



Capacity Building for Women in Nigeria on Dialogue and Mediation Phase 1: North East Region

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1.0. INTRODUCTION

Since the 1990s, the Economic Community for West African States (ECOWAS) has been at the forefront of preventive diplomacy as part of the quest for peace in realisation of economic integration and sustainable development in West Africa. In this regard, the ECOWAS Commission recently established a Mediation Facilitation Division (MFD) within the Political Affairs Directorate as part of efforts to strengthen its mediation architecture for the sustenance of peace and security in the region. This initiative is in line with the Preventive Diplomacy component of the ECOWAS Conflict Prevention Framework (ECPF), which calls for the development of “a mediation facilitation capacity within the ECOWAS Commission to promote preventive diplomacy interventions in the region through competence and skills enhancement for mediators, information sharing and logistical support.”

In the light of this, ECOWAS with support from the Danish International Development Agency, DANIDA, collaborated with the West Africa Network for Peacebuilding, WANEP and the Federal Ministry of Women Affairs and Social Development, FMWASD to conduct a capacity building training for 30 women from the North East region of Nigeria on Dialogue and Mediation from January 27 to 30, 2015. The four-day training held at the ECOWAS Commission, Abuja and had participants drawn from National Institutions including Ministries of women affairs, CBOs, NGOs and women community leaders. Specifically, the training was to equip women from the North East zone with the skills for effective participation in peace processes especially in the areas of dialogue, mediation and other preventive mechanisms and equip them with practical skills, strategies and techniques necessary for competent mediation and dialogue practice.

The Federal Ministry of Women Affairs and Social Development (FMWASD) is the apex machinery charged with the mandate for the empowerment and development of Women in Nigeria. The Ministry and its Partners developed the National Action Plan on the implementation of United Nations Security Council Resolution 1325 as a resource to guide the processes for inclusion of women in the peace and security architecture of Nigeria. The West Africa Network for Peacebuilding, WANEP through the Women in Peacebuilding Program, WIPNET has continued to advance and strengthen the participation of women in all levels of peace processes using international instruments such as the UNSCR 1325 and the ECOWAS Conflict Prevention Framework (ECPF) as guide and reference.

The keynote address was by Honorable Minister of Women Affairs and Social Development, Hajia Zainab Maina who was represented by Mrs. Iran Ajufo, Director Women and Gender Affairs while the Welcome Address of the ECOWAS Commissioner of Social Affairs and Gender – Dr. Fatimata Dia SOW was delivered by Dr. Sintiki Ugbe, Director Gender ECOWAS Commission. There was also a brief remark by Madam Alice Ballah-Conteh on behalf of representatives of ECOWAS Directorates of Political Affairs, Peace Keeping and Regional Security, and External Relations at the meeting.

One of the highpoints of the meeting was the presentation of the ECOWAS Ministers of Gender and Women Affairs declaration on the Chibok girls read by Dr. Sintiki Ugbe, Director Gender ECOWAS Commission. The meeting was facilitated by two seasoned trainers; Mr. Chukwuemeka Eze, Executive Director, WANEP and Dr. Naomi Akpan-Ita, a consultant, with varied experiences in the field of conflict resolution including dialogue and mediation. Some of the topics covered included dialogue and mediation skills, communications and effective listening etc. At the end of the training, participants developed action plans for immediate intervention in their various communities. *(See annex 1 for action plans).*

2.0. Background

Over the past two decades, Nigeria has been the stage of long term civil conflicts that have affected its population and impacted the social, political and economic environment of the country with serious consequences on our region. The Boko Haram insurgency has turned most of the states in Northern Nigeria into a theatre of war with ripple effects on the whole country and devastating consequences on the lives and livelihood of the citizenry. The gravest impact however is on women who are hardest hit in war and conflict situations. It is saddening to note that women and girls have become instruments of violence due to gender-based discriminations, including their physiology which makes them direct or indirect targets of these senseless acts of violence. A case in point is the abduction of over 200 girls in early 2014 in Chibok and the incidences of women and girls being used as suicide bombers.

