

# ANNUAL REPORT 2018

*TO Promote a Culture of Peace; through Advocacy, Mediation and Capacity Building of Individuals, Communities and Institutions*



## **WELCOME MESSAGE FROM THE EXECUTIVE DIRECTOR**

Welcome to this overview of CECORE's work from January to December 2018.

*These records help us to realize the milestones covered, measure our successes and challenges, and use the gaps to design other programs appropriately.*

The report gives the account of the work that CECORE has carried out by either designing the projects or as a result of invitations for partnership or consultancies in the area of peace building.

CECORE has registered a number of successes thanks to a variety of factors including the profile of the organization, which has been steadily built over more than twenty years.

However, there are a few challenges—some of which being the limitations in raising timely and sufficient funds for the ever increasing demands from our constituencies. The other challenge is in ensuring the continuity of projects, given the standard funding cycles. To mitigate this, CECORE ensures that skills are built in a participatory way so that the beneficiaries have something to take home and move on with when the projects end.

All the successes have been made possible with the physical, moral and financial support from a wide range of partners that we have. Special thanks go to all the financial supporters.

Lastly, my sincere thanks go to all the staff at various levels for their dedication and hard work, in sometimes not-so-easy situations.

Thank you all!

Rose Othieno

## ABOUT CECORE

*Center for Conflict Resolution works to seek alternative and creative means of resolving and or transforming conflicts*

### WHO WE ARE

CECORE is a non-profit NGO registered with the NGO Registration Board in Uganda. CECORE works in Uganda, the Great Lakes Region and the Greater Horn of Africa in partnership with civil society organizations and governments. Our funding is through grants from governments, independent trusts and consultancy services.

Our work focuses on communities, women, children, youth, media, educators, community leaders, parliamentarians, government departments, former and active armed groups, international agencies and mediators.

We are members of several national networks and coalitions including the NGO Forum, Development Network of Indigenous Voluntary Associations (DENIVA), Human Rights Network Uganda (HURINET), Anti-Corruption Coalition Uganda (ACCU), and the Uganda Coalition on UNSCR 1325, among others.

CECORE also belongs to various international networks and coalitions that work in related thematic areas. Among these are: the Global Partnership for the Prevention of Armed Conflict (GPPAC), and the International Action Network on Small Arms (IANSA).

CECORE is governed by a Board of Directors, which is assisted by technical sub-committees of professional researchers, trainers, and people conversant with the law.

### OUR VISION

A prosperous society where peace and human dignity prevail.

### OUR MISSION

To promote a culture of peace through advocacy research, mediation and capacity building of individuals communities and institutions.

### OUR VALUES

- Respect for fundamental human rights; particularly the right to life, dignity, and freedom of expression and of association
- Assurance of equal opportunities for all persons irrespective of race, religion, age or gender **No table of figures entries found.**
- Appreciation of differing opinions
- Professional integrity, transparency and accountability
- Team work and collaboration

ACTIVITIES COVERED ARE AS FOLLOWS:

## STAFF AND MONTHLY MEETINGS

CECORE holds various meetings which include both staff and monthly meetings. The staff meetings take place every **Monday at 10:00am** at the Resource Center while the monthly meetings take place at **every end of month**. This involves the discussion of various activities done and those to be done with time to come.

Various Projects Where carried out and these included the;

- ❖ The AGEH Project
- ❖ The EU Project
- ❖ The GIZ Project which includes GIZ 1 and GIZ II
- ❖ GPPAC

## THE AGEH PROJECT.

This project begun with a meeting with the new CPS coordinator Mrs. Maria Ossola, thereafter, evaluation also began and this involved the CECORE staff and the Executive Director. The AGEH project also involved reach outs about awareness rising on land Rights in Kaboong District, meeting with Peace Ambassadors in Kaabong among others

## THE EU PROJECT. - “Amplifying Women’s Voices on Peace, Security and Justice in Karamoja”

The action entitled: “Amplifying Women’s voices on peace, security and justice in Karamoja” was being implemented in three Districts of Kaabong (Kaabong Town Council and Kalapata Sub County), Amudat (Karita Sub County) and Moroto (Rupa Sub County) with financial support from the European Union Delegation to Uganda.

The period started on 15<sup>th</sup> May 2018 to 15<sup>th</sup> May 2019. The lead action implementer was Center for Conflict Resolution (CECORE) and the Co-implementer was SAFERWORLD.

The overall objective of the project was *to contribute to the promotion of the rights of marginalized women and children for the realization of inclusive peace, security and justice in conflict affected communities in Karamoja sub region.*

## SUMMARY OF ACTIVITIES IMPLEMENTED SO FAR

### CONDUCTING PARTICIPATORY GENDER ANALYSIS OF CONFLICTS ON PEACE, SECURITY AND JUSTICE IN KARAMOJA 2018

The overall **Objective** of the study was to understand the perspectives of communities on how women and children’s voices contribute to issues of peace, justice and security. Conflict analysis was conducted in Kaabong Town Council, Kalapata, Karita and Rupa sub counties. A total of 250 respondents were met

during the activity and these included 120 women, 55 men and 75 children from all the 3 districts of Moroto, Kaabong and Amudat.

### ORGANISING MUSIC, DANCE AND DRAMA AWARENESS RAISING ON GENDER NORMS AND RIGHTS

The aim of formation of MDD groups was to sensitize the community and the other duty bearers to respect, protect and fulfill the rights of women and children for transformation in social and gender norms that cause violent conflict and frustrate the ability of women and youth to participate in leadership and decision making. It is important to note that songs, dance and drama are often used by communities in Karamoja to convey information, stories and lessons.

Therefore, the performances have allowed for the issues to be contextualized for the community members and provided them with an interactive and alternative approach to internalize community issues related to women marginalization. The activity involved the formation of 1 group of local Karimojong artists of 3 members (2 males and 1 female) and 4 MDD groups composed of 128 members (81 females and 47 males) and 3 local music artists.



*MDD members performing*



*Impoverished households due to lack of education (Drama)*

### FACILITATING COMMUNITY LEVEL TALKING CIRCLES TO DISCUSS LOCAL CONFLICTS, HUMAN RIGHTS ABUSES, FACTORS LIMITING WOMEN FROM THE FULL ENJOYMENT OF THEIR RIGHTS

The talking circles were organized as a form of community dialogue between the rights holders (community members) and the duty bearers (Lower level local government staff). The objectives of the talking circles were: To find key challenges women face in Karamoja Districts and to learn together better ways on conflict resolution mechanism

**The issue covered:** During the talking circles the participants were given chance to list all the challenges they had in the community in relation to peace, justice and security. The ranking was done and the following topics were discussed: Forced and early girl-child marriage, forced elopement/courtship rape, girl child education, women property rights, relations between the Dodoth and the Turkana, re-armament of the Karachuna, street children in Kaabong Town Council, alcoholism and FGM.



The members of St. Monica Women's group



Talking circles being used by St. