

ANNEX VI FINAL NARRATIVE REPORT

- This report must be completed and signed by the Contact person.
- The information provided below must correspond to the financial information that appears in the financial report.
- Please complete the report using a typewriter or computer (*you can find this form at the following address <Specify>*).
- Please expand the paragraphs as necessary.
- *Please refer to the Special Conditions of your grant contract and send one copy of the report to each address mentioned.*
- The Contracting Authority will reject any incomplete or badly completed reports.
- Unless otherwise specified, the answer to all questions must cover the reporting period as specified in point 1.6.
- Please do not forget to attach to this report the proof of the transfers of ownership referred to in Article 7.3 of the General conditions.

1. Description

1.1. Name of beneficiary of grant contract:

Women Environmental Programme (WEP)

1.2. Name and title of the Contact person:

Ms. Priscilla M. Achakpa (Project Manager)

1.3. Name of partners in the Action:

Community Emergency Response Initiative (CERI)

1.4. Title of the Action:

Gender and Peace Mediation Project in the Middle Belt Region, Nigeria

1.5. Contract number:

EIDHR/2012/294-851

1.6. Start date and end date of the Action:

1st January – 31st December 2013

1.7. Target country(ies) or region(s):

Nigeria - North Central (Benue State – Guma LGA and Nassarawa State – Keana LGA)

1.8. Final beneficiaries &/or target groups¹ (if different) (including numbers of women and men):

¹ “Target groups” are the groups/entities who will be directly positively affected by the project at the Project Purpose level, and “final beneficiaries” are those who will benefit from the project in the long term at the level of the society or sector at large.

During the project implementation, the following target groups were reached which had a direct bearing on the final beneficiaries under each activity:

- Stakeholders Identification – the target groups identified are 16 persons in the project locations with strategic roles for the success and achievement of the project. 3 Project Team from WEP/CERI + 16 identified stakeholders totalling 19 (8 females and 11 males). The identification of the groups had directing bearing on the final beneficiaries resulting to huge turnout during the next activity.
- Stakeholder Consultation - a total number of 280 target groups were involved in the stakeholders' consultation as against the 50 persons that were targeted. This increase and active participation from various groups was as a result of Stakeholders identified in the first activity and the interest that the project generated at the project States. The target groups comprised the Project Team of WEP/CERI (280 persons - 196 males and 84 females). With this consultations, the final beneficiaries for this activity was 222 while the other target groups of 50 formed and were to be actively involved in the implementation of the action. The project team were 8.
- For the Methodology Workshop - 23 participants from the target groups took part in this activity: 4 members of the Project Team (3 females and 1 male), 2 expert facilitators (1 female and 1 male), 10 target community facilitators (4 females and 6 males) and 7 media (4 males and 3 females). The final beneficiaries cannot be quantified because this activity was high publicised through print and electronic media hence, informations about the project was disseminated to the society and was attested from the calls received by the organisation.
- Training of Trainers Workshop - 48 persons comprising project team and various target groups participated in the training with a gender disaggregated data of 20 females and 23 males. Participants included the Project Team. The final beneficiaries would be ascertained by through the mediation process however final beneficiaries would be reached by word of mouth and feed back to the groups the participants represent while some of the trainees would form part of the mediators to go into the field.
- Step-down Training Workshop – 63 target groups participated in the training from Guma LGA and 52 target groups for Keana LGA totalling 115 participants. Disaggregated data by gender - females 39 males 76. The final beneficiaries would be ascertained by through the mediation process. However final beneficiaries would be reached by word of mouth and feedback to the groups the participants represent.
- Mediation – 20 participants comprising various target groups were drawn from the pool of target beneficiaries trained during the ToT and Step-down trainings. 10 persons from each project locations. Disaggregated data by gender – males 12, females 8. The Mediators had a mandate to form teams/groups according the mediation principles and carryout mediation in at least 5 rural communities with the project locations. Thus the final beneficiaries is estimated to be between 3,000 – 4,000

1.9. Country(ies) in which the activities take place (if different from 1.7):

Not Applicable

2. Assessment of implementation of Action activities

2.1. Executive summary of the Action

Please give a global overview of the Action's implementation for the whole duration of the project

Conflict between pastoralists and farmers has existed since the beginnings of agriculture, but the prevalence of tsetse fly (especially in the tropics) and low settlement densities kept the incidence of clashes at a low frequency until the twentieth century. In West Africa, the introduction of cheap trypanocides and other veterinary drugs increased herd sizes to levels that compelled herders to seek pastures outside their ecological range. At the same time improved human health has increased overall human population and thus pressure on arable land. Nonetheless, the slash and burn agriculture typical of much of semi-arid and sub humid West Africa allowed the two groups to co-exist, especially through the exchange of crop residues for manure. However, the marked expansion of riverine and valley-bottom cultivation since the 1980s has meant that herders and farmers are now competing very directly for access to river banks with a consequent increase in conflict. In Nigeria, in particular, this conflict has now been subsumed into a broader dichotomy of religion and disputes over access to resources are now framed in religious terms. Increasing availability of modern weapons has increased the intensity and violence of these disputes.

According to a British Council Report on Gender (2012) – women account for 60-70% of subsistence farmers in Africa, the case is not different in Nigeria and even in the project States and these conflicts have tremendous effect on livelihoods most women, resulting to inadequate food for the family. One of the most devastating effects of wars or conflict is scarcity of food item which often led to poverty and diseases. Scarcity of foods during conflict is a very common phenomenon as there could be blockage in supply and diversion to peaceful environment. Social insecurity is a common manifestation in conflict situation especially when it is a violent one as people develop fear of being attacked unnecessarily which also negatively affect their ability to carry out their economic activities especially going to farmer. These conflicts have also interrupted education of children and reduction in health care provision of the family while it has been established that most violent conflicts do not stop at the boundary of the communities in which the conflict occurs, as it often spill-over to neighbouring communities.

The relentless clashes between herdsmen and farmers from North to South of the country have claimed thousands of lives and millions worthy in properties. Apart from Plateau and Nassarawa States where the face-off between the herdsmen and farmers have been constant in the last 10 years, clashes have been occurring in the states of Benue, Adamawa, Bauchi, Kaduna, Ogun, Kogi and several other unexpected locations in the last few years, but for the seeming indifference of government at various levels, the periodic and continuous violent clashes between farmers and herdsmen over grazing rights would have been over by now. Across the country, the many lives lost and properties destroyed during such needless clashes could have been averted by proactive measures. While the herdsmen often let loose their cattle on available pasture, farmers have complained of persistent threats to their livelihoods by the unregulated activities of pastoralists across the country. As a result, the country is faced with the ongoing challenge of responding to issues of a fluctuating but always sizeable internally displaced population, conflict management and peace-building. Responding to these issues involve multi-faceted roles and action by various stakeholders, both by state and non-state actors.

In this regard Women Environmental Programme (WEP) and Community Emergency Response Initiative (CERI) is partnering on this project with funding support of the Delegation of the European Commission to Nigeria in the overall objective to promote peace through mediation, negotiation and mutual agreement by all parties in Nigeria. Specifically, the action is aimed at building structures and platforms for *Gender and Peace Mediation Project in the Middle Belt Region, Nigeria*. The action is for 12 months. 'Mediation' in this sense involving specifically women and other stakeholders - the focus (women) of this intervention are those

who have suffered neglect in peace processes and bear the burden of violent conflicts. Experience in conflict management, transformation and peace building initiatives in Nigeria have shown that women largely remain in the background and are not involved in peace processes and negotiations. More so, mediation as a peace process is one measure that has not really being explored by state and non-state actors in conflict resolutions in Nigeria. This action is thus aimed at developing and promoting lasting and sustainable peace through gender and mediation in the Local Government Area of Guma in Benue State, and in Keana Local Government Area in Nassarawa State.

Specific tasks and activities were outlined and implemented to realise the project's objectives. The processes involved were towards facilitating favourable grounds for all segments and actors in these project locations to play prominent roles in reducing tensions and resolving differences through mediation. During the reporting period WEP/CERI carried out stakeholders' identification, stakeholders' consultations, procured IEC materials for the action, held methodology workshop to develop a trainer's manual on mediation, organised training of trainers and step-down training workshops for the direct beneficiaries of the project. After the training processes, some of the beneficiaries were selected to serve as mediators for a period of 4 months in the project locations. The mediation processes were held at the project locations to mediate on differences triggering conflicts in the communities targeting various actors.

Part of the recommendations captured as a result of the action's implementation includes the following:

- There is an urgent need to extend this project to other parts of the country due to the increasing conflicts between farmers and herdsmen resulting to loss of lives and livelihoods;
- Need for constitutional review on citizenship and indigeneship
- Government should put in place measures to check proliferation or influx of pastoralists from other neighbouring countries;
- Efforts should be intensified to integrate Fulani and Tiv Farmers into farming and cattle rearing;
- For a holistic resolution of the crisis in the Benue Valley all ethnic groups should be brought together in Forum: Tiv/Fulani Forum for dialogue and peace building purposes;
- Training of Traditional/Religious Institutions on peace building and conflict resolution;
- Domestication of cattle is a lasting and sustainable alternative which needs to be put into consideration due to population increase, increase in cattle whereas land is constant; more importantly, considering the effects of climate change;
- Provision of grazing reserves and cattle routes accompanied with necessary infrastructural facilities such as water, nomadic schools, veterinary and human medical services, etc.
- Deliberate efforts should be made by the government of the two states (Benue and Nassarawa) to create access roads to the conflict areas;

- The institution of a Tiv/Fulani Women Community Forum for the purpose of peace building;
- Where there is no Fulani community leaders (*Ardos*) they should be appointed. Similarly, Tiv communities at the Benue/Nasarawa borders be accorded traditional rights;
- Governments of Benue and Nassarawa States should encourage Tiv communities to live in cluster settlements;
- The National Boundary Commission needs to be sensitized on the need to ensure proper demarcation/reviewing existing demarcations of borders around States in Nigeria as this has been a recurring point of conflict in Nigeria.

2.2. Activities and results

Please list all the activities in line with Annex 1 of the contract since the last interim report if any or during the reporting period

Activity 1:

Title of the activity: Conference at location W with X participants for Y days on Z dates

Topics/activities covered <please elaborate>:

Reason for modification for the planned activity <please elaborate on the problems - including delay, cancellation, postponement of activities, change in target, etc - which have arisen and how they have been addressed> (if applicable):

Results of this activity <please quantify these results, where possible; refer to the various assumptions of the Logframe>:

Activity 1

Title of the activity: Stakeholder identification in project locations

WEP and CERI carried out stakeholders' identification activities following the signing of the contract for the action with the European Commission Delegation to Nigeria in January 2013. The focus of this activity was the project locations of Keana (Nassarawa State) and Guma (Benue State). Given its experience from previous engagements in these states it was not much of a challenge to identify relevant stakeholders to partner with in the course of the action and beyond for the overall success and sustainability of the action.

This activity was carried out in the 4th week of January 2013 by the Project Team comprising of the Project Manager, 2 Project Officers comprising WEP and CERI.

Guma – The first of the visits to the project location was in Guma LGA of Benue State. Due to the complexity of the conflict between herdsmen and farmers and the strategic roles of this stakeholders in the State capital in attaining the overall objective of this project, the Team decided to intimate them of the project and solicit for their support and partnership in helping the project achieve its aim and objectives, but also in sustaining efforts in the fragile peace-building initiatives in the area. The traditional leadership of Guma was identified as the first major stakeholders, then local authorities – past and present - (the Executive Chairman/Council of Guma LGA). Other groups identified to work with was the religious groups in the area through whom the Team decided to focus on the faith

based organisations of these institutions (notably of the Catholic Church), the women leaders, youths and vigilante groups. At the state level, the Team identified some officials of the Benue State Government (Surveyor General, the Special Assistants to the Governor on Security Matter, Bureau of Local Government Chieftaincy Affairs as well as umbrella body of CSOs in Benue, BENGONET).

With respect to the local media, the Team identified the state owned media institution as well as a private one. The respective Media Officers in each of the project states for the action would liaise with these media institutions for the desired results in the course of implementation of the various activities as well as setting the base for sustainability of the project upon termination. The Project Team also decided that the modality of identifying specific participants for the subsequent activities would be discussed during the Stakeholder Consultations (which was slated for in the month of February 2013).

Keana – Following the procedure of stakeholders' identification as carried out in Guma, the Project Team proceeded to Keana LGA of Nassarawa State for the same purpose – to identify the project stakeholders and solicit for their partnership. In this light, the Team identified the office of the Sarkin Fulani of Nassarawa State – Meyatti Allah the umbrella body of the Fulani Association in Nigeria (at the state level) as the first stakeholder to be involved for successful implementation of the action. Also at the State level is the office of the Special Adviser to the Governor of Nassarawa State on Peace and Security Matters.

At the Local Government level, the Team met with the Supervisory Local Councillor and some of his council members who felt strongly that the intervention of WEP and CERI was timely given the increase of conflicts between farmers and pastoralist within the Local Government Area and other LGAs at the boundaries of both Benue and Nassarawa States. Similar sentiments were expressed by the paramount ruler of Keana (the *Osana of Keana*) who stated the resolve of the entire traditional council to walk in the path of peaceful co-existence as it has being more than decades ago. The traditional ruler urged the Project Team to consult widely and endeavour to meet with prominent stakeholders of the area. The *Osana of Keana* was very helpful to the visiting Team in also assisting in identifying and meeting with some of the women and youths of the area.

The Team also identified a number of stakeholders of the Local Government Area (notably the *Ardo of Keana* who is the leader of the Fulanis in Keana) soliciting their support and commitment for the project was crucial for the successful implementation of the project because of the nomadic nature of the Fulanis and their culture as well as getting the Fulani women to be part of the process.

The Team met with the leadership of religious institutions with the view of getting them on board in the implementation of the project. This request was accepted and the Team received assurances of the involvement of women and youth groups from these institutions.

The Team solicited the support of the local media as well as the private and state media institutions in the State.

One of the results of this activity was that most stakeholders identified were enthusiastic about the prospects of further peace-building through mediation and mainstreaming gender in the process in the Local Government Areas as this would complement the efforts by both the States Government. This they also did through their active participation all through the project duration.

Activity 2

Title of the activity: Stakeholder consultation in project locations

Following the stakeholders identification activity, stakeholders' consultations were held in the project locations in the month of February 2013. Two (2) stakeholders consultations are to be held in the project locations of Guma in Benue State and Nassarawa State respectively and given the importance attached to the overall success of the action, the stakeholders consultations were seen by the Project Team of WEP/CERI as vital and precarious for the implementation agencies for the proposal of strategies, gap-filling and for the desired impact among the project partners and beneficiaries. The consultations also provided the chance to discuss implementation, introduce the Project Team and assign roles and responsibilities, set up monitoring and evaluation standards and for lesson learning. One draft agenda for the 2 locations for the deliberations and discussions was developed by the Team with a few nuances for the project areas. Central on the agenda were discussions on strategies for implementation of the action, development of a work plan for the entire project duration and the assigning of roles between the stakeholders identified in the first activity.

The consultations were held at Guma Township Hall in Ggbajimba in Guma Local Government Area of Benue State. That of Keana Local Government Area was held at local government secretariat in Keana, Nassarawa State.

The consultation for each of the project locations was coordinated by the **Project Manager** – Ms Priscilla Achakpa (WEP), **Project Officers** – Ms Queensley Ajuyakpe and Mr Attah Benson (CERI) and the **Project Accountant** – Ms Juliana Agema (WEP) who made up the Project Team and 276 indigenes of the local government areas (comprising 4 district heads, and 81 women and 187 men/youths – from selected FBOs/CBOs/farmers/Vigilante groups). The Surveyor General of Benue State and the Executive Chairman of Local Government were present for the Stakeholders consultation of Guma LGA.

Highlights & Consensus

- The Stakeholders were informed of the project duration which was to span for a period of 12 months which had already started counting from the date of the signing the contract with the European Union.
- In developing the work plan for the action in Keana, members agreed that there was need to be conscious of Muslim prayer time to avoid activities been fixed at the same time. The same sentiments were expressed in Guma for the celebration of Easter. A work plan was then developed along these lines.
- The Project Manager gave an overview of the project and informed members about the expectations of the Project Donor. She also introduced the Project Team to the Stakeholders present.
- The identification of participants for the various trainings should be done by the stakeholders on ground
- The need for regular briefings of stakeholders by selected participants from the trainings was stressed, even along the side-lines of activities to be implemented
- The fixing of the month of March for the Methodology workshop for participants that would be selected

- Foreseeable challenges – this included the problem of translation during workshops and trainings. It was resolved that at least one translator should be used in each of these activities. One of the Stakeholders was assigned this role in each of the locations. Secondly, in Guma a stakeholder cautioned WEP to reflect on previous initiatives and peace-building activities in both States (Benue and Nassarawa) by the State Governments and to build alliances with groups that had done similar work in this area so as not to create confusion or friction among the parties. Thirdly, break out of conflict during project duration in either of the project locations. It was agreed that when a project location is not safe to implement an activity, the activity will be held elsewhere and also subject to the approval of the Contracting Agency. On sustainability, members agreed that with the upcoming training to empower them as mediators, they are challenged that outsiders are coming to talk to them to live in peace thus, they would organise themselves even after the project duration to ensure that peace is sustained noting that, it is their community and are the ones living there hence they have a responsibility to ensure that they live in peace.
- Monitoring and Evaluation: appraisal forms should be developed by the Project Team and given to participants to fill in their assessment of the exercises/activities carried out. A participatory approach in monitoring the action and its sustainability by both implementing agencies and the contracting authority was recommended.

This activity resulted in creating platforms to discuss implementation, introduce the Project Team and assign roles and responsibilities, set up monitoring and evaluation standards and for lesson learning.

Activity 3

Title of the activity: Methodology workshop to develop a training manual for mediators

This activity was to be held in sometime in March, 2013 in Makurdi going by the project plan and as was agreed during the Stakeholders consultations, however it could not hold in Makurdi due to security challenges and expressed by the Fulani herdsmen. This security challenge was as a result of the incessant conflicts between the farmers and Fulani herdsmen with particularly reference to the event of 15th April, 2013 that led women from Guma LGA to block the Federal highway leading to Makurdi, this conflict resulted to the killings 28 persons and missing of 17 persons.

Thus the workshop had to be relocated to Abuja since it was a neutral and safer zone for both parties involved. The Contracting Agency was also notified about this development.

The Project Team and selected participants from the project locations of Guma LGA in Benue State and Keana LGA in Nassarawa State converged at the Grand Princess Hotel Lome Street, Wuse Zone 7, Abuja 15th -17th April, 2013 for a 3 days methodology workshop to develop the contents of a training manual for Mediators. The manual was to be designed to contain relevant modules highlighting key themes such as gender mainstreaming in peace building and concepts of peace and conflict transformation, various forms of alternative dispute resolutions, popular participation, stakeholders analysis, communication techniques and mediation processes. The manual was prepared in the light of the cultural setting and experiences from the project locations, collaborated with reflections from the participants. The manual was to be a useful toolkit in the

course of the intervention (for the major trainings) and as a veritable and innovative resource material on mainstreaming gender in peace building.

The workshop was facilitated by experienced resource persons (Dr Mrs M. M. Dura – Director, Centre for Gender Studies, Benue State University, and Mr Clement Wasah, a Development Expert in community peace building. 23 persons participated in the workshop. The workshop, was highly participatory, combined plenary discussions and small working groups on the themes and topics.

The methodology workshop was highly covered by the media both visual and print.

Two of the participants were translating when the need arose for better understanding of their fellow participants and they participants expressed their sense of ownership of the process because of their involvement all through the project implementation process. The output of this workshop was the holistic involvement of stakeholder to make input, design and adopt the training manual to be published.

The result achieved from this activity was the participatory approach to the development of the training manual on mediation which gave the participants a sense of ownership of the project and for it sustainability, this activity was highly covered by electronic and print media. The output of this workshop was the input, design and adoption of the training manual to be published.

Activity 4

Title of activity: Printing of 500 copies of training manuals for mediators

The Project Team collated the reflections and submissions made during the Methodology Workshop under each module for the training manual for mediators and passed it on to the resource persons used during the previous activity that made relevant contributions and comments. A vendor was contracted in line with WEP Procurement Policy to engage in the printing of 500 copies of a training manual titled: *Trainer's Manual on Mediation - A Practical Guide for Community Approach to Peace Building in Nigeria*. Copies are submitted alongside this report.

500 copies of Trainer's Manual on Mediation - A Practical Guide for Community Approach to Peace Building in Nigeria was printed resulting from this activity.

Activity 5

Title of the activity: Design and procurement of IEC materials

Information, education and communication (IEC) combines strategies, approaches and methods that enable individuals, families, groups, organisations and communities to play active roles in achieving, protecting and sustaining their own peaceful co-existence. Embodied in IEC is the process of learning that empowers people to make decisions, modify behaviours and change social conditions. The influence of underlying social, cultural, economic and environmental conditions on peace-building initiatives are also taken into consideration in the IEC processes. Identifying and promoting specific behaviours that are desirable are usually the objectives of IEC efforts.

To communicate the peace message within the context of each of the project locations meant crafting in the appropriate messages through IEC materials which were produced (t-shirts) for distribution to the project beneficiaries.

The standard procurement procedure was followed with competitive bids made. The IEC material in form of t-shirts, had peace educational messages imprinted on them in English. These were distributed to participants during the methodology and training of trainers', as well as the step-down training workshops. A total of 200 IEC materials were procured in form of t-shirts.

Each of these IEC materials bore the EU visibility mark. The material is submitted alongside this report.

A total of 200 IEC materials were procured in form of t-shirts resulting from this activity communicating peace messages, it also served as a tool for awareness creation in the project locations by mediators and has been used for means of identification.

Activity 6

Title of the activity: Training of trainers' (ToT) workshop on mediation advocacy, alternative dispute resolution (ADR) and negotiation skills

Introduction

A 4-day Training of Trainers' (ToT) Workshop on Mediation, Advocacy, Alternative Dispute Resolution (ADR) and Negotiation Skills was held in Lafia at the Mosmmera Guest Palace Hotel from the 23rd to 26th of July, 2013. Training Workshop was organized for the direct project beneficiaries selected by the stakeholders identified and who the Project Team had consultations with in the two project locations of Guma and Keana.

The primary objectives of the workshop was to: (a) train community members and thus enhance the traditional and alternative dispute resolution capabilities of members of the various project locations with a view to reawakening in them the spirit and virtues of peaceful conflict resolution; (b) train the project beneficiaries on mediation processes; (c) to mainstream gender in peace and conflict resolution processes; and (d) to train the beneficiaries using the training manual that was developed as the training tool. These key objectives were premised on the need to identify interest groups and segments of the society, including women and youths, and inculcate in them a culture of peace, reconciliation and peaceful conflict resolution.

Methodology

Prior to the training workshop that marked the transition between the project phases, information was gathered through individual interviews and group discussions with people who had been involved in or had witnessed the events, many in the places and communities where the spate of crises or violent conflicts had taken place or being experience.

The overarching objective was to develop and promote sustainable peace through the engagement of stakeholders with more emphasis on gender in peace building through mediation in the project areas. Key approaches to the realisation of that lay in: propagating grassroots understanding of the *Alternative Dispute Resolution* (ADR) and Negotiations mechanism while encouraging stakeholders to more readily reach out for it;

By the end of the project, it is expected that mediation process would be appreciated as a means to resolving violent conflicts other than taking up arms thus improving the situation by minimizing violent conflicts and to a larger extent impact positively on the most vulnerable especially women and youths as well as sustaining their livelihoods. This is a fact because where there is no peace nothing meaningful can take place thereby further subjecting the inhabitants to poverty and traumatic conditions.

The training workshop was organized in the form of theoretical and practical sessions. The workshops were highly interactive: conducted in an atmosphere of collegiality and respect for the rich experiences participants brought into the shared learning space. 75% of the sessions were engaged in practical exercises aimed at skills development. Practical case-studies were based on participants' experiences and the realities faced in the wider community. In order to build the participants' capacity to understand the issues, concepts and sources related to the subject, the training combined a participatory methodology of concept clarification, case studies, real-life experiences in different contexts and situations on the side of both participants and trainers. The training sessions were followed by practical exercises, under the supervision of the facilitators and the project staff.

The training manual developed was titled: *Trainer's Manual on Mediation - A Practical Guide for Community Approach to Peace Building in Nigeria*. This training manual on mediation was adopted from Trainer's Manual in Mediation (A Practical Guide for Community-Level Skill-Building Trainings in Afghanistan) however simplified to suit the Nigerian environment and specifically for the target beneficiaries whom the manual was developed for the purposes of education, peace and mediation processes.

The Project Team worked hand-in-hand with the resource persons to develop the content of the agenda for the training which was designed to cover these and the overall aim of the training. Central to the understanding of these was a persistent awareness of the linkages developed between the sessions, small group assignments in the entire duration of the training, and recap sessions the next day to ascertain level of comprehension of the previous sessions. During the workshop participants were randomly assigned to small groups to measure their comprehension of the sessions or review the details of the some of the sessions before reconvening in a plenary to discuss the topics/issues under consideration.

Opening

The session formally began with opening remark by the Executive Director of WEP Priscilla Achakpa. She welcomed participant who came from Guma and Keana for the training. She explained the concept behind the specific selection of each participant and requested that each participant pay serious attention to the issues of peace and the need to imbibe peace and peaceful co-existence in their communities. She further explained that *Connecting the Disconnect – a peace initiative supported by the EU and implemented by WEP in 2010 was a success story and one of the outcomes of the initiative was the formation of a network of peace builders called PANMIDDLEMENT PEA NETWORK*. She added that as she speaks today, the Network have become a National network of peace builders in Nigeria being supported by the UNDP and the Institute for Peace and Conflict Resolution. She called on the traditional leaders to parley with their elite subjects on the need to support peace initiatives and peaceful

co-existence and begged for the culture of forgiveness to be inculcated among the worrying communities.

Goodwill Messages

Special Adviser – Nassarawa State Government - The State Security Adviser to the Nassarawa State Governor, Major General A. T. Umar (rtd) in delivering his good will message appreciated the European Union, WEP and CERI for taking time and investing resources to organize the training and commended their efforts for working hard to see that peace is restore in communities at conflict. He thanked WEP/CERI for seeing mediation as reliable tool for conflict resolution. He said the conflict would have not been what we have today if proper tools like mediation were used. He encourages participants to take the training seriously and assured the organisers of Nassarawa State Government support all time.

