



A PRESENT, COMPASSIONATE AND LIBERATING PARTNER

FINAL REPORT FOR CONFLICT ANALYSIS IN MUKURU, NAIROBI CITY COUNTY

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ACRONYMS

AGD	Age, Gender and Diversity
CA	Conflict Analysis
CBOs	Community Based Organization
CoP	Community of Practice
CSOs	Civil Society Organizations
DRM	Dispute Resolution Mechanism
FGDs	Focus Group Discussion
GBV	Gender Based Violence
GIZ CPS	GIZ -Civil Peace Service
IDPs	Internally Displaced People
KDFs	Key Driving Factors
KII,	Key Informants Interviews
MCAs	Members of County Assembly
MKN	Mukuru Kwa Njenga
MKR	Mukuru Kwa Reuben
MP	Members of Parliament
MT	Management Team
NGOs	Non-Governmental Organization
OCPDs	Officer Commanding Police Division
OCSs	Officer Commanding Police Station
RC	Reuben Center
RPP	Reflecting on Peace Practice
TV	Television
UN	United Nations

EXECUTIVE SUMMARY

The conflict analysis report is divided into three main parts. Part one deals with methodology and background to the analysis. The methodology section is divided into two main sections. The first sections deal with research methodology while the second section deals with conflict analysis methodology. The research methodology utilized largely qualitative approaches with data collection consisting of KII, FGDs and citizen survey coupled with few sampled literatures reviewed where primary data was not sufficient. The conflict analysis methodology utilized systems analysis methodology.

The second part is the data analysis section which analysed the dynamics between the conflict's key driving factors (KDFs) using system thinking. This part begins by introducing a systems approach and why the approach was chosen as the suitable methodology for this analysis. One of the main efforts of this report is the development of relatively simple practitioner friendly systems maps of the conflict. These are meant to be used as the basis for the development of intervention strategies. Based on the principle of prioritization, the analysis identified five KDFs for the Mukuru conflict system thus:

1. KDF 1: Weak governance systems and structures
2. KDF 2: Use of violence to access and control resources
3. KDF 3: Land tenure insecurity
4. KDF 4: Competition over scarce resources and opportunities
5. KDF 5: Gender based Violence and particularly violence against women and girls
6. KDF 6: Culture of exclusion and domination

The analysis also identified the following as the key actors within the system:

- OCPDs and OCSs
- Area MP and MCAs
- Youth and gang leaders
- Land owners, structure owners and agents
- The Land Commission
- Chiefs, assistant chiefs and heads of *nyumba kumi*
- Village elders, chairmen/ladies
- The law enforcing agencies
- NGOs and International agencies
- CSOs including RBOs and CBOs

The main finding of this analysis is the identification of **weak governance systems and structures as the central dynamic (factor) of the system** to which all the other KDFs within the Mukuru conflict system revolves around. It also identified a central dynamic in each of the five KDFs of the conflict system. It brought to the fore the causal relationship between the factors highlighted as multidirectional where causes and effects are not linked in a linear process.

The third part analyzed programme design and strategy for potential interventions based on the KDFs of the conflict system. It underlined the connection between systemic conflict analysis and programme strategies. It began by identifying the points of leverage in the context as revealed by the analysis. This was meant to give focus and direction of potential intervention on those things that will have the greatest impact on PWL (peace at the macro level).

After looking at the systems points of leverage, the analysis examined potential interventions to inform programming for the RC programme. While underlining the significance of conflict analysis, the report gave valuable suggestions on how to make conflict analysis an ongoing process within the programme. This last part highlighted among other things, that conflict analysis is significant in developing programme strategies. It underlined the significance of conflict analysis in developing programmes that are able to connect and address the KDFs of conflict - the programmes that are likely to have an impact on PWL, then conflict analysis is not an optional exercise but a necessity.

1 BACKGROUND AND INTRODUCTION

1.1 Project Background

Reuben Centre is implementing a peace program funded by the GIZ Civil Peace Service (CPS) which is a global programme for the prevention of violence and peace building in crisis- and conflict-affected regions. CPS methods for transforming conflicts are dialogue processes, mental health and psycho-social support, as well as peace-journalism, hate speech monitoring and the support of alternative dispute mechanisms. GIZ-CPS works with inclusive and participatory approaches.

1.1.1 Conflict Analysis Purpose and Objective(s) of the Consultancy:

The key purpose of this consultancy was to better understand the causes and dynamics of conflict(s) including but not limited to social, political, environmental, and economical issues on various target groups and the communities in Mukuru village. The analysis also provided quality inputs and strategic road map for RC to effectively engage or mainstream peace building and conflict transformation interventions at the community level.

The objective of the assignment was to conduct a conflict analysis in Mukuru in collaboration with the GIZ CPS and the RC. The main purpose of was to create an in-depth understanding of the actors, causes and dynamics of conflicts including but not limited to social, political, environmental, and economic issues in communities in Mukuru, Nairobi. This will serve to provide recommendations for RC to actively engage a variety of actors and stakeholders as well as conflict transformation activities at the community level.

1.1.2 Specific Objectives

The specific objectives of the analysis were to:

- 1) To identify the type of conflicts, their root cause(s), actors and dynamics in and around Mukuru.
- 2) To analyze potential effects of conflicts on the community (specifically displaced populations and host communities), and their consequences taking into special consideration the leave no one behind criteria, gender and human rights and identify the specific risks of conflict for marginalized and vulnerable population groups and power analysis for a better understanding of the potential risk of displacement triggered by the identified conflicts.
- 3) To identify potential opportunities and synergies for conflict transformation activities with potential entry points.
- 4) To identify the best practices and tools for making conflict analysis an on-going process within RC

1.1.3 The Scope of the Conflict Analysis Exercise

The scope of the conflict analysis was to analyze the conflict profile, the Key Driving Factors (KDFs), actors and dynamics amongst them within the village of Mukuru. The work was to actively engaging a variety of actors, groups and stakeholders on all levels. This we shall accomplish by working with a team consisting of representatives from both Ruben Centre and GIZ/CPS. The local research assistants will consist of volunteers from the area that are trained and have experience in data collection as well as working with the community

The conflict mapping was carried out in the entire Mukuru village, Nairobi City County. It covered only Mukuru Village (Kwa Reuben, Kwa Njenga and Viwandani) within Nairobi City but should stakeholders and the actors be found to have spread beyond the village borders, it might cove the city metropolitan as well. The document review and consultations with the project team helped to determine the exact geographical scope.

The analysis focused on; in-depth analysis of the conflict(s), its characteristics, causes and dynamics, its impact on its target group (the displaced and host communities), and identify potential needs for interventions and peace building initiatives.

1.2 Conflict analysis methodology and approach

1.2.1 The Conflict Analysis Design

The conflict Analysis exercise employed a participatory style of assessment and utilize a multi-method as appropriate utilizing both quantitative and qualitative participatory approaches. The methodology of the assessment was a twofold: it comprised of secondary literature review and primary data collection. The analysis exercise (both literature review and the field research) was informed by a data source checklist which was updated from time to time as the study progresses. The data source checklist was instrumental in giving direction as to where the data sought is located and who should be engaged to avail it.

1.2.2 Secondary Data Collection

The literature review was conducted throughout the data collection and analysis exercise. It focused on relevant programme documents and reports together with other relevant literature on the study themes. The secondary literature review involved relevant programme documents and other relevant literature on the conflict system/s prevailing in Mukuru Village. The secondary literature data helped to corroborate primary data and also in offering clarity on some issues where primary data were not sufficient and or seems contradictory. Within this category, the information sources were divided into primary and secondary information sources.

1.2.3 Primary Data Collection

The primary data collection comprised of field research depicting KIIs, FGDs, and Survey, visits and observations, where appropriate and necessary. It will be conducted in selected (Kwa Reuben, Kwa Njenga and Viwandani) locations in Mukuru and its environs to gain a deeper understanding and a first-hand experience of the conflict and its contexts. This was meant to help RC to have a better understanding of the conflict profile. The choice of the study focused areas was based on the concentration of the actors and the conflict contours within Mukuru, Nairobi County and its environs. Those Interviewed included:

Table 1-1: Targeted respondents

Targeted Participants	Mukuru Kwa Reuben	Viwandani	Kwa Njenga
FGD's Conducted	Women Group (13 Pax)	Women Group(10Pax)	Women Group (13 Pax)
	Youth Group (7 Males, 6 Females)	Youth Group (8Males, 5 Females)	Youth Group (7 Males, 6 Females)
	Mixed Groups (5 males,6 Females)	Mixed Groups (7 males,5 Females)	Mixed Groups (5 males,6 Females)
Key Informants Interview	Member of County Assembly of the Ward	Member of County Assembly of the Ward	Member of County Assembly of the Ward
	The Police -OCS and Deputy OCS	The Police -OCS and Deputy OCS	The Police -OCS and Deputy OCS
	Religious Leaders(Pastors and Sheikhs)	Religious Leaders(Pastors and Sheikhs)	Religious Leaders(Pastors and Sheikhs)
	Area Chief/ Assistant Chief	Area Chief/ Assistant Chief	Area Chief/ Assistant Chief

1.2.4 Sampling and Data-Collection Techniques

The sampling method used in this exercise were non-probability sampling and stratified random sampling. The team recruited only specific populations to study since the total population was unknown. Out of the four main types of non-probability sampling, the study utilized only three namely: convenience sampling; purposive sampling; and snowball sampling to identify the participants for the survey, FGD and KIIs.

1.2.5 Data Collection Tools and Techniques

To satisfy the demands for both quantitative and qualitative data, a semi structured questionnaire was designed and used to target household respondents. Apart from the semi structured questionnaire designed to target the general populations, there were other tools used for collecting primary data: survey questionnaires, FGD, KII and Observation Guides as outlined in the table below. Each method has its advantages and disadvantages, and each provided qualitative and quantitative data in different proportions as was needed by the study. The consultants combined these techniques and tools to strengthen the analysis (i.e., make it more comprehensive) and look at the information from different points of view. The table below summarizes the techniques and the tools that were used for data collection.

Table 1-2: Data collection and sampling methods

Type	Tools Used	Targeted Respondent	Sampling Method
Key Informant Interviews	KII Guides	<ul style="list-style-type: none"> • Member of County Assembly of the Ward • The Police -OCS and Deputy OCS • Religious Leaders (Pastors and Sheikhs) • Gang Leader • Area Chief/ Assistant Chief • Chairman of Peace Committee 	<ul style="list-style-type: none"> • Purposive sampling • Convenient sampling • Snowballing or respondent driven
Focused Group Discussions	FGD Guides	<ul style="list-style-type: none"> • Women Groups • Youth groups • Mixed groups of both men and women 	<ul style="list-style-type: none"> • Purposive sampling • Convenient
Community Survey /citizen	Semi structured Questionnaires	<ul style="list-style-type: none"> • This targeted the community both for men and women 	<ul style="list-style-type: none"> • Convenient sampling • Snowballing • Stratified/Simple Random
Observation	Observation Checklist Forms	<ul style="list-style-type: none"> • This was done through transect walk by the consultant 	<ul style="list-style-type: none"> • Random sampling

1.3 Data Collection Techniques

1.3.1 Focus Group Discussions

Focus Group Discussions (FGDs) focused on the purposely selected stakeholders and community leaders who have more knowledge on the conflict context. The consultants made sure that the group is diverse using the AGD principle making sure that refugees, IDPs, and the host population are well represented in the groups. Other key stakeholders such as chiefs, landlords and community leaders were also included where their inclusion might not inhibit free sharing. The total number of FGDs for the entire study were determined after the documents' review and consultation with the RC. For each FGD, there were between 8-10 respondents of similar characteristics. Ethnicities, gender, country of origin and minority status was key considerations for participation.

1.3.2 Key Informant Interviews

The research utilized Key Informant Interviews (KIIs). The key informants in this survey comprised community leaders, leaders of CBOs, landlords, local experts on conflict/peace, heads of *Nyumba kumi*, Muungano ya wanavijiji, civic and local government officers, CSOs' and NGOs' staff operating in the context, humanitarian organizations working in the target areas, chiefs, assistant chiefs and the police among others.

1.3.3 Citizen Survey

The analysis targeted the general public and the communities within Mukuru village and all the displaced population living within the conflict context. It made use of research administered semi structured questionnaires to map out and document the conflict profiles. The study was based on a non-probability sampling technique beginning with convenience, purposive through to snowballing (chain referral) due to nature of the study. Population distribution in the study areas were taken into account due to the nature of the research which was highly qualitative. However, the total number of respondents interviewed from the research areas was based on data saturation and availability though a deliberate effort was made to get a near equal representation of respondents from each of the study area. This was done purposely to consider saturation by ensuring that the number sampled is enough to provide information to address the purpose of the study and answer the research questions and also to avoid information overload.