Research has shown that “Conflict is an unavoidable component of human activity”, and therefore, society has developed various ways to deal with it either through formal procedures like the courts or informal ones like through arbitration and mediation. Mediation is a facilitative form of conflict resolution, which focuses on the parties’ commercial, financial, as well as social and personal interests, with the aim of reaching a mutually acceptable agreement while promoting the principles of confidentiality and party autonomy in decision making. Dialogue and mediation are viable instruments for conflict prevention, resolution and crisis management. To be effective instruments, however, there is need to strengthen or build regional, national and local capacities for facilitating dialogue and mediation in order to provide credible contributions to preventing a relapse into violence and ensuring implementation of peace agreement provisions.

The vital role women play in dialogue and conflict mediation is encapsulated in the ECOWAS Conflict Prevention Framework, ECPF peace and security agenda as well as in the Federal Ministry of Women Affairs National Action Plan on the implementation of UNSCR 1325. In the light of this, ECOWAS in collaboration with WANEP and the Federal Ministry of Women Affairs and Social Development (FMWASD) brought together 30 women from the North East states of Adamawa, Bauchi, Borno, Gombe, Taraba and Yobe to build their capacity in dialogue and mediation in order to position them for effective interventions in the peace process.

While women are often at the forefront of informal mediation processes and behind-the-scenes peace initiatives, “peace agreements are usually negotiated predominately, if not exclusively, by men.” Women’s roles are not recognized or appreciated in some cases due mainly to the fact that women lack formal skills for meaningful participation in peace processes thus they are consistently excluded from public, political decision-making. ECOWAS Member states and other relevant institutions have a responsibility to ensure that qualified women with the requisite skills are involved in high-level mediation process. This training is therefore part of the resolve of the ECOWAS commission and its partners; WANEP and FMWASD to prepare women for meaningful involvement in mediation and peace processes. *(Annex 2: meeting agenda)*

3.0. SUMMARY OF PROCEEDINGS

3.1. OPENING SESSION

The opening session was attended by dignitaries including a representative of the Honorable Minister of Women Affairs, Mrs. Iran Ajufo - Director, Women and Gender Affairs, representatives of international organizations, development partners, civil society and the media. The ECOWAS Declaration on the abduction of Chibok Girls from NE Nigeria adopted by ECOWAS Ministers of Gender and Women Affairs held at their meeting in Dakar in January 2015 was delivered during the opening ceremony. *(Annex 3:*

Participants’ list)



In an opening speech, Mr. Chukwuemeka Eze, Executive Director WANEP said, “This training is significant and timely in different dimensions and has bearing not just on the current peace and security challenges of Nigeria but on some of the global instruments designed to protect citizens and encourage holistic and inclusive peace processes.” Mr. Eze lamented the dismal presence of women mediators in the region stating that while women are often at the forefront of informal, behind-the-scenes peace initiatives, however, “peace agreements are usually negotiated predominately, if not exclusively, by men.” He said this training will correct this anomaly and is part of the resolve of the ECOWAS commission and its partners like WANEP and FMWASD to insist that Women should be involved in mediation and peace processes. He gave the objectives of the training as follows;

- To equip women from the North East zone with the skills for effective participation in peace processes

- To learn the practical skills, strategies and techniques necessary for competent mediation and dialogue practice
- To understand the necessary theoretical foundations of the dialogue and mediation process
- To appreciate the ethical issues and policy considerations of professional dialogue and mediation practice at community and national levels
- To review and/or learn communications theory and skills, conflict management theory and skills, and negotiation theory and skills
- To review the substantive information and issues relevant to the conflict in the context of north east zone

Dr. Fatimata Dia SOW, Commissioner, Social Affairs and Gender at the ECOWAS Commission in a welcome address read on her behalf by Dr. Sintiki Ugbe, Director Gender, Child Development, Youth and Sports, said the training is part of efforts to enhance the engagement of women in the North East of Nigeria in the peace process through effective dialogue and mediation. Stressing the need to involve women in the peace process, the commissioner said; “it is important that we all as women and men raise our voices to bring to the attention of all key stakeholders the important role of women as agents of change and to demand for their inclusion in all peace processes.” She however said that for women to be effectively engaged they need to increase their knowledge and skills and take advantage of the resources and tools from the training and apply it in their context. Throwing more light on the abduction of over 200 girls from Chibok in 2014, the commissioner said it is a national, regional and global priority for the girls to be released and informed that the ECOWAS Minister of Women Affairs and Gender recently adopted a declaration calling for the immediate release of the girls and other persons mainly women who were also abducted.