Special Adviser – Benue State Government - The Special Adviser to the Benue State Government of Security Matters was represented by Hon. Sam Kave who stressed that “the workshop could not have been better timed than now, that Benue State farmers have deserted their farmlands due to incessant attack by Fulani pastoralists leading to loss of lives and property worth millions of Naira”. He also emphasized that the Government of Benue State has being following the works of WEP in community peace building and commended WEP for her peace building interventions in the State, particularly in Agila and Kwande. He further said the Government and people of Benue State appreciate the efforts of development partners especially the EU and organisations working with them like WEP/CERI in their collaborative efforts to restoring peace across Nigeria while urging participants to learn from the training and further step it down to their fellow members for peace to reign.

HRH Ter-Guma – Traditional Leader of Guma LGA - Aably representative by his Secretary, His Royal Highness the Ter-Guma of Guma Local Government Area of Benue State said he appreciates WEP/CERI for taking upon them to see that peace is restored in the two local government areas. He was optimistic that at the end of the training, both local governments will use the tool of mediation through this training to resolve their differences. He however stressed the need for capacity building to traditional council to enable them perform better in peace and conflict resolution.

HRH Osana of Keana - Traditional Leader of Keana LGA -His Royal Highness, the Osana of Keana was represented by his Secretary who welcomes all dignitaries and participants at the training and recall historically that there was peace in the two local government areas, they interacted and inter-married as one group of people until recently that conflict started erupting. He noted that this intervention is coming at the right time, and it is his earnest desire that at the end of training and before the end of the project, peace would be restored. He thanked the EU for taking interest in their communities and helping in restoring peace.

Sarkin Fulani – Lafia - The paramount ruler of the Fulanis in Nassarwa State was present at the training and particularly expressed his appreciation to the EU, WEP and CERI for showing concern to their plights as nomads. He stated that as nomads their livelihood depends on cattle rearing and are in dire need of grazing lands and water points for their cattle to survive as well as sustain their livelihood not undermining the livelihood of the farmers whom they have lived together with for years. He pointed out that government has not been sincere in tackling the issue of grazing land and appealed to the organisers (EU/WEP/CERI) of the training to ensure that government provides them an

enabling platform to survive which is their basic human right. He also added that youth should be enlightened on the danger of conflict and be involved in resolution and stressed that Fulani women are open to be part of the project not minding their cultural differences.

The training was conducted under the expert facilitation of Dr Mrs M. M. Dura and Ms. Ema Miroslava.

Following the basic self-introductions, ground rules and participants' expectations, participants randomly gave their expectations of the training workshop: Mr. Attah Benson of CERI anchored this aspect of the workshop in line with the objective of the project after which the participant drew up their expectations as itemized below:

- To be properly equipped to address conflict in war zones;
- Hope that the workshop will bring about peace within the two local government areas;
- Expectations that the workshop will teach ways to maintain and sustain peace;
- To acquire more information on mediation on peace progress
- To have knowledge on peace building capacity and be able to mediate
- Hope to be a mediator at end of the training
- To acquire knowledge that will be useful to me personal and my community in conflict resolution
- To know how to organize and educate people in peace building
- To understand how to live peacefully with other community members
- To have idea on ways to find solutions to the problems or conflict.
- Expect that the workshop will bring about peace within the two communities in Nassarawa and Benue states so that development can take place.
- Having knowledge that peace is paramount, it is my prayer and expectation is that by the end of the workshop ways to maintain and sustain peace in various communities.
- To have knowledge on peace building capacity to be able to mediate
- Hope to achieve the way forward in resolution of crisis between conflicting parties and gain knowledge about peace keeping
- Expecting to acquire knowledge that that will be useful to me personal and my community in conflict resolution
- To achieve how to organize and educate people in peace building to guide and counsel people in different society at conflict
- To have knowledge that can make me live peaceful with other in my community
- At the end of the training am expecting to have idea on ways to find solutions to the problems or conflict.
- Expect to have skill on mediation to step- down the knowledge

Using an open, participatory and practical approach which allowed for an active participation, the resource persons took the participants through rigorous and interesting exercises bringing to bear the difficulties and challenges been encountered by communities during the times of land disputes, natural resources, ethnic and political violence. Special emphasizes were placed on the expectations of the participants by the resource persons as they enlightened the participants on the importance and benefits of the trainings to them. The training they observed would encourage and empower them to take action towards enhancing and promoting peace initiatives.

Technical Sessions

The technical sessions over the span of four (4) days revolved on key themes and discussions in plenary focused on the following topics:

- Target groups, Training methods and Structure/content
- Contribution to Community Based Peace building
- Gender mainstreaming in peace building
- Skill Building and Participatory Training
- Understanding Conflict
- Introduction to Mediation
- Other Common Forms of Non-Violent Conflict Resolution
- Key Concepts in Mediation
- Introduction to Communication
- Communication Techniques
- The Stages of the Mediation Process

Practically anyone with good analytical, introspection and communication skills can become a mediator. The aim is to strengthen *local* capacities in conflict resolution with a *gender perspective*. Accordingly, the indirect target group of the training manual are individuals, institutions or organizations at the grassroots level who are frequently confronted with conflictive situations. These include:

a) Traditional third parties such as: community leaders, members of community institutions (e.g. community development councils)

b) Groups and individuals relatively new to the field of conflict resolution, such as: members of community organizations (youth and women's groups, local NGOs, market associations, trade unions), local figures in exposed positions (teachers, intellectuals, police officers, refugee camp leaders, community developers, social workers) and-other interested groups or individuals

The word "conflict" is an umbrella term that can be used to refer to situations as diverse as a debate in parliament, an argument at the workplace, a disagreement between husband and wife, the inner psychological dilemma of an individual or war. Future mediators need to be aware that the discipline of conflict resolution not only deals with the resolution of violent conflicts but with all forms of social conflicts, ranging in level from interpersonal to international and in intensity from minor disagreements to major armed and violent wars.

Individual perception of conflict

Everyday understanding of the term "conflict" varies widely, which contributes to the fact that the same situation is called conflict by some people but not by others.

For the sake of clarity it is desirable that the participants of your training in mediation form some group consensus on what will be meant by "conflict" in the context of the training. In the practical part of this chapter you will find some suggestions as to how to achieve this.

The positive and negative force of conflict

Many people and cultures tend to think of conflict as the opposite of cooperation, harmony, accord or even peace and associate negative feelings such as pain, hurt or stress with it. It is not surprising then that most people think of conflict as destructive and undesirable, as a social anomaly to be avoided, contained or eliminated.

However, conflict does not have to be a negative and destructive force. Among the many beneficiary effects of conflicts are the following:

- *Conflict helps establish personal identity and independence.* Conflicts, especially at earlier stages of your life, help you assert your personal identity as separate from the aspirations, beliefs and behaviours of those around you. Through conflicts you learn to protect legitimate interests and needs but also to question your standpoints.
- *Conflict is a motor for change.* It is through the raising of issues that rules, norms, laws and institutions are changed or created.
- *Conflict can build new relationships.* At times, conflict brings together people who did not have a previous relationship. During the process of conflict and its transformation, these parties may find out that they have common interests and then work to maintain an on-going relationship.
- *Conflict serves as a safety-valve mechanism which helps to sustain relationships.* Relationships which suppress disagreement or conflict grow rigid over time, making them delicate. Exchanges of conflict, at times through the assistance of a third-party, allows people to vent repressed anger and reduce tension in a relationship.

These examples show that conflict can act as a catalyst for personal, social and political change and transformation. Seen in this way, conflict is something which is a common, everyday occurrence. It is natural and unavoidable, indeed a desirable and necessary social process. For this reason, the aim of conflict transformation is not to eliminate conflicts. Rather, conflict resolution seeks to transform actual or potential violent conflict into peaceful (non-violent) processes of personal, social and political change.

Negotiations

Negotiations are a conflict transformation method which involves no third party. The conflict parties communicate directly with each other in an effort to achieve a settlement. If negotiators are representing a larger group, they must come to the negotiating table with a clear mandate from their respective constituencies and adhere to a straightforward process of reporting back and maintaining accountability. Like mediation, negotiations are voluntary, consensus-oriented and self-determined by the conflict parties. They can be rather formal – e.g. peace or labour negotiations. Formal negotiations are usually confidential. Often the final agreement is drawn up as a legal document that makes it binding. Informal negotiations, in contrast, are usually not confidential and their results are not binding.

The results of negotiations vary in quality and sustainability. The parties can go into great depth exploring the roots of their conflict and craft an agreement that is mutually satisfactory, durable and constitute a first step towards real reconciliation between them. But their talks can also stay on the surface and aim at a quick compromise solution which makes neither side really happy. This is particularly the case when the parties are under time-constraints, be it because the conflict costs them money or because they are under pressure from their constituencies. Under these circumstances, the final agreement is often accompanied by a legalistic, sometimes coercive, framework in order to ensure that the parties comply with the concessions offered and the promises made.

Negotiations are best suited for soft issues that are not regulated by law (e.g. most family, neighbourhood or work-related conflicts) or that belong to the realm of the civil code (e.g. property, water and some family conflicts). For reasons outlined in the previous chapter it is not a legitimate choice for dealing with penal code issues.

One of the advantages of negotiations is that they do not involve a third party and are thus comparably easy to set up. However, due to their strictly voluntary nature, negotiations cannot guarantee results. As soon as a party decides to leave the process, the talks have failed. This often leads to further escalation of the conflict and deterioration of the relationship between the conflict parties.

Arbitration

Arbitration is a conflict transformation method involving a third party (the arbitrator) who is usually a neutral, reputable person of high social standing who may or may not have received special training in conflict resolution. In contrast to mediation and negotiations, arbitration is neither self-determined by the conflict parties nor consensus-oriented. The arbitrator acts more or less like a judge in court. He determines the procedural as well as the substantive aspects of the conflict transformation process and decides what the solution should be. To that end, the arbitrator considers the merits of the arguments presented to him by the conflict parties, usually on the basis of customary or Islamic law. The arbitrator then imposes a settlement which is deemed to be just but must not necessarily be mutually satisfactory.

Arbitration is only voluntary to the degree that the conflict parties have a say on whether they would like to present their case to an arbitrator or not. Once they have agreed to do so, they are expected to follow through. Moreover, the solution presented by the arbitrator is normally considered to be binding. However, as there are no sanctions possible – other than moral pressure exerted by the arbitrator in his capacity as a figure of authority – the actual implementation of the settlement is not guaranteed.

Like mediation, arbitration is best suited for soft issues that are not regulated by law (e.g. most family, neighbourhood or work-related conflicts) or that belong to the realm of the civil code (e.g. property, water and some family conflicts). For reasons outlined in the previous chapter it is not a legitimate choice for dealing with penal code issues.

It has the advantage that it is widespread and thus easily accessible. Moreover, it usually does not involve any expenses and is less time-consuming than mediation or negotiations. Another plus is that there is no direct communication between the conflict parties required, which means that arbitration can be employed at all stages of a conflict. In contrast to mediation and negotiations, arbitration is also guaranteed to produce a result, which is due to the fact that the conflict parties are expected to follow through with the process once they have agreed to it. Lastly, as the conflict parties' role is limited to presenting their arguments, arbitration makes no demands on their introspection and negotiating skills and comparably low demands on their communication skills.

However, arbitration also has a number of disadvantages, the most important of which is that it often produces solutions that are not durable. An arbitrator's first impulse is to present a settlement that concedes that one party is right and the other wrong. In some cases, the arbitrator might decree a compromise solution. Either way, this leads to at least one dissatisfied conflict party whose grievances will tempt it to renew the conflict at any given opportunity. Also, as

the underlying causes of the conflict are not addressed, arbitration does little to re-establish a good relationship between the conflict parties.

Litigation

Litigation is a formal conflict transformation method involving a state-appointed third party (the judge) who is usually a neutral, reputable person with extensive legal training. Like arbitration, litigation is neither self-determined by the conflict parties nor consensus-oriented. The judge determines the procedural as well as the substantive aspects of the conflict transformation process and decides what the solution should be. To that end, the arbitrator considers the merits of the arguments presented to him by the legal representatives of the conflict parties on the basis of secular or Islamic law. The judge then imposes a verdict which is deemed to be just but must not necessarily be mutually satisfactory.

Litigation can only be employed for issues that are regulated by law (e.g. civil code issues such as property and border conflicts) and are therefore not suitable for many family, neighbourhood or work-related conflicts. Litigation is, however, the only legitimate way to deal with penal code issues, that is conflicts in the course of which a crime has been committed, in particular capital crimes such as severe physical abuse, rape or murder.

Litigation is not voluntary. Once a conflict party has decided to go to court, the other conflict party has to appear before the judge, unless the complaint is withdrawn again. The verdict is binding and its implementation safeguarded by a number of legal means of sanction. One of the advantages of litigation is that it requires no direct communication between the conflict parties and can thus be employed at all stages of a conflict. Moreover it produces results that are deemed just and fair according to current legal standards set by society. These results are durable as the losing party has no means to prevent its implementation, other than appealing to the next higher court. Finally, as the conflict parties' role is limited to presenting their arguments before the arbitrator, litigation makes no demands on their introspection and negotiation skills and comparably low demands on their communication skills.