A total of 15 enumerators were recruited and trained and involved in the survey data collection. The survey targeted members of the general public and the enumerators were expected to speak both English and Kiswahili for easy interpretation of the questionnaires for the respondents where necessary. The enumerators were expected to interview at least 4 respondents per day.

1.4 Sampling and Sample size determination

The conflict analysis primary target population/ actors and stakeholders engaged in this survey comprised households in the three areas, Ruben, Viwandani and Njenga. With the finite target population, the following formula (Krejcie & Morgan, 1970) was used to determine the sample size.

$$S = \frac{X^2NP(1-P)}{d^2(N-1) + X^2P(1-P)}$$

Where: S = Sample size, X = Z value (e.g., 1.96 for 95% confidence level), N = Population Size, Population proportion (expressed as decimal) (assumed to be 0.5 (50%) - this provides the minimum sample size). d = Degree of accuracy (5%), expressed as a proportion (.05). All the sub villages were selected from which 30% of the villages was sampled for the survey. The total sample was 384. All the villages within the three areas were selected for the survey and citizens randomly picked for the survey.

Table 1-3: Sample size per area

Areas	Population	HH	Sample	Achieved
Mukuru Kwa Ruben	65,651	26,699	132	104
Mukuru Kwa Njega	76,424	31,079	154	103
Imara / Viwandani	52,837	19,615	97	86

1.5 Data Analysis

This assignment used system thinking in conflict analysis to analyze the data for conflict analysis. This is a method for analyzing conflicts as systems, showing the dynamic interactions and connections among factors and actors in causal loops and arranged in conflict systems maps.

This process treats conflict as a system of causes and effects, often resulting in vicious circles. It helps to uncover the dynamics and interactions among conflict factors and actors, and produces a conflict map that can be used in strategy development and programme planning.

Increasingly, peace practitioners treat conflicts as complex human systems, rather than static lists of issues, factors and actors. Factors and actors do not stand alone; they interact in dynamic ways that are also constantly changing. Systems mapping allows us to show the connections – and how one factor is a cause of another, and is also the result of other factors. The resulting conflict map is a useful tool for developing programme intervention strategies.

The significance of this method for conflict analysis and programming is threefold:

- To understand and display graphically the connections and interactions among conflict factors and actors.

- To provide a powerful tool for identifying alternative ways to intervene to change a conflict system through points of leverage.
- To generate a way to trace potential effects – intended and unintended – of conflict intervention strategies.

This analytical part involved some nine or ten key steps of systemic conflict analysis which are briefly outlined below. These steps included: developing a vision for peace or visioning; identifying factors towards peace and towards conflict; Identifying key driving factors (KDFs) for conflict; Identifying key actors; analyzing each of the KDFs; developing and analyzing cause and effects of each KDF; conducting subsystems analysis for every KDF; analyzing the causal relationships between and amongst the elements in every KDF; developing the subsystems maps for every KDF and; linking the subsystems analyses to come up with the overall Mukuru conflict system’s map outlining the conflict types and the conflict dynamics together with their respective actors.

Step 1 Developing vision or visioning
Step 2 Identify factors towards peace and towards conflict
Step 3 Identify key driving factors (KDFs) for conflict (and for peace)
Step 4 Identify key actors
Step 5 Analyze each KDF: Analyze Cause and Effects (Using Charts)
Step 6 Conduct subsystems analysis: Analyze causal relationships
Step 7 Developing the subsystems maps
Step 8 Linking the subsystems analyses
Step 9 Validation and refining
1.5.1 The Analysis Steps at a Glance

STEP ONE: the first step was to identify the vision for the context (Visioning). In some situation, the context may not be defined as a peace or conflict process. For instances, where structural conflicts are the major driving factors in the context and people may think that the community is at peace relatively speaking, one possibility is to start the analysis process by developing **a vision for the kind of society/community people want.**

STEP TWO: The second step was to identify the factors for both conflict and peace. The goal of this step is to identify the major factors that are at play in the system. In order to organize and sort the information and also to involve as many stakeholders as possible, this was done using both Force Field Analysis tool and the Dividers and Connectors tool from Do No Harm framework. This step aimed to generate:

- Factors supporting conflict;
- Factors supporting peace; and

- Key actors: (Their behavior, motivations, interests, and constituencies of influence)

STEP THREE: Identified the Key Driving Factors of conflict (KDFs). Among all of the factors and actors listed in Step 1, the consultants identified the most important ones, five-seven maximum. The challenge here was to identify which of these are KDFs. It determined which of these are dynamics or elements without which the conflict would not exist, or would be completely different as the major criteria.

STEP FOUR Identified the Key Actors for Conflict and for Peace. Key Actors in this regard were those who can say “yes or no” to peace or conflict right now as the situation currently unfolds in Mukuru.

STEP FIVE: Use the cause-and-effect chart to identify causal relationships among the KDFs for conflict and other conflict forces in play. The cause-and-effect chart was particularly useful as it served as the basis for linking factors and demonstrating causal relationships. We preferred, start grouping factors for conflict thematically or categorically based on which seem most closely linked to each other, and began to draw links (arrows) among them based on which ones directly affect one another.

STEP SIX: Sub-System Analysis: In this step we began to develop causal loops among the key drivers for conflict. Later we, added key actors for conflict who influence the system. We then analyzed how the KDFs relate to each other and how causes and effects and KDFs are linked. We linked these causal loops where possible began to develop the larger Mukuru systems map.

STEP SEVEN: We used the Systems Archetypes to provide more clarity and fit the KDFs together to avoid any gaps in the logical connections of factors. These archetypes describe common system dynamics that produce similar patterns of behavior in a variety of contexts. Used them to spark ideas and discussion for the purpose of contrasting and comparing them against the Mukuru context.

STEP EIGHT: We started to put causal loops for the KDFs **of conflict** together. Putting causal loops together was a bit like constructing a puzzle: sometimes one or two missing pieces helped it all fit together, other times factors already in the map may link up in ways that you had not anticipated when you first looked at them.

STEP NINE: We identified KDFs **for peace**. After this we added causal loops or indicated system inputs based on the KDFs for peace as well as Key Actors for peace. We listed this step separately as most people found it much less confusing to focus on what’s going wrong first. Conflict factors dominate conflict systems, after all. Now we needed to map the key factors for peace. After selecting the most important factors for peace (five-seven maximum), we mapped them as they currently exist in dynamic relation to other factors. Later, in programme strategy development, we saw how and whether the project/s might strengthen them to disrupt or counter negative conflict dynamics.

Develop the Overall map: We then developed the overall Mukuru Conflict Systems Map depicting KDFs, conflict and peace actors (peace engines) and the relationships between and amongst them – the conflict dynamics. We also highlighted any current interventions on the identified KDFs. Then we refined the analysis and sought its validation.

Data Analysis Tools

- Do No Harm template
- Force Field Analysis Template
- RPP Matrix
- RPP+ Matrix
- Conflict analysis maps

1.6 Protection and Confidentiality

While executing this assignment, the research team and all the parties involved ensured effective protection of confidential and sensitive data and information in conformity with the humanitarian and protection principles and to applicable legal data protection standards.¹ All data collection and processing activities were executed in accordance with the following principles:

- Upholding Dignity and Rights of Participants:** Safeguarding individuals' personal data was a crucial part of this analysis to protect the lives, integrity and dignity of beneficiaries and participants.
- People-centred and Inclusive:** The research activities respected the interests and well-being of the population, in all relevant phases of the analysis and which activities must be sensitive to the AGD principle. Inclusivity and special focus were paid to the needs of young people, women and people living with disability and other vulnerable groups
- Conflict Sensitivity:** This principle entails that this exercise shall not exacerbate conflicts or risks in anyway. The analysis processes and related activities included a risk assessment and take steps, if necessary, to mitigate these identified risks. Of particular interest was gender and cultural sensitivity given the cosmopolitan nature of the conflict context. The risk assessment also looks at negative consequences that may result from data collection and subsequent activities (Do No Harm) as is explained in the ethical considerations section.
- Defined Purpose and Proportionality:** The purpose was clearly defined and explained to the participants in the data collection process.
- Informed consent and confidentiality:** Personal information was collected only after informed consent has been given by the individual in question and that

¹ ICRC Handbook for Data Protection in Humanitarian Action, UNHCR's Policy on the Protection of Personal Data of Persons of Concern, DRC's Operational Handbook regarding data security and management of hardware, Protection Information Management Principles and the European Union General Data Protection Regulation (GDPR).

individual must be aware of the purpose of the collection. Further, confidentiality was clearly explained to the individual before the information was collected. Consent must be genuine, based on the data subject's voluntary and informed decision.

- f. **Data protection and security:** The analysis process must adhere to international standards of data protection and data security.
- g. **Personnel Competency and Requisite Capacity:** Actors engaging in this analysis were accountable for ensuring that research activities are carried out by competent teams who have been trained appropriately.
- h. **Impartiality:** All steps of the analysis was undertaken in an objective, impartial, and transparent manner while identifying and minimizing bias.

1.7 Data Quality Assurance

The consultants adhered to the most stringent data quality assurance procedure. Some of these are indicated below:

- The conflict analysis and mapping tools were tested to ascertain the practicability of the methodology, as well as the fluidity and ease of administering them. Thus, the instruments tested for completeness, ambiguity, appropriateness, and comprehensiveness, etc. This also served as a rehearsal for the team to fine-tune our approaches and techniques.
- The consultants also utilized data triangulation measures to increase the reliability, credibility and validity of the analysis. The analysis questions and study instruments were harmonized to develop their general understanding and utility by the entire conflict analysis team.
- The consultants trained the research team, encourage interaction and consultations within the team and kept a tag on what came up during the analysis exercise.
- Other way of assuming quality was: (a) use of reliable sources of data, corroboration with the programme team and cross-referencing with credible sources; (b) use of effective data collection tools and analysis methods (c) reviewing the tools based on feedback; (d) cross-checking data collected daily to correct any anomalies while still in the field; (e) randomly spot-checking compiled data while in the field to validate their authenticity; and (f) de-briefing of the research team at various intervals.

1.8 Age, Gender and Diversity

Therefore, in each study focus area as outlined in the study geographical scope, in the survey, in each FGD, and in the selection of KIIs, considerations of ethnicity, nationality or (country of) origin, age, gender, vulnerability and socio-economic status was highly guaranteed.

1.9 Ethical Considerations and Related Risks

The conflict analysis and mapping exercise was carried out in conformity with the highest ethical principles, standards and practices of any research study. The study was conducted fully guided by the necessary ethical requirements based on accepted research ethical procedures and guidelines. Specific considerations were given to ethical issues of research design, piloting of tools, data collection, reporting, and storage. The research assistants and enumerators were trained on ethical conduct during the field work especially about consent and coercion, non-judgmental data collection, and ethical interviewing, confidentiality, and data handling. Participants were expected to give expressed consent to freely be included in the study and they were made aware of how they were identified.

1.10 Limitations of the Study

The data collection phase detailed any set of challenges, especially those regarding access and participation of stakeholders within the county or beyond. It is always difficult to access some of the key actors – hard to reach constituency - the forces that are perpetuating or benefiting from the conflict like gang leaders and the government. This is a limitation that was underlined right from the outset and good and effective measures put in place on how to overcome them.

2 : KEY FINDINGS OF THE CONFLICT ANALYSIS

2.1 Overview

This analytical part involved some ten key steps of systemic conflict analysis as shown below. The first step that guided the analytical stage was to set out the outline and the steps for the analysis. The analysis process was set off by highlighting the conflict profile to provide a brief characterization of the conflict context. Based on the systemic conflict analysis, we went through all the steps for systemic conflict analysis that ended up with Mukuru conflict system map.

2.2 Demographic Information of the Respondents

The study was conducted in three locations in Mukuru with the respondents distributed as follows; Mukuru kwa Njenga 103(35.2%), Mukuru Kwa Reuben 104(35.5%) and Viwandani/Imara 86 (29.4%). The study involved a total of 293 respondents where 154 (52.6%) were males and 139(47.4%) were females, distributed as shown in the table below. More than half of the respondents 220(75.1%) have lived in their respective locations for more than 5 years with only 3(1.0%) reporting to have lived in the area for less than one year.

