

## QUARTERLY/ FINAL REPORTING TEMPLATE

### 1. Project Information

Project Title	Peace and Community Cohesion (PaCC) Leadership and Conflict Management Skills Building for Peace Committees
Partner Organization	The National Transformational Leadership Institute, University of Juba
Reporting Period	From April to June
Budget	USD \$149,711

### 2. Achievement of project results during reporting period:

Please describe results towards key activities achieved in this reporting period, as well as **cumulatively**. Describe any problems faced, efforts to address those problems, and follow up actions required.

Please also describe activities undertaken in this reporting period, as well as cumulatively. *Please provide information on specific activities carried out (e.g. training, survey, workshop, etc.), date, venue, participants (including number of women and men), and topics/issues discussed.* Describe any problems faced, efforts to address those problems, and follow up actions required.

You may include a matrix tabulating progress against activities,

Activities	Activity Descriptions (e.g. date, venue, participants (including number of women and men), topics/issues discussed etc.)	Progress / Achievement / Results to date
1. Induction training for peace committee	The skills building training on leadership, gender-based violence and peace building for peace committees was held in South	The training imparted knowledge, skills and awareness on transformational leadership, conflict early warning and earlier response, conflict management and sexual and gender based violence.

members in Nyamlel	<p>Sudan Hotel in Nyamlel from the 24<sup>th</sup>-26<sup>th</sup> April 2018. It brought together 45 (6 F: 39M) participants from Gomjur East, Gomjur West and Gomjur Centre. Three County Commissioners from Greater Gomjur Community (GGC) attended the opening session. They welcomed the initiative and said it was vital to equip their communities with skills to identify and respond to erratic situation causing conflict and destabilization of Greater Gomjur.</p>	<p>Participants reviewed and identified gaps in their leadership roles as peace mobilisers. They also identified community based conflict early warning and response mechanisms which can be documented and distributed widely to increase community participation in peacebuilding.</p> <p>During training, it was found out that most conflicts in Nyamlel are a result of disputes over land/grazing areas, water points, name change of some Bomas/streets and internal and external border conflicts. Misunderstandings between sections of the communities occur during cattle migration in which there is creation of new chieftainship, cutting of timber trees without community approval, looting of properties, land grabbing and selling of other people's properties without their consent.</p> <p>Actors identified that can either trigger/influence conflict, restore peace or are survivors of the conflict include local authorities, community and government leaders/ politicians and intellectuals, women, youth, neighbors and immigrants particularly the Falata, Messeriya and other related tribes from Western Sudan.</p>
2. Induction training for Peace Committees members in Aweil	<p>The three days induction training was organized for joint border peace committees from Misseriya of Southern Kordofan in Sudan and Dinka Malual from Aweil North, West and Central State, and Aweil East. It took place from April 25<sup>th</sup> to 27<sup>th</sup> 2018 at Aweil Grand hotel in</p>	<p>The training enabled the participants to identify and analyse the root causes of conflict between Misseriya and Dinka Malual sharing the border; itemized the early warning and early response signs; and devised mechanisms for enhancing their roles as peace mobilisers. The credentials of peace committees, causes of SGBV and preventive measures were also explored and underlined.</p> <p>As a result, gender roles existing between the two</p>

	<p>Aweil town. The training brought together 40 (5 Females: 33 Males) members of peace committees from various backgrounds and experiences that include local government administrators, youth representatives, women's groups, faith based organizations, CSOs and traditional leaders/chiefs.</p>	<p>communities were earmarked, some of which would help to reach out more women as part of early warning officers. Participants admitted that SGBV is rampant and is a source of conflict which affects more women and girls compared to men and boys. Forced/early marriages endure because of poverty and a culture of paying high bride price/dowry, which compels young men without cows to kill or raid cattle from other communities. At the family level, factors contributing to conflict are Polygamy, negative perception and lack of respect for women's rights. Specifically, women continue to be treated as properties of their husbands and clan concerned due to high bride price. Not only does this culture dictates, increase illiteracy and violate their rights, but it also discourages women from pursuing their educational careers, participate in community activities or run for leadership positions. This too, undercuts their presence and participation in peace committees on equal basis with men.</p>
<p>3. Induction training for peace Committee members in Yei River State</p>	<p>Training took place at ECSS guest house, Yei River State from 10<sup>th</sup> to 12<sup>th</sup> May 2018. The three days training brought together 27 (7 females: 20 males) participants from diverse background and experiences. Most of the participants were illiterate with University degree, Diploma or high school levels.</p>	<p>The participants learned new and practical tools for leadership and conflict management. The training enabled the participants to build a team that will be networking and share information for peace advocacy and cohesion building purposes. They identified causes of conflict in Yei river as: Poverty, violation of women's rights, lack of impunity to the rule of law, absence of laws protecting women, youth peer pressure, Lack of compensation to those fought on Anyanya and 21<sup>st</sup> of struggle and tribalism. Others are unemployment, cultural clash between Yei residents and migrants, internal border demarcation, unemployment Cultural difference, Land</p>