The keynote address delivered by Mrs. Iran Ajufo, Director, Women and Gender on behalf of the Honourable Minister of Women Affairs and Social Development, Hajiya Zainab Maina reiterated the role of women as agents of peace and the influence they wield over their communities and families. She said women’s contributions to the peace process are valuable not only for themselves but for the collective being of society; “women’s inclusion helps create and sustain peace and security for all!” The Minister acknowledged that the key to successful mediation is the effective cooperation between a variety of actors and expressed appreciation on the collaboration between the three partners; ECOWAS, WANEP and FMWASD. She said this collaboration is part of efforts in the implementation of the National Action Plan, NAP on UNSCR 1325 and the ECOWAS Conflict Prevention Framework, ECPF.

3.1.1. GOODWILL MESSAGES

UN Women: The Goodwill message by Dr. Grace Ongile, UN Women Representative to Nigeria and ECOWAS was presented by Mr. Peter Mancha, deputy programme manager at the UN

Women. The message once again emphasized the importance of involving women in the peace process, which she said, has now received international recognition. Dr. Ongile said their participation in the meeting is a clear indication of UN Women's commitment to ensuring full and equitable participation of women. She said peacebuilding and reconstruction efforts can be greatly enhanced by including women because women have natural capacities to mediate at family and informal levels but are often limited by socio-cultural obstacles. According to her, "women from conflict societies must not be seen only as victims but as powerful agents of change." She expressed appreciation to ECOWAS, WANEP and the Federal Ministry of Women Affairs and Social Development (FMWASD) for their efforts in promoting the role of women in peace and security and urged the participants to utilize the skills acquired from the training in developing concrete action plans to make a change in their communities because "without peace there will be no development." The capacity building workshop resonates with a three-year programme of the UN Women on promoting women's engagement in peace and security in Northern Nigeria.

Institute of Peace and Conflict Resolution, IPCR: Similarly, the Executive Director, Institute of Peace and Conflict Resolution, IPCR, Professor Oshita O. Oshita who was represented by Mrs. Grace Awodo drew attention to the victims of all the conflicts and crises raging on in North East Nigeria which has led to victims becoming internally displaced persons and refugees in neighboring countries. Professor Oshita said that the fluid nature of the conflict has made intervention efforts by concerned conflict managers and peace practitioners outside the region very challenging thus it has become imperative to build capacity of indigenous people, especially the women in order to facilitate a more focused intervention process. He reiterated that although women have informal mediation skills, they still lack the basic capacity needed for formal conflict management for which this meeting will address and expressed appreciation to the partners for their initiative in putting the training together.

Dr. Sintiki Ugbe, Director Gender (ECOWAS): In her goodwill message, Dr. Sintiki said the meeting signified that ECOWAS and its partners; WANEP and FMWASD care for all those going through conflict situation especially those in the North East zone and share in their pain and struggles. She said that despite all the resolutions passed, women in North East Nigeria are still faced with all forms of challenges with adverse consequences on women and girls. She commended the efforts so far exhibited by the women adding; "your presence here today despite all the security challenges in your zone is a very strong evidence of your resolution to be part of the solution and contribute your quota to finding lasting solutions to those security challenges." Dr. Sintiki called for the release of the Chibok girls saying that it has brought to the fore the delicate situation of women and has become a regional and global priority. She said the ECOWAS Ministers declaration on the abduction of the Chibok girls is to help keep the issue on the front burner. To facilitate the inclusion of women in peace mediations and for them to take over their roles as change agents, Dr. Sintiki opined that women's capacity need to be regularly enhanced and expressed appreciation to the other partners for their contribution to the training

urging the participants to go with the understanding that these partners are in solidarity with them.

4.0. Workshop Process Report

The workshop commenced proper with statement of expectations by the participants and setting of ground rules to guide the proceedings. The facilitator explained that the workshop will be very interactive spiced with role plays and group work sessions.

Emerging Threats to National Peace and Security in Nigeria – The Place of Dialogue and Mediation

Mr. Chukwuemeka Eze, WANEP, Executive Director set the ball rolling in the first session with a presentation on the “Emerging threats to National Peace and Security in Nigeria.” The paper explored the relationship between security and development and submits that security influences the developmental process. It identified factors that constitute threats to the Nigerian state such as Boko Haram, influence of the Sahel, Natural and Human-Made Disasters , and Organized Crimes including fraud, drugs, money laundering, human trafficking among others.

Key points from the presentation were as follows;

- Security projects should take cognizance of security needs
- The paradox of security is that the more guns on the streets, the more the citizens feel insecure and threatened
- There is a marked difference between state security and citizen security
- The concept of human security addresses the root causes of the issues before it escalates to bombings and terrorism
- We need to have policies and programs that address terrorism rather than tactics to counter it.
- Cyber security is becoming one of the greatest emerging threats to states and nationhood
- The main issue threatening human security is lack of inclusiveness and participation; when people do not have a sense of belonging, it affects their world view
- The North East zone has over 87% illiteracy rate
- Development projects can sometime be a source of conflict
- For you to address emerging threats effectively, you need to regularly build the capacity of security personnel

Questions, comments and observations

There were comments arising from the comparison between Boko Haram with the Niger Delta militants. The facilitator explained that the operations of the two groups are most likely to be the same in terms of corruption, poor management by the state, discontentment etc., what is

imperative here is how you address the issues. According to him, until the conditions that cause those issues are addressed the situation cannot change.

UNDERSTANDING CONFLICT

Participants brainstormed on what is conflict and came up with various definitions such as;

- Our experiences
- Things we have witnessed
- Where we are coming from
- A part of life
- Argument
- A clash



Key learning points

- The way we see conflict, the way we understand conflict, our perception of it goes a long way to determine how we address it.
- Conflict is inevitable, it is what comes out of it that makes it negative or positive
- Your perception of conflict determine the way it is handled and the outcome
- The lowest level of conflict if not well managed will balloon into a big conflict

THEORIES OF CONFLICT

Human Needs Theory: The deprivation of individuals and communities access to the means of satisfying their basic human needs is behind all violent conflicts. This theory espouses that human needs are not in hierarchy while the means of satisfaction might differ, the needs are the same. It states that denying an individual or a community access to their own needs is recipe for conflict.

Political Theory: The state is the sole context where various groups or individuals are competing to take advantage of others. They often believe that they will only gain access to the state when others are eliminated or disabled and power is at the center of all conflicts.

Relational Theory: This theory assumes that conflict is a result of an interaction of different individual and/or groups with differing cultural orientations, values, and interests. It says that conflict is at the heart of all human relationships.

Transformative Theory: Conflict is caused by systemic and structural injustice and inequality expressed by competing social, cultural, economic, religious, and political frameworks. It is exacerbated by the tension between the demand for change and the resistance of the structures and institutions to the demand for change. There is always friction between those yearning for the change and those who want to maintain the status quo.

GROUP WORK 1: IDENTIFY THE KEY ELEMENTS IN THE CONFLICT THEORY OF YOUR CHOICE

State	Type of conflict	Theory of conflict	Manifestation	Analysis
Group 1 Borno and Yobe	Boko Haram Insurgency (Complex and multi-faceted)	Human needs Relational Political Transformative	Poverty, lack of access to education, unemployment, ignorance of the followers, perceived injustice, high level of corruption, disruption of economic and social services etc.	Palm model Thumb – shadow sponsors Fore finger – BH leaders, government, politicians Middle finger – the youth Two last fingers – the vulnerable group; women and children
Group 2 Adamawa and Taraba	Insurgency	Human needs Political theory	Unemployment, illiteracy, deprivations, etc.	Onions model
Group 3 Bauchi and Gombe	Political conflict	Transformative Political	Arguments, disagreement, differences in opinion and ideologies, fighting for supremacy	Pillar model The pillars represent poverty, illiteracy, discrimination, intolerance, fanaticism and misinformation

GROUP PRESENTATIONS



CONFLICT ANALYSIS

This session dealt with what is conflict analysis, why analyze conflict and tools for conflict analyses. Participants were presented with a picture which they brainstormed on and came up with various responses. The essence of the exercise was to prove that conflict can be analyzed from a variety of perspectives and that in conflict analysis; we always see what is obvious. Facilitator said that the Chinese in their local parlance call conflict opportunity to change and this informs their thinking pattern. In conflict analysis, what we see is a measure of success and the way we make our analysis informs our thinking patterns and our assumptions. In this regard, the focus of your conflict analysis is very crucial because your analysis informs the strategy you will adopt in mitigating it so it is important that it is a true reflection of the conflict.

Why analyze conflicts?

- To understand the perspectives of different groups in the conflict and how they relate to each other
- To know who will be key at the dialogue table
- To understand the root causes of the conflict
- To identify all the relevant groups
- To learn about the failures and successes in dealing with the conflict
- The context is key when you are analyzing conflicts

CONFLICT TOOL ANALYSIS

There are various tools for analyzing conflict in order to get better and deeper insight about the conflict and see beyond what readily presents to what the eye might miss. Some of the tools for analyzing conflict are as follows;



Timeline: Events against the time in a chronological order in such a way for us to understand the history and the perspectives of the parties in conflict. Facilitates understanding of the real issues at stake; helps to understand which events are most important

Pillars: Conflict is like an

upside down triangle. In itself, it cannot stand but there are some sustaining pillars that put together fuels the conflict. For conflict to transform, the sustaining pillars must be removed.

The Palm: This tool utilizes the five fingers to identify parties in a conflict. Here, the thumb refers to the shadow parties, forefinger refers to those with secondary interest, and middle

finger refers to the primary interest while the two last fingers refer to the vulnerable groups, those affected by the conflict.

Onion model: This tool is very effective in identifying the position, interests and needs; Position is what the parties say, statement made by the partners; Interest refers to what they want while Need is what they must have and these are the real issues that escalate the conflict. Position protects the interest but you need to dig deeper to get to the real need of the parties. Position will change once the needs are met.

Conflict Tree: many of the conflicts we have might give birth to other conflicts. The tools should not stifle your creative thinking. You must think of other creative ways of dealing with conflict. They act as a guide for conflict analyses.

Group work 2: CONFLICT THEORY AND STAKEHOLDER ANALYSIS

State	Type of Conflict	Stakeholders	Tool	Theory
Borno and Yobe	Boko Haram Insurgency	Government reps, women, youth, religious/traditional leaders, politicians, persons with disability, security agents	Palm Thumb: shadow parties, not known Forefinger: Boko haram (insurgents) Middle finger: the youths who are used to perpetuate violence Third and fourth finger: the vulnerable groups; women and children, the aged etc.	Transformation and human needs theory Education, misplaced values, abandonment, unfulfilled promises and unmet needs, perceived injustice by the killing of one of their leaders
Adamawa and Taraba	Boko Haram Insurgency	State executives, legislators, LGA chairmen, youth leaders, women leaders, traditional rulers, security agencies, religious leaders and elder statesmen	Onion	Transformational theory: Insurgency should encompass all the theories because the theory goes beyond all the needs identified by Maslow. It involves participation, freedom, change in the status quo (self-actualization), etc
Bauchi and Gombe	Political conflict	Intra and inter party representatives; Party chairmen, youth leaders, local government chairmen, religious, community and traditional leaders	The Pillar	Political and transformative theory: power of the state, change and resistance to change Elements sustaining the conflict include; Fanaticism, misinformation, intolerance, discrimination/marginalization

TYPOLOGY OF CONFLICT RESPONSES

Key points of this presentation focused on the different types of responses to conflict. These include;

Use of force which is a form of physical coercion mainly employed by the military;

Adjudication- where only one party is needed for intervention;

Arbitration – a traditional method of peaceful dispute settlement;

Negotiation - a process of communication back and forth for the purpose of reaching a joint decision;

Mediation – a form of problem solving negotiation process in which an impartial, neutral party works with disputants to assist them reach a satisfactory negotiated settlement and

Reconciliation – a peace strategy that brings together former adversaries... in a forgiving dialogue and healing period to start a new phase of mutual tolerance or cooperation.

Key learning points from the session were as follows;

- ✓ In negotiation everybody wins but not always on an equal ratio. It is often called give and take
- ✓ Reconciliation is at the heart of peacebuilding
- ✓ Mediation serves to reactivate the negotiation process. It is often described as failed negotiation.
- ✓ In community mediation, the mediator does not have powers
- ✓ Dialogue is a shared feeling. It is the ability to listen to the other fellow and know how the person feels
- ✓ Sometimes you might have mediation skills but you don't have a convening power
- ✓ In doing your analysis, identify the common ground and what will work for you in terms of convening power
- ✓ For you to be able to respond effectively to conflict, you need communication skills including in your body language
- ✓ It is safer to empathize than to sympathize as a third party
- ✓ At the onset, go with somebody else