However, litigation has a number of disadvantages that are similar to those of arbitration. Like arbitration, litigation does not address the underlying causes of the conflict to the effect that no progress towards reconciliation between the conflict parties is made. On the contrary, a conflict party's decision to go to court is often considered a very aggressive act by the opposing party which is bound to harm their relationship even more. Like arbitration, litigation also does little to build people's competences in dealing with conflict resolution and suffers from the flaw that most judges are male and susceptible to bribery or blackmail. In contrast to negotiations, arbitration and mediation, litigation involves high expenses and can drag on for years. Moreover, courts are limited to populations' centres and thus not easily accessible to the rural population. The same is true for people with a low level of education who often find it difficult to find their way around the many steps necessary to file a complaint. Other conflict parties are discouraged from going to court because the usually public court hearings do not allow them to keep the contents of their conflict confidential or because they want to find an amiable solution that allows them to save face and continue their relationship with the other conflict party.

Mediation

Mediation is a conflict transformation method involving a neutral and specially trained third party (the mediator) who assists the conflict parties in clarifying their interests and needs and in their search for a mutually acceptable solution. Ideally, mediation does not result in a compromise between the conflict parties

but in a win-win solution which allows putting the relationship between the conflict parties on a new basis.

Mediation is usually done in pairs of mediators. The advantage of co-mediation is that the team of mediators can be tailored to the needs of the conflict parties. That is, the personal characteristics, skills and experiences of the first mediator are complemented by a second mediator with different personal characteristics, skills and experiences so that the team is more balanced in relation to the conflict parties. That way, the conflict parties will be able to identify with at least one of the mediators in terms of age, ethnicity, gender, social and professional background etc.

Mediation is best suited for soft issues that are not regulated by law (e.g. most family, neighbourhood or work-related conflicts) or that belong to the realm of the civil code (e.g. property, water and some family conflicts). It is not suitable for conflicts in the course of which a crime has been committed, in particular capital crimes such as severe physical abuse, rape or murder. In Nigeria, as elsewhere, capital crimes falls under the realm of the penal code and thus under the sole authority of the justice system.

Key principles

Mediation distinguishes itself from other forms of conflict resolution through adherence to the following 5 principles:

- consensus-orientation
- self-determination of the conflict parties
- neutrality of the mediator (also termed "impartiality" or "all partisanship")
- voluntary nature of the mediation process
- confidentiality

Concepts in Mediation

Understanding the difference between positions, interests and needs is one of the most important prerequisites for a successful mediator.

Positions: In conflict, positions are opinions and demands the conflict parties express openly. Positions can be very specific and are often in stark contrast to the positions of the opposite side. In an escalated conflict, communication is limited almost exclusively to the exchange of rigid positions and counter-positions.

Interests: Behind every position is an interest. Interests describe what we really want to achieve in a conflict, they are the reason "why" we take a certain position. Often conflict parties are not fully aware what the interests behind their openly stated positions are.

Needs: Behind every interest is a need. Generally, all major conflicts are about basic human needs, things that are necessary for their physical and emotional survival. Consequently, basic human needs are non-negotiable. They have to be satisfied under all circumstances. Basic human needs are the same all over the world. Generally, we differentiate between material, social and cultural needs:

- material needs: food, shelter, health care
- social needs: sense of respect, belonging, security, human relationships, sense of participation and self-determination in decisions which affect own life
- cultural needs: sense of identity, religion, a culture that gives shape to values and beliefs

Needs are rarely communicated openly and often conflict parties are not fully aware of what their needs are. However, recognizing what the needs of the conflict parties are is essential, as any conflict transformation that does not meet these needs will not be sustainable.

Simulation Exercise

During training section, the resource persons refer the participants on page 56 of the training manual; the exercise was based on the story in the box below.

Okon and Peter are neighbours in a small, hidden village. Okon owns a piece of land, and Peter a small herd of goats. Some time ago, a sort of quarrel started between Okon and Peter. Peter's goats have to pass Okon's land to reach the well and Okon thinks that the goats of Peter destroy his carefully constructed water channels.

One evening, Okon decides to wait for the arrival of Peter and his goats at the well. Peter arrives, and Okon shouts at Peter: "Your goats destroy every day my water channels! You have to lead your herd to another well!"

Peter replies angrily: "My goats don't destroy your channels, and for sure I won't go to another well! This well belongs to everybody!"
In this manner Okon and Peter shout at each other for a while. Neither Okon nor Peter listen to each other, or try to understand what the anger of the other is really about.

Then an old man comes out of his house, close to that well. He is wondering what is going on here. The old man asks Okon to explain his anger and Okon answers: "Every morning when I go to work on my fields I see that the water channels are destroyed. So I fix the channels, which takes a lot of time. Actually, I don't have so much time to waste, especially right now. I have a lot of work to do. It is springtime and if I don't finish with sowing I and my family will have a reduced harvest."

The old man and Peter are listening. Now the old man asks Peter about his point of view, and Peter answers: "I know that I have to cross Okon's land to reach the well, but the well belongs to everybody in the village and even if I would agree to go to another well, I couldn't since the next well is too far away. But my goats need water. And sometimes in the evening the goats take the shortcut to the well and they jump above the channels, but they don't destroy them. It may well be that sometimes stones or lumps of earth are falling into the channels, but my goats for sure don't destroy anything. The goats are all I have. Only by caring for my goats I can care for my family."

Participants were grouped into 8 groups by Dr. Dura they were required to find the positions, interests and needs between Tiv Farmers and Fulani herdsmen in their various groups while one person volunteer to give their findings and solution(s) for each group. At the end of the exercise there were similarities in what they came up with. In general their findings can be classified into the following:

Group	Fulani herdsmen	Tiv Farmers	Recommendations
1.	<p>Positions: We are Nigerians and have the right to settle anywhere in the country</p> <p>Interests: Our cattle need grass to feed on.</p> <p>Needs: We want to sell cattle that of very high economic value.</p>	<p>Positions: we don't want Fulani grazing on our land.</p> <p>Interests: We fear that if the cattle graze on our land they might destroy our crops and the land would not be fertile again.</p> <p>Needs: We want to be sure of fertile land and grantee harvest.</p>	<p>Hence the farmer has a specific period of farming.</p> <p>He should use the land at the farming period and then release the land out to Fulani herdsmen to graze.</p> <p>The process should be like a game of rotation.</p>
2.	<p>Positions: They want the land for grazing. They won't leave the land</p> <p>Interests: Grazing land for our cattle</p> <p>Needs: Assured grazing land that enhances high reproductive rate and better specie which are marketable</p>	<p>Positions: They want Fulani to leave their lands</p> <p>Interest: Want land for farming</p> <p>Needs: A guarantee harvest that will lead to a better financial income (often crops eaten by the grazing cattle's).</p>	<p>Dedicated farm lands for farming and grazing by both Fulani herdsmen and Tiv farmers.</p>
3.	Same as above	Same as above	Grazing reserves should be provided.
4.	Same as above	Same as above	Grazing routes should be constructed
5.	Same as above	Same as above	<p>Cattle should always be handled by experience adult pastoralist.</p> <p>Government should domesticate cattle business</p> <p>Create grazing area and cattle routes</p> <p>Both parties are to respect the position of each party and make up their minds to co-exist.</p>
6.	Same as above	Same as above	<p>Communities should on their part agree on grazing areas to accommodate the Fulani herdsmen in their area.</p> <p>1000 cattle should be handle by a least 10 pastoralist</p>
7.	Same as above	Same as above	<p>Restrictive farming in non-grazing areas.</p> <p>Restrictive grazing in areas that are designated for grazing.</p>
8.	Same as above	Same as above	Federal Government intervention in improving the land for grazing with infrastructure and facilities for the cattle and the nomads.

Lessons derived by participants from the Exercise

- Crisis cannot bring about peace or development;
- In order to resolve conflict, it is vital that the conflict parties reveal their needs and interest;
- Needs and interest are rarely communicated;
- Traditional leaders should be men of honour, not been partisan and should always work from the background.

- What is attracting conflict is just means to sustain their livelihood
- Addressing needs and interest allows for sustainable peace;
- Women can understand and effectively address conflict issues because they can exercise some degree of control over the men, youths and children since they are more vulnerable;
- Mediation allows conflicting parties to understand the other person's perception on the issue

The Executive Director of WEP in her contribution from the exercise noted that it was important that traditional leaders should remain custodians of tradition, cultural values. Also, as mediators, proper research must be done (conflict mapping). Get the gate keepers and relevant stakeholders in a conflict situation. Entry points must be taken with all degree of seriousness. She also pointed to the need to be very knowledgeable on how to intervene and on the need to be firm, fair, neutral (includes place of meeting, timing, people to meet – all very important)

In the course of the training, Ms. Ema Miroslava Billings referred the participants to page 53 in the training manual on **Perspective and Change of Perspective**

What is a perspective?

The word "perspective" describes the way or the angle from which you look at something. Depending on their perspective, people see things differently or, transferred to a conflict situation; people interpret or experience a conflict situation differently. The crux about perspectives is that there are many different perspectives but that people nevertheless have a tendency to think that their perspective is the only one possible and must therefore be correct. An example might illustrate this.

What is a change of perspective?

A change of perspective has taken place when a conflict party can cognitively and emotionally understand how the other party views and experiences the conflict and what the other's interests, needs and positions are.

In the course of the training the participants were also trained on the basic communication skills in mediation. The resource person said the most important skill for acting constructively in conflict situations is effective communication. Good communication is the route to understanding and reaching an agreement. It is both an expression of respect and a means of creating it. Good communication can also prevent unnecessary conflict or prevent an existing conflict from escalating. Once communication is improved both the objective and subjective dimensions of a conflict are easier to deal with. The attitudes and skills of good communication are therefore vital for all who wish to act constructively in relation to conflict, whether as parties or as mediators.

A prerequisite to good communication is to understand how communication functions. Therefore any skill building training in mediation should include a basic introduction to communication.

Stages on Mediation Process

On page 86 of the training manual by Ms. Ema who said one of the most important tasks of a Mediator is to provide structure to the discussion between the conflict parties trained the participants on the stages of mediation process. The process was divided into a number of clearly identifiable stages, each of which serves certain purposes and involves structure for discussion between the conflict parties.

She clearly explained that Pre-Mediation which is under Stage one-two involves first contact with the conflict parties, trust building and orientation as well as conflict analysis and preparation. The Actual Mediation entails stages three-eight as outlined in the manual.

Participants were told to do conflict analysis and preparation during the pre-mediation stage: here the mediator is expected to study the nature of the conflict, i.e. he/she seeks to interact with the conflicting parties to be able to know the best way(s) in which he can design or set up the mediation process. The mediator begins the process of the mediation by checking the suitability for mediation.

- Need to know the relationship between the conflict parties and determine whether or not the conflict in question as suitable for mediation
- Motivation of conflict parties: need to know the reasons that lead the conflict parties to seek resolution through mediation or whether they are truly willing to resolve their differences through the process of mediation.
- Legal aspect of the case: you need to consider the legal aspect of the conflict and you must avoid giving legal advice because a mediator cannot play the role of lawyer while mediating.

In conducting actual mediation, the following stages to be taken into consideration and the purpose is to give the parties opportunity to present views of the conflict while reaching a conclusion that is agreed and meets the interest, needs and positions of conflicting parties:

Stage 3: Introduction to the mediation

Stage 4: Storytelling and identification of conflict issues

Stage 5: Clarification of issues, interests and needs and sharing of perspectives

Stage 6: Search for options

Stage 7: Assessment of options

Stage 8: Agreement and monitoring

Other Lessons Derived by Participants

- As a mediator, one should be patient, unbiased, listen attentively and be very persistent but highly diplomatic;
- As a mediator, you have to dissolve the negative patterns of communication;
- Worrying communities and politicians should imbibe the spirit of sportsmanship especially when they lost out during contest.
- Peace workshops such as been organized by WEP are crucial in achieving peace;

Salient issues identified that calls for attention by stakeholders to address conflict in Nigeria

- Need for constitutional review on citizenship and indigeneship
- Need for right to graze and settle anywhere in the country.
- Grazing reserves should be provided for cattle grazing.
- The style of cattle rearing in Nigeria need to change in line with growing population, diversification of the economy tilting towards agriculture hence the need for Government and the nomads to considers domestication of cattle rearing

Conclusion & Appreciation

The participants commended the European Union, WEP and CERI for organising the workshop which they saw as an important primer in reinvigorating their desire and commitment to promote peace. Participants were grateful for the excellent facilities they provided and their hospitality. Finally, the

participants commended the resource persons for the intensive training programme in a most exciting, friendly manner.

The results of this activity were:

- Stakeholders understood the role of gender in peacebuilding;
- Beneficiaries saw and understood the various tool available for alternative dispute resolutions;
- Target beneficiaries appreciated the fact that farmers and pastoralist have basic needs that must be met for their survival;
- Government institutions as well as traditional institutions agreed that they needed to do more in addressing the issues resulting into conflicts in their domain;
- Beneficiaries appreciated the mediation process as outlined in the Training Manual and its application relating it to the role play and simulation exercises;
- Women beneficiaries also understood that they can effectively address violence through some degree of control and proper upbringing over their husbands, youths, children, etc;
- Beneficiaries understood that they are expected to step-down the training at their communities.

