ANNEX VI
INTERIM NARRATIVE REPORT

Insider Mediators
Building Peace from the Inside
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List of acronyms used in the report

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<th>Acronym</th>
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<tr>
<td>Berghof</td>
<td>Berghof Foundation Operations GmbH</td>
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<tr>
<td>CENAP</td>
<td>Centre d’Alerte et de Prévention des Conflits</td>
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<tr>
<td>CNDH</td>
<td>National Council on Human Rights</td>
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<tr>
<td>CNTB</td>
<td>National Commission for Land and Other Assets</td>
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<td>HACP</td>
<td>Haute Autorité à la Consolidation de la Paix</td>
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<td>Interpeace</td>
<td>International Peacebuilding Alliance</td>
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<td>ICGLR</td>
<td>International Conference of the Great Lakes Region</td>
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<td>IPLG</td>
<td>Institute of Peace, Leadership and Governance</td>
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<td>NCP</td>
<td>National Convergence Platform</td>
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<td>SDF</td>
<td>Security Defence Forces</td>
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<td>Search</td>
<td>Search for Common Ground, asbl &amp; Search for Common Ground – USA</td>
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<td>ZCC</td>
<td>Zimbabwe Council of Churches</td>
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<td>ZGC</td>
<td>Zimbabwe Gender Commission</td>
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1. Description

○ Name of Coordinator of the grant contract: Charline Burton

○ Name and title of the contact person: Claudia Maffettone

○ Name of beneficiary(ies) and affiliated entity(ies) in the Action: Search for Common Ground, asbl & Search for Common Ground, USA (Search)\(^1\) - International Peacebuilding Alliance (Interpeace) - Berghof Foundation Operations GmbH - Centre d’Alerte et de Prévention des Conflits (CENAP), asbl.

○ Title of the Action: Building Peace from the Inside: Supporting Insider Mediation for Sustainable Transformation of Conflict

○ Contract number: IcSP/2019/410-240

○ Start date and end date of the reporting period: 1 January 2020 - 31 December 2020

○ Target country(ies) or region(s): Burundi, Niger, Zimbabwe

○ Final beneficiaries &/or target groups\(^2\): The project has reached the following target group during the reporting period: 175 insider mediators (95 in Burundi and 80 in Niger) of which 33 % adult women, and 23% youth\(^3\). The final beneficiaries have thus far been:

- 1895 citizens of the project intervention areas in Niger (N'Guigmi, Toumour, Tebaram, and Abala) of which 782 women and youth.

- Co-applicants and partners: Among the co-applicants are CENAP in Burundi and SFCG Niger. Among the partners involved are the Haute Autorité à la Consolidation de la Paix (HACP) in Niger.

- National institutions and authorities most notably the Institution of the Ombudsman in Burundi and the Médiature de la République in Niger.

- Provincial authorities of the project intervention areas in Burundi: Gitega, Kirundo, Kayanza, Rumonge, Rutana, and in Niger: N'Guigmi, Toumour, Tebaram, and Abala

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\(^1\) For ease of reference the abbreviation of “Search” will be used throughout the report to jointly reflect the work of Search for Common Ground, Asbl and Search for Common Ground - USA.

\(^2\) “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.

\(^3\) Youth, are defined as those persons under the ages of 25 in Niger and under the ages of 35 in Burundi.
2. Assessment of implementation of Action activities

2.1 Executive summary of the Action

During this reporting period, January 1, 2020 - December 31, 2020, Search for Common Ground (Search), and its consortium partners - International Peacebuilding Alliance (Interpeace), Berghof Foundation Operations GmbH (Berghof), and Centre d’Alerte et de Prévention des Conflits (CENAP) - started project implementation under the first three streams of activities: 1) Mapping of insider mediation processes, actors, challenges, and support; 2) Capacity-development and structural support; 3) Opportunities to apply insider mediators’ skills and knowledge.

The mapping reports have been finalised and a total of 175 insider mediators from Burundi and Niger, of which 33% are women and 23% are youth, were carefully selected and have been provided with the skills, knowledge, and opportunities to engage in local and national conflict transformation processes. The second year of implementation will build on the achieved results to provide further engagement opportunities for the insider mediators, as well as to engage in strategic networking and cross-border activities under activity streams 4 and 5.

During this year of implementation, the following outputs were achieved:

- Three mapping reports created in each target country, identifying insider mediators, their needs and challenges in the support to their communities;
- Five, 2-day training sessions on conflict analysis, communication and conflict and mediation techniques in Burundi - localities Gitega, Rutana, Kirundo, Kayanza and Rumonge - for a total of 95 people, of which 46 were women;
- One Mediator Policymaker Forum organised in Burundi with a total of 68 participants including 10 insider mediators, of which 5 were women;
- Four, 7-day trainings in Niger - localities of N'Guigmi, Toubou, Ubar, and Abala - for a total of 80 persons (20 per district), of which 32 were women;
- One collective conflict analysis workshop held in Gitega with 18 insider mediators, including 7 women;
- Ten community dialogue sessions and 4 solidarity activities in Niger including all 80 trained mediators, in addition to 1895 citizens from the same areas.

The break out of the Covid-19 pandemic in March, coinciding with the beginning of the project, impacted the implementation of activities in all target locations. The impact was particularly severe for Berghof given that, for the project to start in Zimbabwe, a field mission was to be organised at the end of March 2020 to identify a local partner. Because of the Covid-19-related travel restrictions, the mission had to be postponed and has not yet taken place. Therefore, programming had to be adapted and the key outputs for Zimbabwe this year are limited to activity stream 1, which includes the finalisation of an extensive mapping report and the identification of a local partner with whom to engage in the year to come. The Covid-19-related challenges, on top of other difficulties target countries of intervention - worsening security situation in Niger and electoral period in Burundi - have also led to delays in some of the activities in Burundi and Niger. An updated activity timeline is provided below.

Through the monthly consortium M&E and learning sessions, it became clear that the initial indicators outlined in the logical framework were not adequately capturing the impact of project activities. Some of the indicators seemed too limiting and others required further detailing. This report includes all the results gathered from the first year and the new indicators against which the consortium will be measuring the results in the second year. The consortium plans to conduct a more extensive midterm evaluation in Burundi and Niger in March 2021, as well as a final evaluation at the end of the project in December 2021.
2.2 Results and Activities

A. Results

In 2020, the project team laid down a solid foundation towards the realisation of its overall objectives. While this project has two specific objectives, its overarching result is to contribute to national efforts for peace and stability in Burundi, Niger, and Zimbabwe.

Specific Objective 1 (S.O.1) – "Strengthen local and national capacities for conflict transformation by leveraging insider mediation capacities and processes within existing or potential national peace infrastructures"

ER 1.1 Insider mediators have enhanced conflict transformation capacity by increasing knowledge and skills in conflict analysis, negotiation and mediation.

Starting from a detailed and collaborative mapping exercise, the challenges and needs of insider mediators in Burundi, Niger and Zimbabwe were identified and analysed. This mapping exercise supported the development of detailed selection criteria that the consortium used to identify local mediators. The selection criteria were broad enough to ensure diversity and the inclusion of different social groups, including adults, women and youth. They also helped determine the level of knowledge (previous knowledge/experience in mediation), key values (E.g. neutrality, impartiality) and common understanding (agreement on voluntary basis of mediation work) of mediation among insider mediators. On this basis, the consortium team later provided tailored capacity-building that included conflict analysis, facilitation of dialogue, negotiation, and mediation. During the reporting period, 175 insider mediators, of which 33% were adult women, and 23% were young men and women, have received tailored training in different localities of Burundi and Niger.

In Niger, 80 people (including 13 women & 29 youth) received a 7-day training that included modules on the Common Ground Approach to conflict transformation, mediation techniques, and information management on social media, rumors and misinformation. The inclusion of women and youth made it possible for the participants to increase their skills and knowledge, to build new connections and trust within the group, and to shift attitudes and perceptions across dividing lines. As one of the insider mediators in Abala stated: “Before I doubted that women had the skills and competencies to participate in such important settings, but after this training I understood that the role of women is essential in these mediation activities because they actually have more motivation and that their participation will facilitate undoubtedly our mediation actions in the community.” At the end of the training, 75% of interviewed participants agreed that the training offered them tools to manage conflicts in their communities. 75% agreed that the training strengthened their skills in conflict management, empathy, active listening and social communication.

In Burundi, 95 people (including 46 women) were trained in mediation techniques. Participants had various levels of experience. Local administrators, for instance, had mediated conflicts in their localities before. Through the training, participants were able to not only increase their mediation capacities with new skills, but also to develop a common understanding of mediation principles, and enhance collaboration between themselves. After the training 86% of insider mediators indicated that they gained a better understanding of mediation techniques, while the large majority of participants indicated that they understood better the complementarity of their interventions in the community, and were more than ever determined to continue their work. A video was produced to capture the experiences of the trainees, and can be accessed through a private youtube channel: https://youtu.be/Ez8_uGy_77w
ER 1.2: Insider mediators in target countries are provided with enhanced opportunities and mechanisms for conflict transformation and mediation processes.

Following the trainings in Niger and Burundi, insider mediators were ready to participate in peer-to-peer learning exchanges, and started leading small mediation and conflict prevention processes within their communities. To stimulate this enthusiasm and create more engagement opportunities, insider mediators were connected with existing mediation structures identified in the earlier mapping exercises. Through consultations and the creation of buy-in in the early stages of the project, both local and national authorities in Niger and Burundi have been enthusiastic to engage and support the work of the insider mediators. This has led to several opportunities for the insider mediators to cooperate with official peace structures and engage with local and national decision-makers, marking clear progress in the vertical integration of insider mediators in the national peace architecture.

In Niger, the involvement of regional authorities such as the Governorate, the Regional Mediator, the regional Haut autorité de consolidation de la paix (HACP), Mayors, and traditional leaders are a key feature of the action. These authorities, particularly the municipal ones, not only support the execution of the mediation and solidarity activities, but actively participate in them, keep records of agreements made, and follow-up on them if needed. In addition, when the regional mediators and local authorities received requests for mediation, they sought out insider mediators in the respective communities to see if they could support these requests. Thus far, insider mediators in Niger took part in 10 mediation sessions, and in 4 community solidarity activities organised by Search, in collaboration with local municipalities, members of the HACP, and the Médiateur de la République. In total 1895 people participated in these events and all 23 participants interviewed afterwards agreed 100% that the solidarity and mediation activities had a positive effect on the social cohesion of the community. In addition, the participants made commitments to peaceful cohabitation and to refer to community mediators in case of misunderstandings, to avoid violent conflict.

In Burundi, a Mediator Policymaker Forum was organised in December, 2020, convening 68 stakeholders (including 28 women), including 10 insider mediators, of which 5 women. This forum brought together, for the first time, insider mediators and key actors at the national level such as the Institution of the Ombudsman, senators, and officials of the workers' union. Through exchange and learning opportunities, the participants and insider mediators were able to share their experiences in mediation at various levels, and new lines of communication were established among these actors. This foundation will be further built upon in the meetings planned for 2021. Another example of enhanced opportunities in Kirundo-Burundi is the active involvement of the Governor, who has been collaborating with the insider mediators to identify challenges and conflicts and provide support in the planning of their local. In particular, he sees opportunities for the insider mediators to engage in conflicts around cohabitation between the returnees and the residents, as well as mediating land conflicts, which have been on the government agenda for many years.

Commitment of the Governor of Kirundo – Burundi to support insider mediator initiatives:

Kirundo is one of the provinces which was adversely affected by the 2015 political crisis and the subsequent deteriorating relationships between Rwanda and Burundi. Local authorities strengthened and tightened their control over any initiative and action including those related to conflict management. In December 2019, CENAP and Interpeace organised a national forum on community mediation in which the administrator of Busoni, one of the communes in Kirundo province, was present. During this forum, the necessity to involve both community members and officials for the peaceful resolution of conflicts through mediation, was highlighted. Promoted to the position of Governor of Kirundo in July 2020, the official expressed his interest in this mediation project. While the Governor’s support and active involvement with the insider mediators in his province could be the result of several factors, his reference to the central themes of the forum can be attributed to his participation in the initiatives organised within the framework of this project.
Indicators

As mentioned earlier in the report, the indicators listed in the logical framework do not seem to capture the changes that the project is making in the field. Hence, the consortium members agreed to use the adapted indicators below to report results and to structure the upcoming midterm and final evaluations.

S.O.1: Strengthen local and national capacities for conflict transformation by leveraging insider mediation capacities and processes within existing or potential national peace infrastructures.

- **Previous indicator:** % of key actors report that the capacities of internal mediation processes have contributed to build local and national capacities for conflict transformation.
- **Adapted indicator:** % of community members and authorities report that the insider mediators have strengthened local and national capacities for conflict transformation. This indicator needed to be more specific in order to carry out accurate data collection.
- **New indicator:** # of cases of community members and authorities who show support or engage with Insider Mediators.

R1.1: Insider mediators have enhanced conflict transformation capacity by increasing knowledge and skills in conflict analysis, negotiation and mediation.

- **Previous indicator:** % of insider mediators trained who report an increase in capacity to resolve local conflicts in their communities as a result of their participation in the project trainings
- **Adapted indicator:** % of insider mediators trained, report an increase in understanding of mediation. This indicator speaks to the increase in knowledge this result aims for, and has been measured after trainings. It will be measured again for the upcoming midterm and final evaluations.
- **New indicator:** # of documented cases as evidence of insider mediators who manage to utilize skills from trainings in their local communities. This indicator has been added to give more qualitative substance on the actual enhanced conflict transformation capacity of the trained insider mediators. It will consist of short case studies of insider mediators explaining the practical implication of their new found skills. 5 of these shorter case studies were gathered after the training and added to this report under Activity 2 on page 17 and 19.

R1.2: Insider mediators in target countries are provided with enhanced opportunities and mechanisms for conflict transformation and mediation processes.

- **Previous indicator:** % amongst insider mediators actively involved in conflict prevention processes in their communities who effectively set up new mechanisms
- **Previous indicator:** % of IM report that they have increased understanding of available platforms to promote peace and stability in target countries.
- **Adapted indicator:** % of insider mediators actively involved in mediation processes in their communities. This indicator was minimally altered to remove the reference of insider mediators setting up new mechanisms as the emphasis of the project and its activities lie on using existing mechanisms, increasing vertical integration, collaboration and synergies.
- **Adapted indicator:** % of insider mediators declare that the process of conflict transformation has been improved because of relationships strengthened through this project. As increased understanding does not necessarily lead to opportunities and actual engagement, this indicator was considered too limiting and was therefore adapted.
- **New indicator:** # of insider mediators trained actively involved in mediation processes in their communities.

Outcome 2 (Oc2) - "Support the EU in consolidating and further strengthening its approach to and operationalisation of insider mediation support."

ER 2.1: Insider mediators are provided with opportunities to effectively connect with other insider mediators on a local and national level.
The majority of activities under this result are scheduled to take place in the upcoming year, therefore reporting will be completed in the final impact report. However, the first steps have been made to connect insider mediators with each other through conferences, workshops, sharing of best practices and online exchanges.

**In Niger**, insider mediators from Abala and Tebaram created themselves an informal WhatsApp group to connect and support each other by sharing their different experiences. In addition, at the level of each community, the insider mediators have been meeting with each other on a monthly basis to review the mediation and solidarity activities of the previous month and identify potential challenges. These meetings also serve to reflect and prepare for upcoming activities.

**In Burundi**, the training provided an opportunity to establish an initial connection among mediation stakeholders who did not know of each other before, and to form an established group of mediators. In Gitega a first conflict analysis meeting including all insider mediators was organised. The participants jointly identified three types of conflicts and planned a list of actions to better address them. In addition, the stakeholder forum (December 2020) was an opportunity to bring together insider mediators with members of the conflict prevention and management mechanisms supported by the Burundi Ombudsman Institution at the national level. These connecting efforts will serve to strengthen ties across mediators and mediation entities in Burundi, and ensure the sustainability of this initiative.

**ER 2.2: Insider mediators receive increased support from peers across borders and other actors involved in EU-supported peace processes.**

The activities to achieve this result fall under activity 5 - Strategic networking and cross-border engagement- scheduled for implementation in 2021.

**Indicators:**

As the activities under Specific Objective 2 of the project will mainly take place in year 2, the results will be measured for final evaluation against the modified indicators below:

SO2 Support the EU in consolidating and further strengthening its approach to and operationalisation of insider mediation support.

- **Previous indicator:** % of insider mediators report increased relationships with insider mediators from across the three target countries.
- **Previous indicator:** % of insider mediators who can cite examples of successful collaboration with insider mediators from other country (ies) to transform national or regional conflicts
- **Previous indicator:** # of activities convening insider mediators at the national and international level
- **Adapted indicator:** % of insider mediators who report seeing value in being part of a group of local and national insider mediators in order to contribute to peace and stability.
- **New indicator:** # of meetings convening the EU and insider mediators to foster collaboration and knowledge sharing on transforming national or regional conflicts.

ER 2.1: Insider mediators are provided with opportunities to effectively connect with other insider mediators on a local and national level.

- **Previous indicator:** % insider mediators reporting enhanced collaboration at national level, through joint reflection and monitoring
- **Adapted indicator:** % insider mediators reporting enhanced collaboration between each other at a local and national level. The target group of the indicator was specified to clarify that this is between the relation of insider mediators within target countries.
- **New indicator:** % of insider mediators report that they have increased opportunities to collaborate with existing platforms to promote peace and stability in target countries

ER 2.2: Insider mediators receive increased support from peers across borders and other actors involved in EU-supported peace processes.

- **Previous indicator:** % of insiders mediators who attest they have received increased support
from their peers across borders and other actors involved in the EU-supported peace process

- **Adapted indicator:** % of insider mediators report they have been able to improve their capacity for mediation through joint reflection and learning exchanges with peers across borders and other actors in EU-supported peace. The “increased support” in the previous indicator was difficult to quantify and it was agreed upon that this needed to be specified to the context of our project in which support from peers, means the exchange of information and learnings from insider mediators across borders.

With regards to the indicator of the overall impact of the project “to contribute to national efforts for peace and stability in target countries” the following adaption was made:

- **Previous indicator:** % of key actors (insider mediators, involved civil society actors, involved key authorities etc.) report that they have increased opportunities to collaborate and support national efforts for peace and stability in target countries.

- **Adapted indicator:** % of key actors (insider mediators, involved civil society actors, involved key authorities etc.) report that they are able to engage with each other to contribute to national efforts for peace and stability in target countries.

### B. Activities

#### Activity 0. The inception phase

The project started with a six-month inception phase to allow the consortium members to: A) align approaches and expectations; B) for Berghof Foundation, to identify and contract a local partner in Zimbabwe; and C) to develop and adapt the insider mediators training modules.

**A) Align approaches and expectations.**

To align the approaches and expectations for the project, the consortium met for a three-day, start-up meeting in Brussels (Feb 12th - 14th, 2020). During this meeting, the partners shared hopes and expectations, clarified roles and responsibilities together with internal deadlines and schedules. They went through the EU contract, discussed the terms of the subaward agreements, had an introductory session on M&E, and clarified the terms of internal and external reporting. The consortium also had a meeting at the EEAS with Barbara Einhäuser, project manager for the EU’s FPI 2, and had online meetings with the delegations in Zimbabwe and Burundi to connect and align on the activities to be undertaken in the countries.

The start-up phase of the project, also included discussions and the creation on an M&E & Visibility plans (see annex 5 and annex 6); the creation of work plans together with financial planning; and the finalisation of the necessary staff recruitment, such as a Project Manager and Project Finance Manager for the Search Team in Niger, and a Project Consultant for Burundi/CENAP.

**B) Berghof Foundation’s identification of a local partner in Zimbabwe –**

The identification and contracting of a local partner by Berghof Foundation in Zimbabwe was made impossible due to the Covid-19 pandemic and subsequent travel restrictions. On 23 March 2020, the Government of Zimbabwe announced sweeping public health measures to contrast Covid-19: a ban on all non-essential travel and the closure of all borders. With additional infections and a first case of death, President Emmerson Mnangagwa announced on the 27th of March, 2020 that a 21-day countrywide total lockdown would go into effect on the 30th of March, 2020. This lockdown was extended indefinitely in May, with only a slight ease in lockdown regulations in Mid-September.

After joint discussions with the consortium and with the EU, Berghof Foundation had to adapt its programming and switch to remote engagement. Without existing networks in Zimbabwe, Berghof focused on desk research and remote consultations with a number of actors working on and in Zimbabwe, including the Zimbabwe Council of Churches (ZCC), Crisis Action, and the Counselling Services Unit, among others. Consultations were also held with the German Institute for International and Security Affairs (SWP), International Crisis Group (ICG), the Institute for Integrated Transitions (IFIT), and Humanity United. Berghof also connected with the EU Delegation in Zimbabwe and their recommended interlocutors, such as DanChurchAid. Through these consultations, Berghof began to
build a network of contacts and gain a better understanding of the context in Zimbabwe. A series of conversations with different actors proved crucial in triangulating contacts and vetting the reliability of recommendations. In July 2020, Berghof Foundation contracted the National Director of the Zimbabwe Human Rights Association (ZimRights), Dzikamai Bere, as a consultant to carry out the mapping of insider mediation processes, actors, challenges, and support.

Based on this mapping exercise and further consultations with the consortium and the EU, the Institute of Peace, Leadership, and Governance (IPLG) at Africa University was identified at the end of 2020 as the preferred local partner in Zimbabwe. IPLG is a well-established academic institution, experienced in conducting academic programmes as well as training courses with local and international partners. Its mission is to provide a forum for debate, training, and research needed for the promotion of peace, responsive leadership, and good governance in Africa. IPLG maintains partnerships with the Zimbabwe Council of Churches (ZCC), the National Peace and Reconciliation Commission (NPRC), the Parliament, the Zimbabwe Gender Commission (ZGC), and Zimbabwe Institute, among others. Its international training partners include the Center for Security Studies (CSS) at the Swiss Federal Institute of Technology (ETH Zurich).

IPLG’s vision and objectives align with Berghof’s own values and intentions for engagement in Zimbabwe. For the purpose of engaging with insider mediators in dialogue initiatives in Zimbabwe, IPLG is well-situated as an academic institution that is not seen as politically stigmatised. Owing to its good reputation, IPLG enjoys access to a broad spectrum of stakeholders from different sectors of society, as well as actors involved in ongoing dialogue initiatives. Additionally, IPLG was assessed to have the institutional and administrative capacity to act as a reliable implementing partner in Zimbabwe.

C) Develop and adapt the insider mediators training modules

During the first months of the action, the training modules for insider mediators were developed and adapted in both Burundi and Niger. In Niger, a training of trainers and a mediation training had been initially planned for separately, but due to the unexpected challenges of Covid-19, a combined 7-day training module was developed. The training modules on mediation were adapted to the local context with the help of an expert consultant, AmouKou Saadou, and the input of Search’s mediation specialist, Claudia Maffettone. Involving the expert ensured that cultural specificities within Niger were taken into consideration to facilitate the training of and the learning among insider mediators. For example, in the case of conflicts between the Kanouris and the Peulhs in the Diffa region, the understanding of ‘kinship’ was a key factor in the prevention and resolution of conflicts among these groups. In the training, a special emphasis was put on local dynamics. The majority of participants interviewed (82%) confirmed the relevance of the training in addressing local conflicts and the match with their initial expectations. The three key topics covered by the training are:

**The Common Ground Approach** - to prevention and management of conflict to identify the causes, effects and different types of conflict and create different and appropriate responses;

**Mediation techniques** - to equip insider mediators with the skills to lead successful mediation processes;

**Information management** - on social media, and the management of rumors and misinformation.
**In Burundi** the training module for mediators was developed in French during the first quarter. The electoral period (May 2020) was used to finalise, review and transcribe the modules into the national language, Kirundi. The training includes modules on:

**Conflict Analysis** - This module deepened participants’ understanding of what conflict is and how it can present itself. Using the ‘Conflict Tree’ methodology, participants learned conflict analysis techniques that reinforced their understanding of how conflicts arise. Participants were also trained to understand other elements of conflict, such as: perceptions, emotions, values, needs and attitudes towards conflict.

**Communication and conflict** - In this module, participants learned to use communication tools and to understand the type of constructive communication that is useful in conflict. Three sub-topics were investigated - basic principles of communication, non-violent communication and active listening - and as a result participant skills were reinforced.

**Mediation techniques** - Through this module, the participants were able to understand the difference between mediation and negotiation and the stages of mediation (from the introduction to the implementation of the agreement between the parties). In this module, the participants learned about the objectives of the project, the role they are asked to play and the kind of support they will be able to offer to their communities as insiders mediators.

**Activity 1. Mapping of insider mediation processes, actors, challenges, and support**

To map out the existing insider mediation processes, actors, challenges and necessary support, three extensive mapping exercises were carried out in each of the target countries throughout the first year of implementation.

**MAPPING BURUNDI**

In Burundi, Interpeace/CENAP built on the information and connections gathered in a national forum, organised in December 2019, to map mediation efforts in Burundi. In addition, CENAP organised 6 consultation meetings at the community level. These meetings included a total of 127 participants (48 in Giteranyi; 17 in Rutana; 25 in Gitega; 38 in Kirundo; 31 in Rumonge and 21 in Kayanza) and generated the creation of a provisional list of local challenges and needs; the criteria for the selection of mediators; and the mapping of actors and initiatives at the provincial level.
According to the mapping, the actors that tend to naturally play the role of mediators come from state institutions, religious bodies, associative structures, groups of individuals, and traditional mechanisms. The key types of conflict in Burundi include conflicts between individuals; disputes that affect family relationships; land conflicts; conflicts related to polygamy; inheritance conflicts; conflicts of a political nature, especially in the pre-or post-electoral periods; disagreements and clashes between individuals or inter-groups (conflicts between former resident refugees; displaced persons and residents). Participants in the mapping exercise agreed that these conflicts could be addressed through mediation, but that a mediator needs to embody certain qualities, such as integrity, truth, and trustworthiness, and to have some basic knowledge of mediation, to be successful. These qualities, together with others, were discussed and developed into selection criteria to identify the insider mediators.

Finally, based on the identified challenges (see below), a series of recommendations were made on the actions to be taken: capacity building on mediation and conflict management; sensitisation of communities on the importance of community mediation; technical support to mediators; establishment of a system of coordination and sustainability of ongoing initiatives. On this basis, CENAP/Interpeace have designed the trainings and are planning the further accompaniment of the insider mediators of Burundi.

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<th>Needs of insider mediators</th>
<th>Challenges of insider mediators</th>
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<td>Sensitise communities on the importance of community mediation</td>
<td>Lack of legal status</td>
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<td>Technical support for mediators</td>
<td>Lack of permanent staff because it is a volunteer service</td>
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<td>Establish a system for coordinating and sustaining ongoing initiatives</td>
<td>Limited knowledge or lack of knowledge about mediation</td>
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<td>Building capacity in mediation and conflict management techniques</td>
<td>Problem coordinating and publicising mediation initiatives</td>
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<td></td>
<td>Limited financial resources</td>
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<td></td>
<td>Interference by authorities in cases handled by mediation panels</td>
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<td>Challenges related to culture and morals.</td>
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The mapping meetings started in January 2020, but due to the electoral period, the consultations were paused between April and June 2020, because of the increased risk of instability generated by the elections. Four out of five provincial authorities, with whom contact had been established, were replaced because of the elections. In addition, the unexpected death of the outgoing President, led to the swearing in of the new President, and to the creation of new offices. These reasons, together with Covid-19 restrictions, led to some delay’s of the mapping meetings, which were finalized in July 2020. All data from the meetings was then compiled and finalised in August 2020.

See Annex 1: Mapping report- Burundi

**MAPPING NIGER**

At the beginning of March 2020, Niger’s borders were closed to limit the spread of Covid-19. A curfew was established, the capital city of Niamey isolated, and a ban was put in place on gatherings of more than 50 people. This situation slowed down the mapping of insider mediators, which was eventually finalised in July 2020. This delay allowed the project team to adapt the activities, and put in place new Covid-19 guidelines for implementation, train its staff, and connect with key stakeholders, including the HACP, the Médiateur de la République, the traditional chiefs, and women's and youth associations (OCs).

Some of the key findings of the mapping included:

- The identification of six (6) **main types of conflicts**, among which: conflicts related to access and management of natural resources; conflicts between displaced refugees and indigenous people; inter and intra-community conflicts in the region of Diffa; conflicts related to violent extremist groups; gender-based violence; and conflicts related to collaboration between the security and defense forces (SDF) and communities.

- The **identification of Key actors** - the customary and religious leaders, civil society organizations, local and administrative authorities, National Council on Human Rights (CNDH) counselors, and judges - who are all involved in one way or another in the prevention, but also in the management of conflicts.

- The **identification of a key challenge**: the lack of designated community mediators and the fact that, even when a system of mediation is in place, it stays unknown. For example, every region has an appointed regional mediator from the office of the Médiateur de la République. However, due to lack of resources and staff, their reach is limited. The regional mediators which were consulted agreed unanimously that it would be beneficial to decentralise mediation activities to the local level and that this would strengthen their work. The 80 mediators identified and trained under this project will be able to delegate conflicts, when needed, to the regional mediators, and will be able to manage directly those that do not require higher interventions.

- **Further challenges** in mediation were related to community circumstances (security, political, financial, and organisational factors) as further outlined in the table below. Respondents also mentioned the need to revitalise mediation at the local level through training, equipment, a framework for exchange, and community-cohesion activities.
### Identified needs and challenges of insider mediators in Niger

<table>
<thead>
<tr>
<th>Needs of insider mediators</th>
<th>Challenges of insider mediators</th>
</tr>
</thead>
<tbody>
<tr>
<td>● Training of trainers of mediators</td>
<td>Community challenges:</td>
</tr>
<tr>
<td>● Budgeted planning of routine mediation activities to be carried out periodically in the community</td>
<td>● Lack of knowledge in the community of the roles or even of the existence of the person responsible for mediation.</td>
</tr>
<tr>
<td>● Equip leaders with materials to carry out activities on a regular basis.</td>
<td>● Lack of involvement of women in Decision-making and cultural prejudices against this. Resulting into the risk of divorce for married women.</td>
</tr>
<tr>
<td>● Endowment of travel expenses to extend mediation activities beyond the Urban community</td>
<td>● Failure to understand the role of young leaders by other members of the community</td>
</tr>
<tr>
<td>● Strengthening the engagement of young people and reducing their level of vulnerability to violent extremism</td>
<td>Security challenges:</td>
</tr>
<tr>
<td>● Multiplication of frameworks for exchange and dialogue facilitated by mediators, between different community groups in conflict</td>
<td>● Travel restriction due to state emergency measures decreed by the government</td>
</tr>
<tr>
<td>● Identification and establishment of a resource person responsible for mediation in the communities</td>
<td>● Threat, assassination of leaders and other influential people by armed groups not state</td>
</tr>
</tbody>
</table>

#### Community challenges:

- Lack of knowledge in the community of the roles or even of the existence of the person responsible for mediation.
- Lack of involvement of women in Decision-making and cultural prejudices against this. Resulting into the risk of divorce for married women.
- Failure to understand the role of young leaders by other members of the community.

#### Security challenges:

- Travel restriction due to state emergency measures decreed by the government.
- Threat, assassination of leaders and other influential people by armed groups not state.
- Lack of security and protection for those responsible for mediation.
- Risk of kidnapping by non-state armed groups.

#### Political challenges:

- Insufficient collaboration and involvement by the authorities responsible for mediation.
- The person in charge of mediation is seen by the municipal authorities as a rival or an opponent.
- The person in charge of mediation is perceived by the politician as the one who denounces the corruption or escapades in the management of authorities.