EFFECTIVE COMMUNICATION AND LISTENING SKILLS

Communication is defined as the process by which people attempt to share meaning via the transmission of symbolic messages. It can be verbal or non-verbal. Communication involves people, and involves trying to understand how people relate to each other; it involves shared meaning, which suggests that people communicating must agree on the definitions of the terms they are using. Communication is symbolic – gestures, sound, letters, numbers and words can only represent/approximate the ideas they are meant to communicate. However, they are barriers to effective communication which may lead to conflict. These include; values and beliefs, perceptions, assumptions/prejudice, mental and emotional state, culture and language differences. Summary of the presentation is as follows;

- ✓ Effective communication is a key ingredient of response to conflict
- ✓ Communication should be context specific, check your context
- ✓ Know your own communication style
- ✓ At the root of every conflict is ineffective communication
- ✓ Unless you have shared meaning, you cannot communicate effectively
- ✓ Note the context of using your body language and be mindful of the other person's body language

DIALOGUE AND MEDIATION - FROM EXCLUSION TO INCLUSION

The session started with the facilitator sharing a picture for the participants to reflect on. They were then asked to interpret the picture according to their understanding. The facilitator explained that the picture shows that when you break barriers and dialogue with each other, you maximize your space and achieve more. He also presented another picture, which he said might cause disunity. The key lesson here is that the greatest challenge of dialogue is who will come down from his own castle to talk. Dialogue argues that individual opinion does not matter because group opinion supersedes individual opinion and when people are in conflict and they are in a group, their individual reasoning is lost.

MEDIATION

- ✓ It is voluntary and non-binding process of dispute resolution unless ordered by the court
- ✓ The first step in mediation is that parties to the conflict must decide that they want a mediator
- ✓ The process of mediation is better than the result
- ✓ The mediator has power over the process but has no power over the outcome
- ✓ Mediators should use their active listening skills and communication skills to handle the situation effectively
- ✓ In mediation please avoid any action that may be perceived partial
- ✓ Disclose any relationship with the parties in conflict whether formal or informal and also disclose the process
- ✓ Always maintain confidentiality of the parties even in caucuses
- ✓ You need to ask questions before you go into a mediation process

DIALOGUE IN PEACEBUILDING

This session commenced with a definition of what dialogue means and what it means to resort to dialogue in the peacebuilding process. According to the facilitator, dialogue means conversations for the purpose of uncovering shared meaning and mutual accommodation and understanding. It is a process where individuals, groups and organizations engage in listening and exchange of ideas and experiences with the aim of finding common needs, interest and values. The essence of dialogue is to inquire, explore, discover and find common ground. Ultimately, dialogue can be used to handle tensions and social unrest before, during and after the outbreak of conflict and violence.

Key learning points;

- Dialogue is long term and holistic
- For dialogue to be effective, you have to be proactive and on time (not too early, not too late)
- It combines bottom up with top-down initiatives as well as Multi-stakeholder and multilevel approaches

- If well managed, it has the capacity to create safe spaces, hands-on spaces, forums etc. that can facilitate the creation of connections, networks and trust amongst actors
- Dialogue begins when people meet each other.
- Dialogue depends upon mutual understanding and mutual trust thus making it possible to share in service to the community.
- Dialogue can lead to authentic reconciliation.

Group work 3: Role plays on dialogue and mediation

The last day of the training was devoted to role plays on negotiation, dialogue and mediation. Participants brainstormed on the key principles of dialogue and stages of effective dialogue and mediation. The session was highly participatory as can be seen in the pictures below.



LESSONS LEARNED AND BEST PRACTICES

Professor Patricia Donli, WANEP Board member shared best practices with the participants to encourage them to begin their interventions immediately so as not to lose the essence of the training. She shared with them the steps she undertook on a project targeting internally displaced persons. Using that as a case study, Professor Donli advised the participants to initiate actions on dialogue and mediation. As a first step, they should involve men and the media from the onset, carry out several advocacy visits to relevant groups such as religious, traditional and opinion leaders to ensure buy-in and ownership. She urged them to engage with the already existing trained mediators, reconnect with them and revive the Mediators' forum where it is no longer functional. To achieve immediate results, she advised that the training should be cascaded to different groups including women and the opinion leaders who are gate-keepers, lawyers and paralegals. She also advised that they institute an evaluation process through debriefing sessions to track progress made.

