

# BEHAVIOR PROFILE: FEMALE AND YOUTH FARMERS PREVENT AND RESPOND TO CONFLICT

DEMOCRACY AND GOVERNANCE GOAL

Democracy and Governance Goal: Reduce school-related gender-based violence

BEHAVIOR

Female and youth farmers adopt mechanisms to prevent and respond to conflict



| BEHAVIOR ANALYSIS   |  | STRATEGY   |  |
|---|--|--|--|
| BEHAVIOR AND STEPS  | FACTORS  | SUPPORTING ACTORS AND ACTIONS  | POSSIBLE PROGRAM STRATEGIES  |
| <p>What steps are needed to practice this behavior?</p> <p><b>Behavior</b></p> <p>Female and youth farmers adopt mechanisms to prevent and respond to conflict</p> <p><b>Steps</b></p> <ol style="list-style-type: none"> <li>1. Identify potential and ongoing sources of conflict, including and especially inequalities</li> <li>2. Share examples of how you and others have prevented or successfully responded to conflict</li> <li>3. Include women, youth, and other marginalized people in activities (community, economic, etc.)</li> <li>4. Create/engage in activities to increase community resources</li> <li>5. Learn effective negotiation techniques</li> <li>6. Listen to understand rather than refute</li> <li>7. Show empathy to all sides of a conflict/potential conflict</li> <li>8. Initiate community-level discussions about how to prevent and respond to conflict</li> <li>9. Facilitate intra-household discussions to resolve family conflicts</li> <li>10. Agree on solutions</li> <li>11. Monitor implementation of solutions</li> </ol> | <p>What factors may prevent or support practice of this behavior?</p> <p><b>STRUCTURAL</b></p> <p><b>Accessibility:</b> Absence or inefficiency of mechanisms to prevent and resolve conflict, including frameworks for inter-community dialogue <b>B</b></p> <p><b>Accessibility:</b> The cost of conflict management – local authorities charge a lot of money to settle a conflict between third parties <b>B</b></p> <p><b>Service Experience:</b> Authorities' failure to include communities in the development of mechanisms to prevent and respond to conflict <b>B</b></p> <p><b>Service Experience:</b> Authorities' lack of impartiality, including consideration for farmers, including women, youth and other marginalized groups and what they think <b>B</b></p> <p><b>INTERNAL</b></p> <p><b>Attitudes and Beliefs:</b> Belief that preventing conflict would strengthen unity and increase social cohesion <b>M</b></p> <p><b>Attitudes and Beliefs:</b> Frustration with ad hoc conflict management (potential motivator) <b>M</b></p> <p><b>Attitudes and Beliefs:</b> Young people believe that conflicts must be resolved by force <b>B</b></p> <p><b>Attitudes and Beliefs:</b> One group feeling superior to or rejecting another group (Walendu Watsi over Alur, Bantu over Ips, Ndaka and Bila over non-natives) <b>B</b></p> <p><b>Knowledge:</b> Not knowing about existing conflict prevention mechanisms <b>B</b></p> | <p>Who must support the practice of this behavior, and what actions must they take?</p> <p><b>INSTITUTIONAL</b></p> <p><b>Policymakers:</b> Support enforced sanctions and organizational systems changes to reduce violence and increase social cohesion and a sense of fairness</p> <p><b>COMMUNITY</b></p> <p><b>Community and Religious Leaders:</b> Hold regular community meetings to discuss the challenges and opportunities of power dynamics as it relates to conflict prevention and mitigation at the level of the household, community, and territory</p> <p><b>Community and Religious Leaders:</b> Advocate with policymakers to support enforced sanctions and organizational systems changes to reduce all forms of violence and mitigate conflict</p> <p><b>Community and Religious Leaders:</b> Identify and recommend existing (with adaptations as needed) and new mechanisms for continued cross-community interactions around agriculture, marketing, and violence/conflict prevention and response</p> <p><b>Community and Religious Leaders:</b> Identify male, female and youth champions that are positive role models for preventing and mitigating conflict, including finding peaceful ways to deescalate and resolve conflicts in their own interpersonal relationships</p> <p><b>Community and Religious Leaders:</b> Identify and/or create resources to support survivors of conflict (including violence), including healing and wellness work</p> <p><b>Agricultural Associations:</b> Collaborate to create opportunities for employment and entrepreneurship</p> | <p>What strategies will best focus our efforts based on this analysis?</p> <p>Strategy requires Communication Support</p> <p><b>ENABLING ENVIRONMENT</b></p> <p><b>Partnerships and Networks:</b> With associations and community leaders, co-create opportunities for employment and entrepreneurship (e.g. domestic livestock operations, sustainable small-scale agriculture, etc.) that give young people and families skills and hope for a better future.</p> <p><b>Partnerships and Networks:</b> Working with local peace and mediation councils, coordinate communication, training, and collective engagement activities to create and strengthen collaboration across communities and ethnic groups, especially the Hema/Lendu.</p> <p><b>Norm Shifting:</b> Provide opportunities for youth to explore, see, and practice examples of nonviolent conflict resolution</p> <p><b>DEMAND AND USE</b></p> <p><b>Advocacy:</b> Working with community and religious leaders, create an advocacy package to use with policymakers on laws, sanctions and organizational systems changes to reduce conflict, increase social cohesion, and improve implementation and enforcement of existing frameworks, policies, and laws.</p> <p><b>Communication:</b> Working with identified leaders and champions, develop and implement a public communication campaign that focuses on peace building and building community resilience, enlisting men, families and community leaders who speak out in support of peace building and building community resilience including acknowledging inequities and incorporating excluded groups.</p> <p><b>Communication:</b> Working through identified leaders and champions in select communities, create a feedback mechanism [board, box, other] through which community members can anonymously submit challenges and opportunities surrounding use of mechanisms to prevent and respond to conflict and, using these submissions, discuss (at community meetings) possible local solutions to challenges or how to take advantage of proposed opportunities.</p> <p><b>Communication:</b> Organize community events engaging the different ethnic groups represented in the community, women, men, youth, and other groups in storytelling, art, singing, dance, and role plays designed to create empathy and mutual understanding, promote the benefits of inclusivity, and lay the groundwork for conflict prevention.</p> <p><b>Communication:</b> Use community meetings to raise awareness about existing laws, policies, and mechanisms, including the new law to</p> |

protect Indigenous Peoples and explore ways to facilitate operationalization of the laws.

**Collective Engagement:** Organize co-creation workshops to identify and design potentially sustainable mechanisms for reducing or mitigating conflict.

**Collective Engagement:** Working with cross-community local authorities, develop and implement conflict mitigation training to promote intra-household and cross-community conflict prevention, response, and problem-solving.