#### Organisational/ material challenges:

- Lack of financial and material resources to carry out activities beyond the entourage.
- Lack of framework and activities to promote mediation.
- Lack of solidarity and collaboration between the leaders from each cultural group responsible for to mediate.
- Lack of capacity building opportunities for mediation techniques.

While conducting the mapping exercise, the team registered a strong interest of women and youth to be involved in mediation activities at the community level. Women specifically consider themselves privileged actors in conflict prevention and management at the family and community levels because of the influence they have on their families and husbands. While not traditionally involved in local governance and decision-making, one of the women explained that they can influence their husbands to either engage or disengage from conflict. Another positive note is the diverse backgrounds of the mediators in Niger. For example, the ‘cousinage a plaisanterie,’ or ‘griots’, the traditional Niger storytellers who are often invited at events, or even certain trades such as the blacksmiths - can be catalysts of mediation between families or between ethnic groups.

**See Annex 2: Mapping report – Niger**
MAPPING ZIMBABWE:

In Zimbabwe, because of the ban on international travel and the lockdown measures that went into effect in March 2020, the mapping of insider mediators was severely delayed. Berghof Foundation contracted Dzikamai Bere, the National Director of the Zimbabwe Human Rights Association, to complete the mapping that was presented to the EU in early October 2020. The research analysed existing literature, the reality of insider mediation in Zimbabwe, and carried out interviews with key informants who occupy a critical space in Zimbabwean processes. These key informants represented a broad spectrum of society, including academics, researchers in the fields of governance, security, and human rights, peacebuilding practitioners, journalists, members of the clergy, civil society representatives, a former politician, a war veteran, a cultural heritage expert, and a youth activist.

The mapping covered Zimbabwe’s determining historical events, an analysis of the national dialogue actors and processes, an overview of the ongoing formal and informal mediation initiatives, the identification of the gaps and opportunities, and a series of recommendations for mediation support. In Zimbabwean history, the conventional mediation approaches have included high-level dialogue and interventionist models with international actors. Building dialogue capacity at multiple levels would allow for a deeper and comprehensive rebuilding of relationships within the country and would produce better results. Thus, the key competencies needed for insider mediators would include skills in community mediation and facilitation, grounded in the specific needs of the communities, to enable them to maintain their voices, even as they converge into the national discourse.

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The Actor Map below, illustrates the Zimbabwean actors involved in the national dialogue and their roles. International actors were left outside the Matrix not because they do not have influence, but because the mapping wanted to focus on local actors.
The mapping further explored 3 concrete opportunities for engagement to strengthen local and national capacities for conflict transformation. These are:

- **The great convergence:** If Berghof decided to pursue this option for engagement, there would have to be a number of informal processes merging into the formal elite processes, to move towards a national settlement with national buy-in and the emergence of a social contract. For this to happen, key community facilitators will be expected to lead a series of community dialogues and structured conversations that have an impact on the substance of the formal dialogue processes.

- **Engaging with traditional leaders:** The Institution of Traditional Leadership is the closest institution to the majority of the people of Zimbabwe. It is through these traditional institutions that many communities interface with justice and seek remedies to emerging human rights issues. A possible approach would be to develop a collaborative platform for inclusive dialogue on traditional leadership and ubuntu.

- **Establishing a network of emerging leaders:** There is a lot happening already on dialogue and mediation in Zimbabwe, but these initiatives lack coordination and new movements are emerging everyday. What does not exist is a multi-sectoral, peer-peer reflective learning platform that regularly brings together leaders to share experiences, reflect and envision together. This option would bring together emerging leaders drawing from women, youth leadership circles, sections of the security forces, July 31 movement, religious and traditional leaders, teachers, and providing them with space for reflective learning through sharing and exchange.

See Annex 3: Mapping report Zimbabwe

**THE SELECTION CRITERIA**

Following the mapping reports and consultations with local actors, the selection criteria to identify the insider mediators in Burundi and Niger were finalised and validated by local authorities. These criteria considered the qualities of those community members that already play the role of mediators, that are trusted by their peers, and whose capacity the project seeks to enhance.

These findings were discussed and shared in consortia M&E discussions, and several key common criteria were identified, including: the ability of a mediator to listen; to have already previous knowledge or experience in mediation; the ability to manage conflicts neutrally and impartially; and the voluntary basis of working as an insider mediator. Particularly the voluntary basis of this type of mediation work was emphasised by interviewees in both Burundi and Niger. As two mediators from Burundi confirmed: “Sometimes I listen to the conflicting parties for 8 hours. If we reach an end, that gives me great pleasure, my goal is none other than reconciliation” (Parish Priest of Giteranyi, Muyinga). “We should only aim for the reconciliation of people in conflict and be proud of our contribution to reconciliation” Mapping meeting of community mediation initiatives.

<table>
<thead>
<tr>
<th>Selection Criteria for insider mediators</th>
<th>Burundi</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to listen to the population</td>
<td>The mediator must be a good listener but also be able to keep confidentiality</td>
</tr>
<tr>
<td>Ability to manage conflicts while respecting the principle of neutrality</td>
<td>Impartiality</td>
</tr>
<tr>
<td>To be active in the field of mediation</td>
<td>The mediator must have knowledge of mediation</td>
</tr>
</tbody>
</table>
Discretion and respect for the community
Availability and ability to commit oneself on a voluntary basis
To have an acceptable level of schooling
Ability to lead public debates
Courageous and mobilising
Ability to inform and sensitise communities
Ability to make decisions

The mediator must be Burundian, and be accepted in the community and in particular by the parties in conflict
Agreeing to work on a volunteer basis
Integrity
Truth
Loyalty
Incorruptibility

Activity 2: Capacity-development and structural support

After the finalisation of the mapping, the training curriculums, and identification of the target groups, the capacity-development and structural support activities started in Burundi and Niger at the beginning of Quarter 3. Through these activities, local conflict transformation processes were strengthened in the target locations in Burundi (Gitega, Rutana, Kirundo, Kayanza) and Niger (N'Guigmi, Toumour, Abala, Tebaram).

Activity 2.1. Training of provincial and national mediators on non-violent communication, conflict sensitivity, and mediation practices in Burundi

Interpeace/CENAP started with the organisation of 5 training sessions which took place between September and October 2020. A total of 95 people, of which 45 women and 12 youth, were trained in conflict analysis and mediation techniques in the provinces of Gitega, Rutana, Kirundo, Kayanza and Rumonge. Each training course lasted 2 days and consisted of the previously mentioned 3 modules: conflict analysis; communication and conflict; and mediation techniques.

The first training sessions coincided with the entry into office of new elected officials, including the municipal administrators in Gitega. These were intended to be part of the group of insider mediators, but due to their new role, they were unable to participate in the first day of the training (conflict analysis module). For this reason, an additional module on conflict analysis was conducted in November 2020.

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Youth in Burundi are defined as under 35
and the administrators, who missed the previous part, were brought up to speed with the rest of the participants and could deepen their understanding of the conflict situation in Gitega.

The participants in these training sessions expressed that they were satisfied with the knowledge acquired and wished to share the notions received with their family, friends and/or their affiliated organisations. The training was an opportunity, according to the participants, to see their shortcomings in the practice of mediation, despite their previous experience. 86% of trained insider mediators agreed that the training contributed a lot to their understanding of mediation. They agreed that the mastery of mediation techniques will enable them to better serve the community in cases of community disputes.

**Success stories of insider mediator training in Burundi**

**Story 1:** One of the trained internal mediators, Béatrice, helped manage a conflict in a household that was beginning to have consequences in the neighbourhood. Béatrice proceeded by actively listening to the husband and wife who were in conflict. They agreed to sit down together and realized that at the crux of the conflict was a simple misunderstanding. The mediator testified that had it not been for the training, she would not have been able to intervene. "Active listening is one method that has enabled me to carry out this mediation process."

**Story 2:** Another member of the pool of mediators, Désiré, shared that he was in conflict with a neighbor over land ownership. Although he had already won his case in court, the neighbour claimed the right to cut down the coffee trees that were on her plot of land. The judicial police officer arrested the neighbour and was about to imprison her. Désiré pleaded for the neighbour to forfeit and asked the officer to release her. "Even though we are in conflict, good relationships take precedence over monetary benefits. When the woman heard the news, she agreed to give me 50,000 FBU as compensation. It is all thanks to the training we received here. You have always stressed that instead of wanting to earn material things, you should think about good relations in the neighbourhood."

**Story 3:** A pastor who is part of the group of insider mediators, shared the knowledge, materials and simulation exercises done during the training with the rest of the pastors in his church, as he had promised at the end of the training session. This initiative received support from the Bishop of the Anglican Church in Gitega. As this pastor testified, this capacity to transform conflicts through mediation is necessary because it allows them to know the posture to take, if not the positive role to play, in a case of conflict.

These shared testimonials show the often personal and transformational impact of the training on the mediators, who have already started to use the skills acquired and improve the mediation support offered to the communities they live in.
Activity 2.2. Training of members of the police and authorities (provincial and communal) in the management of election related violence in Burundi.

The training for members of the police and authorities in the management of election-related violence was planned to take place in the first four months of the project, prior to the May 2020 presidential elections. However, due to an inability to obtain authorisation from the Ministry of the Interior, it has yet to take place. Contacts were made at the very beginning of the project (February 2020), but the Ministry of Security informed CENAP by correspondence that the police officers could not be made available for the training. Interpeace/CENAP have continued to work towards re-establishing a relationship with the Ministry in order to undertake this activity. In January 2021, new contacts have been made and CENAP/Interpeace will be conducting the training at the beginning of 2021.

Activity 2.3a & 2.3b Training of trainers from selected members of peace committees on how to support grassroots peace and stabilisation efforts in the three target districts in Niger.

The two separate training activities - 2.3a Training of trainers from selected members of the Peace Committees and 2.3b Training of local insider mediators - were merged in a 7-day training, due to the unexpected challenges brought about by Covid-19. A joint training program, including 21 members of peace committees, allowed for all relevant parties to be present and for the consultant to complete the training on time, given the distance between the communities. The trainings started in September in N’Guigmi and Toumour (Diffa region) and lasted 7-days in each community, with a total of 40 participants (20 in each commune). Search had to halt the training activity in Toumour for a day because of a military operation against Non-State Armed Groups (GANEs). The trainings in Tebaram (Tahoua) and Abala (Tillaberi) took place at the end of October and at the beginning of November 2020 to train the final 40 participants.

The involvement of women and young people both in the identification of mediators and in the training and following activities was remarkably appreciated. Given the participation of 12.5% young men, 23.75% of young women, and 16.25 % of adult women, youth and women constituted the majority of mediators. As one young participant in Abala pointed out, "Auparavant nous les jeunes étions exclus des de ces genres d’initiatives mais maintenant nous sommes de plus en plus impliqués dans la prise de decisions" See below the breakdown of the participants to the training by age, sex and category.