		board demarcation at Boma/Payams/County levels and Cattle grazing on crops
4. Induction training for Youth from Bentiu POC	The Peace building training took place in Bentiu - Protection of Civilian (PoC) from the 5 <sup>th</sup> – 7 <sup>th</sup> May 2018. The training brought together 25 (6 female: 19 males) youth leaders from diverse backgrounds representing fourteen different organizations.	<p>The training created awareness, increased information and experience sharing among participants. Through networking youth will be able to cooperate and organise future peace dialogues and social programmes aimed at restoring unity and harmony in their respective communities.</p> <p>Some of the conflict early warning signs identified during training include: Absence of limited movement to the market or highways, presence of too much dust, angry people around/People appear around with bad tempers/attitude, Fox coming at night.</p> <p>Early response measures include word of mouth/alert neighborhood, report to the Community High Committees, Police, Government leaders/payam Administrators/ while others would report to their parents or church leaders.</p> <p>The youth group admitted that conflict affect more women than men as in most cases violence including rape and abduction is inflicted upon women and girls. There remains men without cows going to kill or raid cattle from other communities in order to pay dowry. To maintain the culture of peace, youth recommended increased awareness to more young people in the POC, Capacity building to the young generation/ schools and youth groups on peace education, teach children a culture of peace... <i>"I will preach the word of God to my children and to communities because conflict is a devil act.</i> A culture of peace presentations in schools,</p>

		Advocate about peace in the community through open events such as market and rallies.
5. Induction training for Youth from Bentiu town	training on skills building on leadership; Sexual Gender based violence and peace building for the youth Union and women in Bentiu town in Northern Lich State from the 5 <sup>th</sup> -7 <sup>th</sup> May 2018. The participants for the training were drawn from the different counties of Northern Lich State.	<p>The training created clarity on various leadership roles for peace committee members, identified gender issues in conflict affected environment, SGBV, roots causes of conflicts and the importance of community mobilization for peace and development in building social cohesion among the Nuer community.</p> <p>The youth specifically spelt out their roles in conflict resolution and peace building including peacemaking and practicing non-violent means of resolving conflicts, identification of negotiators and mediators and other related processes.</p> <p>The youth Union in Bentiu town expressed their sincere interest to re-unite with their counterpart in the POC and develop a joint initiative for managing conflict among the Nuer community.</p>
	10 days tailor-made training	<b>Progress / Achievement / Results to date</b>
6. 10 day training for peace committee members in Bor - Group 1	<p>10 days tailor-made training was conducted to impart skills for the Peace committee in leadership, Conflict Resolution, Peace Building and Sexual Gender Based Violence as well as economic empowerment</p> <p>Forty three (43) participants _ youth, women and men: Twelve (12) females and thirty one (31) males</p>	<p>The training created awareness, increased information and experience sharing among participants on leadership and peacebuilding. Concerns were raised about their neighbours from Boma state and the peace spoilers from Jonglei, who have not been reached with such skills. Skills on conflict management should target all conflicting parties to enable them come together on the same table. For peace to prevail in the region; Chief Deng, the Duk County Paramount chief appealed to UNDP to hold similar training in Boma, Lou Nuer</p>

