

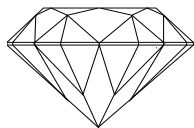
# TECAFILI REPORT 2012

## REPORT OF THE LITERACY TRAINING COURSE: CONFLICT MANAGEMENT

November 24 -25, 2012

### Venue:

Msambweni Turtle and Marine Conservation Hall



**TECAFILI**

Project funded by;



Report by:  
Barua Mshenga  
Technology and Care For Improved Livelihood

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**Front left: Said Zogo (Likoni), Majaliwa (Msambweni Turtle and Marine Conservation Group) Suleiman Dzilala (Chale), Mohamed Jasho (Kibuyuni). From left standing: Mohamed Hamza (Munje), Chinyama Njia (Majoreni), Salim Sadik (Gazi), Ali Tinga (Mvuleni) and Twamimu Omar (Shimoni)**

## 1. Summary

The conflict management literacy training for BMUs in South Coast of Kenya was held in Msambweni at Msambweni Turtle and Marine Conservation Group Hall from 24 to 25 November of 2012. This training was organized by TECAFILI, with financial support from the Lighthouse Foundation - Germany. It is part of the TECAFILI wider objective of strengthening the capacity of the local artisanal fisher folks, which is designed to empower the BMU members effectively manage their affairs in addressing both the socio-economic aspect as well as marine resource use management.

The training participants were drawn from Likoni, Mvuleni, Chale, Gazi, Munje, Shimoni, Kibuyuni and Majoreni Beach Management Units (BMUs). Each BMU sent one participant to represent it.

It is indeed appreciated that conflict emanating from resource use as been experienced by the fisher folks. 'Foreign fishers' have been blamed for using destructive fishing gears and methods; however some of the local fishers provide the necessary support to the so called 'foreign fishers'. This scenario and the encroachment of prime fishing ground by other fishers has been a bone of contention among the fisher folks resulting into misunderstanding. This training therefore was intended to bring about harmonious relation for the betterment of the community as well as in resource management.

The training achieved it set objectives. All the eight (8) participants from the eight (8) BMUs under focus attended. A total of nine (9) participants were trained, against a target of 8 in the project document. The extra person from the Msambweni Turtle and Marine conservation Group requested to participate in the training due to its usefulness. The training objectives were as follows:

- To empower the participants and the wider BMUs on how to deal with conflicts in both management of the BMUs as well as the Marine resource for sustainable development
- To expose the participants on the causes, effects and stages of conflict in a group
- To acquaint the participants with effective conflict resolution mechanisms

The training covered the following topics;

- Introduction to conflict management
- Types/sources of conflict
- Causes of conflict
- Stages of conflict
- Conflict resolution mechanism
- Problem solving

## **2. PROCEEDINGS OF THE TRAINING WORKSHOP**

### **A. Opening of the Training Workshop**

On November 24th, 2012 at 8:30 am, the training participants met for the first time at the training Hall at Msambweni. Barua Mshenga, the program Coordinator of TECAFILI opened the Workshop and welcomed the participants from various BMUs. In his remarks, he indicated that the training is part of the continuing efforts of TECAFILI and Lighthouse Foundation toward strengthening the capacity of the artisanal fisher folks more so the BMUs along the South Coast of Kenya.

He added that this training was unique as it is going to address the conflict experienced by the Mvuleni, Chale and Gazi fishers that have exchanged bitter words due to the presence of the fishermen from Pemba. Reports have already circulated to Fisheries Department that these fishers are causing a lot of discontent among the other fishers in the region. Perhaps this training will offer an opportunity for the parties to agree or disagree to accommodate the Pemba fishers and their method of fishing to cool the temperature.

### **B. Organization of work sessions**

At the first session, the work program was discussed and adopted with slight modifications. It is reproduced in Annex I. Plenary sessions were organized for training purposes.

Barua Mshenga (TECAFILI) provided the participants with necessary administrative instructions and wished them a productive workshop.

### **C. Objectives of the Training**

Barua Mshenga, Program Director of the TECAFILI, briefed the participants on the short-term and long-term objectives of the Workshop. He indicated that the workshop had three major objectives:

- To empower the participants and the wider BMUs on how to deal with conflicts in both management of the BMUs as well as the Marine resource for sustainable development
- To expose the participants on the causes, effects and stages of conflict in a group
- To acquaint the participants with effective conflict resolution mechanisms

### **D. The training sessions**

Presentation of the training session on “conflict management” began during the first session, following the presentation by Barua Mshenga, who reviewed the objectives of the training to be in line with the participants training expectations.

#### **Session one: Introduction to conflict management**

The participants were engaged in a question and answer session. Basically they were requested to define the meaning of conflict from their own perspective. Mr. James Ng’ang’a guided the participants to come up with acceptable definition of conflict. They were then, taken through the types/ sources of conflict that include: Resource based conflicts- access and control of

material resources, Values ( ideological/religion, Identity – sense of belonging, Competition among members, Favourism –when some are favored than others, Discrimination – isolating others, Structure (governance) –distribution of authority, leadership styles or power struggle, etc

The facilitator requested the participants to name the different causes of conflict that they encounter within their respective BMUs. He then outlined the major causes of conflicts as being due to behavior, attitude and structure as explained in the training notes.

### **Session two: Stages of conflict**

The facilitator explained that a conflict does not occur abruptly, but undergo certain stages before it manifest itself. The participants could not explain the stages and thus, the facilitator guided the participants on the stages of conflict as follows: Formation, Escalation, Endurance, Improvement and Resolution.

