

**THE ROLE OF NON-GOVERNMENTAL ORGANIZATIONS IN CONFLICT  
TRANSFORMATION WITH SPECIFIC REFERENCE TO UASIN GISHU  
COUNTY, KENYA**

**BY**

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**2018**

## DECLARATION

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## **DEDICATION**

This work is dedicated to my beloved parents Kiplagat Cheboi Kimirkou and Tapkigen Chelang'a Talaa as well as my brothers and sisters for their continued support in the quest for academic excellence.

## ABSTRACT

This research focused on the role of Non-Governmental Organizations in conflict transformation with specific reference to Uasin Gishu County, Kenya. It entails the various attempts informing the direction that conflict management and resolution technocrats and peace builders should focus to restore peace. It was guided by three objectives; to identify and analyse Non-Governmental Organizations in Uasin Gishu County and methods used in conflict transformation; to assess the impact of Non-Governmental Organizations in conflict transformation in Uasin Gishu County; and, to evaluate the challenges experienced by Non-Governmental Organizations in conflict transformation in Uasin Gishu County. Conflicts keep recurring because of the nature of human beings. Conflicts that have been resolved and managed continue to be triggered by other factors. Institutional theory was used to explain the role of Non-Governmental Organizations through championing cooperation and setting norms and possible punishments thus enabling negotiation among conflicting groups. Descriptive research design was used because of its ability to portray accurately the characteristics of the organizations in terms of roles and the general description of the public. The study targeted the staff members of Transparency International, SNV, Catholic Justice and Peace Commission, and Mercy Corps. The Public Administrators and local citizens were included in the study because they are involved in, or benefit from conflict transformation initiatives. Purposive sampling technique was used in the study whereby eighty-seven (87) respondents were administered with questionnaires and six (6) key informants interviewed. Data was analysed qualitatively and quantitatively with the presentations made by use of tables and descriptions. The study found that PeaceNet and Mercy Corps were the most visible peace building organization in Uasin Gishu County engaged in conflict transformation. The challenges faced by Non-Governmental Organizations range from conflict complexity, financial constraints, lack of cooperation from conflicting parties, conflict recurrence and lack of neutrality from external actors. The study noted that addressing root cause of conflict is appropriate to realizing conflict transformation. The study recommends that religious institutions be at the forefront in conflict transformation initiatives and that the locals should be key participants in the process.

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**LIST OF ABBREVIATIONS**

**APSA**– American Political Science Association

**AU** – African Union

**EU** – European Union

**IEBC** – Independent Electoral and Boundaries Commission

**INGOs** – International Non-Governmental Organizations

**ISIS** – Islamic States in Iraq and Syria

**KNHRC** – Kenya National Human Rights Commission

**NGOs** – Non-Governmental Organizations

**NSAs** – Non-State Actors

**OAU** –Organization of African Unity

**PBC** – Peace Building Commission

**PBOs** – Peace Building Organizations

**PBSO** – Peace Building Support Office

**PEV** – Post Election Violence

**TJRC**– Truth, Justice, and Reconciliation Commission

**UK** – United Kingdom

**UN** – United Nations

**UNESCO**– United Nations Educational, Scientific and Cultural Organization

**USA** – United States of America

## **OPERATIONAL DEFINITION OF TERMS**

**Conflict Transformation** – It is the process seeking to explore the roots of conflicts and identify the most appropriate creative solutions through policies, programs and initiatives to address long-term development goals and maintenance of peace.

**Peace Building** – Refers to actions undertaken by international agencies, faith based institutions and government agencies to institutionalize peace signified by absence of armed conflict.

**Post-Conflict Peace Building** – Refers to sub-set of actions put in place after the termination of armed hostilities.

**Nation Building** – Refers to actions by national actors to end hostilities and bring a sense of nationhood in order to overcome ethnic, sectarian or communal differences, and to ensure alternate sources of loyalty or identity.

**Reconstruction** – They are actions undertaken by international and national actors aimed at supporting economic and social aspects in the post conflict times.

**Stabilization** – These are actions and efforts by international actors to end hostilities and restore peace.

**State building** – Refers to actions undertaken by national or international bodies in order to establish or strengthen state institutions which may or may not contribute to peace.



## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Overview**

This chapter gives background information of the study. It looks at conflict manifestations and the Non-Governmental Organizations (NGOs). It discusses statement of the problem, research objectives as well as the research questions. The justification of the research is captured in this chapter. It ends through provision of chapter summary.

#### **1.2 Background to the Study**

Conflict in International Relations domain refers to any situation with two or more identifiable groups that are in conscious opposition to each other pursuing incompatible goals. The groups in conflict may be tribal, ethnic, linguistic, cultural, religious, socio-economic, or political. Conflicts involve a struggle over values and claims in line with scarce resources, power, and status (Coser, 1956: 8). It is driven by the aim of neutralizing, injuring and even eliminating their rivals. International Relation has been in existence from time immemorial and can even be traced to the biblical times (Carl and Vincent, 2009:306). All societies traced from early history onwards have created mechanisms and institutions for purposes of building peace exemplified by the councils of elders, religious leaders or other organized forums (Dougherty and Pfltzgraft, 1990:187).

In International Relations, conflicts are categorized as either interstate or intrastate. However, interstate conflicts have been of concern for a long time. Mechanisms to resolve conflicts and also to restore peace and order as defined by the United Nations

Charter of 1945, have always addressed interstate conflict. Mediation and reconciliation are the core features of such diplomatic mechanisms. The world today is experiencing more conflicts within the state leading to most strategies now focusing on intrastate conflicts. Moreover, conflict management, resolution and transformation have focused on specific state's situation thus contributing to peace building process. This is largely attributed to the underlying complexity of emerging conflicts which challenges the assumptions of conventional strategies. Most of the intrastate conflicts are based on competition for limited resources driven by ethnic, religious and inter-communal issues as opposed to a clear ideological predisposition (Cutts, 1998). These intrastate conflicts today are marked by intense brutal confrontations accompanied by disregard for the rules of war. Most conflicts are further asymmetrical today which makes it difficult to identify the combatants. This results in dilemma with regard to humanitarian initiatives. Intrastate conflicts undermine the states within which they occur as well as the state system and its integrity of national sovereignty. In the present context of the world system, the sovereign states still have substantial role to play as any intervention efforts in conflict does require negotiation in order to meet the principle of non-interference in the states internal affairs (Adams, 1999).

Conflict transformation is defined as the movement process from conflict-habituated systems to peace systems (Notter and Diamond, 1996). It is differentiated from conflict management and resolution because of its focus on systemic change. It involves social conflicts that are deep-rooted because they create patterns that are part of the social system. Due to the involvement of the social system (society) as the unit of analysis, "transformation" becomes appropriate (Laderach, 1997). Transforming deep-rooted conflicts goes beyond the resolution as it involves systemic change which

therefore requires transformation (ibid). Conflict transformation efforts have been attributed to the various conflicts in Africa that are aligned to the scarcity and abundance of resources like land in Uasin Gishu County. Other conflicts in Kenya and Africa at large are associated with election processes. Some countries such as Kenya, Democratic Republic of Congo, Sudan, Somalia and South Sudan have witnessed a number of conflicts that calls for conflict management and resolution before the transformation process. In Kenya and the better part of the East African region, conflicts are attributed to land (Daudelin, 2002). These conflicts are usually politically triggered as pointed out by Deininger and Castagnini, (2005).

According to Nnoli (1995a:6) and Mafeje, (1997), ethnicity has continued to exist in Kenya since independence and has become a source of conflict mostly facilitated by the political elite. Ethnicity has progressively accentuated since independence to become a factor in national politics (Nasongo, 2000). Uasin Gishu County has been one of the most affected areas in Kenya. This has mostly been caused by land issues as asserted by Daudelin, (2002). This is steered by negative ethnicity as further affirmed by Nasongo, (2000) as the reason for tribal conflicts. Conflict transformation has however taken route in other countries such as Uganda and Kenya since the 1990s. The legitimate and participatory methods have been fostered in Kenya by the encouragement of customary ways of solving conflicts. These are done through the assistance of a mediator relying on trust and not leverage. These efforts have been emphasized by NGOs involved in peace building in order to realize meaningful conflict transformation. This is what Galtung points out as durable, positive peace rather than absence of violence (Galtung, 1964:2) which explains the efforts by peace

building organizations in Uasin Gishu County to engage people in activities as a way of conflict reconstruction.

### **1.3 Statement of the Problem**

The state collapse phenomenon in the contemporary world politics is viewed to arise from multiple issues like international terrorism, transnational crime and ethnic conflict in line with other human security threats like ecological degradation. The increased number of intra-state conflicts according to Holsti (2001) is as a result of weak and/or failed states that stimulates armed violence. NGOs participating in peace building have the desire to identify and support structures that can assist to avoid relapse into conflicts. However, in as much as efforts by both the governments and International Non-Governmental Organizations (INGOs) have aimed at providing long term solutions to conflict, the dynamic nature that conflicts are, have led to continued conflict situations and re-emergence after a period of time which raises questions regarding the role of NGOs in conflict transformation. There have been various interventions by the international NGOs in various conflicts in the society yet conflicts still continue unabated. Conflict reconstruction remains to be a realization because of continued emergence from land, negative ethnicity and hostility among communities. Peace building organizations through their conflict resolution efforts have been largely uncoordinated due to the states weak institutional framework. The lack of norms, values and principles to guide interventions have contributed to more frequent conflicts. This study analyzes the NGOs efforts in conflict transformation informed by the continued conflicts that occur and others recurring after a period of time.

#### **1.4 Research Objectives**

The general objective of the study was to assess the role of Non-Governmental Organizations in conflict transformation in Uasin Gishu County, Kenya.

The guiding research objectives were to;

1. Assess Non-Governmental Organizations in Uasin Gishu County and methods used in conflict transformation.
2. Analyze the impact of Non-Governmental Organizations in conflict transformation in Uasin Gishu County.
3. Evaluate the challenges experienced by Non-Governmental Organizations in conflict transformation in Uasin Gishu County.

#### **1.5 Research Questions**

1. Which are the Non-Governmental Organizations in Uasin Gishu County and their methods in conflict transformation?
2. What is the impact of Non-Governmental Organizations in conflict transformation in Uasin Gishu County?
3. What are the challenges faced by Non-Governmental Organizations in conflict transformation in Uasin Gishu County?

#### **1.6 Scope of the Study**

The context of the study was limited to International NGOs because of their peace building initiatives. It used the case of Transparency International, SNV, Catholic Relief and Mercy Corps because of their long existence and engagement on peace, advocacy, and governance issues that are of relevance to Uasin Gishu County as it experiences conflicts every now and then. It lays emphasis on the efforts of these organizations in their struggle to transform conflicts to long term peace. The study

was undertaken in Uasin Gishu County because it is a region that has been greatly affected by conflicts that occurred in Kenya in the 1990s to the 2007/2008 PEV that relates to struggle for power and resources as asserted by Stewart (2002). The study considers all the intrastate conflicts in Kenya with emphasis in Uasin Gishu County from 1990s onwards.

This study grouped organizations into clusters where participants were selected purposefully because of their efforts in conflict transformation processes. The public administrators from the affected areas in Uasin Gishu County and members of public from selected groups were considered to participate in the study. Data collection was by use of questionnaires and interview schedule to get reliable conclusions. The study did not look at conflicts that occurred before 1990 and could not use all the targeted population in Uasin Gishu County but only a representative sample settled at purposively.

### **1.7 Justification of the Study**

NGOs in conflict transformation involvement in Kenya continue to face major challenges in the current national and regional environment. Despite the growing recognition by the government on the need to proactively address conflict, institutional challenges remain.

A lot of work has been done in the area of conflict resolution, management and transformation (Laderach, 1997:29) but scanty research has been done on the role of NGOs in transformation of conflicts. Immediate solutions are reached through conflict management and resolution which leaves transformation pending. This

research is built on the need and desire to advance on conflict transformation. The research seeks to fill the literature gap that has not been addressed through conflict management and resolution.

### **1.8 Significance of the Study**

The study findings should be helpful to NGOs, governments' policy formulation, and conflicting communities in realizing long term peace. The findings should be meaningful to Uasin Gishu County and its residents as it is one of the conflict hot spot in Kenya according to Bau, (2013). It should contribute to the transformation of the perceived interactions towards free cultural inter mingles without hostility and hatred.

### **1.9 Limitations of the Study**

Some of the participants were difficult to meet for interviews due to commitments which delayed data collection process in terms of time. This was overcome by meeting some of them early before duty and others after duty. Some of the participants were reluctant to participate once selected while others were slow to returning the dully filled questionnaires. This was managed through explaining to the participants the purpose of the study and by continuous follow ups of the distributed questionnaires. The printed questionnaires were higher than the sample which was an efficient way of overcoming the challenge of lost questionnaires as it was easy to re-distribute. Despite the challenges, the study collected sufficient information that enabled analysis and presentation.

### **1.10 Chapter Summary**

The study aimed at analyzing NGOs participating in peace building and methods used in conflict transformation in Uasin Gishu County, the impact of these organizations in conflict transformation and challenges experienced in the process. From the study, the NGOs operational activity towards conflict transformation is hoped to be well facilitated. The findings of the study add to the growing literature on conflict transformation and peace building.

Chapter two presents reviewed literature guided by the stipulated research objectives in a thematic manner. Institutional theory is used in the study together with conceptual framework.



## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1 Introduction**

This chapter gives a review of literature in relation to the stated problem. It is drawn based on the role and impacts that NGOs have had in conflict transformation processes. The chapter presents analysis and the elicited opinions by different authors ranging from past to present. The presentation is based on the following themes: NGOs in Uasin Gishu County and methods used in conflict transformation; impact of NGOs in conflict transformation in Uasin Gishu County; and, challenges experienced by ngos in conflict transformation in Uasin Gishu County. It seeks to fill the gap left by conflict management and resolution strategies through transformative initiatives as a better way towards long term peace.

#### **2.2 The Concept of Peace Building and Conflict Transformation**

According to Steven Pinker, (2011), the number of violent conflicts since the end of Cold War has declined both in the long and short run. The assertion is due to the decline in violence based on military conflicts, homicide, genocide, torture and criminal justice. However, conflicts have taken the intrastate dimension and assuming asymmetrical tactics. NGOs have played an important role in enhancing peace as shown by Colliers research, (2000). The findings indicate that there is close to 44% risk of a country ending a conflict but returning to conflict justifying the assertion that “end of war does not mean peace” (Collier, 2000). NGOs play an important role in conflict transformation because they look at the root causes. It involves an analysis of structural factors that are the source of the original conflict. Failure of such initiatives

results in recurrence of conflicts, as has been the case in Cambodia, Guatemala and East Timor. In the three cases, land tenure, property rights, participation in conflicts and transitional justice have become serious challenges to peace and peace building (Ho-Won Jeong, 2005).

In understanding the involvement of NGOs in conflict management and transformation, social reconstruction, rehabilitation and reconciliation form part of the essential elements that make any peace process durable and sustainable (Galtung, 1998). Rupesinghe, (1995, 1998) points out on the need of a comprehensive elastic approach in conflict transformation involving multi-track interventions. Peace building constituencies can be formed at the grassroots' level as a way of providing the required change which can involve the military or business group or even the media.

Laderach (1997) sees peace building process as a long term transformation in any war system to become peace system. This process is inspired by the need to have peace and justice or truth and mercy in the society. This strategy is appropriate because it involves mid-level leaders who have the links to the parties in conflict. Conflicts are caused today at the global, regional, societal, conflict party and individual or elite levels (Miall, Ramsbortham and Woodhouse, 1999). War torn areas and conflict prone zones are characterized by displacement and damaged infrastructure which promotes social ills including terrorist networks, arms trafficking and transnational crimes (Keenan, 2006). NGOs have been able to reduce the conflicts by 70% since mid-1980s as noted by Mack, (2007). Peace building efforts include negotiation by international organizations (Doyle and Sabmbanis, 2000; Fortna, 2004).

NGOs that participate in peace building vary. Some are faith based and civil society groups. They emphasize on long lasting peace through transformational efforts especially in African countries where conflicts result from lack of transparency in elections, poor governance, plenty or scarcity in resources and conflicts manifested through negative ethnicity.

### **2.3 Non-Governmental Organizations in Uasin Gishu County and the Methods used in Conflict Transformation**

Uasin Gishu County is one of the 47 Counties in Kenya. It borders Kericho County to the South, Nandi County to the South West, Bungoma County to the West and Trans Nzoia County to the north and Elgeyo-Marakwet County to the East (GoK, 2012). It has several organizations operating within its jurisdiction that include; Red Cross, Mercy Corps, Netherlands Development Organization (SNV), Transparency International, Catholic Relief Services, Catholic Justice and Peace Commission (CJPC), Kenya National Human Rights Commission (KNHRC), PeaceNet, USAID and World Vision. Most of these organizations engage in social, economic and even political programmes. Their efforts are directed to the provision of clean water and sanitation services, HIV and AIDS management, gender issues and peace building.

The section is divided into two areas of NGOs in Uasin Gishu County and methods used in conflict transformation as follows;

#### **2.3.1 Non-Governmental Organizations in Uasin Gishu County**

The analyzed NGOs are those engaging in peace building and conflict transformation initiatives that include;

### **2.3.1.1 PeaceNet**

PeaceNet works in Kenya in collaboration with the British Council and strives to promote international cultural relations. It is a collaboration of 530 organizations that work through its own programmes like “Active Citizen’s Programme” that provides a framework for a learning journey. The program promotes the concept of local and global communities, an understanding of global inter-dependency and inter-cultural dialogue in community social development. This programme runs in over 30 countries around the world and their service delivery is through local partners with a link to communities in the UK (Peacenet, 2009). For example Kenya is working with communities in Wales. The local partners are the Ministries that deal with Justice who have a national statutory mandate for cohesion building and PeaceNet who have credible and formidable civil society networks and structures on the ground that provide the much needed access (GoK, 2011).

PeaceNet Kenya envisages a peaceful and stable society that upholds equity and development. Inspired by its goal of fostering peace at the local and national level, the organization reinforces its research by strengthening its policy, advocacy and implementation arms through its network. The main strength that PeaceNet brought to the partnership has been its established grassroots presence in all parts of the country. It therefore acts as the eye and hand of the programme on the ground (United States Institute of Peace, 2010).

### **2.3.1.2 SNV**

SNV is a Netherlands Development Organization that has a long record of activity in East Africa. It has been directly concerned and has had direct involvement on projects

at the country and Uasin Gishu County through its advisory services (Margit van Wessel, Lau Schulpen, 2017). Since the year 2004, it has engaged in governance services by playing an advisory role. It emphasizes on capacity building as a step towards harmonious co-existence of the citizens. SNV has been grounded on the advocacy of issues especially for those who are categorized as minority (Margit van Wessel et. al., 2017). It has championed for women inclusivity in key activities. Their offices are at Kenmosa Village in Eldoret town where they advocate for equality for all in governance and development. It has participated in civic education which is one of the processes towards promoting cohesion hence long term peace. This organization applies Kruse's multidimensional model of organizational complexity that relates individuals and groups, organizations, network links and sector. This is aimed at uniting people in the society through social, economic and political perspectives fostered by collaboration, cultural norms, values and traditions, and policies, rules and legislative frameworks (Kruse et al. 1998:17). SNV has continued to educate the public on several aspects within Uasin Gishu and the entire North Rift region. It has emphasized the importance of women recognition in society and their family roles that contribute to general stability. This organization has contributed greatly to conflict transformation within the region and the country at large through its public participatory initiatives and the general education on promotion of human rights, cultural diversity, gender based violence prevention and women empowerment in conflict resolution.

### **2.3.1.3 Catholic Relief**

Religion today plays greater role in conflict management compared to ancient times of the Greeks and Romans as pointed out by Schreiter, (2003). According to Kenneth

(2005), the Roman Catholic Church is dedicated to promotion of peace and justice based on the dignity of the human person thus advocating for human rights. The Catholic Relief is an internationally recognized organization that was founded by the bishops of the United States to help the poor and marginalized throughout the world in 1943 (Woo, 2014). Today it works in about 100 countries in five continents. In Uasin Gishu County, it is located at the Cathedral Church along Eldoret-Nakuru road under the CJPC. It has continued its peace building efforts in the entire North Rift since the 1990s. This organization has been able to facilitate negotiations and mediations among the conflicting communities in the North Rift and one of the greatest achievements has been its success in uniting conflicting communities of the Marakwet and Pokot (Korir, 2009). These communities have been in conflict as a result of continuous cattle rustling. The efforts led to a relative peace among the communities in the 2000s before it started again in 2016. Another effort attributed to the church is the unification of the two ethnic communities of the Kikuyu and Kalenjin prior to the 2013 general elections that were intended to avoid more clashes as was the case in the 2007 elections. In order to ensure that it becomes a long term peace initiative, the organization continues preaching and educating on peace (Korir, 2009). The Church's role in facilitating peace talks is quite important and the achievements highly applauded.

#### **2.3.1.4 Transparency International**

The international system has recently witnessed dramatic changes as a result of the nature of conflicts. This has led to different understandings of peace and conflicts. Corruption is a menace to development (Eigen, 1997) hence becoming a great contributor to conflicts which worsens the situation in those states emerging from

conflicts. Corruption keeps states in cycles of violence as it provides a leeway to funding of armed groups and criminal networks (Awolowo, 2007). It has continuously interfered with the development of effective institutions of governance. Corruption has led to misuse of development intended money (Rose-Ackerman, 2008). Transparency international has noticed this link and therefore advocates for transparency, accountability and justice in governance (Transparency International, 2016). This organization has its office at the Cathedral church premises in Eldoret town along Eldoret- Nakuru road. The organization advocates for transparency and accountability in Uasin Gishu County especially in resource allocation and issues of employment (Transparency International, 2014). The organization advocates for the principles of good governance and educates the people on the need to participate in elections as it gives the public an avenue to electing leaders of their choice. In conjunction with this is the emphasis on transparency in all the processes.

#### **2.3.1.5 Mercy Corps**

Mercy Corps sees the youth as agents of change in any society and can have a great role in transition and transformation process of their states towards a productive and secure nation. This is due to increased rates in the involvement of the youths in conflict today (Wessels, and Monteiro, 2006). It points out to multi-dimensional reasons for the youth's involvement in conflicts. Some are attributed to lack of economic opportunities, political voice and a sense of belonging and connection to their communities. Mercy Corps promotes youth's desire for change into positive outlets like in the West Bank/Gaza, Kosovo and Kenya's scenarios whereby economic opportunities have been created to improve on youth's livelihoods. This has been successful in Nepal, Liberia, and Uganda (Mercy Corps, 2008). Mercy Corps believes

that young people should take the lead in creating their own future. It emphasizes on engaging young people in the project cycle as a way of nurturing and encouraging emerging youth leaders to learn, lead, and identify areas that may be of interest for future careers. Through participation, the youth gain self-esteem which reduces their vulnerability to involvement in violent conflicts arising from peer influence (Humphreys, and Weinstein, 2008). Mercy Corps Kenya in Uasin Gishu County has established inter-ethnic football team under LEAP Sport thus widening the ability to support conflict transformation through cultural initiatives. In Ainabkoi Sub-County, the Munyaka Football Club capitalized on the hysteria surrounding “Africa’s” World Cup by applying for seed money to establish a DSTV viewing venue. By charging minimal entrance fees, the team has been able to take in approximately \$50 per day over the course of the tournament. It is today a well-established entertainment venue in the community which has expanded beyond sports to showing movies as well. The ultimate aim of the LEAP Sport training is to foster peace (Mercy Corps, 2008).

### **2.3.2 Methods Used By Non-Governmental Organizations in Uasin Gishu County**

There are various ways towards conflict transformation. Most of them have applied diplomatic initiatives as outlined below;

#### **2.3.2.1 Multi-track diplomacy**

Montville, (1987) writes that multi-track diplomacy is based on the original distinction to resolve conflicts through track one (official diplomacy), and track two (unofficial diplomacy) by NGOs professionals to resolve conflicts within and between states. The approach is used by peace building organizations across the world to foster long term peace. PeaceNet and the Catholic Relief among other international NGOs



have used this diplomatic approach to advance the processes of conflict transformation. NGOs are aware that effective peace building requires long-term commitment so that upon the start of their projects they ensure their commitment until the parties of the system no longer need or desire their presence (Laderach, 1997:16). They design projects that support their mission of peace building and conflict transformation like establishing quality relationships with the locals which yields the expected results by uniting the conflicting groups. The commitment by NGOs in various activities make them to have trust on one another which is a key component in conflict transformation processes. The aim of these activities is to create a ‘continuous, dynamic, self-regenerating processes that maintain form over time and are able to adapt to environmental changes (Laderach, 1997:84).

#### **2.3.2.2 Mediation Efforts**

Mediation paves the way for negotiation to take the centre stage. It involves a third party or an actor in the conflict that is neutral. Actors become the mediators who help the parties to reach an agreement when they cannot come to terms on their own. The international NGOs are internationally recognized peace builders and should play a neutral role in their participation in conflict resolution and transformation (Chigas, McClintock, and Kamp, 1996). The UN is the best known international organization involved in peace building with various successes in both interstate and intrastate mediations. The treaties and protocols by the INGOs are some of the efforts to make mediation process a success. The Economic Community of West African States (ECOWAS) through the creation of Economic Community of West African States Monitoring Group (ECOMOG) is a way of enhancing success in the mediation efforts upon emergence of conflict at both levels (Raymond, 1994; Mitchell, 2002). The UN

was engaged in the mediation process in the Kenyan 2007/2008 PEV that led to restoration of peace which paved way for the other peace building organizations to engage in search for long term solutions.

### **2.3.2.3 Negotiation as a process**

Druckman, (2007) asserted that negotiation entails “a puzzle to be solved,” or a “bargaining game involving an exchange of concessions”. It has been used by NGOs to settle disputes among the conflicting parties. It involves convincing the groups to forego their efforts that make the conflicts to continue. This method has been used in stopping the development of nuclear arsenals in Iraq and South Korea although it undergoes several challenges. The method further succeeded in South Africa by bringing an agreement between apartheid government and African National Congress (Harold, 1997). In situations where there is escalation of conflicts, negotiators try to prevent potential violence through preventive diplomacy creating room for actual conflict transformation.

Re-negotiation is an important process in the effort to settle differences especially by looking at the unresolved issues or strive to the creation of political institutions and economic reform after negotiation. The negotiators try to establish long term peace initiatives to give room for mutual commitments and undertakings (Kelman, 2007). Negotiation was successfully used to end Kenyan PEV in 2008 by the Koffi Annan led team. It led to power sharing deal of the grand coalition government between the Party of National Unity and Orange Democratic Movement under the National Accord.

#### **2.3.2.4 Reconstruction as a step towards Transformation**

NGOs have a role to play in dealing with issues after the process of conflict resolution. One organization cannot manage various conflicts hence the need to collaborate with others. Humanitarian agencies like the Red Cross and the International Organization for Migration (IOM) have assist in humanitarian assistance. The International Alert in Europe as an agency of human rights advocates for a look into the impacts left by conflicts like traumas and psychological effects. These are likely sources of future conflicts even after successful engagement of the parties through conciliation and reconciliation. Hurts and hatreds need to be addressed seriously in order to further sprouting of the conflicts (International Alert Report, 1993).

Mitchell (2000) notes that conflict resolution should be applied because it creates an avenue for transformational initiatives. The main task of reconstruction in conflict transformation is to help local communities become self-reliant. Peace building process lays the foundation to a durable communal relation with social and economic improvement and reform of state institutions and political representation.

Strengthening civil society is one of the reconstruction effort highlighted by peace building organizations to be contributing to resulting reforms in political and legal systems. Civil society building cannot therefore exclude re-negotiation of gender roles in education and development. These organizations advocate for the role of the media in grassroots levels towards the exploration of the voice of the marginalized (Warner, 2000).

## **2.4 The Role of Non-Governmental Organizations in Conflict Transformation**

NGOs that participate in peace building play an important role in conflict transformation process. Their effects are felt through their ability to influence the conflicting parties towards embracing peace in the following ways;

### **2.4.1 Strengthening cultural diversities**

Culture is very important in conflict resolution and transformation processes. The INGOs have emphasized the need to enrich cultural diversification as a way of uniting people (Laderach, 1997). UNESCO has run a global campaign for peace and non-violence by promoting constructive culture and designing culturally appropriate programmes. Chinese Cultural Revolution has proven as a success in uniting the public. Culture is viewed as a very important aspect that should have been prioritized in the Millennium Development Goals (UNESCO, 2014). As a long term strategy for peace, UNESCO advocates for investment of cultural diversity through creation of a ‘World Observatory on Cultural Diversity, to monitor the impacts of globalization’, that would implement national language policies to safeguard linguistic diversity and multilingual competencies. It emphasizes on facilitation of intercultural dialogue that assists in the elimination of stereotypes. These efforts are aimed at the academic world as well as the general public that would develop a new vision of cultural diversity stressing its dynamic nature and the need to combat the development of cultural illiteracy promoted by the acceleration of social transformations.

Kenya is a case example where Drama, Arts, Music, multicultural Weddings and Marriages, Sports, Literature, Photography, Cinematography, Psychosocial Support, and Pseudo-spiritual activities have been successfully applied since the early 1990s

when the first clashes happened in the Rift Valley, Nyanza, Coast and Mt. Elgon (Peacenet, 2009). Several NGOs have advocated for a paradigm shift in culture that can be achieved through the development of a new philosophy beyond cultural inclinations (UNESCO, 2014). The principles in the new constitution and the National Anthem of Kenya form a good foundation for the development of that philosophy. The various UN structures have been put in place to address on the need of Culture of Peace and nonviolence as way of countering violence. In Kenya, this is seen through the resurgence of council of elders in almost all Kenyan communities. NGOs like Catholic Relief has seen this as an appropriate avenue to unite warring communities as exemplified by the Pokot-Marakwet unification by the late bishop Cornelius Korir of Eldoret Catholic Diocese in the intensive conflicts of 1992 (Korir, 2009).

#### **2.4.2 Confrontation of unique psychological and ethical situations**

This is an important aspect in conflict transformation because it concentrates on the psychological and ethical situation. It looks at the important aspects that restore people into normalcy (Galtung, 1998). Normalcy here means peaceful situation and mutual cooperation among the citizens. The task of peace builders for example in Bosnia, Kosovo, Cambodia, El Salvador, and Guatemala among other post-civil war societies has been to confront unique psychological and ethical situations that are derived from a conflict system (Reif, 2004:258). This is important because the end of an internal war causes many social problems like disputes over ownership rights to properties. The pain around the conflict however remains evident thus serving as an obstacle in an attempt to return to normal life.

Peace building operations according to Bertram are charged with monitoring or implementing any negotiated settlement between two or more hostile parties. The control of violence in this case at an interpersonal and inter-communal level can be a prerequisite to establishing a constructive relationship (Bertram, 1995:388). Liberia has been one of the African countries that have witnessed civil wars. Rwanda is no exception as it underwent a genocide that killed more than eight hundred thousand civilians. However, transformation process of the conflict has been successful with all citizens embracing togetherness.

Peace building is “not a therapy to impose on an unwilling patient” hence cannot be achieved by only depending on violence control methods (Ghali, 1996:317). Part of the transformation process is to develop trust and confidence measures to induce cooperation and produce positive attitudes likely to create a better atmosphere for a peaceful settlement of differences. Some of the organizations like Mercy Corps have continued with improvement efforts of peace building initiatives through continuous improvement in inter-communal relationships and repairing relationships at a psychological level in Kenya. The emphasis is on changes in perceptions advanced through education and reconciliation and later the structural reform to prevent the dominant relationships in the future. These efforts are therefore meant to strengthen the populace relationships rather than breaking the cycle of violence.

In as much as NGOs have tried to change people’s attitudes towards the ‘different’ other especially in the Kenyan context of ethnic alignments in election processes, the government has done little. This has become a challenge to the efforts made by NGOs

to the extent of some INGOs relocating. Mercy Corps for example moved their main office from Nairobi Kenya to Uganda because of governance issues.

### **2.4.3 A look into the root cause of conflict**

In order to prevent the recurrence of violence, the root causes should be examined and tackled through structural transformation. Proper strategies are laid to address 'the principal political, economic, social and ethnic imbalances that led to conflict in the first place' (Boutros-Ghali, 1995:32). Peace building can then be characterized in terms of supporting "structures that can strengthen and solidify peace in order to avoid relapse into conflict" (ibid). The ending of overt violence through peace agreement or military victory does not constitute the achievement of peace. Instead, the end of violence paves way for post-conflict situation where there are sets of opportunities that need to be looked into. The international community can therefore play a significant role in nurturing or undermining this fragile peace building process. The individual states, United Nations and international NGOs, have engaged in various conflicts at the international domain in order to rebuild peaceful societies in the aftermath of violent conflict. The dilemma as witnessed in Iraq are some of the latest learning experiences of conflict transformation and peace building. In Cambodia and Namibia for instance, the UN launched expanded peace keeping operations which included not only military security but the coordination of elections. The UN in East Timor in its search for lasting peace went as far as establishing a functioning government and society that was through comprehensive development, law and order, security and governance objectives (UN Security Council Resolution 1704). In Afghanistan and Iraq there have been extensive reconstruction activities pursued that have included an emphasis on establishing security, democracy and good

governance as aspects that would transform the societies that have been raged by violent conflicts to peace (Rienner, 1999). This has led to a shift from peacekeeping to peace building. However, the international community has put emphasis on the goals of justice and reconciliation thus failing to analyze on the concepts and how they are best achieved in different conflict circumstances and cultural contexts.

The Catholic peace building mission in Kenya helped in resolving community clashes between the Pokots and Marakwets of Kenya (Korir, 2009). The CJPC understood the problem as the search for pasture entrenched in culture that associates cattle keeping with wealth. This made the reconciliation process to be successful through uniting elders from the two conflicting groups. Understanding the root cause and substantively addressing contributed to peaceful coexistence until 2016 when hostilities re-emerged. Successful conflict transformation may be applied in international relations especially in the international system that is anarchic as defined by Thomas Hobbes in his analysis and Kenneth Waltz (1954) analysis of conflicts as emanating from the nature of the system, the state and the individual.

In as much as understanding the various root cause of conflict are quite important in trying to transform them, effective intervention in internal conflicts would require understanding different elements at the community level and their relation to the current situation. This could include familiarity with history, economic and power interests, the existing perceptions and expectations, fears and feeling or even values and cultures. This therefore calls for intensive involvement of the locals in all steps of collecting information to the implementation process as the parties would not shy away from sharing information among them.



#### **2.4.4 Addressing past injustices and impunity**

Conflict management theorists like Laderach, (1997) and Galtung, (1998) have looked at the violent conflicts as an intractable consequence brought about by value differences and varying interests amongst communities. The propensity to violence mostly arises from existing institutions and historical relationships accompanied by power distribution. The management aspect is a step towards transformation of the conflict because it ensures containment of the conflicting parties in order to reach a historic compromise that would see laying aside of violence and normal politics or state is resumed (Bloomfield and Reilly, 1998). Justice is noted as the foundation to any sustainable peace. The Pol Pot's regime that controlled Cambodia from 1975-1978 witnessed widespread genocide and to make it worse did not implement legal justice despite of the numerous initiatives proposed by the international community and Cambodian government (Kiernan, 1996). However, when the Cold War ended, the United Nations played a very significant role in rebuilding peace in Cambodia. Lasting peace may not be achieved until there is justice for the victims which was not the case either in the final peace agreement in Cambodia.

Peace building efforts can at times be futile if the international community is not ready to support the efforts made by the state or other NGOs. This was demonstrated by the Hun Sen government in Cambodia when it stressed the genocide issue and subsequent need of bringing the perpetrators to justice, but the hegemonic powers of the United States and China interfered with the process through supporting the Khmer Rouge in blocking any moves in this direction. Peace building efforts become less important in such scenarios hence becoming an obstacle in search for long lasting solutions (New York Times, 30 December 1998). Local NGOs in Cambodia together

with Human Rights agencies have pointed out to the need of promoting legal and socio-economic justice as a way of promoting long term peace and reconciliation.

In the African continent, Rwanda is the best example and the most successful state in dealing with impunity as a way of ensuring that conflict is transformed to peace. The international community and the Rwandan government have pointed out to legal justice as the most appropriate ways to peace building. The UN established International Criminal Tribunal for Rwanda (ICTR) to prosecute perpetrators of war crimes and those accused of 1994 genocide. The Rwandan case has shown that other traditional approaches can be applied to decongest the courts like introduction of *Gacaca* courts based on traditional community justice aimed at trying those accused of all crimes. Harrell, (2003) points out to accountability as an integral part for reconciliation process. The creation of National Unity and Reconciliation Commission in 1999 in Rwanda was another step towards conflict transformation. Its main objective was to preach culture of peace, unity and reconciliation. Rwandans were able to get an opportunity to engage with the idea of reconciliation. It helped them identify what they needed for reconciliation to take place.

Kenya has witnessed several conflicts that are ethnic based yet triggered by elections. There is increasing attention on the question of how countries could restore normalcy and long term peace from a violence state or economic crimes and human rights violations. Transitional justice concept has become one of the major mechanisms in an attempt to respond to these questions and atrocities. According to Makau Mutua, formation of Truth, Justice, and Reconciliation Commission (TJRC) was to ensure that impunity is dealt with and bring to an end conflicts and violence's triggered by

the same aspects. This has been an effort to look into the cause and all possible actions that would bring a long term peace (Mutua, 2004). There are positive impacts that TJRC has had especially in the effort to end impunity. However, it has and if not would absolutely face what I would describe as implementation 'steep hill' which again may work against the effort of ensuring the processes of peace building are successful.

Truth and reconciliation commissions are the appropriate transformational organs because of their ability to access top-level actors and therefore the mid-level actors involved in these activities have high chances of using their personal or the institutional connections in a move towards conflict transformation (Lederach, 1997). Human rights institutions assist in peace building initiatives through the identifications of breached human rights and advocating on the need to deal with the legacy of violations as a way of restoring justice to the victims. Human rights institutions in Kenya and other civil society agencies emphasize the need of addressing past injustices in order to promote long lasting peace (KNHCR, 2013).

Nowrojee (2005) observes that justice cannot be measured by judgment but rather a fair process able to uphold the dignity and rights of those who come for it. The democratization in 1990s was tied with the efforts to deal with the past especially in addressing the various gross violations of human rights and the subsequent prosecution of the perpetrators (Nowrojee, 2005:20). NGOs borrow the idea of Forsberg which explains that dealing with the issues of the past is always with us and therefore it concerns transitional societies (Forsberg, 2003).

#### **2.4.5 Involvement of women in peace building initiatives**

Women are playing a role in conflict management at family level. The researcher concurs with Boyd, (1994:3) on the idea that women are the most affected in a society that is ravaged by violent conflicts. They bear the brunt of war brutalities and are victims of combatant activities. Women have further been sidelined in peace negotiations, peace accords or policies at conflict resolution process (ibid). As a key implementer, SNV provided technical support to local organizations and partners like the *Renluv* and *Casados direitos* which is a network of NGOs working in Guinea Bissau to support women initiatives in peace (UNICEF, 2013). SNV tries to reinforce capacities of civil society organizations that comprise training in relevant subjects like promotion of human rights, gender based violence prevention and the role of women leadership in conflict resolution. NGOs facilitates a good platform for other multi-actors through advocacy trajectories to enable improvement of legal framework. UNESCO (1999) identifies women as key agents of peace in the society today. The rituals of peace in many societies have always precluded women in peace processes as they are to stay far from men when it comes to negotiations or settlement of a conflict. Several international agencies have pointed out to the involvement of women in peace building initiatives to have a positive impact in transforming conflicts into peace (Sorensen 1998:14).

The UN and other international NGOs have emphasized involvement of women on conflict resolution and transformation processes because they are likely to reach all grassroots levels and their family role is credited as producing more sufficient outcome through upbringing their children in the rightful manner (United Nations 1992:3). In the year 1995, a conference was held in Beijing to deliberate on the role of

women in conflict resolution and reconstruction processes. This encouraged women participation in peace as they were seen as pillars of peace beyond the formal sector.

#### **2.4.6 Empowerment of the locals**

Laderach's (1998) model of conflict transformation is similar to Woodhouse (1999) whereby groups, individuals and organizations are empowered to negotiate new relationships and structures for post-conflict society. Empowerment as a component of conflict transformation implies groups coming together to understand the negativity of conflict (Mayer, 2000:110). Through empowerment, the agents of conflict such as poverty and insecurity can be eradicated. It involves the importing of knowledge and skills as well as political awareness and social participation (Schwerin, 1995).

After the 2007 and 2008 PEV, some NGOs assisted in educating citizens on the need of reconciliation. There was need of getting immediate response to quell the violence. The International Red Cross-Kenya assisted in restoring social and economic structures of the affected populace by either donating the raw materials or providing financial aid. IOM addressed the needs of particular groups therefore enhancing reconciliation. Kenya Human Rights Commission empowered citizens through teaching the locals on their rights and skills. Empowerment contributed to good and mutual relationships in the elections of 2013 and 2017 despite the electoral challenges and dissatisfaction.

According to Schwerin (1998), transformational politics section of the American Political Science Association (APSA) observed that social, economic and political systems are highly flawed. Human Rights organizations today follow the Universal

Human Rights Declarations of the 1948 that mandates them to advocate for human rights in each state without fear of the governing regime despite of resistance from totalitarian and authoritarian leaders (UN, 1995).

#### **2.4.7 Continued hostilities and mistrust**

The dynamics of conflict transformation have to be extended to yield a comprehensive and durable peace process. However, implementation of the agreements may neither be linear nor orderly and the outcome may not be automatic. In some post-conflict settlement processes, there have been continued hostilities and mistrust. An example of this is an agreement between contending groups within Liberia in September 1995 which did not end the chaos but instead led to renewed war. The new terms renegotiations led to election and subsequent creation of a new government in 1997 with the process causing unnecessary human costs.

Negotiation process is not enough to ensure a balanced relationship. Moreover, a conflict settlement process cannot address all possible underlying issues that reflect critical dimensions in the adversarial relationship. Peace agreements in most cases unravel if the parties involved come to the conclusion that the process is no longer of their interests to abide by (Hampson, 1996:3). The National Steering Committee in conjunction with other NGOs like PeaceNet have pointed to trainings and capacity building as some of the long term measures that can contribute to conflict transformations. This was applied prior to the 2013 Kenyan general elections and the results yielded were positive in conflict prevention mechanisms. To make it of importance in the transformation process, PeaceNet has noted on the need of

extending these processes to permeate all levels with sufficient training on conflict management and peace building strategies (Peacnet, 2009).

Faith based organizations have been singled out for their strengthening capacities to non-state actors in the promotion of a culture of peace through their various churches. Other community based organizations advocate for the same through developmental initiatives that ensure that the youth, children, old age and women are engaged in projects shaping their behaviours towards good citizenship (EU Report, 2009:20). *Mkenya Halisi* as an example emerged from the 2008 violence which tried to show how politics interacts with publics and thus using Christian values to reiterate on the need to unite. It has continued to encourage Kenyans on the importance of staying as united irrespective of the ethnic differences and has been successful in mitigating ethnic divisions associated with violence in past elections. Community Action Initiative Kenya found in Western region used inter-generational dialogues and inter-ethnic forums in which the older people confront younger ones about the impact of past violence. Inter-ethnic trade between different ethnic groups has been a success. It has provided economic incentives thus maintaining peace due to the cost of violence to business.

Kelman (1990), points out that workshops can help to change the existing perception on the “enemy” hence can help the disputants in discovering potential negotiating partners on the other side. It further encourages and empowers the young people in an effort to develop critical judgment through the improvement of communication and interaction skills which is ability to analyzing and transforming the conflict.

It is observable therefore that the mistrust that exists among the conflicting group can be overcome once they are trained on how to get out of the situation that could have made them to engage one another in battles in the first place. The process should be continuous rather than being abandoned once the situation is managed. Most NGOs engage in conflict management and resolution which explains conflict recurrence. The reconstruction efforts should be sustainable for transformation to be achieved.

#### **2.4.8 Commitments and motivations by NGOs**

Egalitarian reciprocity can apply in conflict transformation which entails acknowledgement of the moral identity of the other as noted in the works of Benhabib (1992:64). This allows for the understanding of one another's deep needs and pains. It is an important aspect because of the ability of the affected parties to put themselves in the position of others hence understanding of the existing differences. This does not give room for likely repulsion brought about by the differences.

NGOs create empathy among conflicting groups to avoid engaging in such conflicts. Exposing the truth can be a step towards conflict transformation because it sets free the general victimization of the ethnic, religious or other groups. This has proved to be working as noted by Goldstones (1994) personal experience while a prosecutor of the Yugoslav tribunal where in Belgrade the Serbs were followed by the Wistonian hatred of the Croats thus collective guilt was on the Serbs or Muslims. The exposure of the truth therefore sets people free from the collective guilt bearing. An example of this is the effort by John Laderach while working in a conciliation team of peace building agency whereby he mediated negotiations between Sandinista government and the Yatama which was Nicaragua East Coast indigenous resistance movement.



The team had therefore to accompany Yatama leaders upon their return from exile to home and to explain the agreement with the Sandinistas. Truth and mercy was therefore at the forefront (Laderach, 2004).

The Human Rights agencies have pointed to lack of genuine commitments as being a challenge in the transition to peaceful relations. The long civil war in Angola could for instance be traced to the 1975 struggle for independence from Portugal. The brutal phase of Angola's armed violence with the subsequent rejection of the election victory of the people's incumbent government especially by the opposing National Union for the Total Independence of Angola (UNITA), guerrilla forces and its resumption of insurgency is an example (UN Report, 2002). The conflicting groups in the society do not suddenly change their behaviour even after peace agreements. The continued intolerance of other groups is an indicator of renewed violence. NGOs in this case play an important role as the third parties thus coming up with an excellent assessment with the evaluation of new situations. It is through these institutions that conflicting parties are involved in the peace process (Jett, 2000:52).

#### **2.4.9 Beyond a liberal democratic model of state transformation.**

Liberal democracy has been used as a normative model in post-conflict state building. The model has had its challenges in the transformative process manifested through inefficiency in addressing deeper causes and consequences of communitarian violence that reflects socio-economic cleavages, internal colonization and regional grievances accompanied by cultural oppression (Lipschutz, 1998:7).

Human Rights Watch think tanks have pointed to democratization process as the likely solution for longer lasting peace as it is responsive to people's perspectives and

interests thus allowing their increased influence. Moreover, decentralization of state power is viewed as a way of advancing on equality among the populace with equal representations of various groups and regions. It therefore buys Sorensen's idea of using horizontal relations at a local level which does not give room for few elites to monopolize power and resources (Sorensen, 1998:17). This therefore allows for people-centred development that is considered in the citizens' local culture and traditions. Kenya Human Rights Commission and other NGOs like the transparency International Kenya have tried to push for the fundamental rules of state governance and formal democratic institutions as a strive to end long-term armed conflict among the Kenyan divided societies.

The constitutional reform efforts in Kenya had been in place since the 2005 referendum efforts which was a way of preventing the aspect of "the winner takes it all" and there would be no political inclination along the ethnic lines exemplified by rewards for "the Faithfull's" in elections. The successful promulgation of the 2010 Kenya's new constitution signified independence of structures which would therefore allow for effective checks and balances hence promote long term reconciliation (KHRC 2010, Wanjiku's Journey, p.34). Most of these practices are based on the notion that democratic procedures and free market economies would prevent violence. The model therefore reflects the dominant expectation that ethnic identities would gradually be eroded by the adoption of more universalistic values. The individual is supposed to be liberated from dependence on traditional societal structures, and rewards would be granted according to the universal and objective criteria of individual performance regardless of ethnic or racial ties.

In protracted communal strife, the various social divisions along ethnic, religion and class lines are highly deepened by self-sustaining patterns of hostility and violence. The transformation process of intrastate conflict may not be separated from social or historical trend driven by demand for greater group autonomy. For instance, several elections based conflicts in Kenya are attributed to lack of trust in the process by many Kenyans. These major reforms are believed to have started restoring general political faith of the public in elections (KHRC, 2013:6).

Transparency International Kenya borrows the ideas of Woolpert (1998) that advocates for the practice of good governance as a way of promoting harmonious coexistence through ensuring fairness in the distribution of the resources. It has continued with the fight against corruption and advocated for transparency in elections and other service delivery efforts. It advocates for a society that allows for more participatory change (Woolpert, 1998). Equitable distribution of resources is a process that would promote peace especially in those areas that have been witnessing conflicts associated with socio-economic imbalances like the pastoralists practicing communities in some parts of Rift Valley and Northern Kenya. The trans-border movement of the Pokots of Kenya to Uganda and cattle rustling has been associated with low development initiative by the previous regimes. Williamson (1997) points out to dealing with corruption menace and promotion of transparency as a process of conflict transformation. Good governance is quite important as an attribute towards a lasting peace because the failure to have a stale government or to allow transparency would lead to re-emergence of groups that would want to 'fight' for perceived rights (Zartman, 1997).

#### **2.4.10 Entrenching justice**

According to Peck (1996), durable peace cannot be achieved without “the establishment of local, state, regional and international systems of procedural and distributive justice which are responsive to basic needs” (Peck, 1996:74). Procedural and distributive justice are complementary to each other in the way participatory mechanisms would allow identity groups to express their pressing needs and grievances in a constructive manner. Furthermore, formations of political entities that are multi-ethnic and multi-cultural require respect for the autonomy and diversity. An integrated approach can be used in a war torn society by looking at the international intervention strategies in the past. In failed states, the first strategy may involve the overhaul of the entire administration and establishment of conflict regulatory institutions (Schneckener, 2005). In an effort to address such an intrastate conflict, economic developments have to be prioritized because disparity in development would make the citizens to feel insecure and may retaliate through voting to extremist parties or lead to dependency on clientelistic structures or the goodwill and loyalty of warlords. Building political institutions that serve their citizens and establishing transparency is indispensable for creating and maintaining credibility. The failure to take this into consideration will create a conflict prone society as has been the case in Bosnia whereby young people are steeped in lethargy and cynicism about any kind of politics at all. NGOs assist in relationship organizing on democratic politics and peaceful coexistence from the top down.

It is rare for grassroots efforts to transform the systems of conflict and war. On the other hand it is not possible for these systems to be transformed if the changes do not emanate from the ground level. Therefore, many analysts, scholars and practitioners

concur with Lederach's observation that there is need of building peace from the bottom up, top down and the middle out. This then gives room for both the government and other organizations to work together towards a sustainable peace development (Barnes, 2005:22). The case of transparency international in educating and advocating for transparency and accountability is aimed at meeting sustainable peace building needs and state-building through economic development and organic civil society development. It points out on the loophole created by corruption that leads to instability with violence being the result (Banfield, Günduz and Killick 2006; Killick et al., 2005).

Conflict transformation requires an integrated approach that addresses state institutions, the economic structures and civil society. People from all diversities and the civil servants and political parties and parliaments need to cooperate and focus on building institutions at the community level that enable effective control and guarantee security and justice for all social groups and individuals hence the "rule of law" (Lederach, 1997). The church has positioned itself as an authentic voice for peace. The successes in conflict transformation have been attributed to high level elite actors and a more unified practice of peace building that brings together national and international actors. The successes attained at the grass root level by peace makers are enhanced by resource availability, intensive training and national and regional networking.

#### **2.4.11 Maximalist standard**

The most ambitious and tentative approach to peace building are those that seek to address the 'root causes' of conflicts. This standard has been in the presidential

system according to the UN Security Council of 2001. The Security Council would recognize the aim of peace building as being to prevent outbreak and recurrence or continuation of the armed conflict. It includes wide range of political development or humanitarian and human rights programmes and other mechanisms. NGOs have to include both short and long term actions directed towards addressing specific needs of the societies either coming out of conflict or sliding into it. The intended actors are aimed at fostering sustainable development and eradication of poverty among other forms of inequalities. It puts forth the respect of human rights with the emphasis on rule of law thus promoting culture of peace and non-violence (UN Security Council, 2001).

Paris, (2004) points out to the success in its peace building operations since 1989 in Namibia and Croatia with other examples as Central American peace process and Mozambique as other success of the 1990s. This is quite important because the focus is removing the underlying 'root' cause of conflict. It sets a ground that would avoid further conflicts by reinforcing simplistic understanding to specific conflict occurrences identified with characterization of the society by high poverty rates among other inequalities (Kanbur, 2007).

#### **2.4.12 Systemic change**

According to transformationalists like Holtzman, Elwan and Scott (1998), there is need for systemic change in any conflicting society. Conflict transformation as pointed out by Crocker and Hampson take months or even years to implement. They involve social, economic and reconstruction efforts (Crocker and Hampson, 1996). As a way of transforming conflicts in post-conflict societies, international actors

emerge in several ways. In Lund, Rubin and Hara's study in Burundi, this process proved to be a success. Lots of projects were aimed at training politicians in skills required by democratic institutions and the humanitarian law thus training the Hutus and Tutsis in conflict resolution and further looking into the 'culture of peace'. The promotion of reconciliation, the aspect of togetherness, teaching on conflict resolution and in inter-ethnic peace leads to success in the long-term preservation of peace (Lund, Rubin and Hara, 1998:72).

In the Kenyan perspective, the post conflict scenarios between the Pokots and Marakwet communities in Kenya took the long process of dialogue which applied track two diplomacy that involved elders from the two communities and Catholic Diocese of Eldoret bishop (deceased), Cornelius Korir as the third party (Korir, 2009). Religious institutions can therefore participate in dialogues in conjunction with other institutions either being state or non-state actors thereby introducing projects and programs that would change the existing conflicting relationships. Successful peace building can have positive results of a lasting peace as has been the case in Burundi, Rwanda and Kenya during inter communal clashes witnessed through cattle rustling.

#### **2.4.13 Capacity building**

Training and capacity building is important in conflict management, resolution and transformation because it enables one to gain knowledge and skills that are helpful in conflict resolution and transformation. It provides an avenue for the marginalized groups and assists in building relationships of the divided communities. Training changes people's perceptions that would have contributed to conflicting situation. It enables the participants to gain better skills in communication and negotiation thus

making them less susceptible to manipulation. Capacity building in general includes provision of technical and logistical assistance appropriate in mediation efforts especially to the relevant actors and the enhancement of civil servants' skills in negotiations (Rupesinghe, Anderlini, 1998: 130-131).

Local capacity building has proven to be working in the establishment of long lasting peace especially as a strategy for the earliest stages to support or promote sustainability (Jeroen de Zeeuw, 2001). NGOs have emphasized on development projects as the most appropriate means to transforming conflicts. The Federal Ministry of Economic Cooperation and Development ((Germany)BMZ) programme financed by German government in Kenya is a water sector started in 2003 aimed at increasing sustainability and access by the rural poor to water and improving the management of water resources. This project was aimed at uplifting the lives of the urban poor and engaging them in constructive activities with establishment of water kiosks that would engage the less fortunate in the society. The human rights watch therefore affirms the need to address historical inequalities especially by different ethnic groups to power and resources because unfair competition leads to conflicts (BMZ, 2013).

This collaboration between Kenya and Germany has emphasized on maximizing measures that would increase positive relations such as the formation of various cross ethnic teams that would manage the water kiosks and the development of teams to deal with crisis and also monitor violence. Following the 2007/2008 PEV, the human right watch recommended the need to address barriers to peace and enhancement of



national cohesion through increasing security, reducing impunity and involvement of leaders in peace processes thus ensuring a longer lasting peace.

## **2.5 Challenges Experienced by NGOs in Conflict Transformation Efforts**

There are various challenges in conflict transformation process. They are discussed as follows;

### **2.5.1 Complexity and longevity of protracted conflicts**

Conflict history is one of the key features contributing to majority of intra-state conflicts. Various civil wars erupted as a result of political self-determination. This has contributed to the general longevity of various conflicts (Erwin van Veen, 2017). By 2004 there have been several conflicts that took a long time like those fought for nine years in Nepal and 22 years in the north-south conflict in Sudan and Sri Lanka (Monty G. Marshall and Ted R. Gurr, 2005). Conflict longevity comes with various impacts and implications in conflict transformation process because the causes fade into the ground. This causes a spiral of action and reaction between the actors and their positions become more entrenched. It hardens the stands by many with phrases like “anyone who is not for us is against us” (Bush Jr, November, 2001) taking the centre stage. The conflict is decoupled instead from the conditions within the environment and its dynamics being the dominant theme.

Regional powers are also key obstacles when NGOs work hard to ensure a transformation of the conflicts. These regional powers are after their interests as per sentiments of Ndebe, (2012). The approaches used by the NGOs should not go

contrary to their interests. Russia and the US have perpetuated the Georgian-Abkhazian conflict and because of the inefficient cooperation of the structures to deal with these interest-driven scenarios, the power-political interests impede the constructive transformation (Gegeshidze and Haindrava, 2011). The current state of international system also represents asymmetrical kind of conflicts that goes against internationally legitimized state actors. This makes it difficult for peace builders to engage main conflict stakeholders. These stakeholders constitute armed groups that represent large social or ethnic constituencies having legitimate collective grievances that can influence the outcomes either positively or negatively in the settlement processes. At the state level, the government is the key hegemony and if it has interests on certain conflicts, then NGOs face lots of challenges. The resurgence of “hard power” (Robert, 1948:259) as used by international actors like the US in the war on terror and the deployment of the military interventions have led to difficulty of state and non-state actors in the process of conflict transformation. Several of the election linked conflicts in Kenya in the 1990s are attributed to the government initiative to remain in power.

### **2.5.2 Challenges related to support for mediation and negotiation**

Mediation refers to the direct engagement with all sides to a conflict. It includes proscribed organizations that assist in facilitating transition from violent to non-violent political activities. The current anti-terrorist laws in the US, UK and other states impede such activities by prohibiting transactions with listed groups which can be interpreted as providing them with support.

In the International Relations domain, the state remains key actor in international politics and has policies that determine existing relations (Chatterjee, 2010). The US anti-terrorist regulations prohibit any draft that seems to go against its view on the terrorist group and how they should be engaged to end a conflict. Mediators are always the most appropriate third parties in the search of what I would call 'the neutralizing agent' because of their impartiality. However, some of the peace mediators end up being impartial. In such cases one of the parties involved in conflict may blame the third party actors for lack of parity of status. This is because the hardliner factions will view the mediators as being supporters of one party in the conflict thus precipitating it (Maoz and Russett, 1993).

### **2.5.3 Financial constraints**

There is disparity in NGOs access to finances, media and skilled manpower. The financial capability is what differentiates the power that an institution has in respect to conflict resolution dynamics. The inferences that exist between peace building agencies inclined to Europe contribute differently to conflict transformation processes. They have different ways of developing the agendas. Those inclined to Europe and Asia are deemed to focus on political human rights while those from the global South put a lot of emphasis on social human rights (Klein, 2002:4). Furthermore, the engagement in inadequate behaviour by the peace building participants end up contributing to growth of culture dominance and subordination thereby disregarding local ownership (Reich, 2006). European based NGOs for example tend to emphasize on Western values in the effort to settle disputes and advocate for long term solutions. In the process, they interfere with the people's culture and the local set up that contribute to violent conflicts.

#### **2.5.4 Claims by host states of internal interference**

Many states have pointed out to the claims that most non-state actors interfere with the internal affairs of the host state. They criticize state based NGOs that they are used by other states and especially the developed ones to advance their agendas and ideologies thus making it difficult for them to engage in meaningful peace building initiatives (Finucane, 2012). NGOs operate in states that are in turmoil and in the transition process. Several states have criticized the funding of private organizations by powerful inter-governmental organizations in order to support changes in a state's political order in line with their interest. There are cases of political exploitation in the process of conflict resolution and transformation and a good example is "World Conference against Racism, Discrimination, Xenophobia and Intolerance" in Durban in September 2001 (Klein, 2002) against Israel.

#### **2.5.5 The neoliberal adjustment**

The fall of the Berlin wall in 1989 gave an eye limelight to the alternative approaches to problem solving. Fukuyama opines that bipolarization and demonization of the 'other' was past history that we could learn to peacefully solve problems across all the various cultural set ups, social, economic and political diversities. However, negative ethnicity and civil wars disrupted these hopes (Fukuyama, 1992).

Boutros Boutros Ghali while the UN Secretary-General in the year 1992 in his agenda for peace defined peace building concept as action of identity and all available structures that tend to solidify and strengthen peace with the aim of avoiding the emergence of conflicts. This is mostly after a long or short period of conflicts. The effort is to ensure such conflicts do not recur or the causative agents of those conflicts

are addressed in order to prevent a recurrence of the same today or in future. Guided by the work of Galtung (1975), peace building is viewed by many scholars as the last part in conflict management thus being of greater importance in conflict transformation. It is defined as ‘action to identify and support structures that strengthen and solidify peace in order to avoid relapse into conflict’ (UN Secretary General, 1992). The concept of peace building over the 1990s expanded as a result of the growing awareness in the complexity of post-conflict transitions and both the multiple simultaneous needs in post conflict societies.

Conflicts recurrence is a challenge to researchers as they try to understand whether they emanate from old conflict or the outbreak of new ones. The works of Collier and Hoeffler have shown that one third of ended conflicts revert to conflicts in five years’ time (Collier and Hoeffler, 2004). The international peace operations are helpful in reducing a country’s risk of reversion to war. Doyle and Sambanis argue that vulnerability of negotiated settlements to the renewed conflicts is likely to be offset upon a comprehensive settlement (Doyle and Sambanis, 2006).

#### **2.5.6 External actors**

The external support to peace building process is important especially in conflict transformation and in the search for a long term solution. However, one of the challenges noted by Human Rights Agency in Kenya is lack of neutrality from the external agencies as they seek to advance their self-interest (Chakawarika, 2011). State interest remains the core of free will from any agency (Morgenthau, 1948). Organizations should come up with proper mechanisms for both internal and external

actors to work together in establishing priorities and in the mobilization of the necessary resources.

## **2.6 Theoretical Framework**

Institutional theory has traditionally been interested in looking at transformation from pre-industrialized societies to modern society and, since late 1980s, from socialist to market economies. Institutionalism is defined as a belief in the usefulness of an established institution (North, 1990).

Institutionalists share various realism assumptions about the international system. That it is anarchic, states are self-interested, rational actors seeking to survive while increasing their material conditions, and that uncertainty pervades relations between countries. However, Institutionalism points out to cooperation between nations as being possible. The central idea is that cooperation may be a rational and self-interested strategy for countries to pursue under certain conditions (Keohane, 1984).

Institutionalism theory asserts that institutions (defined as a set of rules, norms, practices and decision-making procedures that shape expectations) can easily overcome uncertainties that undermines cooperation (Young, 1989: 32). Bromley states that institutions are the working rules of a nation-state which indicates what “individuals must or must not do (duty), what they may do without interference from other individuals (privilege), what they can do with the aid of the collective power (right) and what they cannot expect the collective power to do on their behalf” (Bromley 1989: 43).

According to Keohane (1984), the international regime increases probability of cooperation by providing information about others behaviour through monitoring the members and filing a report on compliance. The institutions set up define what constitutes a defection hence prescribing punishments. This reduces the fear of state exploitation by other members of the regime thus minimizing likely chance for misunderstanding. Prescribing sanctions reduces the incentive to covertly defect (Keohane, 1984). Institutionalism therefore generates the expectation of cooperation among members. For instance by creating the belief that interaction continue for the foreseeable future, international regimes increase the importance of reputation and allow for the employment of complex strategies (ibid).

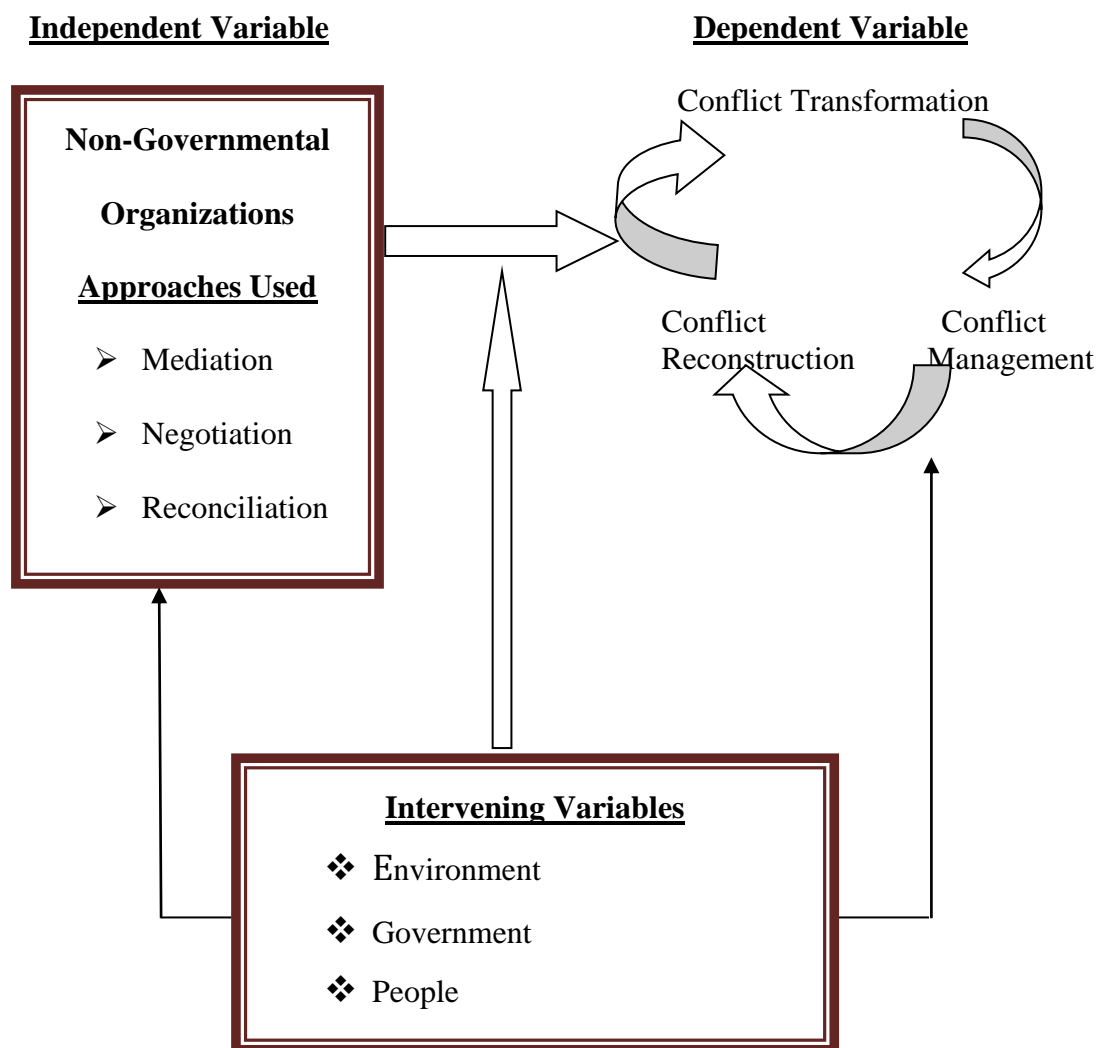
This theory is applied by peace building organizations to advocate for peace and the transformation of conflicting behaviours. For example in considering two trading partners whereby if both states lower their tariffs they will trade more and each will become more prosperous, but neither wants to lower barriers unless it can be sure the other will too. This aspect is used to bring together conflicting groups in the society. The groups in conflict are engaged just as states get to know what it can gain from the other to cooperate leading to a compromised agreement. Institutions for instance extend the time horizon of interactions which creates a continuous game rather than a single round. Countries that know that they must interact with the same partners repeatedly through an institution will have incentives to comply with agreements in the short term in order to continue to extract the benefits of cooperation in the long term. NGOs borrow greatly on this idea of institutionalism theory. They emphasize on conflict transformation as the best way to make a society have a long term peace through addressing key issues like the root causes of conflict.

Institutionalism states that organizations increase information about state behaviour. Judgments are later made of compliance or non-compliance with particular rules. States know that they will not be able to 'get away with it' if they do not comply with a given rule. This gives room for NGOs in influencing state behaviours and decisions to manage and resolve conflicts. Institutionalists argue that organizations can greatly increase efficiency because it is difficult for states to negotiate with another on an ad hoc basis. Organizations therefore reduce transaction costs of coordination through provision of a centralized forum where states can meet. International NGOs assist in solving intrastate conflicts by providing ground for negotiations. They set rules and norms that allow conflicting parties to quickly agree on certain courses of action. This was the case in the Kenya in 2007/08 PEV whereby the UN played a role.

International NGOs that engage in peace building have continuously used the knowledge of Runge where institutions and organizations are seen as the rules of a society that aid in facilitating coordination among people by helping them from expectations which each person can reasonably hold in dealing with others. They reflect the conventions that have evolved in different societies regarding the behaviour of individuals and groups relative to their own behaviour and that of others (Runge, 1981: XV).



## 2.7 Conceptual Framework



**Figure 1. Conceptual Model**

**Source: (Researcher, 2015)**

Non-Governmental Organization is the independent variable in this research while conflict transformation is the dependent variable. NGO is linked to conflict transformation through its underlying efforts like mediation, negotiation and reconciliation. NGOs act as mediators and regulators by setting norms, rules and possible punishments as explained through institutional theory. These organizations are important in peace building because they enable cooperation among different groups by setting up initiatives like community projects. Conflict transformation is the last stage towards a long lasting peace but since conflicts do not end in any society,

the transformation process is cyclic as shown in the diagram above. There are also intervening variables which determine the outcome such as the environment, the government and the community.

## **2.8 Summary Review of Related Literature**

A lot of research has been done on issues relating to conflict management and resolutions. There is need however for more research to be done on conflict transformation in Uasin Gishu County. This is because in contemporary world politics, conflicts have taken different dimensions of international terrorism, transnational crime and ethnic violence. Conflicts are largely intra-state (Holsti, 2001) as a result of weak systems which stimulates armed violence.

Violent conflicts affect all people in society and results in deaths, injuries, disability and psychological trauma. Conflicts have both positive and negative outcomes determined by its nature and scale. However, it does not always end with happiness but instead creates rivalries, hardships, tears and difficult survivals (Patricio, 2010). It therefore requires set up institutions to function on the basis of its establishment (North, 1990) especially in the arena of conflict management, resolution and transformation. Conflicts emerge from different dimensions and the peoples behaviours. It is very difficult to end them due to the continued human interests that keep changing. Transformation initiatives may assist but they need to be substantive and long term. Much emphasis is attributed to conflict management and resolution which calls for the desire to engage in transformation initiatives. The chapter three discusses the research methodology shedding light on all relevant areas that contributed to successful data collection, analysis and interpretation.

## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1 Introduction**

This chapter outlines the methodology that was used in the study. It includes the research design, overview of the research area and study population, appropriate sampling technique, data collection and analysis, and the ethical issues in research.

#### **3.2 Study Area**

Uasin Gishu County is one of the 47 Counties that were established in Kenya upon the promulgation of the Constitution in the year 2010. To its North is Trans Nzoia County, Elgeyo Marakwet County to the East, to the South is Baringo County, Kericho County to the South, to the South West is Nandi County and Kakamega County to the North West. It has an area of 3,345.2 Sq. Km (IEBC, 2012).

The County has six sub-counties constituting Turbo, Soy, Ainabkoi, Moiben, Kesses and Kapseret. It has fifty one locations and ninety seven sub-locations (Uasin Gishu County Integrated Plan, 2013-2018). As per the 2009 Population and Housing Census, Uasin Gishu County has a population of 894,179 with a total population density of 267 persons per sq. Km (KNBS, 2009). The population is expected to have increased by the year 2019 when census will be conducted.

Some of the major international NGOs operating in Uasin Gishu County include Red Cross, SNV, Catholic Relief, PeaceNet and World Vision. Most of them continue their engagement in social programs relating to provision of clean water and

sanitation services, HIV and AIDS management, gender issues and peace building (Uasin Gishu County Integrated Plan, 2013-2018:5).

Uasin Gishu County is one of the areas most affected by conflicts ranging from land, ethnic and political violence (Bau, 2013) which informs selection as the focus of the study. Several NGOs have instituted strategies for enhancing long term peace (Daily Nation, Wednesday 2 May, 2012). A report by the Constitution and Reform Education Consortium (CRECO) named Uasin Gishu among the twenty four Counties seen as hotspots in elections based violence which triggers conflicts (CRECO, 2012). Among the neighbouring counties to Uasin Gishu named as hotspots include Trans Nzoia, Turkana, West Pokot, Bungoma and Baringo. The state of peace in Uasin Gishu County is complex because the tensions fueling violence come from political platforms. Kenya's proximity to countries that empathize with terrorist groups has created vulnerability related to crime and terrorism.

### Map showing Sub-Counties of Uasin Gishu County

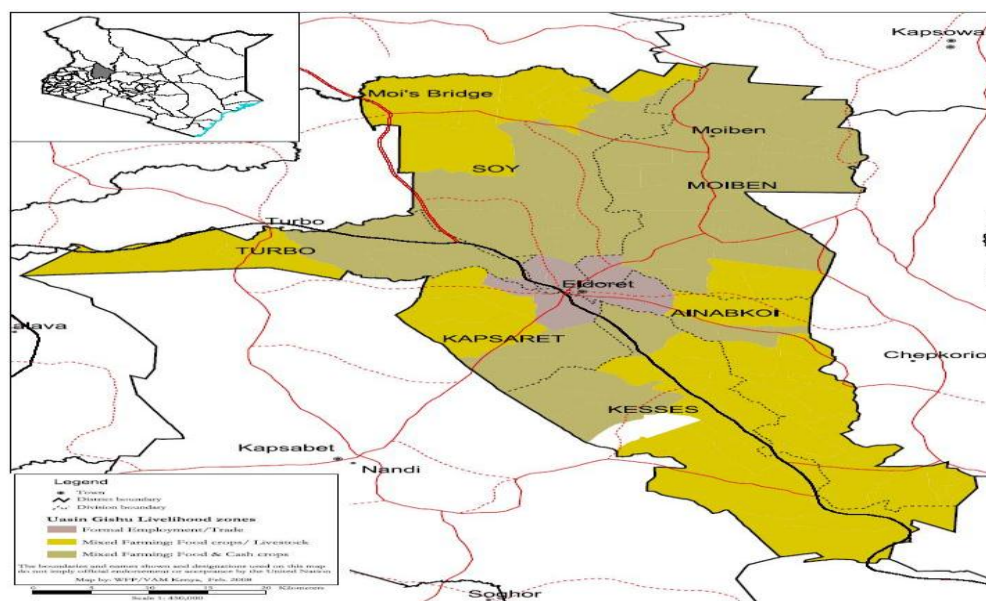


Figure 2. Map of Uasin Gishu County, Kenya

Source: DAO, 2012

### **3.3 Research Design**

The study focused on NGOs involved in conflict transformation in Uasin Gishu County. These organizations work mainly in areas experiencing wide spread and lengthy conflicts and have a potential in transformation process (Miall, 2004).

Descriptive survey design was used in the study because of its ability to portray accurately the characteristics of NGOs in terms of their roles and involvements in conflict transformation processes. Since the research sought to explore the contributions of NGOs to conflict transformation, descriptive survey helped in the analysis of the state of affairs as it exists at present (Kothari, 2004:37).

The design was preferred because it enabled the researcher to analyze the problem in examining several NGOs in order to get an insight of their contributions to conflict transformation. The research design has the strength of minimizing the problem of biasness giving room for maximum reliability. Primary and secondary data was of importance as it involved reading documented materials concerning the area of study and that the researcher did critical examination on the responses as per the sample size taken.

### **3.4 Sampling Strategy**

This research used non-probability sampling techniques.

#### **3.4.1 Sampling Technique**

Mercy Corps, Transparency International, SNV and Catholic Justice and Peace Commission (CJPC) were used as the sample of NGOs in Uasin Gishu County. The

study used both cluster and purposive sampling techniques. Cluster sampling enabled classification of NGOs, public administrators and the citizens. Purposive sampling was used to get a sample from the clusters because it enables participants to be selected according to a predetermined criterion relevant to particular research objectives (Patton, 2002). It was used to get information from individuals having knowledge on peace processes. Purposive sampling technique allows the researcher to use and even cite cases having the necessary information for the study just as Patton (2002) affirm that purposive sampling technique enables deliberate selection of the items for research study.

#### **3.4.2 Target Population**

The study targeted all NGOs engaging in peace building in Uasin Gishu County in which the citizens' views were discussed. To achieve this, cluster sampling was used. Clusters were formed based on the identified NGOs (Mercy Corps, Transparency International, SNV, Mercy Corps and Catholic Justice and Peace Commission), public administrators and citizens. Kothari (2004) states that cluster sampling is appropriate in examining a wider area of interest. The public administrators are 157 constituting; 97 administrators (97 sub-locations), 51 locations, 6 sub-counties (6 Assistant County Commissioners), 2 Deputy County Commissioners and 1 County Commissioner. Through a pre-visit to the international NGOs, it was found that the Catholic Justice and Peace Commission had 12 workers, Mercy Corps 9 workers, SNV 8 workers, Transparency International 5 workers and 96 citizens were beneficiaries of NGOs projects. The selected citizens were the beneficiaries of the peace building initiatives and were reached through the NGOs. Target population was two hundred and eighty-seven people (287) cumulatively from the clusters and the sample from each cluster was selected purposively.

### 3.4.3 Sample Size

According to Bernard (2000:178), purposeful sampling requires thirty to sixty interviews while Bertaux (1981) notes that fifteen is the smallest acceptable sample size in qualitative research. Morse (1994:225) asserts that at least six participants should be used in a phenomenological research. Creswell's (1998) has emphasized on purposive sampling that uses between five and twenty-five respondents. Lastly Kuzel (1992:41) notes that a research that uses homogenous population should use six to eight respondents. Green and Thorogood (2009:120) assert that in most qualitative research little that is 'new' comes out after interviewing 20 or so people. This idea was incorporated in determining the sample size of this study.