	<p>who were all members of the peace committees their respective counties of Twich North and Duk from the former Jonglei state. The training was conducted from 7<sup>th</sup> to 16<sup>th</sup> May 2018 at LCB Hotel, in Bor Centre.</p>	<p>and Gawaar to enable their local leaders participate effectively in conflict management. Equally, the Nuer and Murle communities should obtain similar training before reconciliation process commences. This will help to bring two communities to share the knowledge and disarm those with guns.</p> <p>A chief asked the Governor to support the peace committee so as to train the communities at the grass roots.</p> <p>The governor was grateful to UNDP and the facilitators from NTLI for delivering the training at the grass root. The governor was optimistic that the trainees were already transformed and they should now go and transform others.</p>
<p>7. 10 day training for peace committee members in Bor - Group- 2</p>	<p>The training for Peace committee members took place at Ariop commercial centre in Bor from 7<sup>th</sup> - 17<sup>th</sup> June, 2018. A total of 29 (11 Female : 18Males ) representing women's groups, traditional leaders/chiefs, peace commission, local government administrators, youth and faith based organizations attended the training.</p> <p>At the closing ceremony, the Deputy Governor appreciated the UNDP and Peace commission for</p>	<p>The training was an eye opener and practical to most participants. It imparted skills on transformational leadership, identification of the root causes of conflict, peacebuilding mechanism, prevention and gender based violence and economic empowerment.</p> <p>Participants acknowledged that peace is a great value inscribed into their cultural norms and traditions; they also believe in co-existence and love for each other. Workshop recommendations include: - Building of Bor County Peace Centre - Training of youth leaders at all levels on transformational leadership, peace building and conflict management - create awareness in all institutions - Opening and supporting of adult education centres for traditional</p>

	organizing the training and expects more training of similar nature to be done in Bor	leaders and women group to reduce the rate of illiteracy among members of the peace committees and Construction of vocational training centre.
8. 10 day training for peace committee members in Nyamlel	The ten days training on transformational leadership, peace building and gender-based violence brought together the peace committee members who had attended the induction training in April. A total of 45 (6F: 39M) participants from Gomjur East, Gomjur West and Gomjur Centre attended the training from 28 <sup>th</sup> May to 8 <sup>th</sup> June 2018, which was took place at South Sudan Hotel in Nyamlel.	<p>The training enhanced participants' clarity on their roles as peace mobilisers and identified the gaps undermining their effectiveness. Some of these include inability to engage, participate and communicate about peace building initiatives. Based on that participants resolved that the minimum standards/qualities of peace committee members selected should be: a person residing and well known by Gomjur community who is also familiar with their internal and external border issues; should be committed to promote rights of his/her people, trustworthy and honest and with sound mind. While young people are encouraged to join the committees, it was stressed that they must be above 18 years old and have not been convicted for the last seven(7) years.</p> <p>The training deepened an understanding of the non-violent means of conflict resolution. This resulted into participants sharing how they have been using mediation, dialogue, reconciliation and forgiveness methods to restore peace in Greater Gomjur.</p> <p>Some of the factors contributing to conflicts are: limited movement to various places; violation of human right and local community norms including beating and rape of women; abuse of power and public resources; internal displacement, poverty, diseases and malnutrition. Others are imprisonment, misuse of resources by immigrants, changing of the original</p>

		and historical names of the places and creation of hatred among the conflicting parties/communities. They also identified community mechanisms for punishing perpetrators of violence. These include: excommunication, isolation or separation from the family and community, divorce, imprisonment or penalty, which are all painful.
9. 10 day training for peace committee members in Awerial	The training for peace committee members from Yirol and Awerial in Eastern Lakes State was conducted from 11 <sup>th</sup> to 20/6/2018 at Mingkaman. The training brought together a total of twenty five (25): Six (6) females and Nineteen (19) males.	The training was an eye opener to most participants who were elected as peace mobilisers but were uncertain about their roles. As leaders, they recognized that they have not been playing an active role in conflict prevention and response or take initiative in creating awareness on the underlying causes of conflict. The training transformed their mind sets and enabled them to identify the root causes of conflicts. These include: struggle over resources, hunger, rape of women/SGBV, overburden caused by extended families, in which women bear the double roles of caring, early marriages, cattle raiding and political wrangling. They identified community based approaches that can help to resolve conflict in Yirol and Awerial. These include: Organising exchange visits within and outside the country to learn how others have dealt with similar problems; Advocate for the government to provide security in the hot-spots areas where attacks happen and facilitate community disarmament for cattle keepers. Other issues earmarked were awareness creation to the community at large on peace building through dialogue, reconciliation and establishment of more community policing services among cattle keeping areas.
10. Ten (10) days	The training was conducted from	The training created awareness among participants on key