Activity 7

Title of the activity: Step-down Training Workshops on Advocacy, Alternative Dispute Resolution (ADR) & Negotiation Skills

Introduction

Drawing from the work plan developed for the EU funded project, WEP/CERI organised a three day step-down training workshops for an expanded number of the project beneficiaries from Guma and Keana Local Government Areas of Benue and Nassarawa States. These step-down trainings were held in the month of August 2013 in the project locations and had the same objectives as the ToT workshops under the same title heads only that these workshops were at a step-down level, where selected participants during the ToT were supposed to play critical resourceful roles in transmitting the content of the training they had acquired earlier to a larger sections of their communities.

The participants in the workshops were drawn from grassroots' women, youth based groups and associations, community media representatives, traditional and religious leaders, and representatives of the local civil authorities as outlined in the project target beneficiaries.

Methodology

The workshops followed the content of the modules used during the Training of Trainers workshops. The resource persons who facilitated the technical discussions were drawn from those who had attended the ToT workshops and they were provided a guide for the workshop's key themes by the project team, drawn loosely from the training manual *Trainer's Manual on Mediation – A Practical Guide for Community Approaches to Peace Building in Nigeria*. Within the space of three days, the same methodology used for the ToT workshops was applied though on lesser scale given the literary level of the participants and the fact that much of the discussions were in the local language of the participants.

Step-down Workshop I: GUMA, 1-3 August 2013

Introduction

The workshop commenced with an opening prayer which was immediately followed up with the introduction of the Project team and the participants. This was followed with the rules and regulations (agreed on by the participants themselves) that would govern the proceedings of the workshop.

The Programme Manager of WEP Mr. George Akor gave a brief remark/overview of key objectives project supported by the European Union and being implemented by WEP/CERI. He stated that it is a challenge to adequately summarise very complex ideas, concepts and skills for peace-building, conflict resolution, and reconciliation in one training workshop. He said people study these concepts and practice these skills for years. Peace-building and reconciliation activities can have positive or negative effects depending on the situation and how the skills are applied. He was of the view that the training would only provide a basic introduction to some of the concepts with more emphasis on Mediation and gender mainstreaming in peace building. Studying and practicing effective peace-building, conflict resolution, and reconciliation are lifelong pursuits that are both extremely challenging and rewarding and should be embraced by the participants and the larger Guma society, including especially women and youths. He concluded his remarks by emphasizing the need for identifying and working with stakeholders in the business of peace.

In guiding the process the Executive Director of CERI Mr. Attah Benson shared with the participants some step-down training expectations of the project where he also engaged them to draw up their expectations.

Participant's Expectations

Participants expressed their expectations from the workshop as below;

- a. Participants expect that, the message of peace and peaceful co-existence should be preached by participants especially at their localities and homes
- b. The concept of peace should be held in high esteem and all efforts should be made in achieving peace by all as this the only sure way to develop
- c. Participants expect unity amongst women who are the most vulnerable and youths who are usually used as mediums for perpetrating violence
- d. Participants expect the European Union Delegation to be involved in the empowerment of the Guma Traditional Council on Peace and Conflict Resolution
- e. Participants expect that, there should be inter-tribal, political and religious affinity between and amongst the different tribes/religions in Guma
- f. All the participants agreed that, as a peace loving people, they should all be agents of peace
- g. Participants expects the government would provide the Fulani herdsmen with grazing land far north of Nigeria to avoid their cattle from destroying the farmers

Brainstorming the Definition of Conflict

The sessions were led by Mr. Frank Adzuu and Mrs. Juliana Sha. To a large extent the language of communication during the workshop was in Tiv and Pidgin language.

Brainstorming on the definition of CONFLICT, participants made attempts on the definition as expressed thus:

- Any situation where two or more socio-entity perceive that they possess mutual incompatible goals
- Participants also defined conflict to mean fear, social upheaval, disagreement, quarrels
- Conflict is the struggle or contest between people with opposing needs, ideas, beliefs, values, or goals. Conflict is inevitable; however, the results of conflict are not predetermined. Conflict might escalate and lead to non-productive results, or conflict can be beneficially resolved and lead to quality final products. Therefore, learning to manage conflict is integral. Although very few people go looking for conflict, more often than not, conflict results because of miscommunication between people.

Levels/Types of Conflict

Participants had a very interactive session in trying to understand the different levels/types of conflicts. However, the following were eventually arrived at as the most viable definitions.

- **Intra-personal conflict** - This was explained as a conflict occurring within a person
- **Inter-personal conflict** - Conflicts occurring between individuals or small groups of people due largely to interest.
- **Intra-group conflict** - Intra group conflict was explained to mean conflicts that arise as a result of misunderstanding within a group especially as it relates to a common goal. It could be a conflict arising from struggle for a position within the groups; it could be struggle for a religious, ethnic, tribal or group.
- **Intra-group conflict** - conflicts that arise as a result of misunderstanding between different groups that share very less in common.

Stakeholders in Conflict Situation

Before identifying stakeholders in conflict situation, the participants established some factors that lead to crisis which eventually culminates into destruction of lives and properties. This includes but is not restricted to the followings;

- I. Poverty
- II. Unemployment
- III. Illiteracy
- IV. Lack of grazing routes
- V. Destruction of farmland and livelihood

a. **Primary stakeholders** - This category of stakeholders are those whose goals are, or are perceived as the direct investors in the conflict. They sponsor the conflicts to achieve their selfish goal. They include the elite sons and daughters of such communities and or politicians who may have a vested interest

b. **Secondary stakeholders** - People who are directly affected by the outcome of the conflict but do not see themselves as been directly involved. They include people whose houses are often burnt or whose properties are destroyed, they also constitute women and children who are most affected

c. **Interested stakeholders** - People who have an interest in the crisis or conflict situation. Often, they stand to benefit in the outcomes of the conflict

Conflict Resolution Skills

Conflict resolution means a solution to a particular difficult issue. It could also mean, bringing about an end to a conflict. This can be achieved in the frame work or compromise between or among the worrying factions. Conflict resolutions as defined by the participants also mean the understanding of the

“how” of a crisis situation. This is achieved through a wide range of methods used to eliminate crisis.

Processes/Skills for Conflict Resolution

1. **Negotiation** - This was defined to mean the exchange of offers which must converge on a solution which is acceptable on both factions which is compatible and acceptable. It also means reaching agreement through discussion & compromise. In negotiation, instead of following on competitive measure and winning the negotiation, parties collaborate by looking to create solutions which will maximize the meeting of their interests, values and needs.

2. **Arbitration** - Participants understood arbitration to mean, the process of resolving disputes between people or groups by referring them to a third party, whether agreed on by them or provided by law, who makes a judgment. Often, the weights of the arbitrator’s decision provide the impetus for parties to reconsider their settlement options.

3. **Meditation** - This is a process through which a third party works with all side in a dispute in an attempt to help them to reach an agreement. Mediators help to achieve a solution, settlement or agreements by working with both sides in a dispute. Mediators are usually impartial.

Emphasis on Mediation

Communities in Nigeria have a long history of pocket violence that has escalated into ethnic or religious due to its growing population size and ethnic diversity. However, after careful evaluation of approaches thus far in conflict resolutions in Nigeria, Participants were made to understand that implementing partners has chosen to offer trainings in mediation. This decision is due to a number of factors that make mediation stand out from other forms of conflict resolution, including arbitration.

- Firstly, mediation produces results that are usually sustainable.
- Secondly, mediation often not only resolves a conflict but also serves as a first step towards true reconciliation between the conflict parties.
- Thirdly, mediation strengthens the conflict resolution skills of the conflict parties and has the potential to change their conflict mentality and conflict behaviour.
- Fourthly, mediators do not decide over the outcome of the conflict transformation process as they do not need as much authority as judges or arbitrators whose judgment is sought and accepted because of their social status. This provides opportunities for local actors who lack prominent status in the community, in particular women and young people, to offer third party services in conflict transformation. Their involvement, in turn, makes conflict transformation potentially more attractive for conflict parties finding it difficult to identify with traditional third parties, who, are usually male, elderly and equipped with relative wealth, influence and power.

Practically anyone with good analytical, introspection and communication skills can become a mediator. As has been explained above, the aim is to strengthen *local* capacities in conflict resolution with a gender perspective. Accordingly, the indirect target group of this manual are individuals, institutions or organizations at the grassroots level who are frequently confronted with conflictive situations. They include:

- a) traditional third parties such as: community leaders, - members of community institutions (e.g. community development councils)
- b) groups and individuals relatively new to the field of conflict resolution, such as: members of community organizations (youth and women’s groups, local NGOs, market associations, trade unions), local figures in exposed positions

(teachers, intellectuals, police officers, refugee camp leaders, community developers, social workers) and other interested groups or individuals.

Conclusion

Participants were grateful to European Commission who have recognized that they are in dire need for peace, the participants promised to spread the message of peace, peaceful-co-existence and peace sustainability as they have come to realize that, development can never take place in an atmosphere of conflict.

In response, the implementing partners urged the participants to be wary of being used to ferment trouble and crisis in their communities. He commended the traditional leaders for their commitment and urged them to do more in ensuring prominent stakeholders of Guma contribute to the entrenchment of peace for the sake of development of the LGA.

Step-down Workshop II: KEANA 5-7 AUGUST 2013

Introduction

The step-down training workshop for Keana LGA was held at MDG Hall under the LGA Secretariat and it attracted participants from different communities within Keana.

The workshop began with an opening prayer and the introduction of the Project team which was followed by the introduction of participants.

The Project Team headed by Mr. George Akor extended the Executive Director's apology on her inability to attend the step-down training workshop in Keana, after which he gave a brief remark explaining the concept of mainstreaming gender in peace building processes and programmes with particular reference to mediation.

Mr. Attah Benson also gave an overview of the key objectives of the implementing partners (WEP/CERI) in implementing the current project in its Peace and Conflict Resolution programmes, and the support of the European Union in achieving set goals.

The technical sessions were led by two of the trained beneficiaries of the project who had earlier attended the ToT workshop in Lafia (Mallam Saidu Laido and Mr. Peter Ahemba). They led the various themes during the training, and anchored the entire programme in Hausa, Tiv and Pidgin language.

Participants Expectations

- The workshop will help console participants who were victims of the crisis around the border communities of Nassarawa and Benue State;
- They expect that, the knowledge gained at the workshop will help in making the women and youths instrument of peace;
- The Fulanis expect that the workshop would enable Farmers across Nigeria that they are citizens and have the right to graze across the country;
- Participants expect that gender would be incorporated in peace building.

Defining Conflict and Its Signs

Conflict was defined as a serious disagreement, an armed struggle, an incompatibility or in opposition. Participants tried to illustrate the forms and means by which conflict can be made manifest.

Signs of Conflict

- Disunity
- Quarrels
- Underdevelopment
- Destruction
- Disrespect
- Upheavals
- Breakdown of law and order
- Destruction of lives and properties

From the background of the recent crisis in Nassarawa State, participants shared some of their experiences and related case studies which they opined could serve as the basis to forgive and move ahead.

Participants' Experiences & Case Studies

- a. A student of the Federal University, Lafia shared an experience from the crisis. His means of livelihood and that of his family were destroyed.
- b. A woman lost her baby who was suffering from a terminal illness because she could not take her emergency drug for pneumonia as they were running for their lives.
- c. A male participant observed that, the crisis led to the abandoning of a bridge which was been constructed to connect two communities
- d. The participant shared experiences on how families lost contact with member of their families due to the displacement caused by crisis. To this date, some affected persons are still in IDPs camps.

Levels/Types of Conflict

- i. **Intra-personal conflict** - This was explained as a conflict occurring within a person
- ii. **Inter-personal conflict** - This was explained to mean, conflicts occurring between individuals or small groups of people due largely to interest
- iii. **Intra-group conflict** - This was explained to mean a conflict that arises as a result of misunderstanding within a group especially as it relates to a common goal. It could be a conflict arising from struggle for a position within the group; it could be struggle for a religious, ethnic, tribal or group
- iv. **Intra-group conflict** - This is conflict that arise as a result of misunderstanding between different groups that share very less in common

Gender, Children & Conflict

There was a lively discussion on the effect of conflict and violence on women and children/ youths, and the gender dimensions of such. All participants and the facilitators agreed that experience has shown that women and children are often the victims of violent war crisis, such as rape, which is sometime used as a tool of warfare to humiliate and terrorize groups; women are usually the ones who remain at home during violent conflict, and they are expected to keep the children, home and community together, as women take on these greater responsibilities, their roles and impact becomes greater and more influential, this tend to pitch them against their men when the conflicts are over. Women and children are usually displaced. This discussion was buttressed with experiences of those who were affected during past crisis.

Conflict Resolution Skills & Alternative Dispute Resolution

From the foregoing discussions, Conflict Resolution was seen as a solution to a particular difficult issue. It could also mean, bringing about an end to a conflict. This can be achieved in the frame work or compromise between or among the worrying factions. Conflict resolutions as defined by the participants also mean

the understanding of the “how” of a crisis situation. This is achieved through a wide range of methods used to eliminate crisis such as: Negotiation, Arbitration, Mediation, etc.

Explaining Mediation

Mediation is a conflict transformation method involving a neutral and specially trained third party (the mediator) who assists the conflict parties in clarifying their interests and needs and in their search for a mutually acceptable solution. Ideally, mediation does not result in a compromise between the conflict parties but in a win-win solution which allows putting the relationship between the conflict parties on a new basis.