CLOSING COURTESIES

Dr. Sintiki Ugbe expressed appreciation to WANEP and FMWASD for dedicating time and resources to ensure a successful meeting. To the participants, she said; "I wish you all the best; we will continue to do what we do best at our regional level but you can tap from the expertise and support of WANEP and the FMOWA. We have learnt so much from you. Thank you so much

for your openness and I look forward to continuing with the relationship we have built here.” She charged them to be proactive and task themselves for what they can do to impact their communities saying, “I hope you will go back with good memories that ECOWAS is solidly behind you and knows your problems.”

Madam Iran Ajufo, Director FMWASD said she was highly impressed with WANEP for the very enriching program and ‘first class’ presentation and that she learnt something concrete. She said “it is very rewarding to have the support of two highly rated partners; ECOWAS and WANEP!” She also appreciated the participants for being able to attend the meeting in the face of security challenges they are facing in their zones urging them to be proactive and strategic and identify the concrete things they can do for immediate results and to impact their various communities. Speaking in the same vein, Mrs. Florence Onwukwe, a deputy director in the ministry called on the participants to send feedbacks to the tripartite partners to update them on the interventions they are undertaking. She said the feedback should include; activity carried out, objectives, challenges and result or high points.

WAY FORWARD/ACTION PLANS

The highly interactive four-day training on dialogue and mediation ended on a very happy and positive note. The facilitators were commended for the delivery of high-skilled facilitation while WANEP Executive Director, Mr. Chukwuemeka Eze specifically received a standing ovation and recognition for WANEP’s outstanding work in building capacities of peacebuilding actors across the region.

Some of the concerns shared by the participants were that more time should be allocated for a training of that magnitude. A call was made for the tripartite partners, ECOWAS, FMWASD and WANEP to follow-up on the participants on what they are doing with the skills acquired. A representative of the participants said “Our profound gratitude goes to ECOWAS, FMWASD, and WANEP for putting together this wonderful programme. We are grateful to God for the opportunity of interaction and coming together as a group.”

In developing action plans, participants were charged to be realistic in their planning especially as this is a transition period for Nigeria due to the upcoming general elections in February. Dr. Sintiki suggested that participants should utilize their skills to address issues of education as the spate of conflicts in their zones has disrupted education in those communities. Her suggestions included the use of retired teachers to embark on home schooling for the youth who could not go to school due to the violence being experienced in the zone. She also suggested partnership with state radio stations to conduct teachings on radio and on-line as measures to tackle the education problem.

Annex1: ACTION PLAN

States	Activity (what)	Time frame (when)	Persons responsible (who)	Resources required	Remarks (what you can afford and what you need from others)
Adamawa State	Training of Trainers (TOT) for women in the LGAs according to senatorial zones; 3 women per LGA on peace mediation (2-days)	March, June and September	Trained mediators and other mediators	Materials, transport, feeding, accommodation, hall	Materials, Hall
Bauchi State	Advocacy visit to ministries of women affairs, youth and sports	March (1 st wk)	Trained mediators from WA, RHM, FHT and CCC	Transport	MOWA
	Step-down training for women and youth from each LGA	March (3 rd wk)	Trained mediators from WA, RHM, FHT and CCC	Transport, refreshment and accommodation	WANEP and FMWASD
	Second advocacy visit to same ministries	June	Trained mediators from WA, RHM, FHT and CCC	Transport	MOWA
	Training of community and religious leaders, NGOs on dialogue and mediation	October	Trained mediators and WANEP	Finance, transport, refreshment and training materials	WANEP
Borno State	Step-down training	March	Trained mediators	Finance	Provide venue, human resources
	Advocacy and formation of association	March - April	Trained mediators, other mediators	Finance, transport, Lunch	Provide venue, human resources
	Establishment of mediation centre	April - May	Trained mediators	Rent, computer, furniture, stationaries	Liaise with NCWS
	Media Advocacy	May - June	Association of mediators	Finance	
	Actual mediation	June - December			
Gombe State	Train youth on peace and mediation Advocacy visit to community, traditional and religious leaders Advocacy visit to political parties on peaceful co-existence	March to September	Skilled mediators from WANEP, MOWA and NGOs	Finance, support, human resources	WANEP and ECOWAS
Taraba State	Advocacy and sensitization meeting with women leaders, NCWS, WOWI, CAN, FOMWAN, NTP women, Labour, FIDA,	February	Trained mediators, WANEP, ECOWAS	IEC, feeding, transport	FMWASD, ECOWAS, WANEP, SMOWA