Since not all areas of Uasin Gishu County are prone to conflicts, 35 conflict zones were identified and then 34 representative public administrators from the conflict affected areas were selected for participation. All the workers of Transparency International, CJPC, SNV and Mercy Corps were selected as part of the sample. However, of the selected workers, those reached were five (5) from Transparency International; 7 from CJPC; 8 from Mercy Corps; 6 from SNV, 34 public administrators and 27 citizens from the beneficiary groups of peace building agencies.

The sample size totaled ninety three (93) research participants, whereby eighty seven (87) were administered with questionnaires and six (6) interviewed. The sample was drawn guided by the ideas of Bertaux, Kuzel, Creswell, Bernard, Green and Thorogood which was 30% of the targeted population.

### **3.5 Data Schedule**

This entailed undertaking field work and reading of books and reports as outlined below;

#### **3.5.1 Primary Data**

Primary data were collected from the field work where participants' information was collected through semi-structured questionnaires and interview schedules. The data was inclusive of the opinions of public administrators, citizens and observations made by the researcher.

#### **3.5.2 Secondary Data**

Secondary data were collected from peace building and conflict management books. It was substantiated from evaluated reports from Mercy Corps, SNV, Transparency International and Catholic Justice and Peace Commission. Articles, scholarly journals and research dissertations and thesis reports that were relevant to the study were used.

### **3.6 Data Collection Methods and Instruments**

The study used questionnaires and interview schedule as the main data collection tools;

#### **3.6.1 Questionnaires**

Questionnaire was used to collect information from selected respondents 26 from the NGOs, 34 public administrators, and 27 citizens. Semi-structured questionnaires were used to get specific information from the participants while unstructured questions were to allow for expression of opinions from 6 key participants. The tool was



preferred because of its ability to focus responses to the research objectives. It enabled coverage of a wider scope within a shorter time frame. The researcher used a pilot study in order to test the weaknesses and strengths which enabled the final one to be as effective as possible. The questionnaires were self-administered to the respondents.

### **3.6.2 Interview Schedule**

One-on-one interview was scheduled to collect information from senior officer of Mercy Corps (1), Catholic Justice and Peace Commission (1), Transparency International (1), Uasin Gishu County Commissioner (1) and beneficiary citizens (2). The technique was chosen because of its ability to get more detailed information regarding the role of NGOs in conflict transformation. It also allows follow up questions and clarifications. While it can introduce element of interviewer bias it allows the researcher more latitude in framing questions.

## **3.7 Reliability and Validity**

Reliability and validity emphasizes on measurability and consistency in the data collection instruments. They are outlined below;

### **3.7.1 Validity**

Validity emphasizes on the difference among measuring instruments which should reflect the difference of subjects tested (Kothari, 2004). Questionnaires and interview schedule were used because of the ability to provide good coverage of the topic of study. The questionnaires were distributed to selected group of targeted population in Mercy Corps, Transparency International, Catholic Justice and Peace Commission, SNV, public administrators and beneficiary citizens.

Information determination was primary judgmental although used instruments would lead to collection of information having predictive elements regarding conflict transformation. Cronbach's alpha was used to measure internal consistency.

### **3.7.2 Reliability**

Reliability as affirmed by (Mugenda and Mugenda, 1999) refers to the degree at which data obtained are consistent when similar instruments are used. The questionnaires used were different for the various groups despite close similarity on the nature of questions. It enabled consistency in the information collection from the participants. Test re-test method was used to ascertain reliability.

### **3.8 Data Analysis**

Data analysis is the examination of collected information in line with the research questions that lead to conclusion making (Kothari, 2004). It involves the techniques used in the analysis of collected data mainly yielded by the populations sampled. The researcher however edited the data for accuracy purposes and coding. Coding was done by grouping qualitative or descriptive data in a numerical manner as a way of limiting the responses to avoid disparities in the analysis process done by use of SPSS. Qualitative and quantitative techniques were used. The use of frequencies and percentages represent quantitative techniques which were presented by use of tables and descriptive discussions. In-depth interviews represented qualitative technique that allowed collection of data on individuals' perspectives and experiences on the topical issue.

### **3.9 Ethical Consideration**

Permission to conduct research was sought from National Commission for Science, Technology and Innovation (NACOSTI). Permission was verbally sought from the international NGOs, government officers and the citizens in order to get consent of participation before they were engaged. The nature of the research and the general purpose was explained to the participants with assurance of maximum confidentiality of the information they relayed to protect their integrity. There was no revelation of the interviewed and personal identifications on the questionnaires.

### **3.10 Summary on Methodology**

Descriptive research design was used because of the nature of the research involving participants from different entities. This design allows for description of characteristics of NGOs and individuals participating in peace building in the effort to realize conflict transformation. Targeted population was from the cluster groups of the NGOs, public administrators and citizens. The targeted population totaled 287 people with a sample size of 93 (6 interviewed and 87 issued with questionnaires).

The next chapter analyses findings about NGOs in Uasin Gishu County and methods used in conflict transformation. The analysis is based on the collected and analyzed data.

**CHAPTER FOUR**  
**NON-GOVERNMENTAL ORGANIZATIONS IN UASIN GISHU COUNTY**  
**AND THE METHODS USED IN CONFLICT TRANSFORMATION**

**4.1 Introduction**

This chapter discusses the nature of conflicts in society. It starts with the meaning of peace building organizations and their identification. It further analyses the methods used by NGOs in conflict transformation efforts in Uasin Gishu County.

Some of the questions were specific to some groups and therefore it reflects their opinion which explains the variation in the number of the sampled respondents.

The results and discussions of the findings were as follows;

**4.2 Characteristics of Respondents and their understanding of Peace Building**

The study sought to find out whether the research participants have an understanding of NGOs participating in peace building through a description of characteristics associated to it. This was paramount because the research focuses on the organizations participation in conflicts prone areas in order to prevent war, restore peace, and find long lasting peace.

It started by finding out the level of education of the respondents and their areas of specialization across all the clusters.

The study findings are as shown in following tables;

**Table 1: Level of Education of NGOs Employees**

<b>Level of Education</b>	<b>Number of Participants</b>	<b>Percentage %</b>
Diploma	5	19.2
Bachelor's Degree	12	46.2
Master's Degree	7	26.9
Doctoral (PhD)	2	7.7
<b>Total</b>	<b>26</b>	<b>100</b>

**Source: Field Data, 2016**

The study findings showed that majority of the participants from NGOs 12(46.2%) had attained bachelor's degree followed by those with Master's Degree constituting 7(26.9%). There were 5(19.2%) of the respondents who were diploma holders and the least 2(7.7%) having attained doctorate level. Majority of the educated participants were specialists in social science field with specializations cutting across Sociology, Disaster Management, Political Science, Public Administration, Community Development, Social Work Practice, and Project Planning and Management. This implies that majority of the research participants from NGOs were conversant with the research problem and therefore had an understanding of the research.

**Table 2: Level of Education of Public Administrators**

<b>Level of Education</b>	<b>Number of Participants</b>	<b>Percentage %</b>
Bachelor's Degree	25	73.5
Master's Degree	9	26.5
<b>Total</b>	<b>34</b>	<b>100</b>

**Source: Field Data, 2016**

The study findings showed that the public administrators who participated in the research were highly qualified as majority 25(73.5%) had undergraduate degree while 9(26.5%) had master's degree. Majority had specialized in social sciences field and

some were specialists in education management. However, they had an understanding of the subject under study. Their educations permit nuanced a better understanding of the socio-economic and political issues that underpin conflicts and periodic violence in the study area.

**Table 3: Level of Education of the Publics**

<b>Level of Education</b>	<b>Number of Participants</b>	<b>Percentage %</b>
O Level	6	22.2
A Level	11	40.7
Bachelor's Degree	9	33.3
Master's Degree	1	3.7
<b>Total</b>	<b>27</b>	<b>100</b>

**Source: Field Data, 2016**

Majority of the public participants 11(40.7%) in the research had attained A level qualification. There were those 9(33.3%) with a bachelor's degree and least 1(3.7%) having post graduate degree. There were six participants with O level qualification. Irrespective of the variation, the citizens had an understanding of peace building activities because of their continued interaction with the organizations as the immediate beneficiaries of their initiatives.

**Table 4: Key Informants Interview Codes**

<b>Key Informants</b>	<b>Interviewed</b>	<b>Interview Code</b>
Mercy Corps	1	1
CJPC	1	2
Chairman of Football Club	1	3
Volunteer	1	4
Youth Leader	1	5
Public Administrator	1	6

**Source: Field Data, 2016**

In order to find out the informants understanding of the subject study, they were asked their view of organizations assisting in peace building.

Participant 1<sup>1</sup> stated that

*“organizations that help in peace building are stakeholders in both conflict and non-conflict societies with the main aim being to stop, minimize and mitigate conflicts and its effects in order to realize long term peace”.*

Participant 2<sup>2</sup> stated that conflicts are ever changing and keep recurring which calls for formally organized agencies to assist in the resolution process presumed to be “peace building agencies”. Participants 3<sup>3</sup>, 4<sup>4</sup> and 5<sup>5</sup> had shared commonality in defining organizations involved in peace building. They pointed the organizations efforts in identifying the conflict areas and finding out the reason behind the disruption of peace and engaging in mediation in order to restore and uphold peace thereby minimizing the conflict effects.

One of the participants from Peacenet defined peace building organizations as those educating people on peace and help in finding causes of conflicts in order to provide possible solutions that can control or reduce conflicts. Some of the participants however noted that peace building organizations are those that advocate for peace or restore peace in a conflicting situation. Some of the respondents espoused that these organizations strive to promote peaceful coexistence through reconciliation of states, citizens, communities, tribes or ethnic set ups. It was found out that these organizations solve conflicts and facilitate peace among conflicting groups. They do these through coordination and mobilization of peace building initiatives. The

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<sup>1</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

<sup>2</sup> Respondent 2: 13<sup>th</sup> March, 2017. Eldoret Diocese Office. Member CJPC

<sup>3</sup> Respondent 3: 19<sup>th</sup> May, 2017. Munyaka PCEA Church, Chair Football Club

<sup>4</sup> Respondent 4: 19<sup>th</sup> May, 2017. Munyaka PCEA Church. Volunteer

<sup>5</sup> Respondent 5: 19<sup>th</sup> May, 2017. Munyaka PCEA Church. Youth Leader

responses regarding understanding of organizations engaged in peace building varied and it was deduced that NGOs are the stakeholders in conflict and non-conflict societies aiming at stopping, minimizing and mitigating conflicts and its effects. The organizations from the responses play the role of enlightening communities in order to find long lasting solution to conflicts. This may be achieved through identifying causes of conflict, mediating and upholding peace. Among the response was that peace building agencies are those that put in place structures to assist in maintenance of peaceful coexistence and continuously negotiate for peace.

The findings showed a wide understanding of NGOs by the research participants. It showed dynamism and the wide coverage of such organizations in tackling conflict issues and restoring peace. The views regarding peace building from the respondents was clear that all NGOs were within the context of the engagement in promoting peaceful society despite their different dimensions. An observation from the participants is on the nature of conflicts that it is not among groups of people alone but can be effects from a conflicting party to an individual. Others initiate projects for the communities to take part like sporting activities or cultural exchange programs as pointed by key informant from Mercy Corps and that through communal participation they realize the importance of togetherness that promotes peaceful coexistence among communities.

The research findings in terms of understanding the concept of peace building are to a large extent aligned to the ideas of Laderach (1997) that peace building is a long term process of transformation for any war system to become peace system inspired by the need to have peace and justice or truth and mercy through a structured system. It



agrees with views by Kruse et al., (1998:17) on use of multidimensional model of organizational complexity aimed at uniting the people in the society through collaboration, cultural norms, values and traditions, and policies, rules and legislative frameworks.

### 4.3 Nature of Conflicts in Uasin Gishu County

It was appropriate to know causes of conflicts encountered in Uasin Gishu County because it is through identification that some NGOs came to Uasin Gishu County in order to address them. The causes may vary depending on the environmental, political, social and cultural establishments. The study was able to understand the causes of conflicts encountered in Uasin Gishu County to be politically triggered, inter clan and ethnic.

This question was asked to the respondents from NGOs, public administrators and the beneficiary citizens. The findings were as shown in the table below;

**Table 5: Conflicts Encountered in Uasin Gishu County**

<b>Nature of Conflicts</b>	<b>Frequency</b>	<b>Percentage %</b>
Politically Triggered	35	40.2
Inter – Clan	22	25.3
Ethnic Based	30	34.5
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

#### 4.3.1 Politically Triggered conflicts

One of the major causes of conflict is politically triggered in the sense that people are divided due to political competition leading to conflict of interest on the basis of who

won or lost. Some of the research participants 35(40.2%) which was a representation from the three targeted clusters shared the view that political differences lead to conflicts that emerge from different political factions and affiliations. Participants 1<sup>6</sup> and 2<sup>7</sup> asserted that politically triggered conflicts in Uasin Gishu County in the rural areas are influenced by other factors like competition for scarce resources (land and pasture) in the neighbouring counties of West Pokot, Elgeyo-Marakwet and Baringo. They continued that land has always contributed to animosity in the urban area because it is metropolitan in nature. Participant 3<sup>8</sup> held a similar view that conflicts result from elections that are not free and fair and the competing parties hold the view that they have won. The difference in political affiliations associated with ethnic dimensions lead to perceptions and the majority group views the other as an enemy. Participants 4<sup>9</sup>, 5<sup>10</sup> and 6<sup>11</sup> however stated that land has become an emotive issue among communities living in the urban and rural areas of Uasin Gishu County. The issue traces to independence whereby dominant communities view others as inhabitants hence creating a hostile environment speeded by political differences. Land may be termed as a source of ‘incitement’ as used by participant 5<sup>12</sup>. In every state however, there are laws that guide individuals and office holders code of conduct. However, when there are stern political differences, the laws are likely to be flawed and their effects unbearable. A report accessed from Mercy Corps indicated that conflicts arise from divergent political dimensions and ideological differences to which some of the participants have led to political leaders and their supporters’ taking hard stances leading to disagreements that spearhead conflicts.

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<sup>6</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

<sup>7</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

<sup>8</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA church. Chair Football Club

<sup>9</sup> Respondent 4: 19<sup>th</sup> May, 2017. Munyaka PCEA Church. Volunteer

<sup>10</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA church. Youth Leader

<sup>11</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

<sup>12</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA church. Youth Leader

### 4.3.2 Ethnic Based Conflicts

Kenya is a home to forty-three different communities with some of the communities having several sub-ethnicities. There is positivity in ethnic communities that may be from diversification of cultures. However, negative ethnicity has taken the lead hence increased conflicts. The findings indicate that 30(34.5%) of the research participants from the three clusters had a common view that ethnicity has contributed to conflicts as communities segregate each other. Eldoret town is a cosmopolitan and the dominating community has a feeling that other communities are inhabitants. This has created the view of “our” perception that easily propagates negative ethnicity. Participant 6<sup>13</sup> had a different idea that dynamism in cultures among communities does not bring them together but becomes a source of conflict because the dominant group feels threatened and the resistance process leads to increased cases of violence. Furthermore, the participant cited areas of Eldoret town like “Munyaka”, “Huruma” and “Langas” which is cosmopolitan but the dominance by some communities has created animosity which escalates during election periods.

### 4.3.3 Inter Clan Conflicts

Regarding the nature of conflicts, 22 participants representing 25.3% were of the idea that conflicts take inter clan dimension. Key to their contribution is that the nearby counties to Uasin Gishu County are mostly affected by inter-clan conflicts relating to their practice of pastoralism. The cause of inter clan conflicts in Uasin Gishu County is pointed to alcohol consumption amongst the youth in the rural areas. Participant 1<sup>14</sup> stated that through initiation of projects, NGOs encounter numerous challenges from the drunkards in the rural areas of Uasin Gishu County like Ziwa and some of the

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<sup>13</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

<sup>14</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

urban suburbs of Munyaka who end up disrupting meetings by causing chaos. Participant 2<sup>15</sup> was of the idea that land is a source of conflict among clans especially the rural dwellers of Uasin Gishu County. The family members get into arms with each other due to inheritance. In as much as the research participants agree that conflicts can take clan and interstate dimension, they did not point them as causes of conflicts in Kenya. The study affirms the observation by Cutts, (1998) that various dimensions that conflicts take are based on competition for limited resources driven by ethnic, religious and inter-communal issues rather than clear ideological predisposition.

The argument by Daudelin (2002), and Deininger and Castagnini (2005) that conflicts are attributed to land are true although this study identified land as the main reason even in politically triggered or ethnic dimension conflicts as stated by Nasongo, (2000). The study came up with a general observation that conflicts in Uasin Gishu County are attested to land as a resource. It remains a major cause of conflicts which imply that it is a deeply embedded issue that needs to be handled with care if several conflicts are to be reconstructed.

#### **4.4 NGOs engaging in Peace Building in Uasin Gishu County**

The study was done with a special reference to NGOs that take part in peace building initiatives. To identify most visible NGO, the question was asked to public administrators and citizens. This was meant to avoid participants' inclination to their organizations. There are lots of NGOs known to participate in conflict transformation

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<sup>15</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. CJPC member

globally; some of the key participators in projects in Uasin Gishu County include SNV, Catholic Relief, Transparency International, Mercy Corps and PeaceNet.

The findings were as follows;

**Table 6: Visibility of NGOs engaging in Peace Building in Uasin Gishu County**

<b>Organizations</b>	<b>Frequency</b>	<b>Percentage %</b>
Mercy Corps	17	27.9
PeaceNet	11	18.0
Catholic Justice and Peace Commission	10	16.4
Transparency International	10	16.4
SNV	6	9.8
Others	7	11.5
<b>Total</b>	<b>61</b>	<b>100</b>

**Source: Field Data, 2016**

Mercy Corps came to Kenya in 2008 and opened offices to effectively carry out their services. It is located Elgon View Estates in Eldoret where they coordinate their activities. It is a branch of its main office located in Nairobi. Other set up offices are located in Kisumu city and Kapenguria town whereby it engages mostly in field work of established programs and projects. The organization came with the prime purpose of improving livelihood of the youth who are unemployed because of their proneness to being influenced to engage in activities that interfere with their productivity. The projects were aimed at creating income for youth to avoid them being hopeless and prone to causing chaos and conflicts.

The public administrators and citizens constituting 17(27.9%) identified Mercy Corps as the most visible NGO engaged in peace building in Uasin Gishu County because of their established projects felt by the citizens. Majority of the citizens who were

conversant with the organization stated to have witnessed or benefited from their activities. The activities cited broadly are empowerment of the youth through establishment of sporting event that led to establishment of Munyaka Football club and Solace Women Football Club. The public were able to identify some of the organizations activities including projects in various areas that were believed to help in addressing deep poverty indexes at the rural Kenya. Most prominent among them was the set up Dstv program by the organization which helped the unemployed youth to raise some income.

Participants 3<sup>16</sup>, 4<sup>17</sup> and 5<sup>18</sup> stated that they have witnessed increase in number of the beneficiaries from NGOs activities like Munyaka Football club where by the time of writing this work the members had reached 28. They further alluded to females benefiting from the establishment of Solace Women Football Club which by the time of conducting the research had 30 members. To them, this has led to set up of other units to engage the youth in cultural activities and the stated example was one called *Munyaka Sanaa* where the youth use filmed activities to educate fellow youth on the need of peace. Participant 1<sup>19</sup> for instance stated that Mercy Corps came to Kenya in the year 2008 and has since participated in multiple projects such as education on land use for substantive agricultural produce. The participant was able to highlight that Mercy Corps engagement in peace was due to concerns of increased unemployment and youth alienation which contributes to conflicts. Furthermore, the participant stated that Eldoret town is cosmopolitan and many people have either benefited directly or

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<sup>16</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

<sup>17</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

<sup>18</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

<sup>19</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

indirectly from the organizations activities as they carry out their projects across the country.

The responses about Mercy Corps largely attest to the ideas of Wessels and Monteiro (2006) on existence of the organization in line with the role it plays in transforming youth. Youth are viewed as agents of change in any society and that they have a great role in the transition and transformation process. Majority of the research participants felt that Mercy Corps is involved most in peace building processes because they have the passion to engage the youth in most of its activities. This is as a way of nurturing and encouraging emerging youth leaders to learn, lead, and to identify areas that may be of interest for future careers. Citizens are aware of projects initiated by Mercy Corps and the organizations understanding of youth involvement in conflicts as arising from lack of economic opportunities, political voice and a sense of belonging, and connection to their communities. In this case the youth imagine that the way out of this is only through violent conflicts.

In terms of visibility, Catholic Justice and Peace Commission was identified by 10(16.4%) of the respondents as very active in creating awareness. From the organizations report, CJPC was formed in 1988 to champion governance issues and democracy through advocating for freedom and fairness. It dwells on matters peace and justice because peace prevails where there are no differences. Participant 2<sup>20</sup> stated to have participated in matters of conflict resolution under the organization. Cited examples of conflicts where CJPC has benefited the public extended through mediation and negotiation to other counties of West Pokot, Elgeyo-Marakwet and

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<sup>20</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

Baringo where as per the information from the participant contributed to ending conflicts among the Pokot and Marakwet communities witnessed in 1990s. The organization through mediation called for council of elders meeting headed by the late Catholic Diocese of Eldoret Bishop, Dr. Most Rev. Cornelius Korir from the fighting communities that led resolution for peace. Some of the public administrators and the citizens recognized the efforts of the organization in peace building and conflict resolution through mitigating for peace in Uasin Gishu County. Participant 2 further stated that

*“peace caravan is used by CJPC to create awareness among the public especially during election periods. Catholic Justice and Peace Commission continue to advocate for justice especially through their projects at Kapsoya, Kimumu and Huruma areas”.*

The organization enlightens on the need to observe morals in society through advocating for fairness and justice guided by truth.

PeaceNet was identified by 11(18.0%) of the research participants to have carried out peace building activities in Uasin Gishu County. Participant 6<sup>21</sup> was categorical that *“several organizations have come together as one to champion peace in Uasin Gishu County under the umbrella organization of peacenet”*. Transparency international was mentioned by 10(16.4%) of the respondents which was attested to their advocacy in democracy, governance and fighting graft. Some of the participants highlighted that transparency international works in collaboration with other organizations like CJPC and Catholic relief in creating public awareness. Six 6(9.8%) research participants stated that the visibility of SNV is due to their engagement in dairy farming initiatives especially among farmers in Uasin Gishu County and other Counties. There are however other organizations like *One Nation under God, National Government Peace*

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<sup>21</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County.



*Committees, Rural Women Peace Link, and National Council Churches of Kenya* although their activities are yet to be felt in vast areas of Uasin Gishu County as established from 7(11.5%) of the participants. The study supports PeaceNet Kenya assertion that for conflict transformation to be realized, they should encourage collaboration, facilitation and mobilization of local initiatives for peace building, promotion of justice and conflict resolution.

#### **4.4.1 Rationale for NGOs in Peace Building**

There are various ways that peace building organizations participate in providing solutions to conflict situations. They may be involved in educating the public or initiating projects but in order to appropriately understand the reasons for the international NGOs set up in Uasin Gishu County, all participants were asked to explain what they thought informed the various NGOs establishment of their offices in Uasin Gishu County and by large Kenya. The participants' responses were as follows;

**Table 7: Basis of setting up of NGOs**

<b>Basis of set up of the Organizations</b>	<b>Frequency</b>	<b>Percentage %</b>
Fight Corruption	6	6.9
Enlighten on Government Issues	11	12.6
Advocate for Peace	30	34.5
Advisory and Capacity Building Initiatives	22	25.3
Enlightenment of Youth as Agents of Change	18	20.7
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

Majority of the participants 30(34.5%) stated that NGOs were established to advocate for peace. Those interviewed however were of different opinion regarding the aim and

effectiveness of the organizations. Participant 3<sup>22</sup>, 4<sup>23</sup> and 5<sup>24</sup> for instance agreed that in as much as they advocate for peace, the organizations face resistance from other governance organs of the state which interfere with their activities. Participant 5 was categorical that some of the projects they run with support from peace building agencies like recreational activities are targeted by government entities. The participant stated that *“government organs like the police have aimlessly targeted their activities because they believe that it engages in criminal activities and drug selling”*. However, participant 2<sup>25</sup> pointed out that the sole purpose of some of the organization like Catholic Justice and Peace Commission was to advocate for peace through creating awareness on matters of peace and justice by organs wielding power being able to ensure there is fairness to all.

There are 22(25.3%) of the participants who stated that NGOs were set up to provide advisory and capacity building initiatives. Some of the participants linked PeaceNet to engaging in capacity building activities by bringing together several organizations and promoting them. Participant 4 stated that;

*“PeaceNet through its willingness to facilitate people driven initiatives has empowered organizations like Rift valley Local Empowerment for Peace that has extended to provision of cleanliness services to the estates of Kapsoya”*

This is similar with the ‘youth bunge’ programme that fosters awareness creation through the participation of the youth. Participant 3 was however of the opinion that;

*“in as much as the organizations may have been formed to provide advisory and capacity building initiatives, the set projects are not sustainable because the organizations do not put up effective structures and once they have*

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<sup>22</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

<sup>23</sup> Respondent 4: 19<sup>th</sup> May, 2017 at E Munyaka PCEA Church. Volunteer

<sup>24</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

<sup>25</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

*initiated, they leave to the community which attracts few peoples influence leading to subsequent collapse”.*

An example cited by the interviewee was the Solace Women Football Club and the Munyaka Football club that they said had been abandoned without proper structures and support that has paralyzed its operations.

Another category of the research participants 18(20.7%) held similar views that NGOs are set up to enlighten the youth as agents of change. The youth are the majority in Uasin Gishu County keeping in mind that Eldoret town serves the residents of several other counties and its centrality as North Rift headquarters. The unemployment rate is high which affects the youth leading to increased violence, crime and drug abuse. Participant 6<sup>26</sup> however criticized the organizations ineffectiveness and inability to focus on the objectives set. The reason from the participant being, *“the organizations are impartial and lack commitment to their projects and established initiatives like the youth bunge”*. Another area mentioned was on training of the youth on income generating activities and once they accomplish the task, the organizations leave and fail to do follow-ups. Interviewee 4<sup>27</sup> was also critical that the NGOs are guided by assumptions and once they have enlightened the youth they end up assuming that they are the peace ambassadors.