### **Session three: Conflict resolution mechanism**

Mr. James walked the participants on the conflict resolution mechanism as being litigation, Arbitration, Negotiation, Mediation and Conciliation. He urged the participants to explore all these mechanisms before they can make a decision. He also requested them not to rush in decision making when faced with any conflict in their affairs, but ensure that they adhere to the mechanism and they may realize that it might be the best way to leave in harmony with one another. However, the participants were confused with these terms and thus any elaborate explanations were made to their satisfaction.

### **Session four: Problem solving**

The participants were taught the problem solving circle. This circle addressed the process of; Identify the problem, Investigate the root cause of the conflict, Understanding the cause and problem, Identifying /analyzing possible solutions for the conflict and Select an appropriate solution. They were then taken through the problem definition question of five (5) wives and one (1) husband (5W1H). The participants were also taught that the problem solving has its own roadblocks emanating from the individual perception, emotional block, Intellectual blocks, expressive challenges and environmental block (see notes)

### **Session five: Participants practical and presentation**

This session was aimed at gauging the understanding level of the participants. They divided into two (2) groups and given the assignment to work on the following problems:-

1. Misunderstandings by group members
2. Mistrust

3. Lack of respect
4. Not attending meetings
5. Non-participation to group activities
6. Members blaming leaders
7. Lack of transparency and accountability

Problem	Cause	Effects	Possible solution	Best solution

They then choose their own leader to make a presentation of the assignment given. The two groups made an excellent job.

### Session six: Training Evaluation

Through a structure questions on the course content, catering and venue and the facilitators ability to steer the training, the participants confirmed that the training was good as it scored 4.5 against a maximum of 5.

To get their views, the participants were requested to comment anything in regard to the training. Below are the verbatim responses;

- This is a great course as we will manage to address emerging issues with this approach
- Very interesting, but very few participants
- Big thank you and bravo!
- I didn't have this knowledge, thank you TECAFILI
- I have expanded my knowledge on conflict management
- I will reflect on what is happening within my landing site
- Will help in developing my respective BMU because indeed we are faced with many challenges.
- I am Impressed and I will take this knowledge to the other parties on the ground

### 3. Training Way forward

- Participants agreed to pass the knowledge and skill to other BMU members
- Organize sensitization meetings to defuse petty conflicts in BMUs

### 4. Closing of the training

Barua on behalf of the participants conveyed his appreciation to Lighthouse Foundation, BMUs and the participants for taking their time and resources to make the training an excellent one. All of us have learned from each other's experiences. He urged the participants to act as catalyst in replicating the knowledge skills gained to their respective BMUs. He wished farewell to all.

## Annex 1: Training Program

### CONFLICT MANAGEMENT TRAINING)

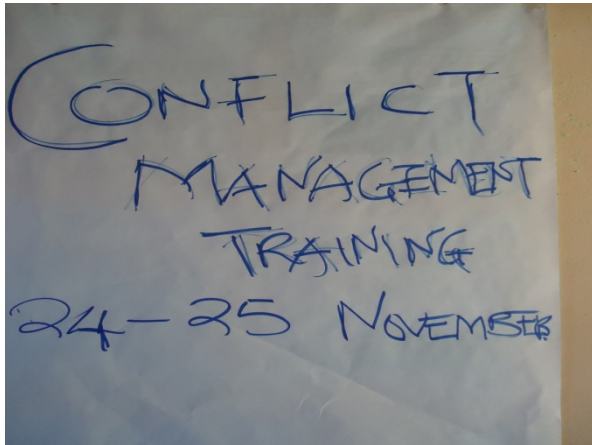
1 <sup>st</sup> Session (8:30 -10: 30 am)	T E A  B R E A K	2 <sup>nd</sup> session (11:00 -10:00 pm	L U N C H  B R E A K	3 <sup>rd</sup> session 2pm-4:30 pm
<ul style="list-style-type: none"> <li>• Registration</li> <li>• Climate setting</li> <li>• Introduction</li> <li>• Training objectives</li> </ul>		<ul style="list-style-type: none"> <li>• Introduction to conflict management</li> <li>• Types/sources of conflict</li> <li>• Causes of conflict</li> </ul>		<ul style="list-style-type: none"> <li>• Stages of conflict</li> </ul>
<ul style="list-style-type: none"> <li>• Conflict resolution mechanism</li> <li>• Problem solving</li> </ul>		<ul style="list-style-type: none"> <li>• Participant practical and presentation</li> </ul>		<ul style="list-style-type: none"> <li>• Training Evaluation</li> <li>• Training way forward</li> </ul>

**Annex 2: list of participants**

<b>No.</b>	<b>Name</b>	<b>BMU( Landing site)</b>	<b>Contact</b>
1	Ali Mohamed Tinga	Mvuleni	0703354998
2	Mohamed Hassan Jasho	Kibuyuni	0720215520
3	Suleiman Ronga Dzilala	Chale	0724644069
4	Said Hamisi Zogo	Likoni	0724397176
5	Salim Sadik	Gazi	0724271368
6	Mohamed Masud Hamza	Munje	0728321760
7	Chinyama Njia	Majoreni	0719838211
8	Twamimu Omar Mgeni	Shimoni	0727866389



Annex 3: Photo



Training invitation



Barua making a point



Participants in group work session



Busy participants in group work





Suleiman Dzilala presenting group work



Mr. Jasho from Kibuyuni presenting group work



Participants group photo



Participants group photo