Mediation is usually done in pairs of mediators. The advantage of co-mediation is that the team of mediators can be tailored to the needs of the conflict parties. That is, the personal characteristics, skills and experiences of the first mediator are complemented by a second mediator with different personal characteristics, skills and experiences so that the team is more balanced in relation to the conflict parties. That way, the conflict parties will be able to identify with at least one of the mediators in terms of age, ethnicity, gender, social and professional background etc.

The difference between mediation and arbitration might not be readily apparent to them and they might find it difficult to accept the responsibilities mediation gives them. They might even be somewhat overwhelmed by the high demands mediation makes on them in terms of introspection skills, openness and the ability to eloquently express complex issues such as interests, needs and feelings.

However, it is not only conflict parties but also mediators who might find the principle of self-determination foreign to them. Mediators who have become involved in conflict resolution because they are elders, religious or political leaders might find it difficult to arrange themselves with a role where they have very little substantial decision-making power. They might feel that their status as social leaders and watchmen of the harmony within their community is undermined if they give up too much control.

For these reasons, it must be possible that mediators actively contribute to the substantive issues of the mediation process and take the lead in suggesting solutions. This moves their function closer to that of a traditional arbitrator. However, when making their own contributions to the conflict resolution process, mediators must keep the principle of consensus-orientation in mind and avoid attributing blame and suggesting solutions that favour one conflict party to the detriment of the other. The mediators must be cautious with their comments and be sure not to impose their ideas. It must be left to the conflict party's own discretion to reject the suggestions of the mediators. Consequently, the mediators must not be annoyed if their ideas are rejected. Also, suggestions and ideas of the mediators should not be presented as an advice or as the only possible solution. Only if the solution to the conflict leaves both conflict parties equally satisfied will they be durable and contribute to the reconciliation of the conflict parties.

Another reservation concerns the principle of the neutrality of the mediator. In Nigeria, it might be necessary to handle the principle of strict neutrality. Mediators who have become involved in conflict resolution because they are elders, religious or political leaders might find it difficult to arrange themselves with a role that does not allow them to scold the conflict parties for conflict behaviour that is deemed unacceptable, in particular if the conflict parties

belong to the young generation. However, in fulfilling their role as a figure of authority, mediators must keep the overall principle of neutrality in mind and avoid attributing blame and discouraging or disadvantaging a conflict party to the degree that a good, consensus-based solution is no longer possible.

As a consequence of these reservations, this manual promotes an approach to mediation that is, albeit to a very limited degree, a cross-breed between mediation and some elements of arbitration. This approach takes the Nigerian culture into account without jeopardizing the advantages of mediation outlined above.

Key principles

Mediation distinguishes itself from other forms of conflict resolution through adherence to the following 5 principles:

- consensus-orientation
- self-determination of the conflict parties
- neutrality of the mediator (also termed "impartiality" or "all partisanship")
- voluntary nature of the mediation process
- confidentiality

Consensus-orientation: The goal of mediation is to find a solution to the conflict all conflict parties can agree to. Consequently, mediation does not attribute blame or determine who is right or wrong. Instead, it seeks solutions to the conflict that reconcile the interests of the conflict parties and satisfy their needs equally. This is best achieved through win-win solutions (on win-win solutions see Chapter 7 of the Training Manual)

The purpose of consensus-orientation is to avoid dissatisfied conflict parties whose grievances will lead them to renew the conflict at the first best opportunity. Instead, mediation aims at amiable solutions that are likely to be implemented fully and to last for a long time. At the same time, consensus-orientation requires each party to try to understand and accommodate the positions and needs of the other party and thus to address the root causes of the conflict. This, in turn, enables the conflict parties to leave their differences behind and put their personal relationship on a new, potentially prosperous foundation. Thus, mediation goes beyond mere conflict transformation towards true reconciliation between the conflict parties.

Self-determination of the conflict parties: In pure mediation, the conflict parties alone determine what issues they would like discuss and what the solution to their conflict should be. They know their conflict best, so they decide. The mediators only offer *procedural* rather than *substantive* assistance.

- That is, the mediators control the process of resolving the conflict while the content is the domain of the parties.
- Consequently, the mediators must resist the impulse to give their opinions about the conflict and to tell the parties how to fix their problems.
- The purpose of this principle is to assure the sustainability of the conflict resolution. It is assumed that solutions are more durable if the conflict parties came up with them on their own and can thus fully identify with them.
- By leaving them control over the substantive aspects of the process, mediation also teaches the conflict parties to take on some responsibility and prepares them to handle their conflicts better in the future.

But it is not only the conflict parties but also the mediators who might view the principle of self-determination as foreign to them. Mediators who have become involved in conflict transformation because they are elders, religious or political

leaders might find it difficult to arrange themselves with a role where they have very little substantial decision-making power. They might feel that their status as social leaders and watchmen of the harmony within their community is undermined if they give up too much control.

For these reasons it must be possible that mediators to actively contribute to substantive issues of the mediation process and take the lead in suggesting solutions. However, when making their own contributions to the conflict transformation process, mediators must keep the principle of consensus orientation in mind and avoid attributing blame and suggesting solutions that favour one conflict party to the detriment of the other. The mediators must be cautious with their comments and be sure not to impose their ideas. It must be left to the conflict party's own discretion to reject the suggestions of the mediators. Consequently, the mediators must not be annoyed if their ideas are rejected. Also, suggestions and ideas of the mediators should not be presented as an advice or as the only possible solution. Only if the solution to the conflict leaves both conflict parties equally satisfied will they be durable and contribute to the reconciliation of the conflict parties.

Neutrality of the mediator ("impartiality" or "all partisanship"): The mediators must not side with any of the conflict parties but support all of them equally. To that end, the mediators should avoid everything that might be interpreted as them favouring one particular party. In particular, they should keep their own opinions and preferences out of the process, given no indication of prejudgment, lack of interest, irritation or impatience, make no favourable or unfavourable comments regarding the statements of any party, be conscious of their body language and avoid private discussions with the parties.

The purpose of this principle is to safeguard the principles of consensus-orientation and self-determination. If the mediator sides with one conflict party, the other party might feel disadvantaged and pressured. This, in turn might compel them to either terminate the mediation or to make concessions and, in the end, accept a solution that does not truly serve their interests and is therefore unlikely to be durable.

It might be necessary to handle the principle of strict neutrality with some flexibility. Mediators who have become involved in conflict resolution because they are elders, religious or political leaders might find it difficult to arrange themselves with a role that does not allow them to scold the conflict parties for conflict behaviour that is deemed unacceptable, in particular if the conflict parties belong to the young generation. However, in fulfilling their role as figure of authority, mediators must keep the overall principle of neutrality in mind and avoid attributing blame and discouraging or disadvantaging a conflict party to the degree that a good, consensus-based solution is no longer possible.

Voluntary nature of the mediation process: Conflict parties cannot be forced to participate in mediation and they have the right to discontinue mediation, once commenced, whenever they wish. Similarly, the mediators have the right not to accept a case or end the mediation whenever they feel that it is no longer possible to work with the conflict parties. Conflict parties can also not be forced to adhere to an agreement reached through mediation.

The purpose of this principle is to ensure that the mediation process is truly consensus-oriented and that win-win solutions are possible. If a weak conflict party is forced to participate in mediation even though the other party has all the leverage or is simply the better speaker, they might be lured into accepting a solution that does not truly serve their interests. Similarly, it has to be possible

for the conflict parties not to adhere to an agreement achieved in mediation if they come to feel later on that this agreement disadvantages them.

Confidentiality: Mediation is confidential. Nothing that is said during mediation sessions may be revealed to outsiders. In particular, information gained in mediation may not be used if the conflict parties should decide later on to settle their conflict in court. The principle of confidentiality applies to the conflict parties as well as to the mediators. Its purpose is to ensure that the conflict parties feel absolutely free to reveal everything that may contribute to a resolution of the conflict, even their own mistakes and inner-most feelings.

Selection of mediators; at the end of the step-down trainings, 20 participants were selected for mediation processes which was expected to last 4 months. Stakeholders selected active participants that understood the process, as well as ensuring a balance and interest in gender and other groups. 10 participants were selected from each project location.

Conclusion

Participants were grateful to WEP/CERI and extended their appreciation to the European Union for their intervention.

The result of this activity was not different from the ToT workshop; however, the following results were achieved:

- The beneficiaries of this training understood the role of gender in peacebuilding and will apply same to the mediation process;
- The target beneficiaries realised the implication of violence and the need for alternative dispute resolutions to address positions, interest and needs as outlined in chapter 5 of the Training Manual;
- Beneficiaries appreciated the fact that farmers and pastoralist have basic needs that must be met for their survival;
- The beneficiaries of the ToT workshop were able to facilitate the step-down training to the understanding of the participants;
- 20 mediators were selected, 10 from each communities for the take-off of mediation processes for a period of 4 months;
- This training was covered by print and electronic media. The publicity resulting from this project will also reach out to the final beneficiaries through awareness.

Activity 8

Title of the activity: Mediation processes for 4 months

Following the step-down training in August 2013 at the various project locations, 10 participants were selected from each community to embark on mediation processes for a period of 4 months. The team to mediators had gender balance and the mediators were a composition of women, youths, traditional leaders, media, religious leaders, disabled persons.

Name of Mediators – Guma LGA

(a) Frank Adzuu - M, (b) Juliana Sha - F (c) Peter Jov – M (d) Godwin Ingbiankyor – M (e) Ruth Habila – F (f) Comfort Nyiekkaa – F (g) Afraid Ullam – M (h) Martina Ayaga – F (i) Julius Ortese – M (j) Waalawwa M. Wilfred – M

Name of Mediators – Keana LGA

(a) Peter Ahemba - M, (b) Eunice Gbajire - F (c) Musa Laido – M (d) Peter Akosu – M (e) Laraba Saidu – F (f) Fatima Audu Wakili – F (g) Umar

Abdullahi Bawa – M (h) Goma Ardo Zakari – F (i) Ibrahim K. Ogaji – M (j)
Alh. Musa Adamu – M

Mediators were given the under-listed guidelines to assist them in the mediation process:

- Person-to-Person outreach approach (individualised mediation) to dealing with the conflict issues in the communities;
- Provide counselling to both victims and perpetrators of violence and where necessary make referrals to professionals;
- Form Mediation Teams or Groups; to identify victims, perpetrators and counselling. Mediators will at least carry out mediation to at least 5 communities within their Local Government Areas during the mediation period of 4 months and must be gender balance;
- All mediators must meet and share experiences, challenges and further strategies at the beginning of every month and send in reports to the implementing partners.

Keana LGA

Communities targeted for mediation in the LGAs are:

Keana – Kuduku, Ruga Ardo Sodangi, Obi, Alosi, Kadarko, Alago, Kwala, Tiv Eggon, Mare and Agaza

In Keana LGA, the Mediators held a meeting to strategise on the process of mediation. Among issues discussed at the meeting were the identification of victims and perpetrators of violence in and around Keana LGA and the best techniques that could be adopted in approaching such conflict parties or communities in the mediation process. Some of the strategies to employ and ensure a successful mediation process agreed on include: (a) to send letters of introduction to the various stakeholders identified as having influence to act on conflict issues (b) divide the team into two groups and mainstream gender (c) take photographs of mediation processes (d) if possible carry out mediation in a central place like the community schools where people can feel the neutrality of the process. (e) each group should report the outcome of their mediation process to the Team leader who will report to the implementing partners (f) Mediators should wear their T-Shirts whenever they are going for mediation (g) selection of the communities tagged as 'hotspot' for violence conflict, the communities include Kuduku, Ruga Ardo Sodangi, Obi, Alosi, Mare and Agaza

After their meeting, the Team leader drafted letters that were delivered to various stakeholders intimating them about the project, trainings they have received and the training manual on mediation as well as the need to solicit their support to embark on mediation process in their communities to achieve lasting and sustainable through gender mainstreaming in peace building.

Upon getting approval from various stakeholders to commence mediation, the Team of mediators embarked on the various communities (Kuduku, Ruga Ardo Sodangi, Obi, Alosi, Mare, Tiv Eggon, Kadarko and Agaza) where they invited various parties to the conflict in strategic locations like primary schools, town hall, traditional leader's palace to discuss on way forward to ease the tension especially between the border States of Nassarawa and Benue which has hitherto been the caption of media reports in recent times resulting from violent conflict involving farmers and Fulani herdsmen.

During the mediation process, deliberations and expression of anger was higher however, the mediators guided the process to see how a resolution could be arrived at by all present to ensure that lasting peace returns to their domain.

Some of the agreements and actions that came out of the mediation processes at various communities include:

- (a) Reporting any suspicious persons or groups to security agencies;
- (b) Seek permit and organise peaceful protest to attract governments attention to the plights of farmers and pastoralist especially with regards to grazing reserves;
- (c) Pastoralist should seek permission before grazing on farmlands;
- (d) Pastoralist should stop giving cattle to children to rear;
- (e) Pastoralist should ensure to bring in their families into any community they wish to settle in as it was noted that pastoralist the leaves their families behind are the ones who ferment trouble and disappear;
- (f) It was also resolved that traditional institutions should inform their subjects about revenue collected by them from the pastoralist and even issue such for such payment to enable the pastoralist have proof of payment before grazing on farmland
- (g) Since farmers engage in rotational farming, there should liaise with herdsmen on what part of their farmland they want the pastoralist to graze on to avoid conflict
- (h) Traditional leaders should ensure the active participation of their chiefs in the affairs of the communities

Guma LGA

Communities targeted for mediation in the LGAs are:

Jukun, Kabawa, Hausa, Gbajimba, Daudu, Mbayev, Yandev, Nyiev, Ndzorov and Umenger.