Table 2-1: Location and sex of the respondents

	Sex	Frequency	Percent
Mukuru Kwa Njenga	Male	47	45.6
	Female	56	54.4
	Total	103	100.0
Mukuru Kwa Ruben	Male	59	56.7
	Female	45	43.3
	Total	104	100.0
Viwandani	Male	48	55.8
	Female	38	44.2
	Total	86	100.0
Duration of stay in the area	Less than 1 year	3	1.0
	1-3 years	31	10.6
	4-5 years	39	13.3
	More than 5 years	220	75.1
	Total	293	100.0

The assessment revealed that majority of the respondents 137(46.8%) are between 18-30 years old. Those who were in the age bracket of 30-42 years old were 101(34.5%) while the age bracket of 42-54 years was 36(12.3%). The least were those above 54 years old and were represented by 19(6.5%) of the respondents. At the same time 182(62.1%) of the respondents felt that they were still within the youth bracket as was dictated to by their ages. The middle age was 88(30%) while 23(7.8%) were old.

	Variables	Frequency	Percent
Age of the respondents	18-30 years	137	46.8
	30-42 years	101	34.5
	42-54 years	36	12.3
	Above 54 years	19	6.5
	Total	293	100.0
Where do you consider your self	Youth	182	62.1
	Middle aged	88	30.0
	Old	23	7.8
	Total	293	100.0
Marital status	Single	121	41.3
	Married	135	46.1
	Separated/ divorced	15	5.1
	Widowed	9	3.1
	Do not want to disclose	13	4.4
	Total	293	100.0
Level of education	None	4	1.4
	Primary completed	60	20.5
	Secondary completed	129	44.0
	Polytechnic	24	8.2
	Vocational training	35	11.9
	University	41	14.0
	Total	293	100.0

2.3 The Conflict Profile

Governance concerns in Mukuru has roots in the long legacy of the once unoccupied and unplanned government land. It is estimated that presently, around 70% of the city population of close to 5 million lives in slum settlements. The majority of this approximately 700, 000 slum dwellers are found in Mukuru (Mwangagi, 2017). Slum settlements, which for the purpose of this exercise will imply the same thing as informal settlements. These settlements lack durable housing of permanent nature; sufficient living space both inside and outside the house; easy access to safe water, adequate sanitation, social amenities and infrastructural facilities; and security of land tenure (KII, Mukuru Kwa Njenga, Mukuru Kwa Ruben, Viwandani and FGDs in all the 3 areas) subsequently, slum settlements are characterized by unclean pathways, overcrowding, marginalization, harmful environmental exposure, poverty, insecurity, high health risks and high crime rates (Ibid).

The history of internal divisions and competition within parties result in an ongoing culture of personalistic politics and rivalries (KII, MKR). This reinforces the tendency of the ruling parties in the area to consolidate their powers to the exclusion of opposition and minority voices, further augmented by the absence of separation of power between politics and governance and shifting loyalties and alliances along regional, ethnic or party lines. These dynamics and ever-increasing fragmentations contribute to an increasingly

authoritarian governance model in which effectiveness/competence is not a primary value. Authoritarian government and the associated violence are contributing factors to deterioration in security in Mukuru which in turn feeds back the authoritarian government and internal divisions within communities and groups.

The fundamental lack of effective accountability mechanisms and impunity rampant in most of the government and the community institutions support these dynamics. In such a political culture, based on patron-client relations with importance placed on party affiliation, clan and ethnic relations, gender considerations (FGD, MKN, MKR, Viwandani), corruption rises and becomes common currency for trading influence for benefits. All these had seen Mukuru engulfed in violent conflicts during distribution of resources, sharing and use of community assets, and during and after elections further entrenching structural conflicts in the community.

“...Most conflicts in this community are caused by Nyumba Kumi leaders, who have taken up the law in their hands and continually harass people. The youth gangs and the police are also key actors in the conflicts in Mukuru...” KII

Violence in Mukuru is defined here as physical and psychological violence that targets individuals and property causing injury, death, and/or psychological trauma, and violence that destroys or damages private property. Violence is not only a defining characteristic of this conflict; it is also intimately tied to its history and perpetuation.

As explained by various respondents, structural violence has become a feature of the Mukuru crisis. This is largely as the result of a chain reaction in which poverty and marginalization precipitated by unequal economic and socio-political opportunities and limited or inequitable access to land and resources drive people to use violence for survival. Today, violence has become entrenched in conflict dynamics in Mukuru because it is sustained by, and gives rise to, other key driving factors of the conflict. As one respondent claims;

Mukuru Kwa Ruben has been a place where there is relative peace despite issues of corruption and impunity. ...This is a place whereby even if you want to renovate your house, the elders of the zone where you reside will demand some payments from you. If they are not paid anything, you won't go on with your work. Imagine they will demand that you give them some money for you to be allowed to continue with your building. ...an elder once demanded a whole 10,000 Kshs for me to be allowed to continue with my work... chiefs and elders are very corrupt. It is pathetic. (Survey respondent, MKR)

A combination of unplanned land use and informality result in stalled growth and stagnation in many aspects of economic performance in Mukuru. In addition to vulnerability and unemployment due to exclusion and corruption, the private sector is

not present to generate enough jobs, leading to further dependence on government for employment resulting in massive unemployment in the area. This is reinforced by systems of corruption, coupled with non-diversified households and national economies leading to increased tensions over resources and opportunities, water, jobs and the ever-contentious land access and control in Mukuu. Further reinforcing this dynamic is the associated local-level conflicts due to management of community assets, as a means of accessing resource for the youth and the vulnerable to acquire means of survival or simply as a culture befitting a particular age group. Competition over resources along with existing grievances and lack of an alternative DRM leads back to the deteriorating security situation and aggravates relations among various groups.

Unequal distribution of scarce resources and opportunities have generated intense competition as a major feature of daily life in Mukuru. The strong – defined as those with money for influence and those with physical capability – will always have their way. The youths are often used when it comes to such cases. They are paid by those with money in order to acquire something which involves using physical capability or strength. As one KII succinctly explained:

You can't get CDF bursary fund if you are not well connected, physically strong or rich. The one responsible for distributing CDF bursary forms will first distribute CDF form allocation numbers to prospective recipients which they later use to get the forms. The allocation of numbers is in many occasions done at night – as early as 3am. Due to poverty it attracts so many people and since many people cannot afford to stand in long queues at night, they normally seek the services of the youth and pay them some money. ...during the queues, only the strong will prevail... it depends on how many youths you have assigned for that service and how strong they are. ...it is a cut-throat competition. The weak and the vulnerable cannot afford to compete in such circumstances (KII, MKR).

As explained by many respondents in all the three research areas (MKR, MKN and Viwandani), secure tenure is at the very centre of land concerns in Mukuru. Without some form of legal tenure security, the situation of Mukuru residents and their neighbourhoods is uncertain: they could be removed at any time. People who fear eviction will not invest in their houses. They will invest, however, once they have a sense of permanence and realize that they can sell their house and recoup their investment. Furthermore, illegality and informality make them susceptible to exploitation, corruption and extortion.

Access to secure land and shelter is widely accepted to be a precondition for securing basic living conditions, livelihood opportunities and a necessary means to reduce poverty. Residents of *Mukuru Kwa Njenga* have called on the government among other things, resolve the prolonged land ownership dispute and help them acquire titles for the land (FGD, MKN). They say lack of titles has subjected them to untold suffering occasioned by frequent evictions and demolition of their houses.

2.3.1 Developing the Vision or Visioning

The first step was to develop the vision for the kind of society that would prevail in a peaceful situation in Mukuru. In other words, we asked what would be the aspiration of the community in terms of a lasting peace and security. To achieve this, we used the concept of consolidating the peace. Most of the respondents did not define the current situation prevailing in Mukuru as that of conflict. This is true as the current situation can be defined predominantly as that of structural conflict with periodic cycle of violence. We then decided to develop a vision of what consolidating that peace would look like in the context of Mukuru.

2.3.2 Identifying Conflict and Peace Factors

To identify all the factors, we first generated a list of all the factors as mentioned during the KIIs and FGDs, and from the citizen survey. During the discussions and the interviews, the respondents mentioned quite a number of issues as causes of the conflict and the drivers of peace together with the actors involved. We then corroborated these data with data from the literature review and came out with a full list of all the factors derived from both the primary and secondary sources as shown in annex 1.

2.3.3 Identifying Key Driving Factors (KDFs)

To come out with the KDFs, we then organized the list and put the responses into clusters or logical categories looking at the overarching factors to which all the others would coalesce around. This was also aided by the definition of a KDF. A key driving factor is, in conflict analysis terminology, **“a dynamic or element without which the conflict would not exist, or would not be the same.”** From the clusters as shown in annexes 1, the analysis identified the KDFs based on the above definition to come out with the following five cluster of factors as the KDFs of the Mukuru conflict system.

Table 2-2: Key driving factors

1.	Weak Governance systems and structures
2.	Use of violence to access resources and as a Dispute Resolution Mechanism (DRM)
3.	Land Tenure Insecurity
4.	Competition over scarce resources and opportunities
5.	Gender based violence and particularly violence against women and girls
6.	Culture of exclusion and domination

2.3.4 Identifying Key Actors for both Peace and Conflicts

Identifying Key Actors for peace and conflict is what might otherwise be a basic stakeholder analysis. It is a simple list of interested parties, a targeted group of actors who **currently** push the conflict forward or away from peace. These are the few capable of saying ‘yes or no’ to conflict. Mitigating (or supporting) their roles and efforts will be essential to achieving peace: Who they are and how they wield influence is vital information.

Based on the initial listing of important actors within the context, we identified the Key Actors of the conflict. We were guided by asking; which individuals or groups, both negative and positive, are the most influential in terms of the way this conflict evolves? A key actor is someone essential to the peace process. Peace cannot be achieved without either their support, or the cessation of their work against peace. Simply put, these are actors who can say “**yes**” or “**no**” to peace...or conflict.

To identify the key actors, as with the KDFs, we returned to the list of actors we generated during the survey, the FGDs and KIIs, and for each actor listed, we asked whether the current conflict would continue (or could be resolved) without the role they currently play.

From that exercise we came out with a long list of all actors for both peace and conflict. To generate the list of the key conflict actors, we used the already identified KDFs as the basis of our analysis to find the corresponding actors within those five clusters. From the five clusters, we identified the following actors as the **key conflict actors**.

Table 2-3: The factors and Actors in conflicts

#	Key Conflict Driving Factors	Key Actors
	Weak Governance systems and structures	<ul style="list-style-type: none"> Area MP, MCA, OCSs, ward administrators, OCPDs, Chiefs, village elders, Chairmen/ladies Nyumba kumi, church leaders, etc.
	Use of violence to access resources and as a Dispute Resolution Mechanism (DRM)	<ul style="list-style-type: none"> Area MP, area MCA Heads of police, Youth leaders Individual Police Base leaders Gang leaders, Heads of households Husbands & wives
	Land Tenure Insecurity	<ul style="list-style-type: none"> Ministry of land officers, chiefs and ass chiefs, Land lords, Landowners Structure owners Other investors

	Competition over scarce resources and opportunities	<ul style="list-style-type: none"> • Area MP, MCA, chiefs, Nyumba kumi heads, village elders, ward administrators
	Gender based violence and particularly violence against women and girls	<ul style="list-style-type: none"> • Youth leaders • Chiefs, assistant chiefs, gang leaders • Nyumba kumi heads, • Elders • Husbands, wives

Using the same method, we used for identifying the key conflict actors, we identified the key actors for peace as shown below. What aided this analytical process for identifying the key actors was to generate the list from the key factors for peace and also the definition of a key actor.

Table 2-4: Key Actors for Peace

#	Key Factors for Peace	Key Actors for Peace
	Existing civil society initiatives	<ul style="list-style-type: none"> • NGOs • CBOs • Religious leaders
	Discreet peace building interventions	<ul style="list-style-type: none"> • Youth groups • Woes groups
	Informal community groups	<ul style="list-style-type: none"> • Members of welfare groups • Youth groups
	Religious factors	<ul style="list-style-type: none"> • Religious leaders
	Sports and recreational activities	<ul style="list-style-type: none"> • Sponsors • Youth groups
	Youth focused community-based organization	<ul style="list-style-type: none"> • CBOs • NGOs
	Sharing businesses premises	<ul style="list-style-type: none"> • Business' leaders • Business Association leaders

From the above, we generated a full list of all the actors as shown below.