	Advocacy/ sensitization	July -August	Trained delegates	Transport, accommodation , IEC materials, stipend	FMWASD, ECOWAS, WANEP, SMOWA
	Step down training	October	WANEP/ECOWAS	Transport, accommodation , IEC materials, stipend	FMWASD, ECOWAS, WANEP, SMOWA
	Dialogue and mediation processes in the 6 LGAs in the southern part of the state	Oct - Dec	Trained delegates	Transport, accommodation , IEC materials, stipend	FMWASD, ECOWAS, WANEP, SMOWA
Yobe State	Advocacy visits to relevant stakeholders, MOWA, SSS, speaker, security agencies	March-April	Yobe team, MOWA, trained mediators	Logistics	MOWA, government
	Sensitization workshops to relevant stakeholders Religious leaders, traditional leaders, MOWA, MOE, community leaders, media	June – July 3-day training	Yobe team, MOWA, trained mediators	Funds	MOWA
	Step down training to relevant women groups, NGOs, CSOs, CBOs, youth groups on dialogue and mediation	September – October 5 days training for 120 participants in 3 phase	Yobe team, MOWA, trained mediators	Funds	Funds and training materials from WANEP, ECOWAS and FMOWASD

ANNEX 2: AGENDA



	Day 1	Day 2	Day 3	Day 4
Topics	Conflict theories and concepts	Conflict Analysis and Typologies of responses to conflict	Design and processes of Dialogue and Mediation	Skills and practice of Dialogue and mediation
08.30 – 09.00	Registration of participants	Recap of day 1	Recap of day 2	Recap of day 3

09.00 – 10.00	Official Opening Ceremony <ul style="list-style-type: none"> ➤ Introductory Remarks – ECOWAS ➤ Remarks and Presentation of Meeting Objectives - WANEP ➤ Goodwill Messages – UN Women, UNDP, ICPR and other Partners ➤ ECOWAS Declaration on the Chibok Girls ➤ Welcome Address – Commissioner, Social Affairs and Gender – <i>Dr. Fatimata Dia SOW</i> ➤ Key Note Address – <i>Minister of Women Affairs and Social Development, Nigeria – Honorable Hajia Zainab Maina, MFR, FCIA.</i> 	Conflict Analysis: <ul style="list-style-type: none"> - Why conflict analysis? - The importance of conflict analysis 	Mediation and Dialogue Models and Techniques	Code of conduct and ethics for Facilitative Mediation and Dialogue
10.00 – 10.30	Cocoa Break	Cocoa Break	Cocoa Break	Cocoa Break
10.30 – 11.30	Setting the Stage -Introductions -Program Overview -Expectations -House Rules Current Peace and Security Challenges in Nigeria – the place of dialogue and mediation	Tools for conflict analysis	Principles of dialogue Dialogue vs. Debate	Skills and attributes of a good Dialogue and Mediator Facilitator
11.30 – 12.30	Mapping conflict in North East (group work)	Application of Conflict analysis tools (group work)	Types and Principles of mediation	Dialogue and Mediation Role plays
12.30 – 14.00	Lunch	Lunch	Lunch	Lunch
14.00 – 16.00	Causes of conflict theories	Responses to conflict – typologies	Steps/Stages of Mediation and Dialogue	Dialogue and Mediation Role plays
16.00 – 16.15	Cocoa Break	Cocoa Break	Cocoa Break	Cocoa Break
16.15– 17.00	Application of Causes of Conflict Theories (group work)	Communication and active listening skills	Stakeholders Mapping for effective dialogue and mediation (group work)	Entry into the field and evaluation

ANNEX 3: LIST OF PARTICIPANTS

CAPACITY BUILDING FOR WOMEN IN NIGERIA ON DIALOGUE & MEDIATION – PHASE 1: NORTH EAST REGION

ECOWAS COMMISSION, ABUJA, NIGERIA, JANUARY 27 – 30, 2015

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