In preparation for the mediation process, the Mediators organised themselves and composed letters to the LGAs and other stakeholders to solicit their support to carry out mediation amongst the various communities listed. The intention was to notify government and other stakeholders in case of any security breach even though the Local Governments are aware of the project and have followed its proceedings.

Strategies to employ and ensure a successful mediation process agreed on was not too different from that of Keana LGA but include: (a) to send letters of introduction to the various stakeholders identified as having influence to act on conflict issues (b) divide the team into two group and mainstream gender (c) take photograph of mediation processes (d) use a neutral place and always maintain neutrality in the process. (e) each group should report the outcome of the mediation process to the Team leader who will report to the implementing partners (f) Mediators should wear their T-Shirts whenever they are going for mediation (g) an advocacy visit should be paid to the Chief Security Officer of the LGA irrespective of the letter that was sent to the LGA Chairman.

The team of Mediators set off to the various communities (Jukun, Kabawa, Hausa, Gbajimba, Daudu, Mbayev, Yandev, Nyiev, Ndzorov and Okpoga) where they also met with various parties to the conflict at strategic locations to discuss on way however to tackle the issue of insecurity affecting farmers and Fulani herdsmen in their localities resulting to loss of lives and property over the past 3 years.

It was recalled that over the years, the Tiv farmers and Fulanis herdsmen have lived like families and they wonder what has happened to the cordial relationship they once shared. Some of the causes and impacts of the conflict:

Causes

- 'Deep rooted' cause is the dependency on a common material for existence and survival without which the Tiv-farmers or the Fulani Cattle

will not exist. This is a deep-rooted cause for there to be no conflict there must be a balance in the demand-supply chain. This chain cannot be balanced in a wake of ever increasing population and demographic problems including the rural to urban drift/migration;

- The unforgiven nature and culture of the Fulanis;
- Large number of herdsmen who moved into Guma Local Government;
- The “unwillingness” of the Guma farmer to give his land to bring peace is a deeply rooted but founded on the fact that there is population increase in Guma Local Government;
- Before 1980, the cattle routes were observed and there was cordial relationship between the Tiv farmers and the Fulani herdsmen. The Fulani herdsmen were not as many as they are now.

Impacts

- Dwelling on economic considerations, the displacement of the Tiv farmers as an impact of the conflict between the Tiv farmers and the Fulani herdsmen, the Tiv farmers suffer most economic constraint. This is because the Fulanis by their very nature are nomads. There is low output since the farms are abandoned, no one cares for the crops and the weeds make them to yield low products. They live mostly on subsistence level under very poor living conditions of near starvation;
- The displaced Tivs live in camps and the environmental conditions have much to be desired. There is therefore the threat to humanity as sickness associated with overcrowding and epidemics abound. There is environmental degradation of the area due to the increase in population in the area where wastes products increase particularly in camps and centres where the IDPs are found to be staying in Daudu camp, and at Umenger, Torkula and Gbajimba;
- The educational standards of the children have gone down. The children were found not to have run away from their places so they cannot continue school. In places where they had gone back, the school enrolment was low, as the parents could not afford money to buy books, uniforms and other needs of the schools. In other places the teachers had not returned due to the insecurity associated with the crisis;
- The Health of the people was challenged because the facilities were not attended to as many of the health staff had escaped for safety;
- Local markets were affected as the long distant traders from other states who used to come and buy had not started coming. This made the economy of the people low and rendered the people impoverished and indeed worst than they were before the conflict in all spheres of livelihood.

Way forward

- To extend the mediation to Awe, Doma and Wanba LGAs of Nassarawa State as the only way that we can guarantee relative peace among the Tiv/Fulani people;
- Stakeholders should advocate and lobby government to put in place measures to check proliferation or influx of pastoralists from other neighbouring countries;
- Efforts should be intensified to integrate Fulani and Tiv Farmers into farming and cattle rearing;
- For a holistic resolution of the crisis in the Benue Valley all ethnic groups should be brought together in Forum: Tiv/Fulani Forum for dialogue and peace building purposes;

- Training of Traditional/Religious Institutions on peace building and conflict resolution;
- Domestication of cattle is a lasting alternative which needs to be put into consideration due to population increase, increase in cattle where land is constant; more so, considering the effects of climate change;
- Provision of grazing reserves and cattle routes accompanied with necessary infrastructural facilities such as water, nomadic schools, veterinary and human medical services, etc.
- Deliberate efforts should be made by the government of the two states (Benue and Nassarawa) to create access roads to the conflict areas.

The results of this activity were:

- For the first time, the communities sat together to discuss ways to address their differences which was facilitated by the trained Mediators;
- The Mediators were supported by their local government authority and traditional institutions;
- The mediation process provided the opportunity for all parties to meet at the bargaining table for the express purpose of discussing settlement
- The mediators cutting across various groups were able to partner for the success of the process;
- There was a print media report on the mediation process in one of the communities;
- Relationship has been established by the beneficiaries and target groups through exchange visits in carrying mediation in the project communities. Ordinarily, this would not have happened because of tension;
- As a result of the mediation process, the State Government of Benue State has ask for the submission of a proposal to scale up the project in other local government areas of the State.

2.3. Activities that have not taken place

Please outline any activity and/or publications foreseen in the contract, that have not taken place, explaining the reasons for these

Not applicable. Following our work plan under this project, each activity was implemented.

2.4. What is your assessment of the results of the Action? Include observations on the performance and the achievement of outputs, outcomes, impact and risks in relation to specific and overall objectives, and whether the Action has had any unforeseen positive or negative results. (Please quantify where possible; refer to Logframe Indicators).

The project was comprehended and was implemented with the overall broader objective to build the capacity of target beneficiaries. The project aims at promoting peace through mediation, negotiation and mutual agreement by all parties by attempting to resolve the violent conflict amongst Tiv Farmers and Fulani pastoralists through building their capacities on mediation, alternative dispute resolution mechanisms and gender mainstreaming in the project states (Benue and Nassarawa).

The major activities carried out included the Stakeholders identification, Stakeholder consultation, a Methodology workshop to develop a training manual for mediators, Design and procurement of IEC materials, Training of trainers' workshop on mediation advocacy, alternative dispute resolution (ADR) and negotiation skills and Step down training on mediation advocacy, alternative dispute resolution and negotiation skills in project locations and mediation processes at the project locations. To ensure adequate impact of the project's objectives, a number of community and faith-based groups were identified in the project area

and selected by the implementing partners to be part of the process. Over 40 of such groups were identified and the project direct beneficiaries (men, women and youths adequately represented) cut through the numbers of those that were targeted for the various trainings that occurred during the project. It is instructive to note that these groups through the mediation process that followed the trainings have set up a platform for continuous peace-building activities across Benue and Nasarawa states. The project had aided the formation of a hub of mediators at the community level but also encouraged the establishment of links and interface for the promotion of collaboration and partnerships and in the long run, to ensure the sustainability of the action.

Stakeholders' identification and consultations in the project locations in the context of this project facilitated for the planning, implementation and strategizing. The objective was to get selected stakeholders (gate keepers, traditional and religious leaders, opinion leaders, government representatives in the relevant line agencies and the media) to bring their own understanding and perspectives to the conflict in the project locations. Over 100 stakeholders were reached in the course of the consultations. The stakeholders consulted were government officials at the state and local council levels, community and traditional leaders, civil society, faith and community based organisations, women and youth groups. The harvest of suggestions for resolving the perennial conflict scenario enriched the process of achieving the goals and objectives of the action.

With the inputs and adoption of the training manual at the methodology workshop by selected members of the communities (Guma and Keana), 500 copies of training manual titled: *Trainer's Manual on Mediation – A Practical Guide for Community Approach to Peace Building in Nigeria* was produced at the end of the methodology workshop (this is one of the project's output) and also serves as a reference resource tool for further expansion to peace building initiatives.

One of the most important positive aspects of the project has been the fact that it was anchored by a women led organization and has committed women to be at the forefront of the peace initiatives, everyone including the traditional, religious, youth and even the most harden personalities who act as either conflict entrepreneurs, militias have been disposed to responding to the call for peace. It is worth noting that through the action more than a hundred disputants cutting across the project areas have been empowered to be at the forefront of conflict resolution. This has been achieved so far through a delicate process of utilising the existing communities and religious structures inherent in the project locations. From WEP's previous interventions and experience in conflict transformation, other strategies that also have been utilised with results include employing media initiatives and working with local partners on the ground in finding culturally appropriate means to strengthen beneficiaries' capacities to deal with conflict and peace-building issues constructively.

Information was freely exchanged and members of both project locations were very enthusiastic in what initiatives they could bring to the project to make it a success. More so, in view of the fact that the project team embark on stakeholders consultations to the illustrious sons and daughters of the LGAs also brought in a new dimension to the peace processes as they seemed to be acknowledged and recognized the very important roles they play in their LGAs towards the peace processes.

There was also the realisation that there is a need for peace before development can take place, however, most of the other interventions did not acknowledge the very important role gender play in peace processes, as this is being acknowledge by all in the project target locations.

Worthy of note is that the project has increased the capacity of the partner organisation (Community Emergency Response Initiative) in peace building and project management which will impact on their organisational development.

2.5. What has been the outcome on both the final beneficiaries &/or target group (if different) and the situation in the target country or target region which the Action addressed?

In terms of concert outcome on the final beneficiaries with regard to the action on Gender and Peace Mediation Project in the Middle Belt Region in both target states, there has been a change of public attitude in respect to violent conflicts and appreciation to alternative dispute resolutions especially mediation. As part of the main thrust of this intervention, mechanisms were employed during the project implementation to demonstrate alternative forms of conflict resolutions, peaceful co-existence and in depth analysis into actor's needs, desires and how to reach consensus without necessarily resulting to violence.

Another outcome that modified the behaviour of beneficiaries and target groups is the active participation of women in the peace building processes because the action focused on altering public attitudes so as to build strong support base for gender mainstreaming in peace building.

The stakeholders and community gate-keepers met at the start of the action and were all in support of entrenching the visibility of women in the peace building as there was ample evidence across Nigeria and the world to show the tremendous and positive contributions of women in all fields of endeavour if giving an enabling environment. Mainstreaming gender was not seen as an exception in this case and most especially because they are most vulnerable during violent conflicts. This was also demonstrated in the selection of participants that benefited from this action.

Regarding the issue of culture and cultural norms which have been often cited as a hindrance to the active participation of women, there was a collective resolve in each project location that gender role relations traditionally based on exercise of power over the other gender as a way of life must change for the option of mutuality. This is because for them, men have a lot to gain by supporting women participation in peace building processes, aside from the development it would bring to the society.

One discernible consequence of this support for promoting the active participation of women peace building is that as we gather momentum to kick-start the process towards the 2015 General Elections, the states across the country will witness an unprecedented surge in violent clashes especially among political supporters using youths to perpetuate violence thus active participation of women in peace building will give them leverage to be able to influence their wards. What is needed is continued advocacy to the different stakeholders (including the political parties). This is where the sustainability of the action carried out by WEP/CERI on the part of the final beneficiaries comes into focus and play.

During the various trainings and capacity building workshops, participants reinforced the ideals to peaceful co-existence even on the part of traditional leaders and politicians. Effective strategies were identified to enhance equitable and sustained participation of women. One of such strategies was the effective use of the media, and for more experienced women to take mentoring of the younger generations.

Thus the action exhibited enthusiasm and commitment on the part of the beneficiaries in the overall objectives of the project, and the willingness to ensure that gender and alternative dispute resolutions to conflicts remain central in peace building process.

2.6. Please list all materials (and no. of copies) produced during the Action on whatever format (please enclose a copy of each item, except if you have already done so in the past).