Table 2-5: Key Actors of the Mukuru Conflict

#	Key Actors for Peace	Key Actors for Conflict
	NGOs CBOs Religious leaders	<ul style="list-style-type: none"> • Area MP, MCA, OCSs, ward administrators, OCPDs, Chiefs, village elders, Chairmen/ladies • Nyumba kumi, church leaders, etc.
	Youth groups Women's groups	<ul style="list-style-type: none"> • Area MP, area MCA • Heads of police, Youth leaders • Individual Police

		<ul style="list-style-type: none"> • Base leaders • Gang leaders, • Heads of households • Husbands & wives
	Members of welfare groups Youth groups	<ul style="list-style-type: none"> • Ministry of land officers, chiefs and ass chiefs, Land lords, Landowners • Structure owners • Other investors
	Religious leaders	<ul style="list-style-type: none"> • Area MP, MCA, chiefs, Nyumba kumi heads, village elders, ward administrators
	Sponsors of sport activity Youth groups	<ul style="list-style-type: none"> • Youth leaders • Chiefs, assistant chiefs, gang leaders • Nyumba kumi heads, • Elders • Husbands, wives
	CBOs NGOs	<ul style="list-style-type: none"> • Chiefs, assistant chiefs, heads of Nyumba kumi heads, heads of households, wives, husbands

As noted earlier, these are not the change agents of the future. These are today’s cartels, powerbrokers, movement leaders, conflict profiteers, luminaries, or gang leaders. They have influence over significant populations or other groups necessary for the peace process. They may do this by commanding respect and loyalty, or by means of control and force. While systems and people who are part of systems are unpredictable, an actor analysis is nevertheless an opportunity to anticipate how stakeholders are likely to respond so that your peace program or intervention can plan for, mitigate, or even take advantage of these responses.

2.4 Identifying the Conflict Dynamics

To understand the dynamics of the Mukuru conflict system, we needed first to analyse every KDF separately and see the dynamics within it before moving to look at the links amongst them as a system. The first step in the analysis of the dynamics was to develop a cause-and-effect chart for every KDF.

2.4.1 Developing and Analysing Causes and Effects of each KDF

In order to understand the dynamics of the KDF, we did cause-effect analysis to look at the resulting relationships between the two. We used charts to help in visualization. The cause and-effect chart introduced in this step supported the analysis in thinking through the way factors interact in a conflict context: how they instigate, accelerate or undermine one another, for example. This way of thinking about factors supports the ultimate construction of an illustration about how factors interact, that is, a basic systems map.

In order to get our systems map started, we used the **cause-and-effect chart** (shown below) to start up our analysis of how conflict factors interact. The main factor(s) we are working with go in the center column, then we brainstormed a few related factors in the “cause” and “effect” columns. We created these charts for each of the five KDFs. To help us fill in the chart we asked the following questions through reflection and intuition:

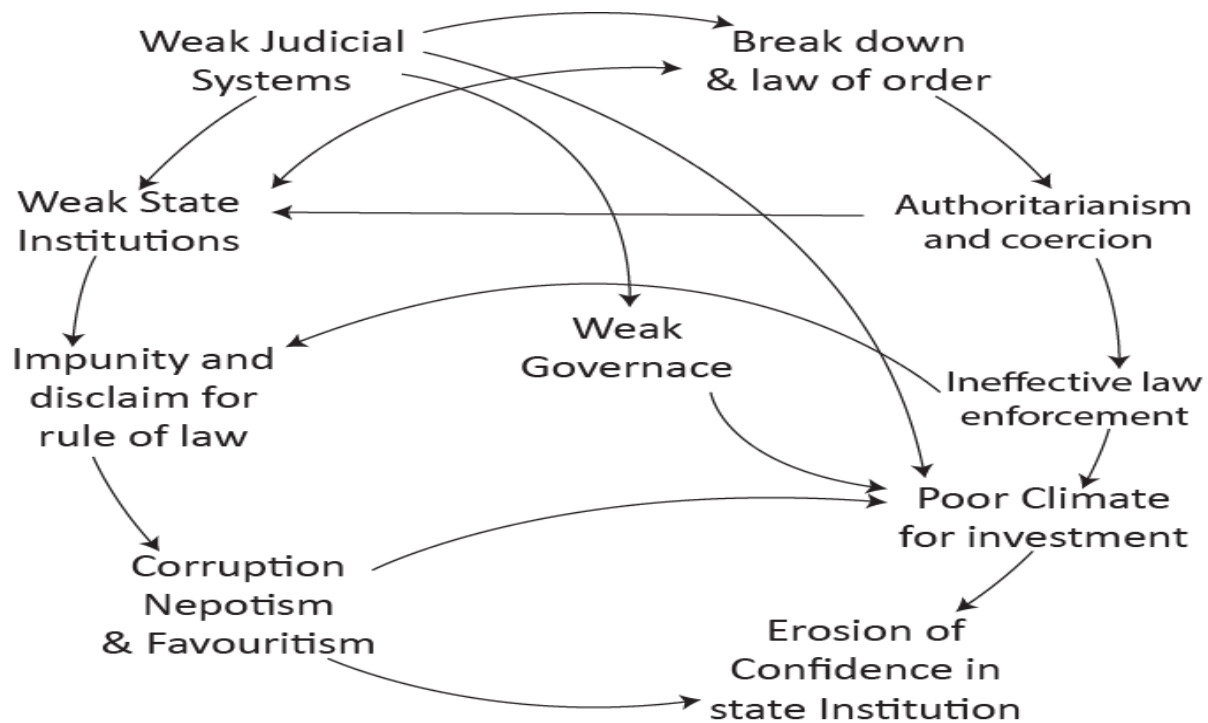
- What impact does this factor have? Why is this factor important? (**Effects**)
- What led to this factor? Where does this factor come from? (**Causes**)

Cause	Key Driving Factor	Effects
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In the preceding steps we had identified five KDFs for conflict and these are the ones that we examined one by one to generate their “causes” and “effects”. After this exercise we moved to subsystem analysis.

2.4.2 Subsystem Analysis: Identifying Links and Dynamics among Causes and Effects

After we had generated the list of cause and effect (cause and effect analysis) we looked at the links and dynamics among the KDFs, causes and effects. We looked at which causes results in which effects and vice versa. This part helped us to track and show how KDFs interact with each other and with other factors noting that KDFs are the most powerful factors. The dynamics and relationships they drive are the ones peace building must address. This we also did for all the five KDFs. Then we developed subsystem map also for every KDF. From the individual KDFs’ maps, we were now able to come up with the overall Mukuru conflict system map.



KDF 1: Weak Governance Systems and Structure

Table 2-6: Cause and effect chart

Causes	KDF	Effects
Impunity and disregard for the rule of law	Weak governance systems and structures	Erosion of confidence in the governing systems & structures
Ineffective judicial system		Culture of exclusion and domination
Absence of transparency and accountability mechanism		Weak state institutions and structures (at the local level)
Marginalization, inequality and exclusion		Authoritarianism and arbitrary use of power
Corruption, extortion and exploitation		Inefficient enforcement of laws and policies
Prevalence of incentives to engage in corruption		Unfavorable climate for private sector investments & job creation

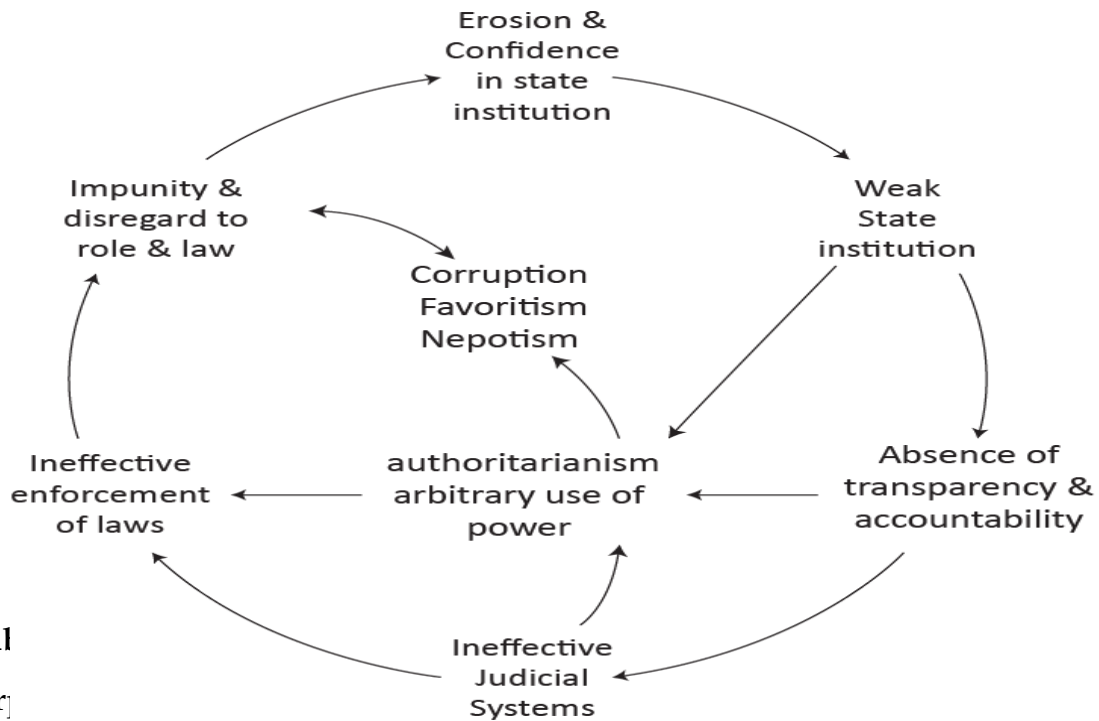
Looking at the links (relationships) within the KDF reveals that the KDFs together with the causes and effects function together as a dynamic system: dynamic causality. “The factor affects the cause just as the cause also affects the factor” and the same with the effect. Any element or part of a system can act as a cause or an effect in relation to other parts of the system. It means that cause and effects are multidirectional and not linear. These are shown with arrows as in the table below.

Table 2-7: Sub-systems analysis

Causes	KDF	Effects
Impunity and disdain for the rule of law	Weak governance systems and structures	Erosion of confidence in the governing systems & structures
Ineffective judicial system		Culture of exclusion and domination
Absence of transparency and accountability mechanism		Weak state institutions and structures
Marginalization, inequality and exclusion		Authoritarianism and arbitrary use of power
Inefficient enforcement of laws and policies		Corruption, extortion and exploitation
Prevalence of incentives to engage in corruption		Unfavorable climate for private sector investment & job creation

After the subsystem analysis, we worked to arrange the cause and effects in a logical sequence as indicated by the arrows to reveal the relationships between the elements (dynamic causality) and to produce the subsystem map for the KDF being examined as shown below. This we did for all the five KDFs to end up with five different subsystem maps.

Figure 2-1: KDF 1: Weak Governance System and Structures System Map



The Sul

For pur] the cycle as they appear in the chart. What we needed is a logical flow which means adding a factor or two where there is disconnect in the cycle in order to complete the logic. What must also be understood at this stage is that causes and effects are multidirectional underlining the nonlinearity of conflict factors (causes).

From the above visualization, the **central dynamic** for this KDF is **ineffective judicial system** which leads to various other factors. Again, when you look at the ineffective judicial system as a factor, it also has a ripple effect on a number of factors. From the Subsystem map shown above, we can see that ineffective judicial system influences directly three factors: Authoritarianism & arbitrary use of power, inefficient enforcement of laws and Absence of transparency & accountability. Further, it influences indirectly three other factors namely; Impunity and disregard for the rule of law, Corruption, Favoritism and Nepotism, and also the Weak State Institutions factor.

What this subsystem reveals are that; there is a central (dynamic) element in this KDF around which the others seem to organize themselves, factors are interdependent and interconnected (a change in one factor has a “ripple effect” leading to changes in other factors), these ripple effects can radiate outward and affect yet other factors that the original factor is not directly linked to. Such ripple effects often do rebound and affect the factor that originally initiated a change as in this case. When this happens, it produces a **dynamic feedback loop**. This loop demonstrates what simple dynamic causality looks like. Each factor or element produces an effect but is also ultimately affected by impacts that reverberate around the loop and return to influence the original factor, hence the

escalation of the vicious cycle. Therefore, any intervention focusing on this KDF must give due attention to the central element: **ineffective judicial system**.

The above narrative can also be summarized and presented in a tabular form as shown below

Table 2-8 :Tabular Presentation of Weak Governance Dynamics

Key Factor	Actors/Stakeholders	Dynamics
Impunity from both state and non-state actors and disdain for the rule of law	Public officers, community leaders and illegal groups are acting with impunity.	Encouraged by the ineffective judicial system and inefficient enforcement of laws and policies, coupled with the absence of transparency and accountability, self-seeking public officers, community leaders and illegal groups are taking advantage to act with impunity. Impunity produces corruption, extortion and exploitation by public officers, community leaders, cartels and illegal groups that leads to marginalization and culture of exclusion and domination making majority of the people to be poorer. Left with no alternative means of survival, the public resort to unlawful means of survival
Ineffective judicial system	The public is being exploited and excluded from vital state services	
Absence of transparency and accountability in conducting public affairs	Public officials and leaders lack transparency and accountability	
Marginalization, Inequality and poverty		
Corruption, extortion and exploitation		
Self-seeking leadership		

Due to weak governance systems, characterized by impunity and disdain for the rule of law on one hand, and corruption, favouritism and nepotism on the other, the youth and the marginalized are often excluded from resources, opportunities and service delivery. With no employment – formal or informal – at hand or in the near future, they feel more frustrated, hopeless and dejected. Hopelessness and the need to survive breed further frustration forcing them to use violence and force (extrajudicial means) to survive.