<table>
<thead>
<tr>
<th>Commune</th>
<th>Désagrégation</th>
<th>Man</th>
<th>Woman</th>
<th>Young Man</th>
<th>Young Woman</th>
</tr>
</thead>
<tbody>
<tr>
<td>Toumour</td>
<td>8</td>
<td>2</td>
<td>2</td>
<td>8</td>
<td></td>
</tr>
<tr>
<td>N’Guigmi</td>
<td>9</td>
<td>4</td>
<td>2</td>
<td>5</td>
<td></td>
</tr>
<tr>
<td>Abala</td>
<td>10</td>
<td>3</td>
<td>4</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Tebaram</td>
<td>11</td>
<td>4</td>
<td>2</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>38</td>
<td>13</td>
<td>10</td>
<td>19</td>
<td></td>
</tr>
</tbody>
</table>

The analysis of the evaluations further shows that participants were unanimous in understanding the importance of their role in their community, and that the training will support them in the implementation of the activities. For example, one of the mediators said: "During the training, I learned the role of the mediator. And this will enable me to carry out my work well in my community. Also, I now know the principles and ethics of mediation" and another added: "Now we are equipped to mediate in our community to avoid violent conflicts."
Success stories of insider mediator training in Niger

**Story 1** After the training on mediation techniques, in Abala, Harouna affirmed, “Before benefiting from this training, for me, mediation just consisted in calling the belligerents to find a solution. I did not know that there were steps to follow, specific strategies to adopt, and especially that it was necessary to put in writing the agreement reached between the two parties. This will undoubtedly help me to facilitate the resolution of conflicts”.

**Story 2** Another participant stated that, “This training has been especially important for us, women, because we are daily mediating both in our families and in our community. This training will allow us to explain to our sisters and our husbands the importance of mediation to take place before court summons in order to try to resolve various problems that may arise”

**Activity 3: Opportunities to apply insider mediators’ skills and knowledge**

Activity 3 focused on providing the trained insider mediators from the target locations in Burundi and Niger with opportunities to apply their skills, and integrate their efforts into mechanisms for conflict transformation at both the local and national levels. These activities started at the very end of the reporting period and are set to continue throughout Q1 and Q2 of 2021.

**Activity 3.1: Local- and national-level workshops for insider mediators to conduct collective conflict analyses, share experiences, and develop plans for mediation of local conflicts**

In Burundi, a first workshop was organised in early November 2020 in Gitega, with 18 insider mediators, including 7 women, from the local pool of internal mediators. During a collective conflict analysis exercise, the participants were able to identify three types of conflicts that are more common in their province: domestic conflicts, land conflicts and conflicts of interest in professional associations, typically connected to financial disputes. In response to these types of conflicts, the participants developed a list of actions to be carried out, including: raising awareness on the importance of mediation and dialogue in the face of any conflict; identifying a given conflict at the community level and applying means of resolution through mediation; the types of action needed for different conflicts (sensitisation on land registration, coaching of leaders, etc), etc.

This first workshop to analyse conflicts and develop plans of action was not easy for the mediators as their responses were often not specific enough, and they were more likely to suggest actions that involved other stakeholders. To remedy this, CENAP plans to organize another session for Gitega to
encourage participants to reflect on more concrete actions that they can take. This approach will be adapted for the other provinces as well, so that more specific actions can be identified during the first planning sessions.

The additional local and national-level workshops planned for 2020 could not take place due to the restrictions and delays caused by the Covid-19 pandemic and the consequences of the electoral period, including the change in administrators with whom CENAP had to re-establish relationships. It wasn’t until August 2020 that the provincial authorities validated the lists of internal mediators to be trained in September and October 2020. In November 2020, CENAP/Interpeace were able to start the planning phase of the mediators’ actions starting from Gitega. These activities will continue through 2021.

Activity 3.2: Self-defined activities by insider mediators to apply their mediation skills at the local and national level

Planning for the self-defined activities was set to follow the training of the insider mediators in October 2020. Planning sessions, supported by the project team therefore commenced in November and will continue into early 2021. The first activities are anticipated to be conducted in the first quarter of 2021. The key themes identified in the planning sessions so far include; domestic conflicts, land conflicts and conflicts of interest in associative groups.

Activity 3.3: Promote insider mediators’ community engagement through mediation and dialogue sessions, and community solidarity activities

In November, the insider mediators, assisted by Search’s project team and in coordination with local authorities and the Regional Médiateur de la République, organised 10 mediation sessions and 4 community solidarity activities to engage with their communities in Abala, N’Guigmi, Toumour and Tebaram. The solidarity activities, such as friendly wrestling and football competitions, created a safe space for members of the community to transform the perceptions of each other by discovering each other’s talents, values and qualities. This activity also provided an opportunity for the different social groups in the community, including diverse ethnic groups, to come together and connect despite their differences.

In N’Guigmi, a football match pitched members of the SDF and local youth, who often have a strenuous relationship. A member of the local SDF commented that this game broke down barriers between them and that it strengthened social cohesion. “This football organized with the civilians has made it possible to break down barriers between young people, but also to strengthen social cohesion.” In order to avoid disagreements between the SDF and young people, the participants committed to respecting the SDF as protectors of the city, but also as their brothers. The SDF in return committed to respect the culture of the area and avoid acts of excessive violence.

In Toumour, the insider mediators had a dialogue and mediation session on ignorance, youth conflicts and conflict around water points. About these conflicts, a community leader from Toumour said, “these conflicts affect our community by creating rifts between families, and we can not build anything if we are divided.” He added, “the sessions allowed us to express our opinions about the problem, analyse it, understand the points of disagreement, and focus on the same thing, which is peace”.

The regional Mediator of Diffa also participated and commented on the effectiveness of these activities, “These activities are useful for peacebuilding; because above all they allow these young people who were once in open conflict to come together on the same football field, in the same traditional wrestling arena in order to fraternize”.

The solidarity, dialogue and mediation activities held thus far have been a success with a total of 1895 people participating (see below breakdown of the participants). This helped increase the motivation of participants to continue to seek collaborative ways to resolve conflicts. In addition, 100% of interviewed participants agreed that the solidarity and mediation activities had a positive effect on the social cohesion
of the community. The participants made commitments to peaceful cohabitation and to refer to community mediators in case of misunderstandings, to avoid violent conflicts.

### A.3.3. Promoting community engagement

<table>
<thead>
<tr>
<th>Community</th>
<th>Category of participants</th>
<th>Disaggregation</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Men</td>
</tr>
<tr>
<td>N’Guigmi</td>
<td>Community leader</td>
<td>63</td>
</tr>
<tr>
<td></td>
<td>Community member</td>
<td>130</td>
</tr>
<tr>
<td></td>
<td>SDF</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>Local authorities</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>Religious leaders</td>
<td>4</td>
</tr>
<tr>
<td>Toumour</td>
<td>Community leader</td>
<td>13</td>
</tr>
<tr>
<td></td>
<td>Community member</td>
<td>150</td>
</tr>
<tr>
<td></td>
<td>Local authorities</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Religious leaders</td>
<td>2</td>
</tr>
<tr>
<td>Abala</td>
<td>Community leader</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>Community member</td>
<td>363</td>
</tr>
<tr>
<td></td>
<td>Local authorities</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td>Religious leaders</td>
<td>4</td>
</tr>
</tbody>
</table>
### Meeting between insider mediators and community leaders in N’Guigmi

After the events, recommendations from participants including the municipal authorities, regional mediator, and insider mediators were gathered. Among these are: providing small cash prizes for the competitions; preparing gratuities for traditional chefs who can mobilise the community at the level of their residence; organise more dialogue sessions; and organising inter-village wrestling and horse games.

For the activities organised in 2020, all 20 mediators in each community worked together on the activity in order for them to grow closer as a group, support each other and to familiarise themselves first with the organisation of these mediation and solidarity activities. However, for the next series of activities in 2021, the responsibility of the insider mediators will be increased and they will start working in smaller groups of 4. Each group will work together with local authorities, the regional mediator and Search to identify the issues they will seek to resolve, and then they will organise and implement the activities.

There will be 20 groups who will carry out at least 1 mediation and 1 solidarity activity, leading to a total of 40 activities in 2021. It is therefore likely that the initial total target of 80 activities will not be fully achieved by the end of the project, due to the change in format in the first year which was necessary to adequately prepare and support the insider mediators as well as create a more cohesive group.
Activity 4: Connect insider mediators on a local and national level

The majority of activities to connect insider mediators on a local and national level are set to take place in 2021. The project will create opportunities for the insider mediators to connect with their peers across their local and national contexts to exchange experiences and lessons learned, and identify and share successful mediation strategies that work across different conflict contexts.

Activity 4.1: Establish and convene a Mediator Policymaker Forum of key political and social stakeholders

In Burundi, a forum on mediation was organised in December 2020 in Bujumbura in collaboration with the institution of the Ombudsman, the entity that manages mediation processes between the civilian population and the state at the national level. A total of 68 people, including 28 women, took part in this forum. Among the participants were the President of the Institutions of the Ombudsman, deputies, senators, officials of workers' union, provincial actors in the field of mediation, civil society organisations, and 10 trained insider mediators. The main objective of this forum was to promote and enhance the practice of mediation, but also to collect recommendations to create a framework for promoting a culture of mediation at the national level. The forum was an opportunity for CENAP to present the data drawn from the mapping of mediation initiatives and the initial training in order to garner the interest of the key stakeholders and the mediation community at the national level. Beyond the fact that all participants recognised the relevance of mediation as a means of conflict resolution and reconciliation, several concrete recommendations were suggested to strengthen the use of mediation. These include:

- the establishment of a coordination structure for mediation initiatives;
- the sensitisation of judges on the importance of mediation;
- the integration of disadvantaged population groups;
- the design of a database of conflicts resolved by mediation: this data would make it possible to identify the types of conflicts that are more successfully resolved through mediation;
- increased partnership between stakeholders.

To follow up on these recommendations, CENAP will set up a framework for the promotion of mediation and a culture of dialogue at the national level by involving participants who showed great commitment. A proposed list of persons who could be part of the framework at the national level includes:

- 3 trained insider mediators from the provinces of Rumonge, Rutana and Kayanza;
- 2 experts in mediation and non-violent communication from Bujumbura and Gitega;
- 1 member of the Ombudsman Institution (Director of the Mediation Department) from Bujumbura;
- 1 member of the Ministry of Human Rights in Bujumbura;
- 2 members of civil society organisations working throughout the country;
- 1 member of the National Commission for Land and Other Assets (CNTB) present throughout the country;
- 1 member of the workers' union;
- 3 members from religious denominations;
- 1 member of the National Council of the Bashingantahe (notables) present at the national level.