It was established that 11(12.6%) of the research participants associated NGOs with their primary role of enlightening the public on governance issues. The participants who held the idea pointed out to Catholic Justice and Peace Commission engagement on governance by advising on the need of entrenchment of justice and fairness. Participant 2 affirmed that NGOs should engage in activities that informed their establishment and should continue to advocate for its realization. There were those

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<sup>26</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

<sup>27</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

research participants 6(6.9%) who stated that some of the NGOs were formed to fight corruption but have since incorporated peace initiatives in their activities. The explanation being that corruption is the underlying reason for bad governance especially after establishment of County governments which may lead to propagation of ethnic acts in such cosmopolitan areas like Eldoret town.

The observation made is that these organizations should be at the fore front in championing for peace at all times. The researcher observed that NGOs strengthen activities when conflicts have already emerged but at times of peace they are reluctant hence making it difficult for conflict transformation to be realized. Instead, these organizations should ensure that their projects are effective by putting in place structures that are long term rather than short term. The organizations should focus on the core reason and objective of its formation because their diversification on issues such as advocating for peace, fighting corruption, enlightening on governance issues, advisory and capacity building initiatives, and enlightenment of youth as agents of change would contribute to peaceful coexistence in a way. This could mean that the organizations were set up to assist in dealing with diversified areas that can lead to emergence or management of conflicts.

Sally Healy (2011) asserts that some of the organizations like the Inter-Governmental Authority on Development (IGAD) were formed to deal with matters related to disaster emergencies and mitigations but due to conflicts emergence in East and Central Africa led to shift in focus to dealing with all forms of the restoration of peace in conflicting groups. In as much as it focused on mitigating in disaster situations, it

largely emphasized on advocating for peace among the conflicting parties such as the Sudan and now South Sudan conflicts.

#### **4.5 Methods Non-Governmental Organizations use in Conflict Transformation**

There are various scholarly and practical methods that are used in conflict transformation by NGOs. The approaches used are determined by the nature of the conflicts whether environmental, political or ethnic based. The methods are believed to guide in the effort to realize long term peace. The question on the methods used by these organizations was asked to the sampled research participants from NGOs, public administration and the citizens. This is because those working in the organizations have applied some of the methods in restoring peace. The public administrators work together with the law enforcement agencies and have therefore participated in restoration of peace. The citizens are at the receiving end and are beneficiaries of the peace building initiatives. Their opinions are very important for peace building agencies and the government to address appropriately on societal conflicts because they provide views similar or different from what other literatures say. It was appropriate finding out the strategies that are applicable in conflict transformation because they are critical in solving conflicts which is a step towards transformation.

The common methods are as shown below;

**Table 8: Methods used by NGOs in Peace Building**

<b>Method used</b>	<b>Frequency</b>	<b>Percentage %</b>
Negotiation	25	28.7
Mediation	28	32.2
Diplomacy	14	16.1
Reconstruction	20	23.0
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

#### 4.5.1 Mediation and its process

There was variation among the respondents with regard to the methods used by NGOs in peace building processes. Out of the eighty-seven respondents, 28(32.2%) were of the opinion that mediation is the best approach towards conflict transformation. Among those interviewed, participant 6<sup>28</sup> explained that mediation is the immediate approach when conflict signs are observed and since it comes first, proper and successful mediation can prevent possible negative consequences. Participant 1<sup>29</sup> had similar idea that *“if mediation applies successfully, then conflicts may be controlled and war becomes a rare thing to be witnessed or to occur”*. The effectiveness of mediation may vary but the decision by Economic Community of West African States (ECOWAS) as explained by (Mitchell, 2002) through the creation of Economic Community of West African States Monitoring Group (ECOMOG) as a way of enhancing success in the mediation efforts upon emergence of conflict at both levels shows the importance accorded to it as a process. In as much as mediation may be appropriate, it can work effectively in a situation where the signs of conflicts can be highlighted because they work best in mitigation. This may not have been realized by the participants and the emphasis given to it by Raymond (1994) with regard to use by peace building organizations which justifies the existence of other methods like negotiation.

#### 4.5.2 Negotiation as a method

According to Daniel Druckman (2007), negotiation is a method of handling conflict or a “bargaining game involving exchange of concessions”. The approach is used best where conflicting parties are ready to do whatever is possible to satisfy themselves

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<sup>28</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners’ Office. Uasin Gishu County

<sup>29</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

which may be a win or lose situation. Of all the research participants who were asked to give their views on the methods to be used for conflict transformation to be realized, 25(28.7%) had views aligned to negotiation. Some of the participants cited the 2007 and 2008 violence witnessed after elections as having been solved through a negotiation process. Participant 2<sup>30</sup> however stated that negotiation is a product of failed mediation. The participant stated to have participated in negotiations among communities in the North Rift and among leaders of political parties especially during electioneering periods to avoid post-poll chaos. The participant mentioned CJPC in collaboration with other organizations like Catholic Relief and Transparency International efforts to promote good governance and democracy through invitation of meetings in Eldoret town as a way of enlightening politicians about the need to promote virtues of freedom, justice and fairness to avoid precipitating chaos. General observation by the informant is that *“if the leaders had taken the issues with the deserved seriousness then unity and peace would have prevailed”* (Participant 2).

#### **4.5.3 Reconstruction as a step to transformation**

Twenty of the participants (23.0%) stated that reconstruction is the best approach to conflict transformation. Among those interviewed, participant 4<sup>31</sup> highlighted that:

*“some of the organizations like PeaceNet Kenya and Mercy Corps started projects with the primary aim of involving citizens from the conflict affected areas such as Huruma, Munyaka, Kapsoya and Kimumu”.*

The projects are aimed at bringing people from different ethnic communities together.

The participant stated to have benefited from the initiated programs like the *“youth*

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<sup>30</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

<sup>31</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

*bunge*” where they were supported by their area Member of County Assembly in providing community services. The report by USAID (2009) supports the findings as it explains that the affected communities from conflicts are provided with temporary shelter and the basics to minimize on likely effects like diseases. In most instances where communities become victims of conflicts and end up losing their resources, the government assists them through compensation and some of the NGOs collaborate with the government or the locals through recovery process where they are provided with aid.

#### **4.5.4 Diplomatic approach**

Fourteen (16.1%) of the respondents thought that diplomacy is the best approach to conflict transformation although there were those who cautioned that it applies best in solving inter-state conflicts. This view is similar with that of Laderach (1997) that the approach is closely associated to interstate conflicts and may be meaningful in maintaining form over time. It is notable however that negotiation, mediation and reconstruction are all diplomatic approaches. Chigas, McClintock, and Kamp, (1996) through their writing argued that mediation is the first and almost immediate approach when conflict traits are observed which paves way for other approaches to follow. When Daniel Druckman in the year 2007 wrote that negotiation helps to settle disputes among the conflicting parties, already there was existence of dispute. This implies that the differences overpowered mediation. Negotiation may however help to end the conflicts or settle the dispute which does not mean that the conflicts can no longer erupt. The reconstruction process should follow after successful negotiation just as Mitchell (2000) posits that through reconstruction, elimination of all possible hurts and hatreds can be achieved.



#### **4.6 Chapter Summary**

The chapter discussed the NGOs in Uasin Gishu County and methods used in conflict transformation. The findings show that the respondents from the NGOs engaging in peace building activities were well educated and had an understanding of the subject study. This has been the case with public administrators as all had a least a bachelor's degree. Citizens sampled for the study were beneficiaries of the organizations peace building activities which made them have an understanding on the basis of interaction. Peace building is understood by the participants as efforts to resolve conflicts and restore peace. The chapter discussed nature of conflicts tackled by the NGOs which included inter clan, ethnic and politically triggered.

The known NGOs involved in peace building in Uasin Gishu County include SNV, Catholic Relief, Transparency International, Mercy Corps and PeaceNet. The NGOs were set up for different roles like fighting corruption, advisory and advocacy issues which apply towards togetherness. The methods used in conflict transformation are negotiation, mediation, diplomacy and reconstruction. The next chapter discusses on the impact of NGOs in conflict transformation.

## **CHAPTER FIVE**

### **THE IMPACT OF NON-GOVERNMENTAL ORGANIZATIONS IN CONFLICT TRANSFORMATION**

#### **5.1 Introduction**

This chapter analyses the findings on the impact of NGOs in conflict transformation through corroboration with other scholars' findings and the level of success of these organizations. It begins by discussing the role that NGOs engaged in peace building play areas that contribute to frequent violence and conflicts have been identified. It also analyses the contribution of traditional ways of promoting peace and how they help in transformation processes. The chapter continues by discussing the various views on the benefits of NGOs efforts in conflict transformation. There are various roles carried out by NGOs covered in this chapter. The youth are vulnerable to social ills in society and this chapter discusses among them the role of the youth in conflict transformation. The discussion is as follows;

#### **5.2 NGOs Efforts in Conflict Transformation**

There are some issues that if addressed appropriately in the society may reduce violent conflicts and the specific approaches like mediation may work best to mitigate situations that could disrupt peaceful coexistence. The question about the role of NGOs in conflict transformation was asked to the respondents from targeted NGOs, public administrators and the citizens. The responses from the respondents were grouped into five key areas. The first category was on the effort to strengthen the cultural diversities. The second area touches on examining the root causes of conflicts. The third is on addressing past injustices. The fourth was on local

empowerment initiatives whereas the fifth concerned the development of trust among communities if conflict transformation is to be realized.

The findings were as shown in the below table;

**Table 9: Role of NGOs in Conflict Transformation**

<b>Methods Used</b>	<b>Frequency</b>	<b>Percentage %</b>
Strengthening cultural diversities	19	21.8
Examining root causes of conflicts	22	25.3
Addressing past injustices	11	12.6
Local Empowerment	23	26.4
Developing trust	12	13.8
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

### 5.2.1 Local Empowerment

Local empowerment was stated as one of the applicable method if conflict is to be resolved. Of all the sampled participants, 23(26.4%) recognized that local empowerment can be used in conflict resolution and may lead to long lasting peace. Among the participants, some stated local empowerment as good mechanism that is used in the rural parts of Uasin Gishu County through local community initiatives to bring people together. An example cited was emergence of social welfare groups among women and the youth.

Among those interviewed, participant 3<sup>32</sup> mentioned '*Munyaka Sanaa*' as a group that was started by some youth as a way on nurturing talents. The participant stated that;

<sup>32</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

*“Mercy Corps has been active in the estates of Eldoret town especially after the 2007 conflict in order to support the youth who were seen as actively involved in the conflict. The youth have formed several groups in areas of Huruma, Kimumu and Munyaka where they have been supported by Mercy Corps and peacenet”.*

Participant 5<sup>33</sup> mentioned another group called ‘Kapsoya Youth for Change’ which to him;

*“It started in the year 2014 to volunteer on people welfare and environmental conservation in Ainabkoi Sub-County, Uasin Gishu County. In order to facilitate their activities, they engaged on selling of jikos (burner/stove), shopping bags and envelops. The observation made by the participant is that through such local initiatives, there are peace building agencies that collaborate and empower them in widen their initiatives with the aim of engaging more youth in self-sustaining initiatives”.*

Participant 5<sup>34</sup> was categorical that “Kapsoya Youth for Change” was incorporated into PeaceNet initiatives whereby they participate in creating public awareness about peace in the multi-ethnic estates of Eldoret town. The finding on local empowerment agrees with the assertions by Laderach’s (1998) and Woodhouse (1999) that groups, individuals and organizations should be empowered to negotiate new relationships as well as structures for post-conflict society. The idea of local empowerment should however be treated with caution for purposes of equilibrium among the conflicting groups. Empowering one group and leaving the other in conflict prone areas can easily trigger more conflicts. Carefully empowering groups and ensuring sustainability of the projects may help them understand the negative aspect of conflict thereby turning out of the worse situation for good.

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<sup>33</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

<sup>34</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

### 5.2.2 Examination of the Root cause of Conflict

From the research participants it was observed that 22(25.3%) would like the root cause of conflicts to be addressed. Conflicts take different dimensions and in most cases they have a reason for their occurrence which if examined and solved may overcome the challenge. From the findings, land was adversely mentioned as the root cause of most conflicts in Uasin Gishu County. Participant 4<sup>35</sup> stated that,

*“politics is not the major cause of conflict in Kenya and Uasin Gishu County in particular but there are other underlying factors that should be addressed. Politics only triggers conflicts arising from land, poverty and unemployment”.*

It was observed that inter clan conflicts trace root causes to land in which there are those communities who believe that they have lost large tracks of their land in unjust manner thus creating hatred. The study findings attest to the assertion by Boutros-Ghali, (1995) that for recurrent violence to be preceded, the root causes can assist in development of long term strategy to address the principal political, economic, social and ethnic imbalances that led to conflict in the first place. The root causes however should be clearly outlined and proper mechanism be put in place so that the process of addressing the root cause should be in a just manner. Participant 6<sup>36</sup> stated that,

*“some of the root causes of conflicts may not be completely solved because they trace their roots to colonial times. It would be good to know the root causes to conflict and a proper understanding be found in order to come up with the best approach that will not propagate the conflict further”.*

### 5.2.3 Strengthening Cultural Diversities

There is cultural variation and dominance in Kenya whereby majority inhabitants of an area are the dominants. When people of a specific community have the belief of being the actual inhabitants, resistance is likely to emerge which may lead to

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<sup>35</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

<sup>36</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

conflicts. NGOs should strengthen cultural diversity through their projects. The respondents who held the view that people should be educated on the need for togetherness through cultural diversification were 19(21.8%). Some of them pointed to diversity in cultures which calls for variation in approaches of awareness creation. Participant 1<sup>37</sup> said that the start of ‘*youth bunge*’ by Mercy Corps was a way of bringing the youth together in Uasin Gishu County from the local to the national level. The participant further stated that such engagements would provide the youth in the rural and urban areas of Uasin Gishu County with participative environment where there is cultural variation. The informant stated that several projects have been started including Solace Women Football Club in order to bring together people of different cultures and encourage cultural exchange thus fostering togetherness. Participants 4, 5 and 6 shared the same idea of togetherness as a step towards conflict transformation. They alluded to intercultural exchange forums conducted by Uasin Gishu County government once in a year in County Social Hall as an approach of uniting different communities together.

Twelve respondents (13.8%) were of the opinion that when there is cultural diversification, trust is developed. Participant 2<sup>38</sup> was of the view that “*trust is only realized if and when communities realize the sense of justice and truth and for this to be attained, awareness can be created*”. A report of UNESCO (2014) holds the view that it is important to invest largely on cultural diversity because it is through it that elimination of stereotypes associated with communities can be realized. However, the researcher’s observation does not concur with the view that stereotypes are eliminated through cultural diversification. Instead, NGOs should participate in awareness

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<sup>37</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

<sup>38</sup> Respondent 2: 6<sup>th</sup> March, 2017 at Eldoret Office. Member CJPC

creation because it may enable people develop trust of each other and at the same time understand the positivity of different cultures rather than having negativity in perception.

#### **5.2.4 Addressing Past Injustices**

According to Laderach (1997), violent conflicts are intractable consequence brought about by value differences and varying interests amongst communities accompanied by historical relationships. When most of African states gained independence, there were associated conflicts due to differences with power distribution as stated by Galtung (1998). The injustices resulted from efforts to retain power and resistance leading to inhuman acts committed against them by their governments.

Some of the research participants perceived conflicts as arising from past injustices 11(12.6%) and for it to be settled fully, they should be properly addressed. There was no single case cited by the respondents regarding past injustices in Uasin Gishu County. Participant 2<sup>39</sup> asserted that,

*“people should be treated with fairness because an act committed against an individual or a community leaves a scar that frequently reminds of the injury and a disagreement however minute leads to conflict. The government should equally compensate those affected by politically conflicts by identifying the unjust situations”.*

TJRC in Kenya was mandated under chairmanship of the late ambassador Bethwel Kiplagat to identify past injustices and recommend the best way to address them. It is unfortunate that the report was completed but has not been acted upon by the government. Addressing the past injustices may assist in ensuring that impunity is

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<sup>39</sup> Respondent 2: 6<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

dealt with. In so doing, conflicts and violence triggered by the same aspects would come to an end as affirmed by Mutua (2004) that TJRC is a very important step towards conflict transformation. The implementation of the report should be considered carefully because it can be a recipe for chaos.

### **5.2.5 Influence of Traditional Techniques to Transformation Process**

It was important to determine how the traditional techniques can contribute to conflict transformation. The question was asked to the research participants from NGOs, public administrators and the sampled citizens. The question was also served to the key informants who elicited different opinions. Posing the question was necessary because it aimed at highlighting importance of traditions to promotion of conflict transformation initiatives in conjunction with different organization approaches. Majority of the research participants were in agreement that peoples' traditions have ways of managing conflicts and only a few were not conversant with the traditional contributions.

The responses from the research participants were as follows;

**Table 10: Application of Traditional Techniques in Transformation Process**

<b>Traditional Technique</b>	<b>Frequency</b>	<b>Percentage %</b>
Dialogue	30	34.5
Council of Elders	36	41.4
Community Declarations	21	24.1
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

Among the research participants, 30(34.5%) asserted that many communities in Uasin Gishu County embrace dialogue whenever disputes occur. The observation is that the



technique is common among rural dwellers. This could be because the traditions are well embraced at the rural. Among the key informants, participant 4<sup>40</sup> observed that “community members have been enlightened in the urban estate areas of Kapsoya about ‘Nyumba Kumi Initiative’ and whenever a problem occurs, they report to the area chief who acts as the mediator and resolves the dispute. Participant 3<sup>41</sup> stated that the traditional approach is common among the rural whereby an issue of concern among the community members leads to a call for *baraza* to dialogue issues that may interfere with peace.

Thirty-six of the respondents (41.4%) lauded the contribution of council of elders in promoting conflict transformation in Uasin Gishu County. Some noted that the council of elders is the final decision makers regarding those to be punished for engaging in ill categorized activities that interfere with peace. Participant 6<sup>42</sup> cited the role of the Nandi council of elders in resolving inter-communal or inter-clan conflicts in Uasin Gishu County relating to land or family property disputes. Participant 5 said that,

*“council of elders can curse the conflict perpetrator or those behind the conflicts which leads to instilling fear leading to reconciliation among conflicting parties. The fear of likely consequences makes the community members to avoid conflict causing scenarios”.*

There are those respondents who pointed to community declarations 21(24.1%) as a traditional technique that can assist to bring conflicting parties together and work as one. Participant 2<sup>43</sup> was aware of the importance of declarations and gave an example of the declaration by the Nandi and Kikuyu communities in Uasin Gishu County to work together after the conflicts of the year 2007 and 2008. The declaration as per the

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<sup>40</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

<sup>41</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

<sup>42</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

<sup>43</sup> Respondent 2: 6<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

respondent was conducted as a result of collective effort from the churches together with Transparency International and CJPC. There are areas where traditional techniques work well and therefore it is important that the NGOs conduct a thorough mapping of the zones and establish the best mechanism that is well applicable. This may provide a better and successful conflict reconstruction process. The challenge remains for NGOs to make proper assessment on the nature of conflicts, carefully select the approaches and facilitate the process if intended results are to be realized. The researcher observes that NGOs should develop positivity in the people's culture in order to make proper use in support of togetherness that results in peace and harmony.

### **5.3 The Benefits of NGOs Efforts in Transforming Conflicts**

NGOs engaging in peace building are important for realization of peace in areas witnessing conflict or war. Conflict transformation is not something to realize within a short span of time and is a process that follows after actual conflict has been resolved. It should assist to reduce recurrence of same disputes. NGOs in the reconstruction process have benefits to the community members and started projects are a way of promoting togetherness and unity. The benefits of the organizations vary from one community to the other. The benefits are signals that the organizations are in transformational processes. The question on benefits of NGOs was asked to the public administrators and the citizens only in order to avoid biased views from the participants from NGOs.

These findings were as follows;

**Table 11: Benefits of NGOs through Peace Building**

<b>Benefits of NGOs in Conflict</b>	<b>Frequency</b>	<b>Percentage %</b>
<b>Transformation</b>		
Promoting Unity	21	34.4
Educating the Public	14	23.0
Engaging the Government in Peace Building	10	16.4
Engaging in Community Development Projects	16	26.2
<b>Total</b>	<b>61</b>	<b>100</b>

**Source: Field Data, 2016**

### **5.3.1 Promoting Unity**

Unity is a result of the realization that people dependent on each other as supported by the views of 21(34.4%) of the research participants. There were some of the participants who stated that CJPC and Transparency International are at the lead in creating awareness among the urban areas of Uasin Gishu County using peace caravans. Among the key informants, participant 1<sup>44</sup> stated that,

*“as a way of promoting unity, USAID through a project called ‘five and alive’ provided support to the youth and women of all cultures. Some of the activities supported in Uasin Gishu County to include provision of five crates of soda, an umbrella and a fridge to the youth and women in groups to start up and run a business”.*

The unifying aspect was that the formed groups were to have people from different communities or ethnic backgrounds who live in Uasin Gishu County. Among the beneficiaries of peace building activities supported by the organizations were

<sup>44</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

participants 4<sup>45</sup> and 5<sup>46</sup> who said they benefited from motorbikes which the *'five and alive'* initiative provided. They said that upon purchase of the motorbikes, they were required to pay in phases. The projects were however according to them not limited as others received funding for farming depending on their choice and interest. Participant 2<sup>47</sup> noted that justice must prevail for all irrespective of the circumstances encountered by the citizens. The participant explained on their planned activities in line with peace walks where it would bring together NGOs, religious organizations and the government not only in Uasin Gishu County but entire North Rift region. The institutional theory as noted by Keohane (1984) points out cooperation between nations as being possible but does not explain how it can be made possible if states are self-interested and rational seeking to survive while increasing their material conditions because uncertainty pervades relations between countries. The findings however explain that although cooperation may be a rational and self-interested strategy, initiated projects may lead to the pursuit of unity under certain conditions that adhere to the virtues of togetherness.

### **5.3.2 Educating the Public**

Education is a factor in creation and promotion of awareness because it is through it that people can access information. From the findings, 14(23.0%) of the participants were of the idea that NGOs educate the public through various ways on peace. One of the stated ways is through forums. Participant 6<sup>48</sup> explained that,

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<sup>45</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Volunteer

<sup>46</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

<sup>47</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

<sup>48</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

*“a lot of peace programs are carried out in Uasin Gishu County Social Hall where the citizens are called for public participation. Programs are planned at times by government officers and coordinated in conjunction with NGOs in urban and rural areas”.*

The participant stated to have participated in awareness creation in Soy Constituency as part of peace building. NGOs organize for talks and forums to educate the public on the need to maintain peace.

Participant 4<sup>49</sup> said,

*“I have been a victim of the 2008 post-election violence in Uasin Gishu County but I am happy to say that through Mercy Corps and PeaceNet educational forums carried out in Eldoret town, I with many others have reconciled with other communities previously perceived as enemies”.*

Education is a tool to conflict transformation because it enables people to understand conflict causes and the need to live together peacefully. The educational initiatives should continue even during peaceful times and become part of live of the people rather than re-emergence when the situation depicts characteristics of possible violence.

### **5.3.3 Engaging the Government in Peace Building**

The government through various governance offices grants permission to organizations existence in the state. Ten participants (16.4%) held the view that NGOs should engage the government in their peace building initiatives. Participant 3<sup>50</sup> stated that there are leaders who have emerged from peace building activities and they felt that the ‘youth bunge’ initiative which started at the local level to the national level has motivated the youth in Uasin Gishu County to participate in leadership forums that has motivated most of them to vie for leadership positions. The informant was

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<sup>49</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

<sup>50</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

critical to the initiatives by these organizations through expression of fear that the initiatives may not last long. An example cited was that of establishment of Dstv communally shared resource where the youth through the Munyaka and Solace Football Clubs settled for it as team members' idea. The informant stated that *“the organizations after initiating the projects fail to do follow up and therefore lead to collapse or few owing them”*.

In such cases, incorporating the government may strengthen it and in case the organizations fail to sustain them, the government can continue to support. However, sustainability of projects should be by the locals irrespective of the government or organizations existence. The observation by the researcher is that the organizations should train citizens to run their own activities. Once the communities realize that they are the owners of the projects and the benefits, they will work hard to sustain it through coming up with proper structures.

### **5.3.4 Engaging in Community Development Projects**

Community development projects are avenues for community members to come together. They arise because of issues of commonality affecting a society. Some of the participants 16(26.2%) have come across fundable community development projects in Uasin Gishu County. Similarly, participant 5<sup>51</sup> gave an example of *“Kapsoya Youth for Change group”* that deals with welfare activities. Since its formation in the 2014, it has expanded its activities to include environmental conservation. Worth noting however is the relevance of the community development projects to support transformation processes as the participant affirmed that,

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<sup>51</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

*“activities undertaken assist the youth, women and generally the community to realize that it needs collective effort to avoid instances that may cause conflict”*. Participant 4<sup>52</sup> stated that,

*“I initiated voluntary work of cleaning estates at Huruma, Kapsoya and Munyaka together with a group of youth from different communities. The voluntary clean up exercise has received support from County government of Uasin Gishu and peacenet”*.

The findings by Hampson (1996) that peace building agencies embracing trainings and capacity building as some of the long term measures can contribute to conflict transformations are not far off with the ideas expressed by the research participants only that in as much as they fund the activities, emphasis should be on the training for purposes of continuity of the projects rather than collapse when the organizations withdraw their support. The withdrawal should be in phases because failed reconstruction efforts may lead to frustrations among community members leading to violent conflicts. The non-state actors should therefore be strengthened in the promotion of a culture of peace through their developmental initiatives. This will ensure that all people are engaged in projects shaping their lives and behaviours towards good citizenship.

#### **5.4 NGOs Activities in Transforming Conflicts**

It was appropriate to get feedback regarding the impacts of NGOs from the research participants in relation with other scholars' findings. The impacts are not measurable but may be determined through the successes that are handy with the efforts put to recover from the effects of conflicts and to avoid recurrence.

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<sup>52</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

#### 5.4.1 Effects of NGOs in Transformation Initiatives

This section begins by discussing the findings on the effects of NGOs activities because they act as reconstruction processes. There are efforts put in place to achieve the objective of conflict transformation. The question was asked to public administrators and the beneficiary citizens only because the administrators coordinate government activities while the citizens are the recipients. The impacts in this case are based on resolutions brought about by the organizations based on their empowerment and level of participation of the publics.