KDF 2: Use of Violence and Force to Access Resources and as a Dispute Resolution Mechanism (DRM)

Table 2-9: Cause and Effect Chart

Cause	KDF	Effects
Misuse and incitement of youth and militant groups to violence	Use of Violence and Force to Access Resources and as a Dispute Resolution Mechanism (DRM)	Attacks, and revenge attacks,
Weak law enforcement		Formation of violent unlawful groups to provide security
Exclusion and inequality		Incessant conflicts and cycles of violence
Unemployment and idleness		Availability of vulnerable youths to be used as resource for violence
Scarcity and unequal distribution of resources and opportunities		mental ill-health and PSD, injuries and death
Breakdown of law and order		Violation of fundamental rights and freedoms
Absence of strong DRM		Survival for the fittest culture and mentality

After the cause-and-effect analysis as shown above, we also did the subsystem analysis of the KDF to look at the links and dynamics among causes and effects. In the subsystem analysis we also worked to arrange the cause and effects in a logical sequence to reveal the relationships between the elements within it and to produce the subsystem map for the KDF as shown below.

KDF 2: Use of Violence to gain Access to Resources and Opportunities and as a DRM

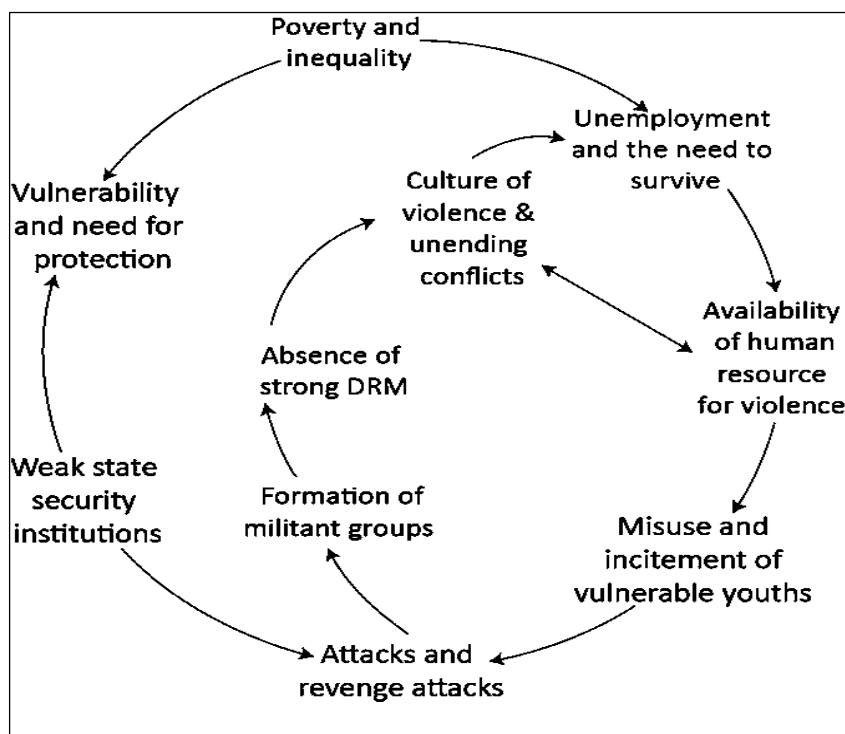


Figure 2-2: KDF 2: Use of Violence to gain Access to Resources and Opportunities and as a DRM

The Subsystem Map Narrative

From the above subsystem map, we can see that there are two major observable dynamics in this KDF coalescing around: Vulnerability and need to survive and Unemployment and idleness. This means that in this KDF we could be seeing two contending central dynamics. However, looking at the other causes and effects carefully, we realize that unemployment in itself only causes violence indirectly as in this case Unemployment and idleness is a proximate cause while vulnerability and need to survive is a trigger within this context.

When you look at the movement of the arrows or the logical sequence of the causes and effects, you realize that most of the factors coalesce around the vulnerability factor. This shows a vicious cycle that produces a **dynamic feedback loop**. In this visualization, vulnerability and need to survive is the central dynamic to which the other factors contribute. This loop is another demonstration of a simple dynamic causality. Each factor or element produces an effect but is also ultimately affected by impacts that reverberate around the loop and return to influence the original factor (reinforcing loop) - vulnerability and need to survive - hence the escalation of the vicious cycle.

Table 2-10: Tabular Presentation of the Use of Violence Dynamics

KDF	Actors/Stakeholders	The Dynamics
History of culture of violence and revenge Destruction of property Injuries, trauma and Psycho-social Disorders PSD	Youth Community leaders Youth groups Militant. Youth/gangs Property owners Structure owners	The use of violence mainly by the youth to gain access and control of resources and as a dispute resolution mechanism is one of the major drivers of the Mukuru conflict system. Violence in Mukuru is defined here as physical and psychological violence that targets individuals and property causing injury, death, and psychological trauma. It destroys or damages private property. Violence is not only a defining characteristic of this conflict; it is also intimately tied to its history and perpetuation.

KDF 3: Land Tenure Insecurity

Table 2-11: Cause and Effect Chart

Cause	KDF	Effects
Informal settlement built on unused and unplanned public land	Land tenure Insecurity	Congestion, Poor housing and Sanitation
Unclear land titles, land demarcations and ownership		Extortion, Land seizure by cartels, elite and militant groups
Allocation of land by government to private developers irregularly		Fear, actual and potential evictions, displacements and demolitions
Weak laws and policies regulating land tenure systems in informal settlement		Opposition to equitable distribution of land and zoning of areas to protect ownership and usage
Increased population density and rapid urbanization processes in Nairobi (in the context of poverty and unemployment)		Absence of private sector investment and rising unemployment
Disregard of the rule of law		Illegal possession and privatization of public land
Weak laws and policies governing land		Displacement, evictions and demolitions

After generating the list of causes and effects, we looked at how they are linked to determine which cause results in which effects. After that we then worked to arrange the causes and effects in a logical sequence as we have done with the rest. With that we ended up with the KDF's subsystem map depicting the logical sequence and dynamics of the KDF as shown below.

KDF 3: Land Tenure Insecurity

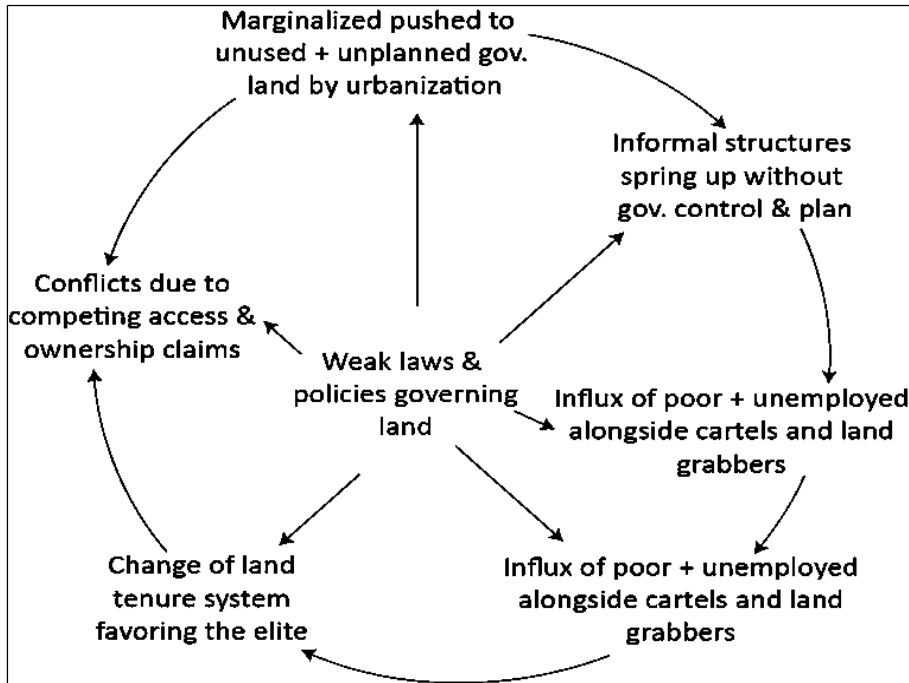


Figure 2-3" KDF 3. Land Tenure insecurity

The Subsystem Map Narrative

The visualization as captured in this map presents a visible or an easily observable ripple effect of a central factor. When you look at the Weak laws & policies governing land factor, it shows a ripple effect on a number of factors; it leads to Marginalized pushed to unused and unplanned government land by urbanization; Informal structures spring up without government control and plan; Influx of poor and unemployed alongside cartels and land grabbers; Land allocated to private developers irregularly; Change of land tenure system favoring the elite; Conflicts due to competing access and ownership claims; and back to the Marginalized pushed to unused and unplanned government land by urbanization and eventually to the original factor: Weak laws & policies governing land factor.

What this subsystem reveals is that weak laws and policies governing land factor is the central dynamic around which the others seem to organize themselves. It indicates that a change in this factor would have a “ripple effect” leading to changes in other factors as well. It also reveals that this factor is the point of leverage for this KDF. Any intervention in this KDF should understand that ripple effect dynamic because failure to do that may

mean focusing on areas in the system with the least leverage hence wasting valuable resources and not making any impact.

Table 2-12: Tabular Presentation of the Land Tenure Insecurity Dynamics

KDF	Actors /Stakeholders	Dynamics
Informal settlement built on unused and unplanned public land	Informal settlers occupying unplanned government land not put into any use	Due to rapid urbanization and increased population in Nairobi, traditionally marginalized groups are pushed to find cheap housing in unused and unplanned government land close to industries where they can find jobs. As is the case of Mukuru, much of the land was initially not subdivided, it had no title deeds and any demarcations. This allowed cheap unplanned structures to mushroom attracting many people pushed out of formal settlements by poverty to these informal settlements.
Unclear land titles, land demarcations and ownership	Government has not subdivided land Public occupying land without title deeds	
Allocation of land by government to developers disregarding already built informal settlements	Government officers allocating land to cronies irregularly New land owners assume ownership without knowledge of the informal settlers	
Weak laws and policies regulating land tenure systems in informal settlement	Government officers take advantage of weak land laws and policies	

KDF 4: Competition over scarce resources and opportunities

Table 2-13: Cause and effect

Cause	KDF	Effects
High rates of unemployment	Competition over scarce resources and opportunities	Labor force pushed into black market for jobs
Rising population density in informal settlements		Use of force and violence to gain access
Limited capacity and inadequate skills for job creation		Resource allocation tensions, disputes and conflicts

Inequality and unequal distribution		Struggles for control and influence
Corruption, favoritism and nepotism		Economic marginalization

Subsystem Analysis for the KDF

After undertaking the cause-and-effect analysis, we did the subsystem analysis as we have done with the previous KDFs. We arranged the cause and effects in a logical sequence and came up with the KDF conflict map as shown below.

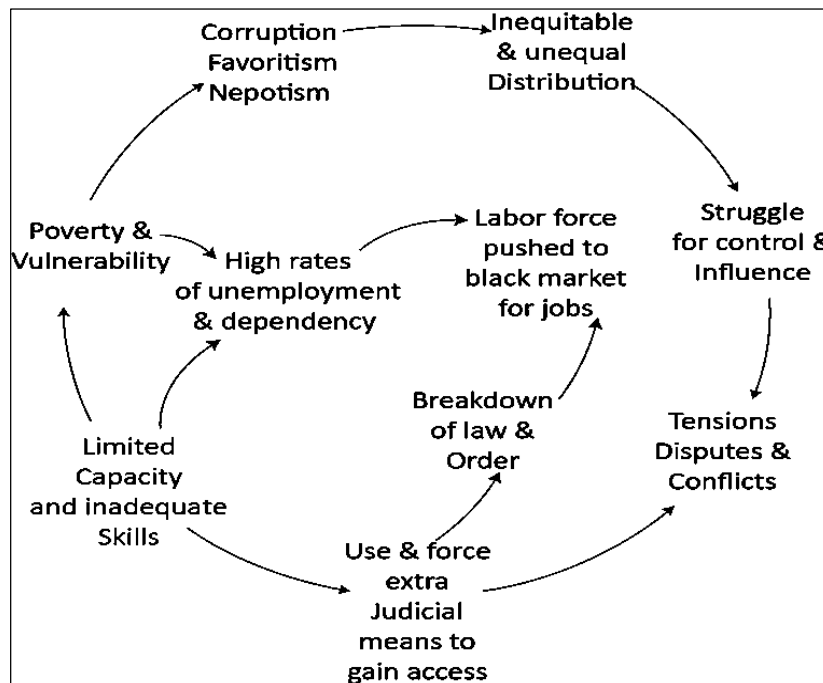


Figure 2-4: KDF 4. Competition over scarce resources and opportunities subsystem map

The Subsystem Map Narrative

Looking at the logical sequence of this factor, we see the central issue or dynamic as the inequitable and unequal distribution of resources. However, all the factors seem to be reinforcing changes in other factors which keeps the entire system in a positive feedback loop. The more it works, the more it gains power and momentum to work even more.

