	M	76	0704715154	Ziba
9	Semakula Patrick	M	44	0786834117	Ziba

FGD Participants, Males, Kasanje Subcounty

	Name	Sex	Age	Tel Number	Village
Bussi Subcounty: Time: 2:40-4:20pm, Date: 22-08-2024
1	Mpamba James	M	23	0708070548	Married
2	Mulangira Kimbugwe Fred	M	51	0755673661	Married
3	Mukoza Deo	M	25	0754337101	Single
4	Mulika Joseph	M	36	0757655165	Married
5	Lwanga Lawrence	M	37	0702616389	Married
6	Samuel Kamwuka	M	56	0751826914	Married
7	Walusimbi Stephen	M	62	0757313106	Married
8	Kafeero Leuben	M	42	0771153829	Married