The findings were as follows;

**Table 12: Effects of NGOs in Conflict Transformation**

<b>Effects of NGOs in Conflict Transformation</b>	<b>Frequency</b>	<b>Percentage %</b>
Capacity Building Activities	26	42.6
Collaboration of Local Initiatives	18	29.5
Women Participation in Peace	17	27.9
<b>Total</b>	<b>61</b>	<b>100</b>

**Source: Field Data, 2016**

#### **Capacity building activities**

The effect of NGOs in peace building depicts conflict transformation through the activities put in place. Capacity building initiatives was regarded by twenty six (42.6%) of the participants as the best way for conflict transformation to be realized.

Participant 3<sup>53</sup> stated that,

<sup>53</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club



*“capacity building may work better by bringing collective efforts of the community members for them to own the project. The residents of Uasin Gishu County understand better their locality and possible causes of conflicts. Leaders’ ethnic dimension on public issues is the reason for negative ethnicity that causes hatred”.*

It was observed that for the activities to succeed and be effective in the desire to achieve conflict transformation, the locals are important because their incorporation can help in managing expectations. Collier in the year (2000) through his research argued that conflicts are recurring hence the need to empower the affected which is affirmed by the study findings. NGOs are known to have important role in enhancing peace because capacity building activities creates commitment. When such activities are not in place, nothing brings people together and conflicts easily occur. The finding by Collier in his research that close to 44% of risk of a country ending a conflict and encountering similar one in five years affirms this.

### **Collaboration of Local Initiatives**

Local initiatives are activities started by community members through mutual agreement for the benefit of all. From the research participants 18(29.5%) agreed that when such activities are started, there are NGOs that would join and support them instead of starting a completely new project.

Participant 5<sup>54</sup> explained that,

“the youth should start their own activities that generate income because employment is a problem although getting capital is difficult. NGOs cannot understand fully conflicts in Uasin Gishu County. The residents must activities and look for support from peace building organizations. ‘Kapsoya Youth for Change’ started to provide welfare services but is now participating in peace forums. There is a woman’s voluntary group in Langas which started to educate on proper waste dumping and is today advocating for peace among the urban dwellers with support from peacenet”.

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<sup>54</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

## **Women Participation in Peace**

Seventeen (27.9%) respondents held the view that women have continuously become victims in conflicts which could be attributed to their societal roles. The argument is that women are the core of the family and they bear the consequences of war. Among the key informants, participant 6<sup>55</sup> said that, “*conflicts whether at clan, community or state level affect women because of the traditional values and beliefs where they cannot be decision makers*”. The idea of Boyd, (1994) that women play a role in conflict management at family level may not have been observable if not ignored. The increased women participation and their involvement in peace building today are the possible characteristics towards achievement of conflict transformation just as UNICEF (2013) report affirms that, women should be involved in projects and should be trained in conflict management and leadership in order to improve their behaviour and skills. Once skilled, they can contribute to public debate and decision-making. SNV for example provided technical support to local organizations and partners such as the *Renluv* and *Casados direitos*, a network of NGOs working in Guinea Bissau to support women initiatives in peace. Women should be empowered to participate in decision making.

### **5.5 Youths Involvement in Transformation Initiatives**

The youth are the energetic category of the population today yet the lack of opportunities for them has led to high rate of unemployment. Unemployment increases insecurity and high rates of crime. The youth are highly compromised by the political class at will to achieve their interests of gaining power. Similarly, the youth are resourceful and should be engaged carefully to promote peace. The study sought

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<sup>55</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

to find out the youths participation in conflict transformation processes. The question was asked to all the participants including the key informants.

The findings were as follows;

**Table 13: Involvement of Youth in Transformation Initiatives**

<b>Youth in Conflict Transformation</b>	<b>Frequency</b>	<b>Percentage %</b>
Engaging in Projects	25	28.7
Implementation of Programs with Elders Support	26	29.9
Creation of Economic Opportunities	21	24.1
Cultural Initiatives	15	17.2
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

### **Engaging the Youth in Projects**

The youth are victims of societal malpractices yet they are attributed to other factors like unemployment. Similarly, the youth are the agents of conflict transformation taking different dimensions such as through engagement in projects, implementation of programs with elders support, creation of economic opportunities and cultural initiatives. From the findings, 25(28.7%) of the respondents observed the necessity to engage the youth in projects. There is however an assumption that engaging the youth in projects helps in conflict transformation. The researcher disagrees with this assumption because the youth should be able to raise income that can satisfy their needs otherwise the situation can be compromised irrespective of the outcome.

According to participant 1<sup>56</sup>,

*“the youth are perpetrators of conflicts. They are influenced by drug and substance abuse. They should be educated about effects of drug and substance*

<sup>56</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

*abuse that is high in urban areas of Uasin Gishu County. There are criminal groups in the towns because of unemployment and drugs abuse influencers which interfere with started projects”.*

The projects started by NGOs should be sustainable and have proper structures to avoid few people benefiting and disadvantaging a larger group. Institutional theory does not however distinguish clearly the collaborative efforts as asserted by Bromley (1999) that individuals have a duty to engage their activities without interference from other individuals or with the aid of collective power which may be inclusive of collectively doing wrong.

### **Implementation of Programs with Elders Support**

There were 26(29.9%) of the research participants who observed that the youth may not have the relevant experience of handling certain programs such as conflict mediation or dialogue hence the need to be guided and given the go ahead by the elders. The traditional doctrines preserve decision making for elders. Conflict transformation initiatives that take traditional background should incorporate the elders because in African traditions and moral values they give blessings.

Participant 2<sup>57</sup> argued that the youth should be empowered and engaged because idleness and unemployment is regarded as the reason behind the involvement in conflict prone situations. The informant lauded the youth at the rural areas of Uasin Gishu County who have resorted to horticulture and agri-business like tree nursery establishments as a source of income. The participant advised that the youth should be supported by the county government and NGOs because they are peace champions.

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<sup>57</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

Participant 6<sup>58</sup> pointed out that “*intercultural exchange programs can be applied to strongly unite communities and that the elders ideas should be sought on certain matters because of their advice*”. Participant 5<sup>59</sup> was categorical that certain conflict causes may be known best by elders and can provide the best intercultural program. Participant 2<sup>60</sup> was however skeptical whether elders need not be incorporated because intercultural programs like sporting and intermarriages can be at will. The informant added that,

*“many of the peace building organizations have failed to incorporate elders in the search of long term solutions for peace. Some of the elders have been in the front line championing for peace. A good example is the Kalenjin Elders led by Major retired John Seii”. Elders have to assist NGOs in search for a lasting peace”.*

## **5.6 People’s Coexistence after Engagement of NGOs**

It was established that the research participants were in agreement that NGOs engaging in peace building have contributed positively to conflict management and resolution through witness of harmonious living of people affected by conflicts. This concurred with findings by USAID CMM (2009) report. The report indicates that Mercy Corps Kenya in Uasin Gishu County started inter-ethnic football team under LEAP Sport which has assisted in the effort to realize conflict transformation through cultural initiatives. It has supported talented women, men and youth making variable products like ornaments, shoes and sandals hence supporting entrepreneurial spirit and teamwork. Moreover, the youth have been engaged in activities like “Munyaka Football Club” in Eldoret East district through DSTV establishment with minimal entrance fees hence raising income to sustain the project and improve their lives.

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<sup>58</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

<sup>59</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

<sup>60</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

Participant 4<sup>61</sup> observed that, “*through the support of talents and art, information sharing has continued to get improved and more people are able to access certain benefits*”. However, there is a great challenge impeding the programs because the organizations after initiating them abandon and leave the locals to be in charge. This creates differences due to struggle to gain ownership which breeds hatred.

There were varying opinions however of research participants concerning the harmonious coexistence as a result of peace building initiatives. The opinions justifying harmonious coexistence of the people were as follows;

**Table 14: Justification for harmonious coexistence**

<b>Reasons for harmonious coexistence</b>	<b>Frequency</b>	<b>Percentage %</b>
Decline in Conflicts	26	29.9
Peoples’ Enlightenment	33	37.9
Reduced Tension among Residents	28	32.2
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

### **People’s Enlightenment**

When people are enlightened, it implies that they have realized their mistakes and therefore accept to correct. Enlightenment results from access of information and going by the views of the respondents, 33(37.9%) attributed peaceful coexistent to result from public awareness forums by NGOs like the peace caravan carried out by CJPC in conjunction with the government and citizens. The various peace walks organized by churches together with other organizations like “*Catherine Ndereba Foundation*” in the North Rift with the climax at Uasin Gishu County has been to

<sup>61</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

enlighten and create awareness thereby bringing communities together and help reduce tensions.

According to participant 6<sup>62</sup> conducting forums are for purposes of ideas exchange in order to educate the public on the need to maintain peace. Through such forums, people come together, share ideas and make concrete and conclusive declarations appertaining peace.

### **Reduced Tension and Decline of Conflicts among Residents**

Tensions in society are associated with conflicts that have just been managed or a situation that is at a risk of getting into violence. However, when there is reduction in tensions then it implies prevalence of peace. This is a factor to harmonious living among citizens as supported by 28(32.2%) of the research participants. The argument is that decline in conflicts is attributed to togetherness and peaceful practices in society.

Participant 6<sup>63</sup> added that reduction in tensions does not mean conflict has been fully resolved. The informant narrated 1990, 1992, 1998, 2007 and 2008 conflicts as results of disputed election results and land issues. Enlightenment and empowerment of the locals should be focused more. This may lead to proper understanding of one another as well as variation in cultures but all in all embracing togetherness.

United Nations report of (2006) posits that NGOs should assist in peace building process just as the UN aided the decline and ending of several conflicts in Cambodia,

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<sup>62</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Project Manager

<sup>63</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

South Africa, the Balkans, Central America, Afghanistan, Iraq and West Africa through negotiating for dispute settlements. The report however is too general because NGOs must consider some factors before deciding to participate in restoring peace. It is worth knowing the nature of conflicts because approaches vary between intrastate and interstate. Moreover, the methods used may vary whether the conflicts are at community or clan level. For NGOs to be successful, conflict assessment should come first followed by selection of suitable approach.

### **5.7 Summary on Impacts of NGOs in Conflict Transformation**

Impacts are not measurable because they are based on people's behaviours and attitudes. However, in this study impacts were determined through successes resulting from the efforts by the NGOs to recover from conflict effects. These impacts result from successes of methods used by NGOs in conflict transformation such as strengthening cultural diversities, local empowerment, addressing past injustices and root causes of conflicts. Traditional approaches like use of dialogue, council of elders and community declarations may assist in successful conflict transformation.

The successes that may lead to conflict transformation arise from effective capacity building activities, local initiatives and women participation in peace. These activities are suitable in situations where conflicts have been managed and resolved hence seeking for lasting solution. The youth and women are important agents in this process because they are vulnerable groups during conflict situations.

Chapter six discusses the challenges faced by the NGOs in Uasin Gishu County which if not addressed become hindrances to conflict transformation.



## **CHAPTER SIX**

### **CHALLENGES EXPERIENCED BY NON-GOVERNMENTAL ORGANIZATIONS IN CONFLICT TRANSFORMATION**

#### **6.1 Introduction**

Conflict transformation is the last part of conflict management and resolution. The chapter discusses the challenges faced by NGOs in their effort to find a lasting peace. The discussion on involvement of religious institutions in peace building processes is covered in this chapter because they play a significantly important role. The idea on NGOs interaction is also covered and the views regarding the best approach in transformation process. The chapter is guided by the outlined themes in the presentation and discussion of the data which are presented as follows;

#### **6.2 Impediments of NGOs in Peace Building Initiatives**

As per the formulated research objectives, the challenges faced by NGOs were to be evaluated because they hinder successful attainment of conflict transformation. The challenges may interfere with the process whether at conflict management or resolution level. It was therefore important knowing the challenges faced by NGOs in conflict transformation process in relation to mechanisms of minimizing negative impacts. Knowing the challenges paves way for alternative measures and possible solutions. The question on the challenges was asked to research participants from the NGOs because they are the players in facilitating the process and they bring on board other stakeholders relevant to achievement of their objective of transforming conflicts. Public administrators were engaged because of their role of coordinating government activities and their close link with citizens. Members of public are the

major stakeholders of the peace building activities and could be in position to explain hindrances of organizations from achieving the best from societal perspective.

The research participants agreed that there are challenges in conflict transformation efforts. Participant 1<sup>64</sup> stated that engaging in peace building activities is not easy and is a challenge in itself. Participant 3<sup>65</sup> added that the beneficiaries of peace building initiatives may encounter challenges from the society such as resistance from the citizens based on their views, cultures and traditions among others. The challenges explained were categorized. They include financial challenges, complex nature of conflicts, low levels of cooperation from conflicting parties, external influences, resistance and conflict recurrence.

The findings on the challenges were as shown below;

**Table 15: Impediments of NGOs in Peace Building Processes**

<b>Common Impediments</b>	<b>Frequency</b>	<b>Percentage %</b>
Conflict Complexity	23	26.4
Financial Constraints	18	20.7
Lack of Cooperation from Conflicting Parties	21	24.1
Lack of neutrality from External Actors	7	8.0
Resistance by Host States	8	9.2
Conflict Recurrence	10	11.5
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

<sup>64</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

<sup>65</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

### 6.2.1 Conflict Complexity

Institutionalism theory does not dispute realists understanding that the state is driven by self-interests yet regional powers are key obstacles when NGOs work hard to ensure transformation of conflicts. Approaches used by the NGOs should not go contrary to states interests otherwise they face hostile reception. Twenty-three of the participants (26.4%) observed conflict complexity as the common challenge that hinders transformation processes. Complexity is viewed from the inability to understand the main causes of conflicts. Other conflicts are informed by different factors and therefore addressing them is a real problem. Participant 3<sup>66</sup> made the observation that most of the peace building agencies operate internationally and their satellite offices only located in Kenya. This according to the informant makes such organizations to have limited understanding of the nature of conflicts in Uasin Gishu County. This subjects them to carrying out research to know the nature of the conflicts and their causes. Participant 1<sup>67</sup> said, *“some of the communities resist or become hostile to the organizations because of perception associated with it”*. The ancient conflicts used to be conventional where the combatants fought in a battle field or are easily recognized like armed groups with security forces. Today, conflicts are ideologically or interest. Russia and the US for example perpetuated the Georgian-Abkhazian conflict because of inefficient cooperation of the structures to deal with these interest-driven scenarios to the extent that the power-political interest impeded the constructive transformation.

Conflict complexity as argued by Marshall and Gurr (2005) contributes to longer periods of the conflict taking place like those fought for nine years in Nepal and 22

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<sup>66</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

<sup>67</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

years in the north-south conflict in Sudan and Sri Lanka. The study findings are therefore important to this end as it emphasizes that the inhabitants of a place should be incorporated fully as owners. The participation of the organizations in conflict transformation is for their own common good. However complex the conflict may be, the people facing it have understanding of possible causes and may be in a better position to provide advisory services to NGO that is the facilitator.

### **6.2.2 Lack of Cooperation from Conflicting Parties**

Lack of cooperation from the conflicting parties is another challenge pointed out by 21(24.1%) participants as hindering transformational initiatives. The mediating team from the NGOs should be fair. A study finding by Maoz and Russett (1993) explains that impartiality from mediators and firm decisions from negotiations make it difficult for conflicting parties to reach a solution. Participant 2<sup>68</sup> explained that conflicts in Uasin Gishu County have been associated with the youth especially in politically triggered violence. The informant noted that conflicts in Uasin Gishu County occur during election periods because of the leaders' negative ethnicity and incitements. The informant added that,

*“some reasons for conflicts like the 2007 and 2008 conflicts were informed by land issues but surrounded by election result disputes with perceptions by the Nandi community other ethnicities in the county are ‘outsiders’”.*

Participant 4<sup>69</sup> observed that perception from locals is what makes cooperation difficult probably because the process involves compromising situations. Moreover, there is fear by local communities that some of the organizations through their

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<sup>68</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

<sup>69</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

activities especially on human rights promote inappropriate behaviours that end up contributing to cultural dominance and subordination thereby disregarding local ownership as found out by Reich in (2006). Reich through his study wrote that western based NGOs tend to emphasize on European values in the effort to settle disputes and advocate for long term solutions. In the process, they interfere with the people's culture and the local set up which may in the long run contribute to violent conflicts and therefore the aim to ensure peace may not be achieved.

### 6.2.3 Financial Constraints

Money is the most desired essential because it is paramount for any action to be accomplished successfully. There are those participants 18(20.7%) who feel that finance is the determinant of continued process or projects. Participant 1<sup>70</sup> explained that,

*“much of the budget of the organizations (Mercy Corps) is for starting and supporting projects in conflict affected areas. The reason why some of the started projects collapse is due to high expectation by the locals and failure to set up proper structures to take over”.*

It was also observed that there exists assumption and belief at the community level that the organizations have plenty of money. This increases the locals' expectation for huge payments once they participate in or collaborate with them in projects. Participant 3<sup>71</sup> observed that some of the peace building initiatives fail because the organizations lack long term plans. The informant added that the LEAP sporting activity started by Mercy Corps is slowly disintegrating because the organization did not have a long term plan. The participant being a beneficiary of the project stated that

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<sup>70</sup>Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Office. Project Manager

<sup>71</sup>Respondent 3: 19<sup>th</sup>May, 2017 at Munyaka PCEA Church. Chair Football Club

*“being part of the team does not mean anything and the members have to find their own source of income to sustain themselves and their families”*. When there are insufficient funds to meet the dailies of peace building initiatives, the focus is lost and with frustrations conflict compromising situation arises. Reich (2006) findings prevail especially through the conclusion that disparity in the peace building agencies access to finances determines the capability of the NGO in respect of conflict resolution dynamics and reconstruction processes.

#### **6.2.4 Conflict Recurrence**

A research by Collier and Hoeffler (2004) explains that conflicts recur from the previous or an outbreak of new conflicts and that a third of the ended conflicts revert to conflicts in five years’ time hence transformation may remain a greater challenge to achieve. From the 87 research participants, ten (11.5%) held the view that conflicts keep recurring and tackling them completely is difficult. Seemingly, the organizations engaging in peace is viewed by many scholars through the work Boutros Boutros Ghali (1992) as being the last part in conflict management and is critical in conflict transformation. Interviewee 6<sup>72</sup> highlighted that NGOs should work with the locals especially the elders in if they are to understand the root causes of conflicts in Uasin Gishu County and find suitable ways to solve them. Conflicts in Uasin Gishu County are frequently witnessed during election processes which are believed to be politically motivated. However, there are those conflicts caused by competition for scarce resource like land. Participant 3<sup>73</sup> adds that peace building should be sustainable through instilling of proper structures. Since institutional theory emphasizes on proper establishment and strengthening of organizations, much emphasis should be on proper

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<sup>72</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

<sup>73</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

mechanisms for action and identity of support structures that can strengthen and solidify peace in order to avoid a relapse into conflict.

### **6.2.5 Lack of Neutrality and Resistance**

NGOs in their peace building activities should be neutral when dealing with conflict transformation related activities to all the affected. From the findings it was observed that seven (7.5%) of the research participants were of the view that some of the NGOs lack neutrality in their projects because they concentrate on conflict perceived areas. All the NGOs in Uasin Gishu County have their offices in Eldoret town and their projects are concentrated within town. Since most of the NGOs are international in nature, nine (9.7%) of the participants expressed fears of resistance from Kenyan government. Participant 1<sup>74</sup> said,

“Mercy Corps is at the verge of relocating its activities from Uasin Gishu and also its head offices from Nairobi to Uganda because of governance issues. Resistance is also witnessed from communities and a good example is Mercy Corps effort to foster cultural exchange programs that were not welcome due to fear of cultural interference among multi-ethnic residents of Eldoret town”.

In as much as Klein (2002) explains that international NGOs interfere with domestic affairs of a state and fear of being used by foreign countries to advance their agendas, resistance may be at community level where a project is initiated due to fear of traditional values, norms and virtues being interfered with.

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<sup>74</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

### **6.3 Likelihood of Long Lasting Peace from NGOs Participation**

NGOs are important in assisting restore normalcy among conflicting parties. The organizations are critical because their approaches to conflict transformation determine the outcome. The participants from NGOs, public administration and citizen beneficiaries were asked their opinions on participation of NGOs in peace building and possibility of long lasting peace.

The study findings showed that 54 respondents (62.1%) were of the idea that there is likelihood of long lasting peace when organizations participate in the process. The assumption for the possibility of long lasting peace is that once trust is built, people live together. The differences that emanate from resources like land in Uasin Gishu County can be overcome through addressing the root hence citizens can come together and be motivated to understand the importance of living as one united people. It was observed that some of the conflicts are due to lack of enlightenment. There are some groups in Uasin Gishu County that strive to enlighten the public like the '*Tuombe Kenya Initiative*' that educates the public in the central business district of Eldoret town through road shows. The focus is unity through prayer. Among the responses was that community members should be enlightened through forums, peace meetings, and the underlying issues should be addressed. A few responses denied the possibility of a lasting peace. This concurred with Marshall and Gurr (2005) assertions that conflicts keep recurring after certain periods of time because human needs keep changing and continued competition of scarce resources. The assumption held by the participants is that conflict can only be reduced but not complete eradication.



Thirty-three (37.9%) of the respondents had shared ideas that participation of the organizations in peace building may resolve and manage conflicts but may not find a lasting solution. Participant 6<sup>75</sup> expressed the opinion that,

“people in Uasin Gishu County live with fear because true healing is yet to be realized. Peace building organizations efforts are not fully supported by the government”. There is lack of political goodwill from the elected leaders during election periods that create disunity among communities. Community members should be trained in order to understand activities because most organizations abandon started projects once resolution is attained”.

Strict laws can be made in relation to disruption of peace. If conflict causes are handled and laws made are strictly followed, the idea of Fukuyama (1992) that cultural, ethnic, social, economic and political diversities should be handled carefully because they can propagate conflicts may not apply because all the issues will have been gathered for. Institutional theory explains well on the function of NGOs as a platform for negotiation by conflicting parties through well-established rules and norms that allow conflicting parties to quickly agree on certain courses of action. The theory however fails to explain the actions by the organizations in a case where one party disregards the set rules and norms.

#### **6.4 Helpful groups in overcoming challenges through Peace Building Processes**

Conflicts affect all people in the society only that it affects some areas more than others. There are also categories of people that engage most in perpetuating conflicts due to compromising situations. Level of participation in conflict transformation initiatives vary across the spectrum. Knowing the groups involved in peace building is important because it enables selective engagements based on area of interest and suitability. It was necessary to get opinions regarding the same from citizens, public administrators and respondents from peace building agencies.

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<sup>75</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

The findings were as follows;

**Table 16: Groups to be involved in Peace Building Process**

<b>Groups Involved</b>	<b>Frequency</b>	<b>Percentage %</b>
Youth	32	36.8
Women	22	25.3
Men	9	10.3
Experts	11	12.6
Elderly	13	14.9
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

### **Youth and Peace**

The youth are the majority group of the population in Kenya. They are said to be the most energetic category of the population. Thirty two of the research participants (36.8%) argued that the youth are most vulnerable because of the high rate of unemployment. Participant 1<sup>76</sup> stated that the youth should be involved in conflict transformation initiatives because the increased unemployment makes most of them to participate in any activities that may earn them a living. The informant added that there is an increased crime and drug or substance abuse in Eldoret town because of the idleness brought about by high unemployment rate among the youth. Contrary to the assertion that the youth are vulnerable to all manner of social ills, participant 3<sup>77</sup> was critical and argued that,

*“the youth are potential peace keepers but the problem is that they are not facilitated. They are energetic and readily available resource who should be engaged by NGOs in multiple activities in Uasin Gishu County”.*

The researcher elicited the opinion that,

<sup>76</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

<sup>77</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

*“the idea is not that the youth are readily available but instead they have been frustrated by several circumstances like unemployment and increased dependency ratio and therefore are easily compromised hence they become actors and victims in conflicting society”.*

They are the targeted group especially by politicians in politically triggered conflicts. The youth are the strongest manpower and very active who should be engaged in peace building and income generating activities.

### **Women Participation**

From the research findings, 22(25.3%) of the participants attested that women should be involved in peace keeping and conflict transformation. Some of the respondents observed that women have been neglected for long in leadership positions and conflict management. Participant 1 stated that the family depends much on women because they ensure basic necessities of the family are catered such as food, clothing and shelter.

Participant 5<sup>78</sup> further observed that women should be involved in conflict transformation initiatives because they are the victims. The participant cited the example of violence witnessed in Uasin Gishu County in the year 2007 and 2008 where women and children were victims. The effects of conflicts are unbearable even to the neighbouring Counties of Turkana, Elgeyo-Marakwet, West Pokot and Baringo where women are subjected to long distance walk to fetch water for the family. The informant elicited the opinion that women are key family caretakers which explain their vulnerability to consequences of conflicts. Participants 1<sup>79</sup> and 6<sup>80</sup> had similar opinion that women are hard-working and are source of unity. According to

<sup>78</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

<sup>79</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

<sup>80</sup> Respondent 6: 12<sup>th</sup> March, 2017 at County Commissioners Office. Uasin Gishu County

participant 1<sup>81</sup>, emergence of community based organizations and many successful groups are the results of women initiatives. An example is *'Tuombee Taifa Initiative'* which works with several communities' representation in Uasin Gishu County by championing for peace. This is done through collaborating with religious institutions and groups of women.

The work of Boyd, (1994) established that women are the vulnerable groups and bear the burden of conflicts. Women bear the brunt of the war brutalities and are victims of combatant activities since the ancient Greek times. The research findings share commonality with Boyd findings although he (Boyd) does not give how the challenge can be overcome. Women should therefore be allowed to freely participate in peace building activities such as negotiations, signing of peace accords or policy formulation and conflict resolution process.

### **Men and Elderly Participation**

Among the respondents, ten (10.8%) stated that men are suitable to participate in conflict transformation whereas thirteen (14.9%) stated that the elderly are the best in conflict transformation. The elderly through life experience know the possible root cause of the conflict and the experience they have accumulated over time in conflict resolution makes them appropriate. The elders in the African society are respected because of their wisdom and ability to provide direction on various aspects. They are placed in a better position to solve conflicts.