Since the factors in this loop are interconnected and interdependent – as indicated by the arrows – a change in one factor has a “ripple effect” leading to changes in other factors. The ripple effects in this KDF have rebound and is affecting the factor that originally initiated the change causing a dynamic feedback loop.

This subsystem map also displays a dynamic causality both in the larger map and the smaller map. All of the factors in the loop tend to build on and strengthen one another in

the classic, escalating pattern of a self-perpetuating vicious cycle. This loop also demonstrates what simple dynamic causality looks like. Each factor or element produces an effect but is also ultimately affected by impacts that reverberate around the loop and return to influence the original factor: hence the escalation of the vicious cycle.

Table 2-14: Tabular Presentation of the competition dynamics

KDF	Actors/Stakeholders	Dynamics
Dependence on public sector for jobs	Migrants pushed to informal settlements where many private investors are unable to invest	Traditionally marginalized migrants frustrated with scarce resources and opportunities have engaged in intense struggle to access and control the resources. Access and control have become formidable concerns in the community due to Inequality and unequal distribution of these resources and opportunities. This has been intensified by exclusion and marginalization which in turn is pushing the youth and the vulnerable to resort to using force and again pushing the labor force into black market for jobs

KDF 5: Gender Based Violence and Particularly violence against women and girls

Table 2-15 :Cause and Effect Chart

Cause	KDF	Effects
Historical and persistent gender inequalities	Gender Based Violence and Particularly Violence against Women, Youth and Girls	Dependency syndrome
Peer pressure, drugs and substance abuse		mental ill health, Trauma and PSD
Poverty and unemployment and thwarted masculinities and femininities		Movement restriction for youth, women and girls and violation of rights
Absence of strong campaign and advocacy groups		Prevalence of GBV cases in society

Retrogressive cultural norms and practices		Abuse, intimidation, violence, death and injuries
Profiling, labelling and Stereotyping		Fear, resentment, hostility towards specific gender groups

Table 2-16: *Tabular Presentation of the GBV Dynamics*

KDF	Actor/Stakeholders	Dynamics
Marginalization and exclusion based on historical and persistent gender inequalities	Women, and girls do not receive equal treatment from the society	Culture of domination and exclusion based on historical retrogressive cultural norms and practices have persisted to date worsening gender inequalities which has made women, youth and girls not to receive equal treatment and bear the greatest brunt of violence in the society. Poverty and unemployment coupled with movement restrictions have also accelerated economic marginalization and dependency for the youth, women and girls who become easy targets for all manner of violence.
Violence targeted to a specific gender due to their vulnerability	Women, Men, Youth and Girls are influenced by drugs and substance abuse to engage in violence	
Poverty, unemployment and thwarted masculinities and femininities	Youth, women, Men and girls are unable to fulfil their gender roles as expected by society creating tensions and conflicts	
Absence of strong campaign and advocacy groups and limited knowledge and awareness on gender rights	Government agencies and CSOs advocacy groups are not strong enough	

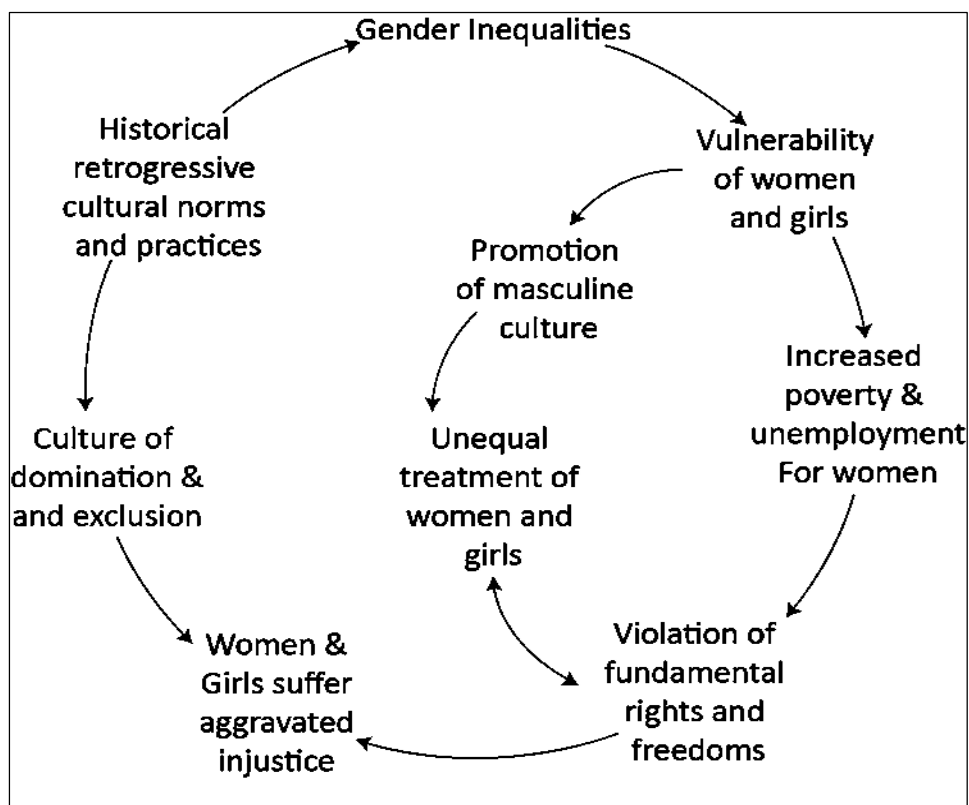


Figure 2-5: KDF 5: Gender Based Violence and Particularly Violence against Women and Girls Subsystem Map

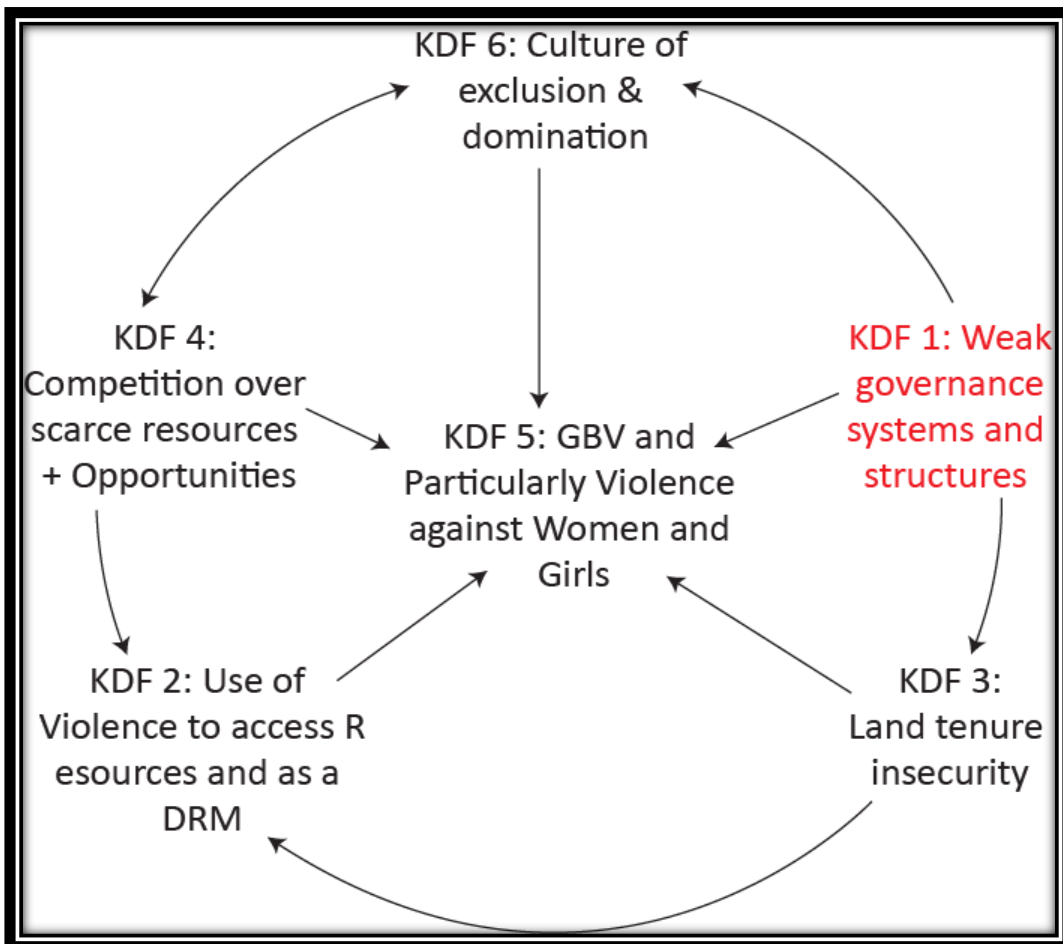
The Subsystem Map Narrative

Looking at this KDF and its links also helps in understanding the dynamic causality of system mapping. The **central element of this factor is the vulnerability of women and girls**. The dynamic causality is demonstrated by the reinforcing loops both in the inner and the outer circle. This KDF also reveals synergies between efforts to get cumulative impacts: Given the self-preserving character of a 'conflict system', one effort, however powerful, is rarely going to be enough. Multiple efforts, working on several of the factors that operate in a vicious circle, are likely to be needed. Different actors may be needed, as not all actors are equally well placed to work on every issue. But 'cumulative' impacts do not happen automatically – the various efforts will have to 'link' with each other and try and create synergies to do so.

2.5 Developing the Overall Mukuru Conflict System Map

After developing all the five maps for every KDF, an overall conflict system map is finally developed based on the five maps. Doing this involves prioritizing on the causes and effects in every KDF and putting them in clusters by looking at where the cycles overlap or connect. The focus of our analysis at this stage should be to identify a central dynamic (one of the cycles or factors) around which the others seem to organize themselves.

In a final step, the analysis team reassessed each of the proposed concept maps, also known as sub-system maps, - for each of the KDFs. In trying to put all the five KDFs together in a logical sequence, there was a disconnect and we had to use the conflict archetype - culture of domination and exclusion - to make the logic work. Once these sub-system maps had been agreed upon, they were combined into a single Mukuru conflict system's map. This map gives a condensed picture of all of the conflict dynamics singled out in the entire exercise.



The Narrative of the overall Mukuru Conflict System's Map

From what the cycles display, the central dynamic in this visualization is KDF 1: Weak governance structures and system. Other KDFs seem to coalesce around it as the central (Factor) dynamic for the Mukuru conflict system. All the other KDFs are organizing themselves around it and it seems to be the major factor that all the other factors are contributing to. This is then **the central dynamic** for our analysis. This is the crux of the problem in Mukuru.

3 POTENTIAL OPPORTUNITIES AND SYNERGIES FOR CONFLICT TRANSFORMATION WITH POTENTIAL ENTRY POINTS

3.1 Developing the Program Strategy

We have done the conflict analysis so what? This section builds on the previous section and the CA to develop a program strategy that is connected to and address the already identified KDFs of the conflict and that are likely to have an impact on the conflict system.

There are basically two things to consider when thinking or planning to intervene in a conflict system: points of leverage and program entry points or what is needed (what are places where intervention will have important effects on the conflict) and what the agencies can do.

Points of leverage: Refer to places in the system where a small change will likely provoke the greatest impacts (and/or ripple effects); are “places in the system where a small change could lead to a large shift in [the system’s] behavior. Leverage, of course, refers to the advantage you gain when using a lever, a tool that reduces the amount of effort needed to move something heavy. In other words, it is a place in the system where relatively small engagement or intervention can have much larger impacts, immediately or over time, on the change we seek to achieve. It is what most needs to be done to shift the system.