Please state how the items produced are being distributed and to whom

PUBLICATIONS	FORMAT & NO. OF COPIES	DESCRIPTION	DISTRIBUTION
<i>Trainer's Manual on Mediation: A Practical Guide for Community Approach to Peace building in Nigeria</i> (2013)	Training Manual 500 copies	<p>The Manual designed to contain relevant modules in the discourse on mediation, gender and other alternative dispute resolution mechanisms which was prepared in the light of the ethnic, socio, political and cultural/religious setting and experiences from northern Nigeria. The manual became a useful toolkit during the trainings, and will no doubt become a veritable and innovative resource material on gender mainstreaming in peace building, and in enhancing equitable participation particularly in Nigeria where women are side-lined in decision making processes.</p> <p>The manual fits into four of the specific objectives of the project which are to augment the awareness of stakeholders in mediation and other alternative dispute resolutions while mainstreaming gender not just in the target areas but across Nigeria. The manual will also be a catalyst in the process community peace building.</p>	<p><i>Limited Distribution to:</i></p> <ol style="list-style-type: none"> 1. Women groups 2. Youths groups and persons with disabilities 3. Traditional leaders 4. Pastoralists Associations 5. Farmers 6. Government institutions and representatives 7. Faith based organisations, community based organisations and civil society organisations 8. Participants of the Methodology Workshop/ TOT/ Step-Down Trainings 9. EC Delegation in Nigeria 10. Media 11. Other Partners/ Stakeholders
IEC materials (T-shirts)	IEC materials (200 T-shirts)	<p>200 T-shirts were designed conveying advocacy, information and educational messages to the various project stakeholders under <i>Gender and Peace Mediation Project in the Middle Belt Region, Nigeria</i></p> <p>They are also useful during entry point meetings with community gate-keepers, as they are perceived by the latter as being reflective of their ownership and participation in projects. The T-shirts have the EU logo at the left breast pocket tagged "A Project Funded by the European Union" while the logos of implementing partners were placed at the right breast pocket. The T-shirts carried different messages of engendering peace - 'Women Making Efforts for Peace', 'Peace in the World Begins at Home: A Woman's Place is everywhere', 'Let's join Hands to Build a Better Land', 'Women! The Supporters for Peace Building', 'Women Says...Negotiation is better without Guns', 'Stop the Fight Let's Talk, Peace is All We Need', 'Women are Home Builders; Building Peace as Building a Home.', 'Women, Build Peace for Us', 'Peace is Neutral; Women are the Only Neutral Peace Builders', 'Concern, Understanding, Care and Love are Qualities of Women so is Peace.', 'Peace is Achievable with Women'.</p>	Distribution is same as above

2.7. Please list all contracts (works, supplies, services) above 10.000€ awarded for the implementation of the action since the last interim report if any or during the reporting period, giving for each contract the amount, the award procedure followed and the name of the contractor.

Not applicable

2.8. Describe if the Action will continue after the support from the European Union has ended. Are there any follow up activities envisaged? What will ensure the sustainability of the Action?

Though the project with the European Union has come to an end, the impact the project had on the target group and the generality of the people in the project location has necessitated the implementing partners to continue with follow up activities especially with the build up to the 2015 general elections in the area of promoting peaceful co-existence, gender mainstreaming in decision making processes as well as calling on traditional and religious institutions to intensify counselling and mediation amongst their subjects in the northern part of the country. WEP/CERI strongly believes that ongoing actions in this respect will be more meaningful if we must make more impact towards forestalling electoral violence.

Some of the project's beneficiaries have indicated their desire to ensure continuity (in the area of further stepping-down the trainings and continue mediation at the community levels) of the project in some local government areas particularly Benue State. Proposal to this effect was requested by the Benue State Government and this has already being submitted and presently undergoing evaluation. WEP is also doing a follow-up to this proposal as well as continuous monitoring of the project locations and regularly communication with the mediators, traditional institutions and youth leaders to keep check.

Drawing strong linkages with this project as well as WEP's past supported project (Connecting the Disconnect – EU funded project) resulting to the formation of Pan Middle-belt Network, has snowballed into a national network of peace builders called *Innovative Initiative for Community Peace Building* being supported by United Nations Development Programme (UNDP) and the Institute of Peace and Conflict Resolution (IPCR). In November 2013, four (4) mediators were further trained in Kaduna State on Early Warning Systems organised by the Institute for Peace and Conflict Resolution and funded by UNDP. It is worth mentioning that these mediators are now part of the national peace network and we are confident that the network will provide platforms for further peace initiatives incorporating mediation in the project locations.

The Centre for Gender Studies in Benue State University, Makurdi has requested for copies of the training manual as a reference tool, training and capacity build targeting students, staff development and the general public to promote alternatives to violent conflicts and peace building in Nigeria.

- 2.9. Explain how the Action has mainstreamed cross-cutting issues such as promotion of human rights², gender equality³, democracy, good governance, children's rights and indigenous peoples, environmental sustainability⁴ and combating HIV/AIDS (if there is a strong prevalence in the target country/region).⁵

This project mainstream gender equality which was one of its specific goals cross-cutting every aspect of the project implementation but it also ensured that in all activities gender was mainstreamed as well as invitations were extended to people with disabilities across religious divides. The selection of the target beneficiaries were done on equal and non-discriminatory bases.

More so, the action promotes human rights, democracy, good governance, children's rights and indigenous peoples, environmental sustainability and combating HIV/AIDs through the various processes of peace building, resulting to alternative dispute resolution mechanisms to resolve conflicts instead of violence and attacks on other persons thereby violating their human rights. The project also entrenched good governance as a cross-cutting issue through encouraging participatory processes in peace building and conflict transformation.

² Including those of people with disabilities. For more information, see "Guidance note on disability and development" at http://ec.europa.eu/development/body/publications/docs/Disability_en.pdf

³ http://www.iiav.nl/epublications/2004/toolkit_on_mainstreaming_gender_equality.pdf

⁴ Guidelines for environmental integration are available at: <http://www.environment-integration.eu/>

⁵ To refer to EC Guidelines on gender equality, disabilities...

The concept of participatory processes was higher emphasised in the mediation process and manual.

The action also promotes environmental sustainability through trainings, experience sharing, practical exercises and tools in the manual to enable the project beneficiaries to engage in sustainable use of the environment in grazing of herds by pastoralist, sustainable farming practices by farmers as well as persevering their culture and nomadic life thereby respecting indigenous rights.

This action also combats of HIV/AIDs and the spread of other diseases indirectly through the promotion of peace building amongst youths who are more vulnerable to the use of drugs which has been one of the causes of the spread of HIV/AIDs. The implementing partners strongly believes that increase in violent conflicts is also a dynamics of drugs and substance abuse which is a major among youths however if people can live harmoniously and resolve difference amicably through ADR drug usage will be on the decrease. Thus this action has built the capacities of youths in the project locations not to allow them be use by corrupt leaders or politicians to perpetuate violence as well as motivating them be entrepreneurs.

2.10. How and by whom have the activities been monitored/evaluated? Please summarise the results of the feedback received, including from the beneficiaries.

Monitoring of the activities of the Project was done by WEP/CERI on the one hand, the state partners. The coordinating monitoring team was the Project Implementation Committee which was made up of WEP, CERI and State Associates. Personnel of the EU Delegation to Nigeria (through the Institutional and Economic Reform, Civil Society, Democracy and Human Rights Section) were often briefed and were at hand to assess how the different activities were carried out in various locations and fill in gaps. This was the case with the issue of ensuring the EU's visibility (as well as other technical details) in the course of the action by the implementing partners.

Beneficiaries commended WEP/CERI and the EU on their evaluation forms at the end of each activity for promoting peaceful co-existence through mediation and other alternative dispute resolutions in Nigeria. They urged the implementing partners to maintain the tempo of best practices in continuous sensitization gender mainstreaming and peace building for increase development.

2.11. What has your organisation/partner learned from the Action and how has this learning been utilised and disseminated?

WEP/CERI has learnt that irrespective of ideologies, organizational and individual backgrounds and diversities, it is not only possible to work together as a team but it has also helped in building the capacities of the individual organizations and project staff. It has further strengthened the relationship and provided an avenue where WEP and its partners can comfortably embark or plan programmes and projects together. The training most especially on mediation has built the capacities of the implementing partners and this is being translated into our daily work on peace building in Nigeria. The partnership has also strengthened the institutional base of CERI through better project management.

The project also had positive impact on the lead organization and the implementing partners in the following areas:

- The ability to work extra hours and under stress to meet deadlines.
- The project had broadened the horizons and capacities of staff to organise and carry out projects of this magnitude.
- It enhanced the capacities of the partner organisation and its networking potentials

- Team spirit was built in the project staff as well as in the partner.
- The ability to use scarce resources to achieve much.

3. Partners and other Co-operation

- 3.1. How do you assess the relationship between the formal partners of this Action (i.e. those partners which have signed a partnership statement)? Please provide specific information for each partner organisation.

The partner organisation, Community Emergency Response Initiative (CERI), was selected by WEP because of its pedigree, general working and grassroots knowledge base of the area. In the course of the action the affinity and cooperation between both organisations has been enjoyed in such a way that activities were implemented smoothly and capacities and competencies of the Project Team has been mutually enhanced.

The experience has shown that a sense of partnership and networking was improved for WEP and CERI, and other partner organisations during the action. In some sense capacities were enhanced, albeit unconsciously, in the area of each partner mobilising their resources for the Project, and in implementing activities with gender-specific and other guidelines. In this, the collaboration broke new frontiers for the NGOs. The competence of the staff of the partner organisations was also challenged as they had to work extra and send timely reports.

- 3.2. Is the partnership to continue? If so, how? If not, why?

The partnership is bound to continue between both organisations especially as one of the recommendations made in the course of the action was that there should be monitoring on the part of NGOs on stakeholders to ensure that they are accessible to women and that gender is mainstreamed in the processes that naturally will follow. On the other hand, both organisations have partnered in other areas and projects so there is mutuality and identity of interests and goals. With the networks established in middle-belt, Nigeria, the partnership will continue.

WEP as an organization values partnership greatly. There are challenges associated with collaboration, but each opportunity strengthens the organisation to even do better. The EU project experiences have not been an exception. And so WEP would like to continue with the partnership more so that the partners expressed desire to continue if another opportunity comes.

- 3.3. How would you assess the relationship between your organisation and State authorities in the Action countries? How has this relationship affected the Action?

- 3.4. Where applicable, describe your relationship with any other organisations involved in implementing the Action:

- Associate(s) (if any)

State associate, NGOs were also selected to work alongside implementing partners in each of the project states. These organisations are indigenous and are familiar with the challenges of insecurity, women and children in the incessant conflicts in their local communities, and have a working relationship with CBOs and community gatekeepers in their respective states. Through the relationship built as a result of this project, platform has been provided for the implementing partners to submit a proposal to the Benue State Government to scale up this project in other Local Government Areas in State. Without a doubt, working with these organisations strengthened WEP/CERI's capacity in partnering with organisations of diverse backgrounds for common goals and objectives.

- Sub-contractor(s) (if any)

Not applicable

- Final Beneficiaries and Target groups

Implementing partners have been able to build relationships with the final beneficiaries and target groups through areas of collaboration on other projects funded by the UNDP and government institutions. This collaboration has been in the form of referrals, partnerships, advice and capacity building. Specially, UNDP has built the capacities of some target groups on Early Warning Systems through the national network (*Innovative Initiative for Community Peacebuilding*) that was established. Amongst the target groups, relationship has been built through this project which has been exhibited through exchange visits in carrying mediation in the project communities.

During the step-down trainings, the implementing partners built synergy with some of the project's target groups as this was one sure way to ensure continuity of the action even after the termination of the present project with the EU.

- Other third parties involved (including other donors, other government agencies or local government units, NGOs, etc)

From the evaluations and assessments of the capacity building workshops and commendations the implementing partners received, it was evident that the various NGOs, government agencies and local governments had acquired the needed technical and managerial capacities and skills in the course of implementing the project and programmes within their respective localities.

3.5. Where applicable, outline any links and synergies you have developed with other actions.

One major link WEP/CERI has been able to outline is that of the target LGAs and the office of the Special Advisers on Security to both State Governments i.e. (Benue and Nassarawa) on Relations with Civil Society Organisation to support the continuation of the project. The project on *Gender and Peace Mediation Project in the Middle Belt Region, Nigeria* did built on the structures and relationships established under the Connecting the Disconnect Project since both co-exist and are being implemented within the same geopolitical region.

Another link is with a conflict mapping action on the incessant crises with farmers and pastoralists in Benue State (Gwer West, Makurdi and Guma LGAs). With this action WEP built on the existing structures and links with stakeholders and these helped tremendously in the smooth implementation of the EU supported action.

Our involvement in the project has opened other contacts. We have maintained a steady relationship and collaborating with the Institute for Peace and Conflict Resolution (IPCR) and the United Nations Development Programme (UNDP) which has manifested in their programmes and projects. More so, WEP has been contracted by the UNDP/IPCR to carry out conflict mapping in some selected local government areas of Benue State as a result of the conflict between farmers and herdsman.

WEP has been invited to other meetings and discussions by other civil society groups to share experiences on peace building. Since the process and the issues are on, we are optimistic that opportunities will still come.

3.6. If your organisation has received previous EU grants in view of strengthening the same target group, in how far has this Action been able to build upon/complement the previous one(s)? (List all previous relevant EU grants).

Not applicable

3.7. How do you evaluate co-operation with the services of the Contracting Authority?

WEP/CERI is of the view that the Contracting Authority was very cooperative in service delivery. The staff of the Contracting Authority ensured prompt responses to queries or clarifications about issues. WEP for instance had regular contact with staff of the EU assigned to the project. So by and large, WEP is of the view that the cooperation and services have been tremendous.

4. Visibility

How is the visibility of the EU contribution being ensured in the Action?

In all the activities implemented and IEC materials and publications procured by WEP/CERI, the EU's contribution to the entire action was made visible and conspicuous through the display of the EU logo where appropriate. Implementing partners took conscientious steps to publicise the fact that the EU has financed the action, as well as indicating the DISCLAIMER in the manuals published.

As part of the report, we have submitted items that were produced during the project. WEP and its partner were very careful and particular about the issue of visibility. We made sure that all materials carried the logo of the EU. We spoke about it as well. On many occasions we stated that project was supported by the EU.

The European Commission may wish to publicise the results of Actions. Do you have any objection to this report being published on the EuropeAid website? If so, please state your objections here.

No objection

Name of the contact person for the Action: Priscilla M. Achakpa.....

Signature: Location: ...Abuja.....

Date report due: ...March, 2014.....Date report sent: ...9th September, 2014.....