Those who were interviewed had different explanations about those to be involved in conflict transformation processes. Participant 4<sup>82</sup> said,

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<sup>81</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

<sup>82</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

“men are best suitable in ensuring conflict transformation is achieved. The reason is that men are perpetrators of violence. They are least affected in violent situations and if incorporated they may assist solve best the conflicts. Elders assisted in arranging for meetings with several communities living in Uasin Gishu County where they resolved to live peacefully”.

Experts as per 11(12.6%) of the research participants are suitable participators of conflict transformation. This is because they understand conflicts better and are at a good position to handle them. Experts have knowledge on how to provide solutions where conflicts are complex. The researcher makes the observation that experts are those who have done research, have participated in conflict management processes and know better on suitability of approaches with respect to the area where the conflicts take place. Participant 2<sup>83</sup> explained that experts in conflict management and resolution can work in collaboration with elders support in order to find a better solution in Uasin Gishu County and their neighbours. The informant added that some of the traditional approaches may work best if the experts embrace them. Participant 4 pointed out to the use of traditional norms and core values to solve and prevent future conflicts. He continued that threats through curses may contribute to the ultimate goal of conflict transformation because people would fear the consequences of bridging the agreement to peace. It was established from the research findings that in as much as some of the groups may have huge contributions, all should be involved and attention be accorded to the affected and the perpetrators.

### **6.5 Religious Institutions Involvement in Peace Building Process**

Faith based organizations are believed to follow religious doctrines and their involvement in peace activities may have positive outcomes. The study sought to get views about religious institutions involvement from all the respondents. It was found

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<sup>83</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

out from the findings that religious organizations have a role to play in establishment of lasting peace.

The modes of participation however vary but those stated by the respondents were preaching, mediating the parties and acting as negotiators.

The findings were as follows;

**Table 17: Religious Institutions participation in Peace Building Processes**

<b>Modes of Involvement</b>	<b>Frequency</b>	<b>Percentage %</b>
Preaching	30	34.5
Mediating the Parties	31	35.6
Acting as Negotiators	26	29.9
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

### **6.5.1 Mediating and Negotiating the Parties**

The findings showed that 31(35.6%) of the participants were of the opinion that mediation is suitable in intervention processes and that religious institutions are in a better position because of the respect they have in the society which makes them to be heard. Majority of people in Kenya are religious and respect religious doctrines on human dignity.

Participant 2<sup>84</sup> opined that religious institutions are sacred and through mediation the conflicting groups may have trust in reconciliation process. The informant affirmed the respect accorded to the religious institutions as a home for all explains the church harbouring victims of 2007 conflicts in Uasin Gishu County. Institutional theory through the ideas of Runge (1981) states that organizations in peace building use set

<sup>84</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

rules of a society in facilitating coordination among people by helping them from expectations which each person can reasonably hold in dealing with others. The religious organizations as per participant 3<sup>85</sup> impose morality that take the path that institutional theorists refer as set of rules. Mitchell (2002) wrote that mediation can be appropriately administered by organizations which the study finding does not conform fully because the observation by the researcher is that organizations are formed to tackle on specific duty. For example the formation of Transparency International was to fight corruption in the government and its governance institutions and may not be the best to engage in mediation. Those that were formed for purposes of peace building are the suitable ones because of their background.

The findings from twenty-six (29.9%) participants further indicated religious institutions as the best ones to negotiate for conflicting groups because most of the citizens are religious in nature and would see it as neutral. Participant 2 said that people regard religious organization as places to find solace and since the religious leaders are accorded respect, their advice and decisions during the negotiation process is easily accepted by the parties and by being respected it promotes the peace.

### **6.5.2 Involvement through Preaching**

The religious institutions can also be involved in conflict transformation through preaching peace as 30(34.5%) of the participants affirmed. Participant 6<sup>86</sup> argued that preaching enhances enlightenment of the people and makes them realize the need to live together peacefully as one community and one people under one nation. The informant pointed out that religious institutions educate the public through religious

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<sup>85</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

<sup>86</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County Commissioners Office. Uasin Gishu County

doctrines to embrace and preserve human dignity. Through instilment of moral virtues, people in affected areas of Uasin Gishu County according to the participant have lived peacefully although there is the aspect of “caution” which should be overcome. Institutional theory explains on how states cooperate because of shared benefits and the fear of losing makes them reluctant unless assurance of cooperation among the parties is there. The religious institutions are seen as a neutral agent that can carry out mediations and negotiations effectively without favours as it is understood that religion in itself is peaceful.

### **6.6 Collaboration of Peace Building Organizations**

There are various NGOs that range from global, regional to local levels. These organizations work across many continents while regional organizations work across countries in a continent. The collaboration of these organizations is important in resolving conflicts and finding a lasting solution. There could be certain ideas about a situation that one organization may know better than others and sharing them may make handling of issues easier rather than taking more time to conduct research. The study sought to determine the level of interaction or collaboration of these organizations by getting opinions of respondents from NGOs.

The findings were as shown below;

**Table 18: Interaction of NGOs**

<b>Interaction</b>	<b>Frequency</b>	<b>Percentage %</b>
Frequently	17	65.4
When need be	3	11.5
On common issues	6	23.1
<b>Total</b>	<b>26</b>	<b>100</b>

**Source: Field Data, 2016**



Interaction and collaboration of NGOs engaged in peace building is critical to sharing of ideas because of the common objective regarding peace. According to the research findings, 17(64.4%) of the participants state that there is need of NGOs frequent interaction and collaboration because one of the organization may have handled a certain kinds of conflict before and could provide the best approach. It was also observed that ideas sharing could help in deriving a good approach that may ease the process of conflict transformation. Participant 1<sup>87</sup> stated that,

“it is difficult for NGOs to interact together but they can come together under one group with common agenda. Mercy Corps has been able to interact with other agencies in Uasin Gishu County because of the kind of projects they carry out. For example the LEAP project carried out by Mercy Corps has assisted several people in Uasin Gishu County the youth being key. An organization may be able to engage another if they have similar visions and by supporting a common project”.

NGOs may interact when there is a need that involves all of them as three (11.5%) of the participants stated. Those of the idea that the institutions should interact on common issues were 6(23.1%). When the organizations have the same objective and in same area, they can engage each other just as PeaceNet was able to work with Mercy Corps in Uasin Gishu County in supporting sporting activities that brought together the youth and women of different communities through Munyaka Football Club, Solace Women Football Club and by supporting art and talents as pointed out by participant 5<sup>88</sup>. The assertion is that NGOs should work together in order to have combined effort towards realization of conflict transformation.

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<sup>87</sup> Respondent 1: 6<sup>th</sup> May, 2017 at Eldoret Town. Project Manager

<sup>88</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

## 6.7 Best Approach to Conflict Transformation

Conflict transformation may not be realized through a single approach. There are several approaches to it but one may be better than another in finding lasting solution to conflict. It was necessary to know the best approach from the respondents working in the NGOs as key participators and public administrators and citizens as the key stakeholders and beneficiaries. The findings were as shown below;

**Table 19: Best Approach to Conflict Transformation**

<b>Approach</b>	<b>Frequency</b>	<b>Percentage %</b>
Examining root causes	36	41.4
Strengthening cultural diversities	18	20.7
Dealing with Psychological and Ethical Situations	13	14.9
Addressing Past Injustices	20	23.0
<b>Total</b>	<b>87</b>	<b>100</b>

**Source: Field Data, 2016**

### 6.7.1 Examining root causes of conflicts

Conflicts are characterized by violent situations that put life at a risk from the perceived enemy because there must be two opposing groups or individuals. The research findings showed that 36(41.4%) of the participants opine that examination of root causes of conflict is the best approach to conflict transformation. Participant 2<sup>89</sup> noted that the root causes of conflicts can be addressed through involvement of Uasin Gishu council of elders with ability to bring together several communities. The knowledge on the root cause of conflict according to the participant may not be fully addressed but instead key issues can be settled. The participant was of the opinion that

<sup>89</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

recognized elders from the communities living in the urban areas like Eldoret can work together in uniting their community members.

Boutros-Ghali (1995) when he was the chair of UN stated that in order to prevent the recurrence of violence, there is need to look at root causes and tackle them through structural transformation because it provides a long term strategy to address “the principal political, economic, social and ethnic imbalances that lead to conflicts in the first place”. The observation by the researcher is that prior to the initiatives towards transformation, it is important for the organizations to explore on the understanding of justice and reconciliation and use the analysis to understand possible mechanisms that could successfully promote justice and reconciliation. The root causes may be known through inhabitants of the place especially the elderly although while addressing the root causes, attention should be paid because they may remind of the past and build hatred instead.

### **6.7.2 Addressing Past Injustices**

Conflicts in the society may be as a result of past committed atrocities against each other. The study findings indicated that twenty (23.0%) respondents were aware of past injustices by the past governments. Through the findings of the report, the government can work with NGOs to address the injustices. However, participant 2<sup>90</sup> was of the opinion that people should be treated with fairness because the process of addressing past injustices may lead to creation of another conflict whose impacts may be worse. Laderach, (1997) and Galtung, (1998) have shared ideas that past injustices are the reason for emergence and re-emergence of conflicts and therefore the Truth Justice and Reconciliation Commissions report need to be implemented.

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<sup>90</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

Implementation of the recommendations is possible but what remains unclear is the uncertainty of the results as more conflicts may result.

### **6.7.3 Strengthening cultural diversities**

Eighteen of the participants (20.7%) were of the opinion that cultural diversity should be at the forefront and that people should be educated on the need for togetherness through cultural diversification. Participant 1<sup>91</sup> cited the support of Mercy Corps to several groups including those making art and crafted materials as source of income within Eldoret town. The idea was to bring together several cultural practices and activities while promotion of talents was to encourage them realize their talents. Participants 4<sup>92</sup> and 5<sup>93</sup> observed the importance of bringing up children in a multi-cultured society as a way of growing them in an all-inclusive environment. This should be embraced in the urban areas because it harbours people from different communities. Participant 2<sup>94</sup> emphasized on building trust among communities through support of justice and truth. This concurs with UNESCO (2014) report which holds the view that it is important to invest largely on cultural diversity. This can be done through encouraging intermarriages and establishing a resource centre where people can access information at free will. There should be proper utilization of some of the information like those in UN Report (2014) that organizations should advocate for a paradigm shift in culture that can be achieved through development of a new philosophy that goes beyond cultural inclinations if the approach has to be the best in conflict transformation.

Dealing with psychological and ethical situations was highlighted by 13(14.9%) of the participants as the best approach to conflict transformation. The psychological and

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<sup>91</sup> Respondent 1: 6<sup>th</sup> March, 2017 at Eldoret Town. Project Manager

<sup>92</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

<sup>93</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

<sup>94</sup> Respondent 2: 13<sup>th</sup> May, 2017 at Eldoret Diocese Office. Member CJPC

ethical situation according to Reif (2004) entails efforts to recover the population from traumatic situation of the conflict just as the genocide that happened in Rwanda. The process involves a proper recovery center where counseling activities can take place to help recover from the traumatic situation although it applies better in large scale conflicts areas like Liberian civil wars. The approach seems best in restoring normalcy at already conflicting society and may be best at supplementing other approaches in the researcher's opinion.

### **6.8 Summary on Challenges**

NGOs in their peace building processes encounter challenges that make their efforts towards transformation difficult to attain. Complex nature of some conflicts makes it difficult as the major cause may not be solved. Some NGOs start projects that are not sustainable because they lack enough funds. Other challenges include resistance from host state yet most of NGOs engaging in peace building operate internationally. Conflicts keep recurring periodically making transformation difficult to attain. There are some groups that if engaged by the organizations in peace building may help in overcoming some of the challenges. Involvement of youth for example in projects can enable them in income generation hence not being lured to steer conflicts. Religious organizations have a role of advocating for peace which is transformational process. The best approach to conflict transformation from the study is by addressing root causes of conflicts. The other ways include addressing past injustices, strengthening cultural diversities and dealing with people's behaviours and attitudes.

Chapter seven is provides summary, conclusion and recommendations of the study based on the findings and the researchers' views.

## CHAPTER SEVEN

### SUMMARY, CONCLUSION AND RECOMMENDATIONS

#### **7.1 Introduction**

The chapter provides a summary of the study done thematically as per research objectives. It includes conclusion of the study on basis of the study observations made and encountered by the researcher. The last part is recommendations that should assist the NGOs to improve their conflict transformation initiatives. The study also outlines areas that are recommended for further research and studies by interested parties.

#### **7.2 Summary of the Findings**

The study was carried out guided by the research objectives which were: to assess NGOs in Uasin Gishu County and methods used in conflict transformation; to analyze the impact of NGOs in conflict transformation in Uasin Gishu County; and, to evaluate the challenges experienced by NGOs in conflict transformation in Uasin Gishu County. The research questions were derived from the objectives. A conceptual framework was developed and used to link the research to the independent, dependent and intervening variables in relation to the study objectives. Institutional theory was used to give a highlight of the international system, conflict dynamism and effective handling of a situation through the principles of cooperation by well-established and structured organizations.

The summary of the findings is therefore as follows;

### **7.2.1 NGOs in Uasin Gishu County and Methods used in Conflict Transformation**

The literature review was done through analysis of documented materials beginning with the understanding of the NGOs in peace building tracing their activities to Vienna Conference of 1815. It was necessary to have a discussion on the nature of conflicts encountered in Uasin Gishu County and their causes because they are the reason for the setup of NGOs. The nature of conflicts in Uasin Gishu County includes politically triggered conflicts where 35(40.2%) of the research participants were conversant. This could be because politics especially in Kenya have taken ethnic dimension yet the electoral system though independent is thought to be manipulated. This assumption is in most cases from competitors who lose in elections. In as much as politically triggered conflicts exist, there are other perceived factors that contribute to the conflicts like the competition for resources like land. Thirty (34.5%) of the respondents think that conflicts take ethnic dimension. There are forty-three ethnic tribes in Kenya. Every ethnic group has their different cultural practices which are believed to be the cause of conflicts to some extent. Ethnicity should however not be seen as bad because they express homogeneity in Kenyan population. The problem however is negative ethnicity as the factors relate to others. For instance, political competition exercised on the basis of tribe may contribute to conflicts. Moreover, some of the communities are neighbours but their cultural practices may be the cause of conflict as shown by fight over pasture among the pastoralist communities or between agro-based and pastoralist communities.

From the findings there are inter-clan conflicts associated with alcohol consumption as found out from 22(25.3%) of the research participants. The natures of the conflicts have varying causes and the study identified them depending on the environmental, political, social and cultural establishments.

There was variation in the level of education of the participants from primary to Doctoral level. All the public administrators engaged in this study were graduates. This was good because of the nature of the study and they had a better understanding of issues researched. In addition, their continuous interaction with the public would enable them understand the dynamic nature of conflicts encountered yet they are key in resolving some of the conflicts in the society. The participants from NGOs had a minimum of diploma. This implies that they too had an understanding of the study area enhanced by their acquired experience by constantly finding long term solutions to conflicts in the society. The public participants had minimum of O-Level. It was however important to get their views because they are the beneficiaries from the NGOs participation in conflict transformation.

Majority of the respondents who were diploma holders and graduates were specialists in Social Science field. Their specializations cut across Sociology, Disaster Management, Political Science, Public Administration, Community Development, Social Work Practice and Project Planning and Management. This means that the majority of the research participants were conversant with the research area of study and therefore their views contributed to the success of the research in understanding possible transformative ways to the societal conflicts. All the key informants understood with dynamism the concept peace building. The point of convergence of



the understanding of peace building organizations is their aim of ensuring peace prevails.

Seventeen (27.9%) of the research participants were aware of the existence of Mercy Corps in Uasin Gishu County. This implies that the organization through its established projects has impacted in one way on the people's lives. For instance, some of the participants from the sampled public stated to have benefited from the organizations activities whereas others have known of those who have participated in their peace building initiatives. Catholic Justice and Peace Commission existence was affirmed by 10(16.4%) of the respondents. This could be because of the nature of the organization in championing governance issues and democracy through advocating for freedom and fairness. The organization may have been known because it closely works with religious organizations and collaborates with individuals whose aim is to advocate for peace. Participant 2<sup>95</sup> stated to have participated in matters of conflict resolution under CJPC especially in the counties of Uasin Gishu, West Pokot, Elgeyo-Marakwet and Baringo that led to resolution of conflicts since the 1990s. The more an organization engages in conflict management, resolution and transformation, the higher the chances of being known because they would impact positively on lives.

Transparency International is largely known for its efforts to fight corruption while SNV is better known for their capacity building initiatives in arid and semi-arid areas as stated by 6(9.8) participants. In as much as well-known organizations to engage in conflict transformation include Mercy corps, CJPC, SNV and Transparency International, there are other organizations that have impacted on citizens lives as stated by 7(11.5%) of the participants to include; One Nation under God, National Government Peace Committees, Rural Women Peace Link, and National Council

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<sup>95</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

Churches of Kenya. These organizations may improve on their visibility by widening their activities to larger areas.

Majority thirty (34.5%) of the participants think that NGOs were set up to advocate for peace. This may have been informed by the activities undertaken by the organizations which focus on transformation initiatives. Participants 3<sup>96</sup>, 4<sup>97</sup> and 5<sup>98</sup> agreed that the organizations advocate for peace. There is however resistance faced by the organizations from other governance organs of the state which interfere with their activities. This is like any other challenge encountered and for peace building activities to be successful, the organizations have to put in place measures to counter them. An organization may be established with a sole purpose of providing a service. However, the changing environment may lead to its incorporation of other roles. This explains why twenty-two (25.3%) of the participants were of the opinion that NGOs provide advisory and capacity building initiatives. This is one of the many roles of the organizations that involves collaboration with others just as PeaceNet collaboration with “Rift valley Local Empowerment for Peace” to support the youth in order to develop sustainable structures if they want their impacts to be felt.

The youth are the majority group in the Kenyan society and since they are regarded as agents of change, they need to be engaged in numerous positive activities in order to minimize their involvement in negative activities that creates insecurity. The issues that affect the youth should be addressed. Such issues include unemployment, crime and drug abuse among others. Participant 3 was critical that Mercy Corps has been ineffective and unable to focus on their objectives pointing to their impartiality and

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<sup>96</sup> Respondent 3: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Chair Football Club

<sup>97</sup> Respondent 4: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Volunteer

<sup>98</sup> Respondent 5: 19<sup>th</sup> May, 2017 at Munyaka PCEA Church. Youth Leader

lack of commitment to their projects in Uasin Gishu County. It is therefore important that the youth be trained on proper management of started projects to avoid collapsing. Secondly, the organization should have a long term plan for their started project in order to achieve a long term objective for the purpose. The organizations were further stated by 11(12.6%) of the participants to participating in enlightening the public on governance issues. Good governance is thought to allow for proper distribution of resources and may be accepted by the governed. This may reduce dissatisfaction rates and limit possible conflicts resulting from resource distribution. The researcher was critical that the peace building organizations strengthen activities after conflicts have emerged yet they should be active even during peaceful times for conflict transformation to be realized.

Mediation was deemed the preferred method to conflict transformation by 28(32.2%) of the research participants. Mediation was thought as a good approach which could be because of its nature of bringing conflicting parties together. The method is normally applied immediately when conflict signs are observed and if well utilized it may prevent the escalation of the conflicts. The effectiveness of mediation may vary just as Mitchell, (2002) explained the decision by Economic Community of West African States (ECOWAS) creation of Economic Community of West African States Monitoring Group (ECOMOG) as a way of enhancing success in mediation efforts.

The findings also showed that negotiation is a good method of conflict management in the effort towards transformation. Negotiation is preferred by people because of its consultative nature that would iron out emerging differences and lead to an agreement. The approach gives room for people's expression which allows them to

address other issues that could be the cause of either prolonged conflicts or for their re-emergence after a certain time. The method takes over from failed mediation and if utilized well may lead to long lasting peace. The approach plays a role when the conflict has already occurred and the groups are unwilling to talk to each other.

Reconstruction from the findings was regarded one of the methods to conflict transformation. The nature of the method involves rolling out of projects with the primary aim of involving citizens from conflict affected areas thus bringing them together. This has been used in some areas of Uasin Gishu County like Huruma, Munyaka, Kapsoya and Kimumu and has indicated positive outcomes. The method may be good because it engages the citizens involved or affected by the conflicts and such initiatives may bring people together. Reconstruction may incorporate sporting activities, cultural exchange programs among others which are likely to change the way of lives of people or positively influence their thinking that contributes to conflicts in the first place.

The finding established that diplomatic approach is suitable if conflict transformation is to be realized. This may be informed by the fact that diplomacy involves multiple approaches altogether. First, diplomacy involves mediation which brings conflicting parties to the table. This can be followed by negotiation where the conflicting groups are unwilling to talk to each other and therefore call for a third party intervention. When Laderach (1997) asserted that diplomatic approaches are closely associated to interstate conflicts, they would have been informed by its ability to maintain form over time. Diplomacy involves mediation and negotiation and reconstruction happens

to be incorporated in the process but all contribute to the management, resolution and transformation processes of conflicts.

### **7.2.2 The Impact of NGOs in Conflict Transformation**

Conflict transformation is described by prevalence of peace after address of the causes. If successfully achieved, conflicts become a thing of the past. Reconstruction in my view is the most suitable approach for conflict transformation. However, the approach involves a collection of other activities such as empowering the communities and addressing past injustices. Twenty-three (26.4%) of the participants think that local empowerment is applicable if conflict is to be resolved. The idea may have been informed by the direct benefits that are handy with local empowerment. It has immediate impacts to the lives of the citizens and because of its nature of bringing people together, it is categorized among the peaceful influencers.

According to participant 2<sup>99</sup>, the root causes of conflict should be addressed. In Uasin Gishu County, land is one major cause of conflicts. The causes of conflicts should be well identified if they are to be addressed because some of them occur at times not because of the circumstances but due to underlying factors. There is need to clearly outline the key causes of conflicts in the society so that if they are well addressed, then the conflicts may be resolved and long term solution being realized. The findings further showed that cultural variation breeds suspicion that is a recipe for chaos. This could be the reason for most of the NGOs developing mechanisms of strengthening cultural diversity through projects. This explains why 19(21.8%) of the respondents would advise that the NGOs should educate people on cultural diversification. This

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<sup>99</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

could be because of the virtues associated with togetherness such as developing mutual trust.

The findings and UNESCO (2014) report had shared commonality on investing largely on cultural diversity because of certain perceived stereotypes associated with communities. However, the researcher observed that NGOs should engage in creation of awareness because its ability to develop trust and understand the positivity of different cultures rather than having negativity in perception would contribute to lasting peace. Laderach (1997) explains that violent conflicts are intractable consequence brought about by value differences and varying interests amongst communities through historical relationships and should be considered in conflict transformation initiatives. The research found out that conflicts arise from past injustices as explained by eleven (12.6%) research participants which should be addressed in accordance with the principles of fairness. The research showed the importance of using traditional approaches like dialogue to resolve disputes. Traditional approaches of conflict resolution have their strengths attached to cultural doctrines. The community members who share on common doctrines have a better understanding of each other and because of the shared traditions and fears accompanying them, the people are able to resolve their disputes with ease. The use of *barazas* has been successful in Uasin Gishu County in discussing matters that may interfere with peace.

The council of elders is an important traditional technique that resolves conflicts. Thirty-six (41.4%) of the participants recognize the contribution of council of elders to conflict transformation. The council of elders are well informed and conversant

with their cultures and how best they are applicable to finding solution to community problems. The council of elders is known for their decision making roles and are respected because of the power vested on them to define punishment for those who interfere with peace. For instance, the use of Nandi council of elders according to participant 2<sup>100</sup> has resolved several inter-communal and inter-clan conflicts in Uasin Gishu County. The council of elders uses all possible mechanisms inclusive of curses to conflict perpetrators. Moreover, the fear of the consequences of disregarding council of elders' decisions largely contributes to reconciliation by conflicting parties. There are several benefits resulting from NGOs participation in conflict transformation. Information sharing was established from the study as one of the initiatives that leads to unity among the people. The USAID through a project dubbed *'five and alive'* provides support to the youth and women of all cultures. In the process, people come together united by the project and may see the value attached to different cultures as well as the need of being together as one. The idea of co-operation between nations as asserted by Keohane (1984) can be realized through the NGOs establishment of projects that are beneficial to people of different cultures. This should however be cautiously practiced because just as states are self-interested rational actors seeking to survive, community members might have their traditional barriers that increase their material conditions. This can be addressed by organizations establishment of projects advocates for unity and adheres to the virtues of togetherness.

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<sup>100</sup> Respondent 2: 13<sup>th</sup> March, 2017 at Eldoret Diocese Office. Member CJPC

Educating the public is beneficial as participant 6<sup>101</sup> explained that a lot of peace programs carried out in the County of Uasin Gishu Town Hall through public participation, talks and forums do educate the public on the need to maintain peace. Such participations enable sharing of ideas and educates on importance of positivity in cultural variations that may lead to signing of declarations never again to engage in disputes. The benefit may result from reconciliation of communities previously perceived as enemies because education enables the people to understand the divergent point that triggers the conflict as well as realization of living together peacefully. The educational initiatives should be continuous in order to remind the people on necessity of peace.

The research established the importance of collaboration of the NGOs through engaging the government in their peace building initiatives. Continuous collaboration of NGOs in peace building may assist in strengthening their initiatives of conflict transformation. This is because collaboration may strengthen financial capability of the organizations and of more importance is their visibility. This may further widen their activities undertakings. Working together may lead to sustenance of setup projects. Community development projects need attention as observed by 16(26.2%) participants who have come across fundable community development projects in Uasin Gishu County like the “*Kapsoya Youth for Change*”. Those projects that bring community members together give them a sense of belonging and they would work hard to ensure it excels. Those visible organizations in relation to peace building in Uasin Gishu County include Mercy Corps, PeaceNet, Catholic Justice and Peace Commission, Transparency International and SNV. Those who identified them were

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<sup>101</sup> Respondent 6: 12<sup>th</sup> April, 2017 at County commissioners Office. Uasin Gishu County



of the opinion that their activities are felt largely across Uasin Gishu County. The activities championed by the organization play a big role to their visibility. This explains the view that most of the NGOs in Uasin Gishu County were set up to advocate for peace as and provide advisory and capacity building initiatives.