<p>training for peace committee members in Torit –Group 1</p>	<p>11<sup>th</sup> to 20<sup>th</sup> June 2018; It took place at Green Garden Hotel/Torit Guest house and brought together a total of 37 participants (23 male and 14 female) from four (4) Counties of Lafon, Lopa, Lopit West and Torit (Centre).</p> <p>The government appreciated the training, during the closing ceremony state adviser on security advisor, two county commissioners of Lopa and Lopit, Executive Director, in the peace and reconciliation commission attended. The representative of participants expressed their readiness and confidence to undertake peace building and conflict management in their respective counties. They also thanked the UNDP for funding and NTLI for delivering the activity</p>	<p>issues fueling conflict and equipped them with skills and knowledge on conflict prevention, alert and management. With poor leadership structures and mismanagement of public resources, numerous issues are manifesting that contribute to the following causes on-going conflicts among the four counties: cattle raiding, land grabbing, SGBV and harmful traditional practices as well as child and women abduction by the Murle community. Furthermore, poverty, prejudice, inequality and unemployment were also underlined as a source of conflict and insecurity, propelling the youth population to run to the bush for revenge, or attack traders and community.</p> <p>Participants recommended similar training be conducted for the peace committee members who missed out in this training. Planning and coordination should ensure children and child-minders are considered so as to increase women's participation during training.</p> <p>Through the state peace commission, UNDP should support the local peace committees with technical and financial resources in order to reach out to the remote and conflict affected areas.</p> <p>UNDP to consider arranging specific trainings for the traditional structures that include: chiefs, Likweri (elders) and Monyomijji (youth). This structure require some level capacity building to strengthen their activities and approaches in</p>
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		dealing with complex issues in order to meet the needs of the people (victims as well as dealing with offenders)
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### 3. Monitoring and Evaluation

*Very briefly describe the type of M&E activities (field visits, assessments, workshop evaluations and feedback, reviews, surveys, evaluations etc) undertaken and where possible the key outcomes of the M&E activity. Mention participants of the M&E activity.*

***Below are relevant quotes from training participants.***

The pre and post training evaluations were conducted in each training. Under pre/evaluation the need assessment were carried by UNDP and information submitted to NTLI for assessment and preparation of learning materials. Upon arrival to the field, participants' expectations were elicited and compiled to inform the training process. Throughout the training, recapitulation of the previous day were done and take home assignments given and presented in plenary to monitor the training delivery. At the end of training, monitoring tools were administered 1) participants action plans stating what they will do with the knowledge acquired and how they will report, 2) Overall end of the training evaluation, looking at the training organizing, logistics, facilitation, relevance of the topics and personal reflections. Each participants was asked to tick on the chart indicating level of personal satisfaction. Subsequently, the total number ticks were counted, tallied and scores established. Through this process the feedback from participants was clearly established that the training had challenged their current practices and transformed their mind sets in terms of being more sensitized and proactive in facilitating peacebuilding initiatives. Some participants testified as follows:

*. "I had been in leadership for almost 30 years as a chief, with all that experience, I thought I had all qualities of good leader, but I was amazed by the training as it challenged me to do more in my leadership in order to contribute to the transformation of my community". Duot Ajang Duot, Twic North, the Paramount chief and peace committee.*

*"SGBV is real happening in our areas. No one can deny it. One day I received information and rushed to the house of a certain lady and took her to the hospital. She is a big woman aged 45 years who lives in Awerial. She had gone to collect fire wood in the forest, when she met a young man that confronted her. After a serious fight, she managed to escape and returned home. At night, the same man went to her house and raped her several times until she could neither move nor do any work in the following day. After the hospital, I assisted*

*her to open a police case, and the perpetrator was arrested and charged of SGBV. Surprisingly, after a few days, the young man was found roaming in the streets of Mingkaman". Veronica Yar, a member of peace committee.*