CENAP/Interpeace will ensure gender diversity and youth inclusion in the development of national level mediation initiatives. Two more meetings are planned for March and August 2021.
Activity 4.2: Learning and exchange meetings of provincial platforms to share best practices between insider mediators

The material to be presented during the experience-sharing sessions comes from the actions that will have been initiated by the insider mediators in the framework of the project. This activity will therefore take place after the first series of actions initiated by the internal mediators in 2021.

Activity 4.3: National policy workshop to share local, provincial, and national level experience between representatives from all levels

The National Forum of presentation and sharing of the implemented mediation experiences is planned at the end of the project. The different successes, but also challenges of community mediation are being monitored in order for them to be discussed in the context of the Forum.

Activity 4.4: Strengthen platforms for peacebuilding by supporting peace committees; workshop to reflect on challenges faced by target communities; monitoring missions to provide coaching to peace committee members

The 3-day workshop planned in collaboration with HACP could not take place yet due to the restrictive Covid-19 measures, specifically in Niamey, prohibiting the assembly of larger numbers of people. Nevertheless, 2 smaller meetings were held in December 2020 and January 2021 with the HACP in order to prepare the Terms of References and receive the authorisation from the Ministry of Interior to hold this activity in March 2021. Already set to participate in this meeting are at least 5 insider mediators per community, Search project staff, members from the Médiateur de la République and members from the HACP. As soon as the exact date is confirmed, members of the EU delegation will also be invited to attend the workshop.

C. Risks and Challenges

Three key external challenges have emerged that are related to security, electoral changes and the Covid-19 pandemic. Two of these challenges - the possible deterioration of the security situation and the electoral changes - were anticipated and some preparations were made in advance to mitigate and adapt programming. However, the Covid-19 pandemic, and subsequent travel and social restrictions, were not foreseen and have severely affected and delayed programme implementation, in particular for Berghof Foundation in Zimbabwe.

1. Deteriorating security landscape:

In Niger, since January 2020, increased violence in the regions bordering Burkina Faso, Mali and Nigeria, and intercommunal conflict have been reported. During the month of March, several incursions by elements of the Boko Haram group were reported, along with kidnappings, assassinations, IED explosions and attacks on military positions. This trend continued upwards throughout the year and ended with a deadly attack on Toundou by Boko Haram, in which 34 people were killed and hundreds wounded. After discussions with the mediators in Toundou, the local leaders and authorities, Search decided to continue the activities after a slight delay. However, to mitigate some of the risks, a greater responsibility for the implementation of the activities will be given to the mediators. According to their activity planning and in collaboration with the communal authorities, who monitor the security in the area, the mediators will carry out the activities on the ground and report back to the project officers. Regular monitoring and coaching will be provided to them as needed by the project staff.

In Burundi, some instability was anticipated in the electoral period with clashes between the youth groups of the political parties in provincial strongholds, instances of intimidation against the general population, and arrests leading up to the elections. In the wake of the elections, which were by and large peaceful, the death of outgoing president Pierre Nkurunziza, further increased insecurity. The rapid
reshuffling of the government led to tensions within the ruling party, and to an administrative slow-down due to fears of reprisal at the ministerial level. In the post-electoral period, the security situation in the country degraded, with armed men from the DRC entering through Lake Tanganyika into Burundi. The movement of armed men has spread terror in the provinces of Rumonge, Bururi, Bujumbura, Kayanza, and Mwaro. In the wake of these attacks, a number of people were arrested by the police, including militants of the opposition party CNL and former/retired military personnel. It remains unclear if the real perpetrators have been taken into custody and whether the recent arrests are just an opportunity for the government to round up dissenters. In the provinces engaged in this project, the climate of insecurity was localised in the Burambi commune (one of the communes in Rumonge province). However, the activities planned for 2020 in Rumonge were carried out at the provincial level and, despite the insecurity, the mediation training went well. To ensure continued success, the project team intends to engage the trained mediators to discuss the repercussions of this insecurity and to come up with ways to support the population.

2. Electoral challenges and political changes:

In Niger, the general elections of December 2020 had been factored in as a potential risk. In particular, the project anticipated the possibility that the political parties might monopolise the solidarity activities. However, this was addressed through good cooperation and communication with the communities and municipal authorities. The general elections made it possible to identify another possible cause of conflict - political disagreement during and after the elections - which could represent a topic for dialogue within the communities to prevent conflicts and ensure dialogue.

In Burundi, the electoral campaigns took place as scheduled and, despite some incidents of political violence in localities where the two main political parties (CNDD-FDD and CNL) have a strong presence, the electoral campaign proceeded without overt violence. On the 25th of June, a new government was set-up, including 15 ministries, 5 of which are headed by women. The main opposition party, CNL, indicated that it was not consulted in the composition of this new government, which it described as ‘one-party’, and has thus boycotted all governmental processes. The main challenge for the project implementation was the change in government administrators and the need to establish new contacts and relationships to ensure the implementation of the project. The activities registered some delays, but continue and will complete in 2021.

3. Covid-19 Global Pandemic

The worldwide spread of the Covid-19 pandemic has affected the project in different ways throughout the year, also depending on the fluctuating security measures. After an initial assessment at the end of March, Search and its partners Interpeace and Berghof Foundation, informed the EU of the immediate impact and delays this pandemic was causing and included the steps which were being taken to minimise its negative effect. Both the teams in Niger and Burundi suffered some delays, but were able to adapt their programming.

For the Berghof Foundation, the impact was much more debilitating. The trip planned in March to identify a local partner could not take place due to the lockdown in Germany and Zimbabwe. Without a local partner, Berghof could conduct desk research and remote outreach. Berghof eventually hired a local consultant to carry out the first mapping activity. Even though the field mission to Zimbabwe has not taken place yet, Berghof Foundation was able to identify and select a local partner, ILPG, by the end of the reporting period. Even if faced with significant delays, Berghof Foundation has been participating in all programme meetings and M&E discussions, in addition to online consortium presentations, and will therefore be able to realign its programming to a shared timeline in order to deliver comparable results to the rest of the project sites by its end.
### 2.3 Updated Action Plan

#### Activity 1: Mapping of insider mediation processes, actors, challenges, and support

<table>
<thead>
<tr>
<th>Activity</th>
<th>Half-year 1</th>
<th>Half-year 2</th>
<th>Implementing body</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.2 Selection of insider mediators</td>
<td>X X X</td>
<td></td>
<td>Berghof/IPLG</td>
</tr>
<tr>
<td>1.3 Meetings with local authorities, community leaders to ensure buy-in</td>
<td>X X X X</td>
<td></td>
<td>Berghof/IPLG</td>
</tr>
<tr>
<td>1.4 Assessment of support needs and challenges of IM</td>
<td>X X X</td>
<td></td>
<td>Berghof/IPLG</td>
</tr>
</tbody>
</table>

#### Activity 2: Capacity-development and structural support

<table>
<thead>
<tr>
<th>Activity</th>
<th>Half-year 1</th>
<th>Half-year 2</th>
<th>Implementing body</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 2.2: Training for members of the police and authorities in the management of election-related violence (TBD)</td>
<td></td>
<td></td>
<td>Interpeace</td>
</tr>
<tr>
<td>Activity 2.4: Training on structured negotiation, mediation, and dialogue facilitation</td>
<td>x X x</td>
<td></td>
<td>Berghof/IPLG</td>
</tr>
<tr>
<td>Activity 2.5: Training of trainers to multiply their newly gained skills and knowledge</td>
<td></td>
<td>X</td>
<td>Berghof/IPLG</td>
</tr>
</tbody>
</table>

#### Activity 3: Opportunities to apply insider mediators’ skills and knowledge

<table>
<thead>
<tr>
<th>Activity</th>
<th>Half-year 1</th>
<th>Half-year 2</th>
<th>Implementing body</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 3.1: Local- and national-level workshops for insider mediators to conduct collective conflict analyses, share experiences, and develop plans for mediation of local conflicts</td>
<td>X X X X X X X X</td>
<td></td>
<td>Interpeace/Cenap</td>
</tr>
<tr>
<td>Activity 3.2: Self-defined activities by insider mediators to apply their mediation skills at the local and national level</td>
<td>X X X X X X X X</td>
<td></td>
<td>Interpeace/Cenap</td>
</tr>
<tr>
<td>Activity 3.3: Promote insider mediators’ community engagement through mediation and dialogue sessions, AND community solidarity activities</td>
<td>X X</td>
<td>x X X X</td>
<td>Search</td>
</tr>
<tr>
<td>Activity 3.4: Peer-to-peer engagement to improve insider mediators’ skills and promote their engagement in conflict transformation on a local and national level</td>
<td></td>
<td></td>
<td>Berghof/IPLG</td>
</tr>
</tbody>
</table>

#### Activity 4: Connect insider mediators on a local and national level

<table>
<thead>
<tr>
<th>Activity</th>
<th>Half-year 1</th>
<th>Half-year 2</th>
<th>Implementing body</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activity 4.1: Establish and convene a Mediator</td>
<td>X X</td>
<td>X X X X X X X</td>
<td>Interpeace/Cenap</td>
</tr>
<tr>
<td>Activity</td>
<td>Description</td>
<td>Partners</td>
<td></td>
</tr>
<tr>
<td>----------</td>
<td>-----------------------------------------------------------------------------</td>
<td>-------------------</td>
<td></td>
</tr>
<tr>
<td>Activity 4.2</td>
<td>Learning and exchange meetings of provincial platforms to share best practices between insider mediators</td>
<td>x x x x x x Interpeace/Cenap</td>
<td></td>
</tr>
<tr>
<td>Activity 4.3</td>
<td>National policy workshop to share local, provincial, and national level experience between representatives from all levels</td>
<td>X X X X Interpeace/Cenap</td>
<td></td>
</tr>
<tr>
<td>Activity 4.4</td>
<td>Strengthen platforms for peacebuilding by supporting peace committees; workshop to reflect on challenges faced by target communities; monitoring missions to provide coaching to peace committee members</td>
<td>X X X Search/HACP</td>
<td></td>
</tr>
<tr>
<td>Activity 4.5</td>
<td>Creation and sustenance of a network of insider mediators on the local and national level</td>
<td>X Berghof / Partner</td>
<td></td>
</tr>
<tr>
<td>Activity 4.6</td>
<td>Participation of IM to national 2-day Workshop on multifaceted security challenges between defense forces and security and nomadic populations in the north of the Tillabéri region.</td>
<td>X X Search</td>
<td></td>
</tr>
</tbody>
</table>