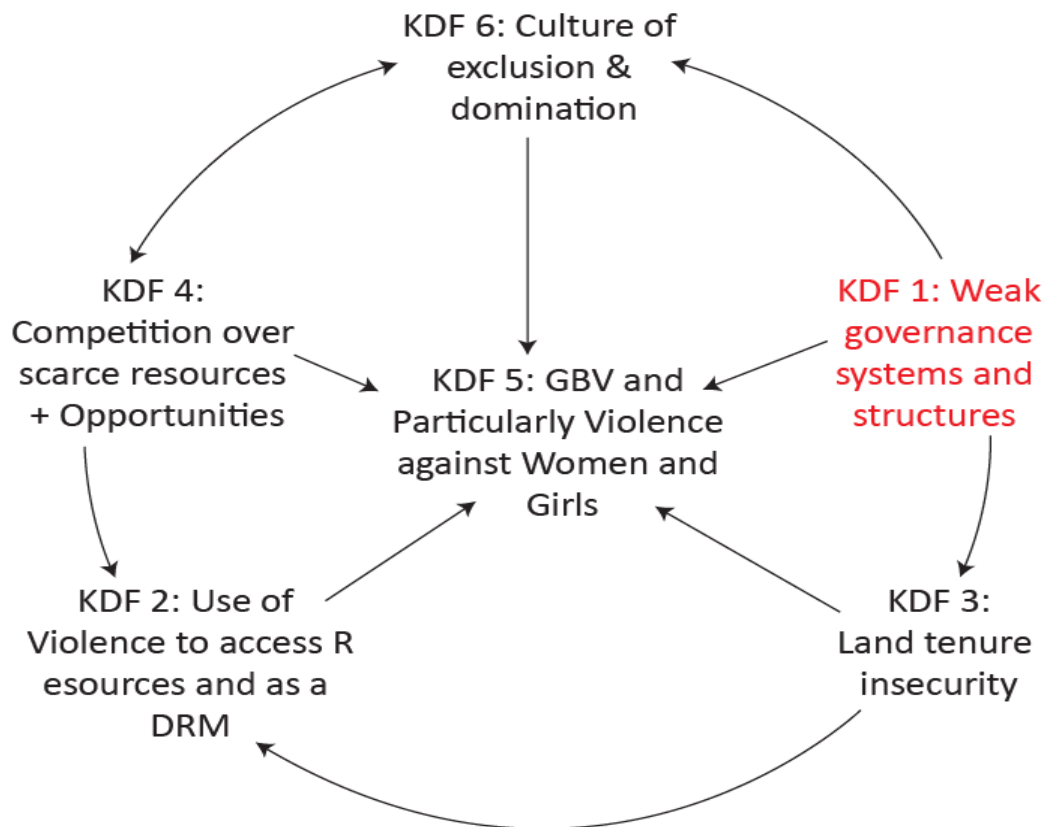
3.2 Determining the points of leverage for the Mukuru conflict system

Looking at the Mukuru conflict map and its dynamics, where do we see the leverage point i.e., what is needed to be done or where in the conflict system will an intervention have the greatest effect/s or impact/s on the conflict?

The Mukuru conflict system is driven by five main Key Driving Factors (KDFs) thus:

1. Weak Governance systems and structures
2. Use of violence to access resources and as a means of dispute resolution
3. Land acquisition, ownership and use disputes
4. Competition over scarce resources and opportunities
5. Gender based violence and particularly violence against women and girls
6. Exclusion and marginalization (archetype)

In the previous sections, the above factors were linked dynamically in systems map to reveal the dynamics of the conflict as shown below.



In developing a program strategy, the strategic question is: what is the most effective type of intervention, one that will greatly influence the dynamics of the system – the leverage? Looking at the conflict dynamics within the Mukuru conflict system, there is one **central dynamic** that drives the entire Mukuru conflict system: ***KDF 1: Weak governance systems and structures***. Weak governance systems and structures directly influences three KDFS: land tenure insecurity, the rise of culture of exclusion and domination and the escalation of gender-based violence. Weak governance also indirectly influences the two remaining KDFS: use of violence and competition over scarce resources. The weakest leverage point within the dynamic is the KDF 5; the escalation of GBV. Once we understand the dynamics of this system, we can now figure out how best we can use the available resources to intervene in this conflict system to have as big an effect as possible.

Potential RC Program entry point: Program entry point refers to actions that can reasonably be undertaken within a conflict system by a specific organization or program. Regardless of what needs to be done, most organizations are constrained by resources, mandates, skills, and access, among other factors. Points of entry are dictated to by the

context and the agency’s own strength: Given who RC is (its resources, expertise, skill sets, access, mandates, etc.), what can they reasonably undertake to intervene in this context. Even though the central dynamic for the system is weak governance, RC might not be bound to focus on this KDF based on the factors mentioned above. The strategic question RC must ask then is: Given who we are (our resources, structures, access, skills, mandate, etc.) where are we most likely to be able to make a difference in the Mukuru Conflict? RPP matrix may help to give some clue and direction.

3.3 Using RPP Matrix to identify Potential Project Entry Points

All peace programs could be plotted on a four-cell matrix that represent two dimension of programming - commonly referred to as Reflecting on Peace Practice (RPP) Matrix. This is a matrix that permits analysis of program strategies (potential or actual) in several dimensions, including: the different approaches to peace work; who is being engaged or who needs to be engaged for peace to come about; and, what type of change is being sought or, the level of change to be promoted.

	More People	Key people
Individual / personal level		
Socio - Political level		

Whom Should RC Engage Amongst the Mukuru Conflict Actors for Peace to Come about

Nearly all program strategies are based on one of two approaches related to *who needs to be engaged for peace to come about*: More people approaches and Key people approaches.

More People Approaches
The aim is to engage increasing numbers of people in actions to promote peace. Practitioners who take this approach believe that peace can be built if many people

become active in the process, i.e., if ‘the people’ are broadly involved. This may involve mobilization of larger constituencies or expanding the numbers of people committed to peace.

Key People Approaches

The focus is on involving particular people, or groups of people that are critical to the continuation or resolution of conflict, due to their power and influence. ‘Key people’ strategies assume that, without the involvement of these individuals/groups, progress cannot be made toward resolving the conflict. Who is ‘key’ depending on the context: they may be political leaders, militant youth leaders, or others necessary to a peace agreement or ceasefire; they may be people with broad constituencies; or, they may be key because they are directly involved in violence?

Table 3-1: The Two approaches in relations to the Mukuru conflict system

KDFs	More People	Key people NB: Those who can decide for or against peace in Mukuru
Weak Governance systems and structures	Women, tenants, business people, children, youth Church members Members of political parties, police officers Ethnic communities	Area MP, MCA, OCSs, ward administrators, OCPDs, Chiefs, village elders, Chairmen/ladies <i>Nyumba kumi</i> heads, church leaders, etc.
Use of violence to access resources and as a Dispute Resolution Mechanism (DRM)	Members of society, Men, Women, police officers Women groups Men’s association Militant/gang groups Victims of violence	Area MP, area MCA Heads of police, Youth leaders Individual Police Base leaders Gang leaders, Heads of households Husbands & wives
Land Tenure Insecurity	Tenants, business people business association members	Ministry of land officers, chiefs and ass chiefs, Land lords, Landowners Structure owners Other investors
Competition over scarce resources and opportunities	Members of society, women, men, youth groups, gang groups	Area MP, MCA, chiefs, <i>Nyumba kumi</i> heads, village elders, ward administrators
Gender based violence and particularly	Youths, Men, women, girls, church members, members of the society, gang members,	Youth leaders Chiefs, assistant chiefs, gang leaders

violence against women and girls	youth groups, women’s groups, social welfare groups Parents Victims of violence	Nyumba kumi heads, Elders Husbands, wives
Culture of exclusion and domination	Members of society, women, girls, youth and youth groups, parents	Chiefs, assistant chiefs, heads of nyumba kumi heads, heads of households, wives, husbands

So, in the above categories, RC may decide on **whom to engage** according to the actors listed above in order to make a huge impact in the system.

3.4 Levels of Change that RC May wants to Promote

All programs work at two basic levels: the individual/personal level and/or the socio-political level as shown in the diagram below

Individual/Personal Level Change
Programs that work at the individual/personal level seek to change the attitudes, values, skills, perceptions or circumstances of individuals, based on the underlying assumption that peace is possible only if the hearts, minds and behavior of individuals are changed. Most dialogue and training programs operate at this level, working with groups of individuals to affect their skills, attitudes, perceptions, ideas and relationships with other individuals.
Socio-Political Level Change
Programs that concentrate on the <i>socio-political level</i> are based on the belief that peace requires changes in socio-political structures and processes, often supporting the creation or reform of institutions that address grievances that fuel conflict, or promoting non-violent modes for handling conflict. Change at this level includes alterations in government policies, legislation, policies, economic structures, peace agreements, constitutions, etc. But it also incorporates changes in social norms, group behavior, and inter-group relationships.

Table 3-2: Potential Levels for RC Intervention (some examples of changes RC may seek)

KDFs	Individual personal change	Socio-political change
a. Weak Governance systems and structures	<ul style="list-style-type: none"> • Training police officers and chiefs on fundamental rights and freedoms 	Working with judges and magistrates to create effective GBV laws
b. Use of violence to access resources and as a Dispute	<ul style="list-style-type: none"> • A dialogue and Training program bringing together community leaders and 	Work with civic leaders to develop and advocate for

Resolution Mechanism (DRM)	landlords on tolerance & Nonviolence <ul style="list-style-type: none"> • Training on Alternative DRM to leaders 	broad based policies for land reforms
c. Land Tenure Insecurity	<ul style="list-style-type: none"> • A radio program (or TV) transmitting messages on land rights and policies through soap operas and talk shows (MP) 	Establish Mukuru community forum to stimulate land tenure dialogue for an effective legal framework
d. Competition over scarce resources and opportunities	<ul style="list-style-type: none"> • Provide youth and girls with various skills for self-employment (MP) 	Establish certain joint projects that lead to improved relationships, trust and cooperation among majority of the people in Mukuru
e. Gender based violence and particularly violence against women and girls	<ul style="list-style-type: none"> • Trauma healing with GBV victims (MP) • Dialogue programmes bringing together tenants, landlords and ministry of land officials (KP), etc. 	Work with governmental and NGOs human rights institutions to develop local human rights materials
f. Culture of exclusion and domination	<ul style="list-style-type: none"> • Conduct a series of problem-solving workshop with community leaders • A series of workshops on Rights based approaches for community leaders 	Work with civil society to advocate for reforms in the laws and policies regulating government affirmative funds (KP)

4 THE BEST PRACTICES AND TOOLS FOR MAKING CONFLICT ANALYSIS A CONTINUOUS EXERCISE

4.1 Overview

Conflict analysis should be updated and tested regularly or periodically because conflict situations are always evolving. It is instructive to note that conflict analysis is a must for organizations especially those working in fragile contexts. From a peacebuilding or conflict transformation perspective, Conflict Analysis is not optional; it is essential and obligatory for peace work. There are several ways in which an organization can make conflict analysis an ongoing process.

4.2 Mainstreaming Conflict sensitivity

One of the more common practices would be to **mainstream conflict sensitivity** to become the organizational culture. This should be done first by using the DO No Harm analytical framework that directs all programmes especially those operating in fragile contexts.

4.2.1 Institutionalization of Conflict Sensitivity

This approach aims at transforming the behavior of organizations that operate in conflict affected and fragile contexts. It requires a shift in the mind-set of organizations and of their workforce. Fragile and conflict-affected contexts are unpredictable in their evolution. Organizations operating in such environments must be flexible enough to adjust to unpredictable contextual changes to ensure that interventions remain context- relevant, while mitigating the risk of negative effects on conflict dynamics and even contributing to a reduction of conflict. An organization's capacity for adaptability and flexibility are therefore inherent elements of conflict sensitivity.

4.2.2 Reflection on Peace Practice CoPs

The second practice is to **form a conflict sensitivity consortium or regularize a Community of Practice (CoP)** with partners or likeminded organizations and institutions. RC may need to spearhead such undertaking to bring all agencies working in the peace building field in Mukuru and its environment on a regular reflection exercise. The reflection is based on a joint conflict analysis led by one of the internal staff or by an external person. It is easy to work within a smaller team for learning and coordination purposes.

4.2.3 Appointing a Conflict Sensitivity Champion

The third option could be for the Reuben Centre programme to develop or **appoint conflict sensitivity champion** within it. This of course would be the engine behind its conflict sensitivity drive. This should be a programme person whose mandate and focus is on the programme and its implementation.

4.2.4 Continuous Analysis in Programme Context using M&E Data

The other option involves updating the conflict analysis using monitoring and evaluation (M&E) data. An on-going CA is an essential part of the Monitoring and Evaluation process. Based on your analysis, you should be able to identify critical conflict indicators or 'milestones' as well as benchmarks that can indicate an improvement or deterioration of the conflict situation. For each of the indicators, you should formulate a set of relevant questions to keep in mind during the monitoring period; these should serve as reminders, so that when they occur, they are documented in any of the documentation methods described above.