*In another case, a man was arrested for rapping a nine month pregnant woman. The woman bled until she gave birth prematurely. "There is serious violation of women rights in our communities including rights for fair trials and impunity", Yar remarked.*

"We have learned a lot. We have learnt things we never knew before. The training is a life changing. We are going to change things that we use to do before that doesn't promote social cohesion amongst communities as leaders. We have learned our role as leaders to transform society we live in to make them peaceful and prosperous. Now, Mr. Governor, UNDP has done its part, we are looking forward to receive some support from the state government to ensure that we utilize the knowledge we have gained...We need you to support us with a vehicle for our peace committees to conduct peace caravan across the state and neighboring states to preach the gospel of peace and peaceful coexistence" - Amou – women Representative of Twic North and member of peace committee.

We were previously preaching war but now after this training, we will stop it because we have realized that we were killing ourselves. With this knowledge we will try our best to preach peace for prosperity to prevail in our community (Youth representation, Bor).

#### 4. Challenges/Issues

***Describe key challenges and/or successful approaches taken to address issues in implementing the programme***  
***Describe what you would do differently to address this challenge***

- **Different structures existing in the POC area.** There are no local government structures like other states/ i.e Boma, Payam and County. This implies that working with such community requires clarity, recognition and cooperation with the existing leadership structures. Suspicion, complaints and insecurity too, continue to exist. Specifically, those in Bentiu town tend to believe that they are less privileged than their brothers and sisters in the POC. This not only create tension, but it curbs the initiatives aimed at reconciling and bringing together the communities from POC and Town. Although, at the end of the two trainings the Youth Union requested UNDP to organize a joint training involving both groups as part of reconciliation, a training should be well organized to include activities that will stir up bonding and cohesion beyond the trainees as a

gateway to reconciliation. Football matches, music concerts and children entertainments or cinemas are examples of such events.

- Subsequently, a ToT should be organized to build a pool of trainers that will conduct transformational leadership training to the grassroots at all levels including the Payams and Bomas of other states where the PaCC project reaches.
- **Economic dependency:** Based on the discussion during the POC training, there seemed to be an acute dependency syndrome among the participants in terms of relying whole on the external support for their daily survival. This means the well commended training may not necessarily have an immediate benefits unless an economic empowerment is intergrated into their peace building initiatives.

## 5. Lessons Learned and Way forward

*Mention any lessons learned in the implementation of the programme (specific about context, why it is important and how it will affect future actions in the programme).*

- Timely planning, disbursement of funding and communication about participants profile, training needs assessment and experiences ahead of time is vital. Such information will enable the institute to plan well and make decision on the type of facilitators and materials that are context specific. Equally, follow up on the action plans and provision of backstopping support to participants, including resources to facilitate their movements to remote areas will be instrumental to ensuring that the program reach out and deliver the intended outputs. Without that, participants will remain with the knowledge without passing it on to other groups and therefore undercut the sustainability of the program.
- The time between induction and 10 days training and GBV should fall closely to ensure that participants do not forget what they have learnt from the earlier sessions
- Coaching and mentoring should be factored in the budget and programme. UNDP and NTLI should organize follow up events/trainings bringing all participants together to review the successes and challenges encountered in the course of implementation. This will help to devise more practical ways of supporting or encouraging other groups to reach out to more people. Bringing different groups across the country who have received similar training to share their experiences is another better option that can generate case studies and lessons learnt on community approaches. This is because such information will encourage changes and deconstruction of the fixed mind sets undermining the progress of peace and reconciliation. Moreover, it will impart the knowledge on how to peaceful co-exist with one another irrespective of their backgrounds.