Activity 5: Strategic networking and cross-border activities

| Activity 5.1 | Sharing of brief reports of lessons learned by insider mediators in all target countries. | X X All Partners |
| Activity 5.2 | Creation of a cross-border roster of 15-20 insider mediators, including the selection of mediators, the definition of a platform, and the design of a roster | X All Partners |
| Activity 5.3 | Final, two-day workshop in Nairobi to convene consortium members, selected insider mediators, and other key stakeholders | X All Partners |
| Activity 5.4 | Final publication consolidating the results from the regular assessments/briefs, presenting best practices, lessons learned, and recommendations to the EU | X Search |
Assessments/briefs conducted in each target country to capture mediation structures in the target countries, needs and constraints of insider mediators, and best practices throughout the action

<table>
<thead>
<tr>
<th>Activity</th>
<th>X</th>
<th>X</th>
<th>X</th>
<th>X</th>
<th>X</th>
<th>All partners</th>
</tr>
</thead>
<tbody>
<tr>
<td>Final evaluation preparation and execution</td>
<td>X</td>
<td>X</td>
<td>All partners</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Partner agreement close-out and audit preparation</td>
<td>X</td>
<td>X</td>
<td>All Partners</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Visibility and communication activities, including the development of a visibility strategy, the production of communication materials and publications, and the organisation of events</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
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<td>X</td>
</tr>
</tbody>
</table>

### 3. Beneficiaries/affiliated entities and other Cooperation

#### Relationship with the Beneficiaries/affiliated

The relationship between Search and its fellow co-applicants - Interpeace, CENAP and Berghof Foundation - are guided by a common understanding of partnership principles. The goals, objectives, and results of the action were discussed and agreed upon during the initial three-day, start-up meeting in Brussels on Feb 12-14. Activities in each country are assigned to a specific co-applicant: Search-Niger runs the Niger programme, Interpeace and CENAP run the programme in Burundi, and Berghof is in charge of implementation in Zimbabwe. This structure has allowed for a clear demarcation of roles and responsibilities from the onset of the project. To ensure overall coordination, strengthen synergies and discuss the project’s progress, monthly coordination meetings and M&E meetings took place with all partners throughout the year.

The relationship is further formalised and guided by key documents which were jointly developed, including: partnership agreements between the consortium partners and Search as the coordinator; an M&E plan which serves as an overarching guide to coordinate our M&E efforts across the three organisations and countries; a communication and visibility plan which presents a roadmap throughout the project on how, when and why to communicate; and work plans that are updated on an ongoing basis to monitor progress and discuss joint planning.

#### Relationship with state authorities

The relationship with state authorities, both at a national and at a local level in Niger and Burundi, has been a crucial element to achieve the strategic objective 1: ‘strengthening local and national capacities for conflict transformation by leveraging insider mediation capacities and processes within existing or potential national peace infrastructures’. Meetings with both national and local authorities have been included in the initial project activities and inception phase to ensure their buy-in and receive input on the mapping of existing mediation structures. These relationships have continued at different levels and have evolved on a positive note, characterised by a significant engagement and support to the project throughout the activities.

**In Niger**, the HACP, placed under the supervision of the Presidency of the Republic, and the independent administrative institution of the Médiateur de la République, in charge of institutional mediation, were identified early on as key actors. Over the year, 11 meetings have taken place with these actors, including 3 meetings with the traditional chefferies, 5 meetings with the HACP, and 3 meetings with the Médiateur de la République.
Because of the good relationships and full support of the local administrative authorities as well as from the decentralised communes, the project's actions can be integrated with the social cohesion actions undertaken by the communal leaders, thus strengthening their impact. Because of the relationship with the Médiateur de la République and his team, the project staff have been able to officially present the project and be included in the organisation of the Regional Mediation Workshop for Conflict Resolution within the Liptako Gourma region in November 2020. This event has not been able to take place yet because of Covid-19 restrictions, but it is a step forward towards a stronger collaboration between key stakeholders at the national, regional and community level for the rest of the project.

In addition, because of the deteriorating security situation, additional cooperation with military commands in Diffa was needed to organise travel between the communes. The teams share travel plans and itineraries with the local authorities for their approval and get regular updates of the situation and risks to ensure the safety of the teams and beneficiaries. Similarly, in Tillaberi, the authorities of Abala provided the Search team with vehicles to pick-up project teams, thus reducing the risks of car theft and kidnappings. After the attack and assassination of eight humanitarian aid workers in August 11, 2020, and other cases of attacks and kidnapping in Tillabery, security was further increased, and where needed the team can also receive military escorts.

In Burundi, Interpeace/CENAP have continuously engaged with local administrators before, during and after the initial mapping in the project intervention areas, to ensure that the administrators understand the project. The local administrators have demonstrated strong support for this mediation initiative given that numerous local organisations/initiatives were missing critical skills and means to fulfill their role. In addition, it was observed that, on the eve of the elections, while cases of political intolerance were being reported in some parts of the country, provincial authorities that previously had engaged with CENAP, were able to use dialogue and mediation to resolve political conflicts within their jurisdictions.

After the elections, Interpeace/CENAP made contact and had meetings with the new provincial authorities. All the new governors in target locations (Gitega, Kirundo, Kayanza, Rutana) have joined the project and voiced their support. There has also been an additional meeting with the Burundian Institution of the Ombudsman who is in charge of mediation at the national level. This relationship has been pivotal in establishing a network of mediators at the national level, and in creating connections among insider mediators in different communes.

It should also be noted that Edouard Nduwimana, the President of the Office of the Ombudsman, is an individual with a controversial past. The direct association between him and the project remains
sensitive in the current political climate. For the Interpeace/CENAP team, this has become a balancing act, on one side ensuring that the project can engage at the national level, and on the other managing the relationship with powerful figures in the Burundian context. With a non-renewable mandate that ends in 2021, there is hope that the incoming President will be a less controversial figure and that the work done with the Institution of the Ombudsman will contribute to the sustainability of the insider mediator initiatives.

One challenge remains with the Ministry of Public Security, that has not been willing to engage and authorise the training of the police and authorities (provincial and communal). The activity, initially planned for May 2020, was postponed in connection to the elections. CENAP has continued to reach out to the Ministry of Public Security on numerous occasions to see whether this activity can be carried out in 2021. Towards the end of 2020, there has been a reopening of these discussions. CENAP/Interpeace believe that these trainings on mediation for police officers remain relevant even in the post-electoral period, and thus believe these will be taking place in early 2021.

Edouard NDUWIMANA, Burundian Ombudsman, stated during the forum organised in December 2020 that, “With mediation, the parties in conflict agree to make concessions while in court the parties seek judgment which, in reality, does not unite them, but separates them more. Mediation is therefore a peaceful response to conflict and should be encouraged”.

In Zimbabwe, due to the highly polarised political landscape and skepticism toward outsider involvement, there has been no direct interaction with state authorities thus far. Attempts to initiate or support dialogue or mediation efforts, especially by external actors, are often perceived by state authorities as tacit admission of a need for dialogue and thus as a threat to the status quo and power claim by the incumbent regime. Dialogue initiatives that explicitly involve state authorities have been limited. The Political Actors Dialogue (POLAD), launched by President Emmerson Mnangagwa in May 2019, following calls for dialogue with the opposition to find solutions to the country's problems, convenes leaders of political parties that contested in the July 2018 elections, but has been boycotted by the main opposition Movement for Democratic Change (MDC) leader Nelson Chamisa. The National Peace and Reconciliation Commission (NPRC), established by the 2013 constitution, aims to provide an institutional framework for social dialogue on justice, reconciliation, and peaceful conflict resolution, but is perceived as compromised due to its association with the POLAD process. The Inter-Party Dialogue works behind the scenes to foster cooperation between parliamentary parties on a variety of issues, including between the ruling Zimbabwe African National Union – Patriotic Front (ZANU-PF) and opposition MDC. The National Convergence Platform (NCP), launched in December 2019 by the Zimbabwe Heads of Christian Denominations (ZHOCD), aims to address short-term emergency issues and feed into a long-term national dialogue process. In the realm of needs-based support to the NCP as well as other emerging leaders involved in dialogue initiatives in Zimbabwe, project activities will have to be coordinated with other initiatives, including those involving state authorities, to ensure complementarity.
Contractors

In Niger, a consultant was contracted to deliver the mediation trainings in the different communities following Search’s internal procurement rules. The selection of the consultant took place through an open bidding process with a job description posted on the ‘Niger Emploi’ website. After receiving applications, a technical committee was responsible for the completion of the selection of the candidate. AmouKou Saadou, a local expert, was eventually selected to a) assist with adapting the training modules to the local contexts and b) carry out the training in cooperation with the project manager.

In Zimbabwe, through a series of remote consultations with stakeholders as well as with external experts working on Zimbabwe, Berghof identified a number of possible candidates to conduct an actor mapping in Zimbabwe. After triangulating contacts and vetting the reliability of recommendations, Dzikamai Bere, National Director of the Zimbabwe Human Rights Association (ZimRights), was contracted as a technical advisor to provide strategic guidance over the course of the project. Dzikamai Bere also participated as a panelist in the 4 November 2020 Geneva Peace Week event on “Insider Mediation: Building Peace from the Inside”, organised by the project consortium together with UNDP.

Final Beneficiaries and Target groups

The Final and direct Beneficiaries of the project to the end of 2020 have been the 175 identified and selected insider mediators from Niger and Burundi.

In Niger, after the initial mapping exercise, the first conversations involved target groups such as the regional mediators, members of peace committees, leaders of CSOs, traditional chiefs, influential community leaders, but also members of associations of young men and women. The initial involvement of all these stakeholders reinforced their commitment and support in mediating local conflicts. With regards to the insider mediators, the team in Niger strived to include at least 30% of women and 30% of young people, as they are often sidelined in all public activities, particularly in decision-making processes. The women in Toumour, for example, are not allowed to speak in public without permission of their husbands. This combined majority of women and youth enabled them to participate more freely and fully in the activities implemented by the project.

In Burundi, during the mapping exercise, specific engagements were made with female mediators to better understand their interests and needs relative to mediation. It was found that, for the most part, they identified similar challenges within the Burundian context as their male counterparts. However, they also identified issues such as polygamy, familial abandonment by men, domestic violence and inheritance as key challenges that women have to confront. In the training, women made up 45% of participants and were able to fully engage in the training processes, improving the training experience by bringing in their particular perspectives. For the project team, what became clear through the training conducted at the provincial level is that there is much work to be done to ensure that gender and diversity is taken into consideration in mediation approaches. Thus, a gender and mediation expert has been engaged to develop a series of training modules that will increase the sensitivities of insider mediators to gender issues, to ensure that women and men may engage equally and impactfully in mediation processes.