4.2.5 Updating the CA Using indicators and benchmarks

A MEL plan for a peace building program tracks progress in three domains (changes in context, progress of implementation, progress towards results). More often, data from context monitoring is used to update CA and to make an analysis a continuous exercise. The purpose of data collection is to look for contextual red flags (that a driver of conflict is getting worse, that inter-group tensions are rising, that your project may be having unintended negative effects...etc.).

4.2.6 Permanent Monitoring

Permanent monitoring of the situation can also be equated with an on-going CA. An on-going CA is simply a continual update of the completed CA, focusing on key areas that evolve over time. There are three issues to monitor while undertaking programming in conflict-affected areas:

- i. The conflict dynamics and how they in turn reflect upon the initial CA and whether or not the CA requires updating or refining**

When updating the conflict analysis to reflect the changing conflict dynamics, not all sections of the CA will necessarily require updating. Many of the sections in the situation and conflict factor analysis, for example, will remain unchanged for extended periods of time; similarly, many of the actors might also stay the same, although there may be new players that need to be taken into account as the conflict evolves in intensity or moves closer to resolution.

The conflict dynamics section of the report will require the most attention; one should look at the evolving nature of conflict drivers and peace engines, and the triggers you identified in your indicators. Again, once a shift in the dynamics is noted, the CA should be updated. If a significant update is required, you may need to produce a revised analysis that focuses on on-going programmatic engagements to ensure they are targeting the right groups, meeting objectives and continue to be conflict-sensitive. If significant changes are noted and reflected in the updated CA, scenario-building exercises will also need to be completed.

- ii. **The actual implementation of the programme or project, and whether it is addressing key issues as described in your Theory of Change and specific indicators.**

Project staff may need to set 'interaction' indicators at the activity level for each peacebuilding activity they carry out. Interaction indicators should measure the effect of the interventions on specific conflict drivers (effects may be positive, negative or zero). Interaction indicators are particularly useful when analyzing the interaction between the programme and the conflict itself. The focus should be on designing indicators that will help monitor whether the programme is indeed reducing conflict drivers and, therefore, confirming your theory of change.

- iii. **The effects on beneficiaries of participating in programme activities and whether participation increases or mitigates the risks of violence, including GBV.**

Monitoring impact involves the use of reliable data for timely and informed decision-making. Sex-and -age-disaggregated data and information form the foundations of an on-going monitoring practice; such information should be routinely collected, analysed, reflected upon and responded to at both the activity and outcome levels to ensure that interventions are relevant, effective and impactful.

When monitoring the effects of program activities on beneficiaries, you should look at whether participation increases or mitigates the risks of violence, including GBV. This assessment can be undertaken through participatory consultations and focus group discussions with programme beneficiaries. Programs should be modified when monitoring brings to light heightened risks associated with the engagement. Upon the basis of this information, you should build in further protection measures to reduce risks and ensure that participating is as safe as possible from the start of the program.

[4.2.7 Performing an ongoing 360-Degree Analysis](#)

One of the popular conflict analysis tools being used today by various agencies is called "360-degree analysis." In this type of analysis, responsibility is given to a whole department or (all peacebuilding program) staff and partners who report to a particular staff responsible for the project or an intervention. The officers will pick out any emerging issues from the context within the key elements of conflict: profile, causes, actors/stakeholders and dynamics. The officers collect formally or informally this information from their daily experiences or from information coming out of the context. Normally this takes the form of an on-line or a manual system; as a blog or through a cell phone system as an SMS message or through social media as a WhatsApp group forum. These channels are able to capture emerging issues for continuous inputs to the analysis. The reports then become the information sources for a reflection exercise or for updating an existing analysis which could be done periodically; either biweekly or monthly or as is convenient to the project team.

An on-going '360-degree analyses will help identify gaps and changes. The 360-degree analysis is a dynamic mechanism that allows programme and partners at all levels to share and reflect upon the findings in an open and transparent manner. These methods, for example, are simple tools that enable easy tracking of evolving dynamics and subsequently enable quick and simple reporting methodologies.

The 360-degree analysis should also be combined with regular political reporting and media monitoring; data from programme reviews and evaluations and should be used to validate or update the analysis. One aspect of monitoring that may easily feed into and provide valuable information to update the conflict analysis is the context monitoring in any MEAL/MEL framework.

5 CONCLUSIONS AND RECOMMENDATIONS

5.1 Conclusion

The conflict analysis for this consultancy was based on conflict systems approach. It was more useful to identify the factors that are the most important – priority elements - that should be addressed. This has helped to show how various factors function together as a dynamic system. The approach focused on the underlying conflict dynamics and helped to reveal points of vulnerability in the conflict system and areas where well designed peacebuilding interventions can make a difference. In that respect, the analysis has helped to develop an understanding of the conflict that will help the stakeholders decide what to do and how best to intervene. The systems mapping has also provided the basis for a strategic discussion regarding the potential points of intervention and appropriate methods for addressing the conflict dynamics.

The overall data has demonstrated that conflict drivers are multi-layered, complex and can vary within the respective target locations. Stakeholder dynamics that negatively and positively affect conflict operate at various levels, both internally within Mukuru and externally from outside of Mukuru. The KDFs of the conflict that have been identified have been consistent throughout all of the target locations.

It has become clear that for the most part, communal tensions and conflicts largely stem from poor governance and socio-political insecurity. This has manifested itself as conflicts of interests and sectarian tensions between the elite and the poor tenants, which often also translate into political, ethnic or resource tensions at the local level.

This study has presented the stakeholders with a visible picture of current key conflict drivers, conflict dynamics and related actors within the target locations in Mukuru. Through a comprehensive methodological approach, we collected a wide array of primary data which enabled us to identify KDFs and actors and to develop context specific suggestions to inform the design of key interventions to improve peace and security, enhance community cohesion, to foster economic growth, to give hope to women and girls and to enable the return of those still living in tents and to ultimately build sustainable peace in the targeted areas.

5.2 Recommendations

- **Capacity building:** In order to utilize this conflict analysis for effective programming, RC should build its own, actors and champion's technical capacity in understanding conflict and specifically in undertaking conflict analysis and how to link analysis to programming.
- **Project Design:** In order to use the system mapping methodology for programming, from design to M&E, the programme should make some investment in training the programme personnel on the system basics like the use

of the RPP Matrix for programming as it seems to be a new approach for many peace actors

- **Peace Building:** There seems to be very scanty information about peace engines within the conflict system. Due to that the conflict analysis emphasized on conflict drivers more than peace engines. At the program design stage, that should be revisited so as to have a robust picture of what is being done by other peace actors to forge linkages and to avoid duplication.
- Depending on the KDF that RC might want to start with or focus on, that KDF should be unpacked further at the program design stage so as to see better the dynamics in that KDF and also for the right indicator development.

ANNEXES

Annex 1: Perceived Causes of Conflict from the Respondents

Conflict Factors	Key Categories (KDFs)
<ul style="list-style-type: none"> a. Ineffective judicial system b. Inequality and discrimination c. Weak state leadership and security apparatus d. Absence of transparency and accountability e. No enforcement of laws and policies f. Impunity and disregard for the rule of law g. Inadequate public participation spaces h. Exclusion and marginalization i. Violation of fundamental rights and freedoms j. Corruption, favoritism and nepotism 	Weak Governance systems and structures
<ul style="list-style-type: none"> a. Opposition to equal distribution of land b. Displacement and demolitions unequal distribution of land c. ineffective enforcement of land governance laws and policies d. Congestion, Poor housing and Sanitation e. Land seizure by the elite and the rich f. Zoning of areas by youths g. Extortion and exploitation by cartels and illegal groups 	Disputes over land acquisition, ownership and use
<ul style="list-style-type: none"> a. Misuse and incitement of youth and militant groups b. Weak local administration c. Non state actors resorting to use of force d. Formation of violent youth and militant groups e. Insecurity and rampant crime f. No trust in the community policing system g. Mistrust between the police and the public h. Youths resorting to use violence for survival i. Weak peacebuilding structures j. Revenge attacks by youths k. Lack of conflict resolutions means l. No peacebuilding mechanism m. Lack of strong DRM n. Mistrust between police and the public o. Government's weak capacity and resources p. Frustration of the youth q. Encouraging and rewarding violence 	Use of violence to access goods and services

<p>ARCHETYPE</p>	<p>Marginalization, Exclusion and domination</p>
<ul style="list-style-type: none"> a. Favoritism and nepotism in resource allocation, b. Scarcity of basic commodities and increasing unemployment c. Fear of domination and mistrust d. Politicizing resource allocation e. Use of non-transparent methods in providing goods and services f. Ethnic mobilization g. Fighting for CDF bursary funds h. Using youth to collect CDF Bursary allocation of numbers 	<p>Competition over scarce resources, services and opportunities</p>
<ul style="list-style-type: none"> a. Revenge attacks b. Police siding with criminals c. Peer pressure d. mistrust of the police e. nyumba kumi only working for money f. Police protecting criminals g. Protecting bases h. night attacks i. use of boys for getting numbers (bursary allocation) j. chiefs do not listen to us k. victimization when you go to police 	<p>use of violence as a means of dispute resolution</p>
<ul style="list-style-type: none"> a. Impartial allocation of resources b. NGOs discrimination c. Biasness in giving out bursary d. Favoritism in allocating opportunities e. Nepotism in plot allocation f. Corruption when distributing public resources g. Tribalism in resource allocation h. Exclusions and marginalization i. Skewed employment tendencies j. Inadequate analysis and skills for CS 	<p>Conflict insensitivity by agencies and stakeholders</p>
<ul style="list-style-type: none"> a. Peer pressure and substance abuse b. High population of unemployed (especially youth) c. Mental ill health and PSD d. Domestic quarrels e. husbands' arrogance f. increase in child labour 	<p>Gender based violence and particularly violence against women and girls</p>

<ul style="list-style-type: none"> g. drugs and substance abuse h. Weak and ineffective CSOs (policy and right's advocates) i. Beating of wives j. Labelling the youth as violent by police k. misusing children l. (Criminalizing youth hood) m. Historical and persistent gender inequalities n. Cultural norms and practices o. Targeted violence against the vulnerable esp. women and girls 	
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Annex 2: Force Field Analysis of key Driving Factors for Peace and Conflicts

Factors moving towards Sustainable Peace in Mukuru	Key Actors/ Stakeholders	Sustainable peace in Mukuru	Factors moving against sustainable Peace in Mukuru	Key Actors/ Stakeholders
Existing civil society initiatives			Weak governance systems and structure	National government County government Chiefs Assistant chiefs Heads of <i>Nyumba kumi</i> Elders Chairmen/ladies Heads of CSOs and CBOs
Discreet peace building interventions			Use of violence and force to access resources	Youth Chiefs police nyumba kumi youth leaders National NGO CSOs and CBOs NGOs (Nat. Int)
Informal community groups			Land tenure insecurity	Land officials Politicians Landowners Structure owners

			Police Elders Chairmen/ladies Chamas/self-help groups
Religious factors		Competition over scarce resources	Politicians (MP+MCA) Ward administrator Chiefs Youths Pastors/priests/she ikhs/ imams
Sports and recreational activities		Gender based violence especially on women and girls	Youth, chiefs Sub chiefs Elders Heads of nyamba kumi
Youth focused community based organization			youths

Annex 3: RPP Analysis Matrix

Level of Change	Approaches: Whom to engage to promote peace	
	More People	Key people
Individual Personal Change		

Socio-Political Change		
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Annex 4 Qualitative Interview Respondents- KII Respondents

No	Name	location	Designation
1.	OCS	MKR	Police
2.	CSO leader 1	MKR	CBO Leader
3.	CSO leader 2	MKR	CBO Leader
4.	Chief	MKN	Chief
5.	MCA	MKR	Politician
6.	Pastor	MKR	Religious leader
7.	Sheikh	MKN	Religious leader
8.	Assistant chief	MKN	Comm. Leader
9.	Comm. health Volunteer	MKN	Comm. Leader
10.	GBV victim	MKN	CBO Rep

Annex 5: FGD Participants

Participants	Mukuru Kwa Reuben	Viwandani	Kwa Njenga
1	Women Group (13 Pax)	Women Group (10 Pax)	Women Group (13 Pax)
2	Youth Group (7 Males, 6 Females)	Youth Group (8 Males, 5 Females)	Youth Group (7 Males, 6 Females)
3	Mixed Groups (5 males,6 Females)	Mixed Groups (7 males,5 Females)	Mixed Groups (5 males,6 Females)
Women	25	20	25
Men	12	15	13
Total	37	35	38

Annex 6: References

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