- The Transformational leadership skills training is critical and much appreciated at this time as it unveils the underlying reasons preventing peace committee members and community leaders, from implementing their activities. It is also appreciated because of its relevance, timely contextually and employs methods and approaches that are user friendly allowing maximum participation. For example, although the traditional leaders are elected by their communities, most of them were not exercising their roles or taking initiatives in preventing and managing conflict to avoid interfering with the peace committee leadership.
- Training of more women and youth is critically important in managing conflict as they constitute the majority in the population. Participants informed that when women stand and speak, the community and elders take it seriously because they know that women have not been traditionally allowed or make efforts to speak in public arena. Even when they speak, they tend to be less politicized compared to men. The leadership training equipped them with knowledge, skills and tools that increase their audacity. For youth, such training is critical as it helps to realize their hidden potentials, energy and ability to advance and discourage them from being used to fuel conflict and die on the front line during fighting.
- The communities are willing and interested to learn and put in practice the various knowledge and skills acquired. Nonetheless, there is limited equipment to facilitate their communication and movement from one area to another. There remains pockets of inter-tribal conflict and insecurity in most parts of their communities. Provision of bicycles, mobile phones and solar powered radios would enhance communication in case of alerting in times of danger and responses to conflict.
- Women remain underrepresented in the various trainings conducted. A number of reasons were highlighted that include distance and family caring. Travelling for a long distance for many days and away from their families is not usually encouraged by most communities. This is particularly so for mothers who are still breastfeeding or those women with small children. Provision of baby care services including transporting the baby sitters to, and from and creating a space for such mothers who are potential leaders and community influencers will encourage them to participate in such trainings. Taking trainings closer to the communities through ToT will be the best option.
- Assessment of transport cost should be done participatorily with communities targeted to minimize complaints, dissatisfaction and distraction of the learning process.
- Peace Committees are eager to engage in income generating activities to increase interaction among communities and strengthening social cohesion
- State and local government structures are supportive of such training activities and some have requested similar trainings be extended to the senior management to be able to provide full support to the peace committees.

## 6. Risks and Mitigation Measures

Identify the different types of risks faced during implementation and include here. Look at all type of risks (environmental, financial, political, security, operational etc)	Describe the measures that were taken by the project / NGO/CSO/CBO to mitigate or avoid the negative impact of the risk on the achievement of project results.
Bringing together peace committees from different counties and context for training. For example, youth from Bentiu POC was risk. Within the group of participants there exist tension, anger and pain as a result of on-going conflict, war and displacement.	<ul style="list-style-type: none"> <li>• The two training were organized into two different venues POC and Bentiu Town to minimize the risk</li> <li>• The content and facilitation was specifically tailored to avoid mentioning sensitive issues especially those related to local government leadership structures and national dialogue</li> <li>• The participants were identified from their existing youth structures operating in the POC</li> <li>• Facilitators sent to Bentiu were impartial with knowledge and skills of managing people traumatized by conflict</li> <li>• The group include church leaders, community workers, women's representatives who could bring stories of restoring peace and harmony</li> <li>• Agencies responsible were available during the training to provide clarification on some issues like transport reimbursement, IOM encroaching the community area or biasness in the admission to POC or allocation of tents to some families.</li> </ul>
Non-recognition and cooperation of the local leadership structures	<p>UNDP and IOM approached the existing leadership structures, introduced the project and requested them to allow youth leaders to participate</p> <p>The training was done within POC compound (near their homes) to reduce fear and chances of attack from the other groups outside the POC.</p>

Limited participation of women	<p>Mainstreaming gender can take place without allocation of resources!</p> <p>Thus, UNDP should allocate the budget and identify the number of women with children under five coming to attend the training. consideration for children and child-minders during training will enhance women's participation.</p> <p>Budget for future training should include First Aid Kits for treating participants who fall sick during training.</p>
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**7. Photos: See below**

## Training events in photos:



Training for Peace Committee members in Yei



Training for Peace Committee members in Bentiu Town



Participant presenting gender issues in Aweril County



Training for Peace Committee members from Twich North and Duk





**Above:** Training for Peace Committee members from Aweil and South Kordofan, in Aweil town

**Below:** Dinka Malual and Misseriya pausing for a group photo at the end of the training



**Above:** Training for Peace Committee members from Torit, Lafon, Lopa and Lopit West Counties

**Below:** Bor group -1 participants in a group photo with their Governor during graduation







**Above:** facilitator using thread to form a cobweb while demonstrating the power of networking and information sharing among peace committee member.

**Below:** Participants engaged in group discussion and planning of activities



**Above:** Participants developing their action plan in Torit town

**Below:** Misseriya showing a photo of cattle migration during Plenary Discussion in Aweil