The existence of peace building agencies has contributed to harmonious coexistence of people that have been previously been affected by conflicts. The findings indicate that 33(37.9%) of the participants think that peaceful living is attributed to enlightenment. People prefer enlightenment because of its capability to create awareness. Enlightenment may bring positivity in understanding diversity of people's ways of life. Conflict reduction and decline in tensions is a positive impact felt from the peace building agencies. It is an indicator of possible positive impacts towards conflict transformation. Among the faith based organizations, CJPC is the most participating in conflict transformation efforts. The organization relies on religious doctrines in promoting peace and its establishment was attached to the church.

There are effects of conflict transformation which can be used to assess on the impacts. Capacity building initiatives were regarded by 26(42.6%) of the participants as the best way for conflict transformation to be realized. Capacity building is associated with the community that benefits from the led projects. It is further believed to work better by bringing collective efforts of the community members towards owning the project. The community understands better their locality and causes of conflicts and when empowered through facilitation may solve conflicts themselves. It was observed therefore that for the activities to succeed and be

effective in the desire to achieve conflict transformation the locals are important because their incorporation can help in managing expectations.

The research found out that women are important in conflict transformation although they have continuously become victims in conflicts and should be allowed to participate fully in decision making as Boyd (1994) affirms that women play a role in conflict management at family level. Today, this has been practiced to a large extent in that there is increased women participation and involvement in peace building. UNICEF (2013) report explains that women should be involved in projects and should be trained in conflict management and leadership in order to improve their behaviour and skills to effectively contribute to public debate and decision-making. Acquiring skills can assist better women participation in all conflict related issues. SNV is a good example to be emulated in this as it has provided technical support to local organizations and partners like the *Renluv* and *Casados direitos* which is a network of NGOs working in Guinea Bissau to support women initiatives in peace.

From the findings, 25(28.7%) of the respondents observed the necessity to engage the youth in projects because it helps in conflict transformation. First, the youth are known as accelerators of conflict because they are majorly involved. Secondly, engaging the youth in projects will ultimately reduce their participation in conflict perpetration. In as much as the youth may lack the relevant experience of handling certain programs such as conflict mediation or dialogue, they can be equipped through continuous involvement which may be guided by the elders. The intercultural exchange programs can be applied to strongly unite communities through the advice from the elders because they are well conversant with the cultural practices.

There are varieties of ways that can characterize conflict transformation initiatives. Thirty-three (37.9%) of the respondents expressed that peaceful coexistent may have arose from public awareness forums by the NGOs in conjunction with the government or locally set up projects among other initiatives such as peace walks. One of the known initiatives was organized by “Catherine Ndereba Foundation” together with other organizations. The walk started in Turkana County, then West Pokot, Uasin Gishu to Baringo Counties. Such activities educate the public on the importance of upholding peace. In as much as they may seem short term, continuously carrying out such caravans’ act as reminders on the need to uphold peace. Reduced tensions is a sign of harmonious living among citizens as stated by 28(32.2%) of the research participants. Tensions are due to differences among the people and they indicate possible conflicts. Tensions are also indicators that differences are still eminent among communities that just from conflicts. When there is little or no tensions, they signal peace and unity.

### **7.2.3 Challenges faced by NGOs in Conflict Transformation**

The study findings indicate that conflict complexity hinders NGOs from transformation processes. Conflicts take different dimensions and may be triggered by different situations. It may be challenging knowing the real cause of conflict which may lead to ineffective address of the causes. This challenge is furthered by setup of satellite offices by NGOs participating in peace building in Uasin Gishu County with their main offices in Nairobi hence they are unable to get the real facts and cause of conflicts. These organizations can do well if they improve on their research together with involvement of community members because doing so may assist reduce possible hostilities that emanate from fear of cultural interference.

Conflict involves two or more groups competing over a resource or power and action is taken to avoid losing. The mediators should be fair because impartiality can make difficult the whole process. Perceptions inform how one community relates with another. They can mislead but at other times they may lead to peace. The negative view associated with perceptions should be done away through possible approaches like education and planning for forums. There is fear that the organizations promote Western values and in the process, they interfere with the people's culture and the local set up which may in the long run contribute to violent conflicts. Therefore, the organizations should inform the citizens on their sole purpose to avoid the possible hostilities.

Conflict transformation depends largely on the successful reconstruction processes. However, the activities undertaken depend on the financial capability. Failed projects started for purposes of helping victims interfere with transformation just as the findings indicated that 198(20.7%) felt that insufficient or lack of finance leads to their collapse. There is a high expectation from the citizens regarding financial capability of the NGOs. The organizations should develop strategies that may help sustainability of their projects otherwise the core objective of using them to facilitate conflict transformation may not be realized.

Collier and Hoeffler (2004) stated that conflicts recur in a period of five years or less making transformation difficult to achieve. It is worth noting that conflicts can never end because of human nature. However, continuous recurrence can be limited through addressing probable causes. In order to address the causes, the organizations can work with the locals especially the elders who understand root causes of conflicts in Uasin

Gishu County to help find the suitable ways of solving them. Institutional theory emphasizes on proper establishment and strengthening of organizations hence much emphasis should be on proper mechanisms for action and identity of support structures in order to avoid a relapse into conflict. The findings indicate that 7(7.5%) of the participants stated that some of the organizations lack neutrality through their projects. This could be because they concentrate their activities on conflict perceived areas leaving others. Neutrality may arise from concentration of projects in an area, or engaging in on specific communities in a multi-ethnic setup which creates animosity. The projects should therefore be all inclusive and consistent in addressing issues.

Some of the conflicts are due to lack of enlightenment which should be brought by NGOs through educating the society just as 'Tuombee Kenya Initiative' educate and engage society in prayer. Education is key in enabling the societal members understand the unique aspect associated with the other. It would therefore mean that through enlightenment, the people will be able to understand the changing human needs and the competition of scarce resources may not lead to conflicts. The researcher observed that conflicts are inevitable in society but continued efforts and inclusion of the public in solution finding and empowerment may assist in conflict resolution and transformation.

Twenty-two (25.3%) of the participants think that women should be involved in peace keeping and conflict transformation initiatives. Women are the bearers of war brutalities and carry the burden during war times. Boyd (1994) stated that women are the vulnerable groups who bear the burden of conflicts and war brutalities. Their participation in transformation is believed to have the possibility of succeeding

because they would not want to see similar situations they encounter at times of conflict.

Men and the elderly should not be left aside if conflict transformation is to be realized as the views by 9(10.3%) and 13(14.9%) participants respectively indicated that they are the least affected and that they are the people behind conflict occurrences. Elders are believed to have historical understanding on the root causes of conflicts and may be critical to finding the solution. Engagement of the elders may add values to conflict resolution by introducing some of the effective traditional mechanisms applicable. Their skills can be applied in line with those of the experts. It is therefore important that everybody should be involved and much attention be accorded to the affected as well as the perpetrators

Religious organizations as per 31(35.6%) of the participants should participate in peace building processes. First, most people in Kenya and Uasin Gishu County are religious in nature. Religious institutions are sacred and are highly trusted by vast majority of the citizens which implies possible successes in their reconciliation process. Secondly, continuous interaction among NGOs is important because they can widen their coverage as well as strengthen their initiatives through shared ideas based on the basis of their establishments. Ideas sharing can help in deriving a good approach that may ease the process to realize conflict transformation.

There are several approaches to handling conflicts in society as established from the study findings which includes examining root causes of conflicts, strengthening cultural diversities, dealing with psychological and ethical situations and addressing

past injustices. There is varying preferences in relation to the application of the approaches just as 36(41.4%) of the participants stated that examination of root causes of conflict is the best approach to its transformation. This may be because some of the conflicts keep emerging after certain periods of time. For instance, some of the conflicts that are resource based are triggered by power competition during elections. This implies that addressing the root causes may end the conflicts. Addressing past injustices was also stated by 20(23.0%) of the participants. They may be the reason for conflicts among some of the communities because of revenge. However, there is fear of reminding old forgotten atrocities that may become causes of other conflicts to occur. Application of the methods should be treated cautiously to avoid possible triggers associated with it.

### **7.3 Conclusion**

Conflict refers to a situation with two or more identifiable groups in conscious opposition to each other pursuant to incompatible goals. Those groups in conflict range from tribal, ethnic, linguistic, cultural, religious, socio-economic, or political. It is therefore a struggle over values. There are lots of activities that take place if conflict is to be managed, resolved and for transformation to be realized. Conflicts are there across the world like in Syria, Iran, Iraq, Arab-Israeli, Xenophobia in South Africa, Democratic Republic of Congo, Egyptian revolution, South Sudan conflict, Al Shabaab interference in Somalia, Ethiopian state of emergency, Post-Poll chaos in Kenya among others. These conflicts are attributed to various factors like ideological differences, radicalization, ethnic and racial dimensions, only to mention a few. Conflicts may be managed or resolved but the same conflicts keep on recurring while the end of one leads to emergence of others. People are guided by Thomas Hobbes

state of nature with the desire to advance selfish interests. The effort to meet own interests lead to differences that trigger conflict. In order to realize long lasting peace, the stakeholders should consider conflict transformation activities as the best approaches. These are inclusive of mediation, negotiation and multiple diplomatic approaches like track one, track two and track one and half. In line with the approaches is the establishment of the root causes of conflicts which should be addressed. Other issues include addressing past injustices and enlightening the public to make them understand the importance of peace. In so doing, the society may be at peace. It is therefore important that conflict management strategies are continuously applied and resolution mechanisms immediately incorporated where conflicts occur before they erupt to full pledge war. In so doing, conflict transformation may be realized.

#### **7.4 Recommendations**

The study area was on ‘the role of NGOs in conflict transformation in Uasin Gishu County’. The focus was on the existence of NGOs in Uasin Gishu County and methods used in conflict transformation, the impact of NGOs in conflict transformation and challenges faced by the NGOs.

1. The study recommends that NGOs engaged in peace building should understand conflicts and their causes in order to come up with the best approaches to handle them. This will be meaningful in identifying the areas to involve the youth, women, men and the elderly. Some of the research participants recommended that the NGOs in conflict reconstruction activities should ensure that the affected communities have equal benefits. Inclusivity of



the projects to all the groups like youth, women and men makes the initiatives complete as conflict effects are felt by all irrespective of the variations.

2. The stakeholders in conflict transformation should be clearly distinguished with regard to their role in financial aids to avoid the process being hindered or stopped as a result of insufficient funds. Accountability is necessary to all the groups and those responsible with project management should be able to account for the funds used or allocated. Accountability also entails inclusivity of all groups whether the old, young, women, men or professionals.
3. It is also important to outline the areas of contention among the conflicting parties in order to address them to avoid its hindrance to transformation processes. Moreover, western world countries should avoid much focus on their interests through NGOs and instead should be neutral. The states where the NGOs operate should avoid being resistant to their operations and offer necessary assistance because their success could be to the best interest of host state.
4. The youth and women should be involved greatly in conflict transformation processes. The community members should also be enlightened. The government should work closely with NGOs and support their initiatives in order to create employment opportunities. This may reduce instances of conflicts and the result being realization of conflict transformation.
5. The NGOs should be non-partisan when mediating or negotiating conflicting parties. They should understand the nature and causes of conflicts followed by engaging the locals especially the elders as they may access relevant information to aid conflict transformation initiative.

The study has not covered all areas of conflict transformation as it only examined the role of peace building organizations in conflict transformation. It is therefore recommended that further research be done on areas such as;

- i. The challenges faced by peace building organizations in conflict transformation
- ii. The state impact in determining NGOs participation in conflict transformation
- iii. Conflict mediation as the factor influencing achievement of conflict transformation
- iv. Reconciliation as a step to conflict transformation

The study recommends that more research be done on the stated areas to fill more gaps and add knowledge to the scholarly writings.

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**APPENDICES****APPENDIX I: REQUEST LETTER****NAME: KIPLAGAT KIBET IAN****ADDRESS: P.O BOX 362-30100, ELDORET****Dear Respondent;**

I am a Moi University student pursuing Master of Arts Degree in International Relations. One of the requirements by the school is carrying out a research and in respect to the requirement I am carrying out a research entitled, *'The Role of Peace building institutions in conflict transformation; The Case of International Non-Governmental Organizations in Uasin Gishu County, Kenya'*. You have been selected purposively as one of the key respondents. Attached herein, please find a questionnaire that seeks to address the objectives of the research through your opinions on various questions. My appreciation is to your acceptance to answer the questions well and with honesty. The information you give shall be used for academic purposes only and will be treated with utmost confidentiality. Indicating your name on the questionnaire is optional.

Thank you in advance.

**KIPLAGAT KIBET IAN****SASS/PGIR/02/13**

**APPENDIX II: QUESTIONNAIRE FOR NON-GOVERNMENTAL  
ORGANIZATIONS RESPONDENTS**

*Greetings:* Kindly answer the following research questions;

*Please tick or fill the applicable answer where appropriate*

**Part I: General Information**

1. Name \_\_\_\_\_ (Optional)
2. Organization of work \_\_\_\_\_
3. What is your gender? Male  Female
4. What is your age range?  
 Upto25       26-30       31-35   
 36-40       41-45       Above 46
5. What is your highest level of education?  
 Certificate       Diploma       Bachelor's degree   
 Master's degree       Doctoral degree

**Part II: Objective Based Questions**

**NGOs in Uasin Gishu County and Methods used in Conflict Transformation**

6. Identify the nature of conflicts you encounter in the society  
 (a) Politically triggered   
 (b) Clan   
 (c) Inter-Clan   
 (d) Inter State   
 (e) Ethnic
7. What was the basis of the set-up of your organization?  
 .....
8. Has there been harmonious coexistence since the engagement of your organization in peace building in Uasin Gishu County?  
 Yes       No

Briefly explain your answer  
 .....

9. Which ways does your organization use in conflict transformation efforts?

.....  
.....

10. (a) Which approach is commonly used by your organization in conflict transformation?

.....  
.....

(b) Which one do you think is the best approach to be embraced and why?

.....

11. Are there traditional methods of conflict management used by your organization?

Yes [ ] No [ ]

If yes, how often are they used?

Always [ ] Sometimes [ ] Never [ ]

**Role of NGOs in Conflict Transformation**

12. How has your organization assisted in conflict transformation efforts?

.....

13. What is the role of your organization in Conflict Transformation?

- (a) Bringing Conflicting parties together[ ]
- (b) Educating [ ]
- (c) Engaging Government in Peace building[ ]
- (d) Engaging in community Development Projects[ ]
- (e) Have no idea[ ]

14. State the role of the youth in conflict transformation

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

**Challenges experienced by NGOs in Conflict Transformation**

15. Are there challenges hindering your organizations effort in conflict Transformation?

Yes [ ]      No [ ]

If yes, which one do you think is most common challenge?

Conflict complexity [ ]      Lack of cooperation from conflicting parties [ ]

Financial constraints [ ]      Resistance by host state [ ]

Conflict recurrence [ ]      Lack of neutrality from eternal actors [ ]

16. (a) Is there likelihood of long lasting peace as a result of existence of your organization in Uasin Gishu County?

Yes [ ]      No [ ]

(b) Briefly explain your answer

.....

17. (a) Which group do you think should be most involved in peace building Processes?

.....

(b) Briefly explain your answer in (a) above

.....

.....

18. In your own view, are religious institutions involved in peace building processes?

Yes [ ]      No [ ]

If yes, explain how

.....

.....



19. How often should peace building organizations interact?

Frequently [ ] When need be [ ] On common issues [ ]

20. To overcome the challenges, which approach do you think leads to successful conflict transformation?

.....  
.....

*Thank you for your participation*

**APPENDIX III: QUESTIONNAIRE FOR PUBLIC ADMINISTRATION  
RESPONDENTS**

*Greetings:* Kindly answer the following research questions;

*Please tick or fill the applicable answer where appropriate*

**Part I: General Information**

1. Name \_\_\_\_\_ (Optional)
2. Work station \_\_\_\_\_
3. What is your gender? Male  Female
4. What is your age range?  
 Upto25  26-30  31-35   
 36-40  41-45  Above 46
5. Level of education Diploma  Bachelor's degree   
 Master's degree  Doctoral degree

**Part II: Objective Based Questions**

**NGOs in Uasin Gishu County and Methods used in Conflict Transformation**

6. Identify the nature of conflicts encountered in the Uasin Gishu County
  - a. Politically triggered
  - b. Clan
  - c. Inter-Clan
  - d. Ethnic
7. Identify any NGO you know to be participating in peace building in Uasin Gishu County and how long it has been in operation  
 .....
8. What was the basis of the set-up of the stated NGO in number (7) above?  
 .....
9. Do you think NGOs involved in peace building have contributed to peaceful living among communities in Kenya?  
 Yes  No   
 Briefly explain your answer  
 .....

10. Which NGO involved in peace building do you think engages most in conflict transformation in Uasin Gishu County and why?

.....

11. Which ways do you think are used by NGOs in Conflict Transformation processes?

.....

.....

12. Explain the best approach that should be used by NGOs in conflict transformation?

.....

.....

13. Do you think traditional methods of conflict management should be used by NGOs in peace building?

Yes [ ] No [ ]

If yes, how often should they be used?

Always [ ] Sometimes [ ] Never [ ]

**Role of NGOs in Conflict Transformation**

14. Explain societal benefits resulting from NGOs efforts in conflict transformation?

.....

.....

15. What is the role of NGOs in conflict transformation?

- i. Bringing Conflicting parties together [ ]
- ii. Educating [ ]
- iii. Engaging Government in Peace building [ ]
- iv. Engaging in community Development Projects [ ]
- v. Have no idea [ ]

16. Explain how the youth can participate in conflict transformation

.....

**Challenges Experienced by NGOs in Conflict Transformation**

17. Do you agree that there are challenges faced by NGOs in conflict transformation process? Yes [ ] No [ ]

If yes, which one do you think is most common challenge?

Conflict complexity [ ] Lack of cooperation from conflicting parties [ ]

Financial constraints [ ] Resistance by host state [ ]

Conflict recurrence [ ] Lack of neutrality from eternal actors [ ]

18. (a) Is there likelihood of long lasting peace as a result of existence of peace building organizations? Yes [ ] No [ ]

(b) Briefly explain your answer

.....

19. Which group should be most involved in peace building processes and why?

.....

.....

20. In your own view, should religious institutions participate in peace building?

Yes [ ] No [ ]

If yes, please explain how

.....

.....

21. To overcome the challenges, which approach do you think leads to successful conflict transformation?

.....

.....

*Thank you for your participation*

## APPENDIX IV: QUESTIONNAIRE FOR CITIZENS

*Greetings:* Kindly answer the following research questions;

*Please tick or fill the applicable answer where appropriate*

### Part I: General Information

1. Name \_\_\_\_\_ (Optional)
2. Gender Male  Female
3. Age range
 

Upto25 <input type="checkbox"/>	26-30 <input type="checkbox"/>	31-35 <input type="checkbox"/>
36-40 <input type="checkbox"/>	41-45 <input type="checkbox"/>	Above 46 <input type="checkbox"/>
4. Level of education
 

O-Level <input type="checkbox"/>	A-Level <input type="checkbox"/>	Diploma <input type="checkbox"/>	Graduate <input type="checkbox"/>
----------------------------------	----------------------------------	----------------------------------	-----------------------------------

### Part II: Objective Based Questions

#### NGOs in Uasin Gishu County and Methods used in Conflict Transformation

5. What kind of conflicts exists in Uasin Gishu County?
 

(a) Politically triggered <input type="checkbox"/>	(b) Clan <input type="checkbox"/>	(c) Inter-Clan <input type="checkbox"/>
(d) Inter State <input type="checkbox"/>	(e) Ethnic <input type="checkbox"/>	
6. Which NGO involved is peace building organization is visible in Uasin Gishu County and how long has it been operational?
 

.....

.....
7. How do NGOs participating in peace building contribute to peace in Kenya?
 

.....

.....
8. Which NGO engages most in conflict transformation in Uasin Gishu County?
 

.....

.....
9. (a) In your opinion, which approaches are used by NGOs in conflict transformation efforts?
 

.....

.....

(b) Which approach do you recommend to be used most and why?

.....

10. Are there traditional methods of conflict management used by NGOs involved in peace building?

Yes [ ] No [ ]

If yes, how often are they used?

Always [ ] Sometimes [ ] Never [ ]

**Role of NGOs in Conflict Transformation**

11. How have you benefited from NGOs efforts in conflict transformation?

.....  
 .....

12. What role is played by NGOs in conflict transformation?

- a. Bringing Conflicting parties together[ ]
- b. Educating [ ]
- c. Engaging Government in Peace building[ ]
- d. Engaging in community Development Projects[ ]
- e. Have no idea[ ]

13. What do you think is the role of the youth in conflict transformation?

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

**Challenges Experienced by NGOs in Conflict Transformation**

14. (a) Explain on the challenges faced by NGOs in conflict transformation?

.....

(b) Which one do you think is most common challenge?

- Conflict complexity [ ]      Lack of cooperation from conflicting parties [ ]
- Financial constraints [ ]      Resistance by host state [ ]
- Conflict recurrence [ ]      Lack of neutrality from eternal actors [ ]

15. Explain the possibility of long lasting peace as a result of NGOs participation in peace building?

.....  
.....

16. Which group do you think should be most involved in peace building processes and why?

.....  
.....

17. In your own view, are religious institutions involved in peace building processes?

Yes [ ]      No [ ]

If Yes, explain how

.....  
.....

18. To overcome the challenges, which approach do you think leads to successful conflict transformation?

.....

*Thank you for your participation*

## **APPENDIX V: INTERVIEW SCHEDULE**

Kindly give your understanding and opinion to the best of your ability as they are solely for academic purposes:


1. Which NGO do you know that participates in peace building and how have they emerged?
2. How effective are NGOs in their initiatives in Kenya?
3. How would you explain the engagement of NGOs in peace building towards conflict transformation in Uasin Gishu County?
4. Please explain on the nature of conflicts encountered in Uasin Gishu County?
5. How do NGOs engage in conflict transformation from your observation and/or understanding?
6. Please explain on traditional approaches used by NGOs in conflict transformation?
7. How have NGOs engaging in peace building benefited your society in conflict transformation?
8. In your opinion, what role does the youth play in conflict transformation?
9. What do you think are the challenges faced by NGOs in conflict transformation?
10. What are the impacts of NGOs in reference to peaceful coexistence?
11. Who do you think should be involved most in conflict transformation and why?
12. In your view, how are religious institutions important in Peace building processes?
13. What is your recommendation that can assist NGOs in their involvement in conflict transformation?

Thank you for participating in this interview



## APPENDIX VI: RESEARCH PERMITS

### a) Research Authorization



**NATIONAL COMMISSION FOR SCIENCE,  
TECHNOLOGY AND INNOVATION**

<p>Telephone: 020 400 7000, 0713 788787, 0735404245 Fax: +254-20-318245, 318249 Email: dg@nacosti.go.ke Website: www.nacosti.go.ke When replying please quote</p>	<p>NACOSTI, Upper Kabete Off Waiyaki Way P.O. Box 30623-00100 NAIROBI-KENYA</p>
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Ref.No: **NACOSTI/P/17/84204/19343** Date: **10<sup>th</sup> October, 2017**

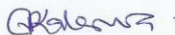
Ian Kibet Kiplagat  
Moi University  
P.O. Box 3900 - 30100  
**ELDORET.**

**RE: RESEARCH AUTHORIZATION**

Following your application for authority to carry out research on *“The impacts of peace-building institutions in conflict transformation: The case of international non-governmental organizations in Uasin-Gishu County, Kenya”* I am pleased to inform you that you have been authorized to undertake research in **Uasin-Gishu County** for the period ending **9<sup>th</sup> October, 2018.**

You are advised to report to **the County Commissioner and the County Director of Education, Uasin-Gishu County** before embarking on the research project.

Kindly note that, as an applicant who has been licensed under the Science, Technology and Innovation Act, 2013 to conduct research in Kenya, you shall deposit **a copy** of the final research report to the Commission within **one year** of completion. The soft copy of the same should be submitted through the Online Research Information System.

  
**GODFREY P. KALERWA MSc., MBA, MKIM**  
**FOR: DIRECTOR-GENERAL/CEO**

Copy to:

The County Commissioner  
Uasin-Gishu County.

The County Director of Education  
Uasin-Gishu County.

National Commission for Science, Technology and Innovation is ISO9001:2008 Certified


**b) Research Permit**

**THIS IS TO CERTIFY THAT:**  
**MR. IAN KIBET KIPLAGAT**  
**of MOI UNIVERSITY, 0-30100**  
**ELDORET, has been permitted to conduct**  
**research in Uasin-Gishu County**

**on the topic: THE IMPACTS OF**  
**PEACE-BUILDING INSTITUTIONS IN**  
**CONFLICT TRANSFORMATION: THE CASE**  
**OF INTERNATIONAL**  
**NON-GOVERNMENTAL ORGANIZATIONS**  
**IN UASIN GISHU COUNTY, KENYA.**

**for the period ending:**  
**9th October, 2018**

**Permit No : NACOSTI/P/17/84204/19343**  
**Date Of Issue : 10th October, 2017**  
**Fee Received :Ksh 1000**





*[Signature]*  
**Director General**  
**National Commission for Science,**  
**Technology & Innovation**

*[Signature]*  
**Applicant's**  
**Signature**

**CONDITIONS**

1. The License is valid for the proposed research, research site specified period.
2. Both the Licence and any rights thereunder are non-transferable.
3. Upon request of the Commission, the Licensee shall submit a progress report.
4. The Licensee shall report to the County Director of Education and County Governor in the area of research before commencement of the research.
5. Excavation, filming and collection of specimens are subject to further permissions from relevant Government agencies.
6. This Licence does not give authority to transfer research materials.
7. The Licensee shall submit two (2) hard copies and upload a soft copy of their final report.
8. The Commission reserves the right to modify the conditions of this Licence including its cancellation without prior notice.

  
**REPUBLIC OF KENYA**

  
**National Commission for Science,**  
**Technology and Innovation**

**RESEARCH CLEARANCE**  
**PERMIT**

**Serial No.A 16035**  
**CONDITIONS: see back page**