In Zimbabwe, the initial mapping exercise showed that there are a number of dialogue initiatives and real needs for engagement with insider mediators. Further conversations explored concrete options for engagement, including providing needs-based support to members of the National Convergence Platform (NCP) and establishing a network of emerging leaders. Given the existence of different ongoing dialogue initiatives, connecting key actors from these platforms on formal and informal levels, could help form an inclusive, multitrack dialogue process. This would aim not only at designing an inclusive process, but also at helping such a group imagine an inclusive future. Engagement will aim to connect individuals from different dialogue initiatives and provide needs-based support to the NCP. Furthermore, engagement will seek to address gaps in collective leadership across different initiatives and provide a platform for peer-to-peer engagement across different sectors. The specific target group
will be identified together with the Institute of Peace, Leadership and Governance (IPLG) at Africa University with the mid-term goal of building the institutional capacity of IPLG as a resource hub for dialogue and as a connector of different initiatives.

**Third parties**

Besides the key actors in this project, other third parties which have been involved are:

- The UNDP Crisis Bureau, with whom we organised a joint global discussion session on insider mediation during the Geneva Peace Week (4 November 2020).
- International NGOs in Niger (Counterpart, Equal access, NDI, GIZ, EUCAP Sahel, Mercy Corps etc.) and the Médiateur de la République with whom Search participated in the organisation of a regional workshop on the prevention and management of conflicts in the Liptako Gourma. Due to Covid-19 restrictions on gatherings, this event has been postponed and is now set to take place in 2021.
- In Zimbabwe, Berghof has engaged Dzikamai Bere, the National Director of the Zimbabwe Human Rights Association (ZimRights), to produce the mapping report. It has also engaged with the Zimbabwe Council of Churches (ZCC), who has expressed interest in the project from its early design stages.

**Links and synergies with other actions.**

The initial mapping exercise has proven critical to developing links and synergies with other ongoing actions at the national, regional and community levels.

**In Niger**, a memorandum of understanding will be signed with the Médiateur de la République to ensure support for the project, and in particular, to regularly monitor the insider mediators’ activities and offer them guidance. The Médiateur de la République is an independent administrative authority in charge of institutional mediation and deals with conflicts concerning the functioning of state administrations, local authorities, public establishment and any other public service entity vis-à-vis its citizens. This collaboration therefore allows the project to be anchored within the activities of the state at the national and regional levels, and integrates the work of the mediators with the work of regional mediators from the Médiateur de la République. Another important partner in Niger is the HACP, an institution under the supervision of the presidency whose mission is to foster permanent dialogue between the different communities of the country and increase collaboration. To this end, it has created a number of peace committees across Niger, 23 members of which have been included in our insider mediators programme. This allows for information exchanges and opportunities for collaboration. The HACP also participates in the planning and monitoring of the activities implemented by the insider mediators.

**In Burundi**, the Institution of the Ombudsman was identified as a key player in mediation initiatives at the national level. Thus, in order to promote the insider mediators project, synergies have been found with the Institution of the Ombudsman, which launched a network of mediators in October 2020, through a UNDP funded programme. The role of this network of mediators is to prevent, if not manage, the conflicts that exist between the population and state services. The complementarity between CENAP’s insider mediators intervention and the Ombudsman’s network was emphasised by the President of the Ombudsman Institution himself. CENAP’s staff was asked to support the training of these mediators which were conducted as described in this report. Looking to the future, CENAP staff would like to involve the mediators trained through these sessions in the assessment of successes and challenges of mediation initiatives. This is anticipated specifically in 3 provinces (Rumonge, Kirundo and Kayanza) where both this project and the network of mediators of the Ombudsman are operational. This interaction will serve to strengthen the connections among different mediators’ groups, open possible synergies, and reinforce the sustainability of the project.

**In Zimbabwe**, there are several dialogue initiatives that are already ongoing at different levels. These include, but are not limited to, the Political Actors Dialogue at the political level, the Inter-Party
Dialogue supported by the Zimbabwe Institute at the party level, and the National Convergence Platform (NCP), an initiative by the Zimbabwe Heads of Christian Denominations (ZHOCD) based on a call for broad-based national dialogue. The Institute of Peace, Leadership, and Governance (IPLG) at Africa University enjoys access to a broad spectrum of stakeholders from different sectors of society, as well as actors involved in ongoing dialogue initiatives. As such, IPLG is well placed to explore synergies and ensure complementarity with other initiatives, including through its existing partnerships with the Zimbabwe Council of Churches (ZCC), the National Peace and Reconciliation Commission (NPDC), parliament, the Zimbabwe Gender Commission (ZGC), and Zimbabwe Institute, among others.

**Other EU grants**

As detailed in the above map Search is currently implementing 2 other EU funded projects in Niger.

- “Progress” is a resilience and social cohesion program in the Sahel focused on supporting communities and community institutions at the local level within the framework of conflict prevention and strengthening social cohesion.
- “Mugina Kobe” is a project that just recently started and which takes place in Tillabery and Tahou. The objective of Mugina Kobe is to favour social cohesion and unity by advancing conflict transformation through dialogue, mediation and negotiation. There will therefore be a lot of opportunity for synergy and engagement with the trained insider mediators, as this project continues to develop.

In addition, Search has previously received the following relevant project EU funding:

- “PRAJURD” is a EU funded project which is led by the HACP, to which Search contributes as a partner. Search-Niger has collaborated in many projects with the HACP, and these partners continue to support each other to maximise impact.
- “Enhancing Resilience in Rural Yemen”, is an EU & UNDP funded insider mediators project focused on lifting women's voices. Lessons learned from the project in Yemen helped to inform this project’s design and implementation.

**Interpeace**

- Interpeace was awarded a EU/GIZ contract to implement a regional mediation programme in Rwanda and the DRC. The project, “Strengthening of ICGLR’s mediation capacities and initiatives in the Great Lakes Region”, focuses on land claims issues (specifically focusing on the Virunga Park Landscape, DRC) and on the reintegration of recently released prisoners (specifically focusing on Bugesera, Rwanda). The insider mediator programme in Burundi will have an opportunity to engage and support the GIZ project to deepen learning across the Great Lakes landscape.
- Interpeace/CENAP have been part of the Core Team for the EU/GIZ/UN Mediation programme in the Great Lakes region which, through the ICGLR, focused on DDR mediation exercises throughout the region.

4. Visibility

At the start of the project a communication and visibility plan was drafted jointly with the consortium partners and shared with the EU project manager. The communication and visibility plan provided a useful guide for the use of EU logos and attributions. However, due to sensitivities in the project locations and keeping the ‘Do No Harm’ principles in mind, the placement of international logos was not always possible.

To mitigate some of these challenges, the support of the European Union was emphasised verbally during all project activities, in consultations with various key actors, in the insider mediators trainings, workshops and national policy makers forums. The project beneficiaries, insider mediators, and the stakeholders who are linked to our activities understand the action is funded by the European Union.

In addition, efforts were made to present the project to a global audience reaching out to peer institutions and policy makers through online forums such as the Community of Practice and Geneva Peace Week Conference. During the EU Community of Practice Meeting, held from the 15th until the 17th of June 2020, the consortium including Giovanni Squadrito, Head of the Peacebuilding Conflict Prevention team in the FPI, introduced the project, after which a lively discussion was held with 38 other participants, on the contribution of insider mediators to peace processes. These discussions informed the new EU Concept on Mediation and the new EU Guidelines on Mediation.

For the Geneva Peace Week, the consortium partnered with the UNDP and organised a panel discussion, held the 4th of November, in which local experts and insider mediators were able to speak directly to an international audience of 140 participants on challenges, needs and opportunities of insider mediation. A detailed report of which has been submitted to the EU after the event.

In Niger, the deteriorating security situation and the attacks of the GANEs have had some impact on the visibility of the project, in particular with regards to the display of the EU logo on vehicles. This could not be carried out as it would put a target on the project team and endanger their security. In addition, strict measures had to be followed for any of the project teams trips, including the use of military escorts or using vehicles from local authorities. No other risks were apparent and Search has been able to include EU logos and attributions on all other materials including flyers (see to the right), training modules, banner and their social media postings.

In Burundi, the project took a very limited approach to visibility, given the political landscape and the opposing view that the Burundian government has of the international community. Additionally, throughout the electoral period and following the elections, the country went through a period of instability that made it hard to define how the government would perceive increased visibility of the project’s actions. That said, towards the end of 2020, the relationships between the international community and the Burundian government softened and as a result, Interpeace/CENAP will be able to ensure appropriate EU visibility across project documents, social media and audio-visual communiques. While progress of the activities implemented by CENAP are shared regularly on social networks (Twitter and Facebook), to date they have not included donor visibility due to the internal political sensitivities. As these sensitivities reduce, Interpeace/CENAP will increase EU visibility. A video on the mapping process of mediation initiatives and on the training of internal mediators in mediation techniques and non-violent communication has been developed and can be found here https://youtu.be/Ez8_uGy_77w.
Some examples of Social Media postings and other visibility materials used throughout the action:

In Burundi, Zimbabwe & Niger, we’re working with @InterpeaceTweet & @Berghoffind to support insider mediators as key actors for peace & security, bringing crucial local knowledge, trust & influence!

Learn more @csg.org/building-peace...

CENAP - Centre d’Alerte et de Prévention des Conflits

After the Forum on mediation launched in 2019, the CENAP has realized an inventory of the initiatives that exist. This inventory is concerned with provinces of Kayanza, Kirundo, Gitşa, Rutana and Rusoro. Des initiatives de médiation existent bel et bien au niveau communautaire et au niveau national. Entre autres défis relevés est le manque de coordination de ces initiatives, le manque de moyens, le manque de renforcement des capacités...

Ce mapping a été conduit dans le but de connaître les besoins et de voir dans quelle mesure cette culture de médiation peut être promue davantage aussi bien au niveau local qu’au niveau national.

EPLO @EPLO - 4 nov. 2020

In Burundi, Zimbabwe & Niger, our members @SFCG EU, @InterpeaceTweet & @Berghoffind are implementing the EU funded project “Building Peace from Within: Supporting Insider Mediation for Sustainable Transformation of Conflict”.

Join them at 6:30 PM today https://eu.eventscloud.com/website/30130...

Berghof Foundation @Berghoffind - 3 nov. 2020

And tune in at 18:00 CET to join us, @SFCG EU, @InterpeaceTweet, @UNDP & @CENAP Bi, for a discussions with insider mediators from Burundi, Niger, Yemen & Zimbabwe! Find out more @InterpeaceTweet. bit.ly/3F1MzQ5

#MIP2020

Deze collectie weergeven
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.

Name of the contact person for the Action:

Charline Burton, Executive Director………………………………………………

Signature: …………………………………………………

Location: Brussels, Belgium …………………………………

Date report due: 1th of March 2021……………………

Date report sent: 1th of March 2021…………………………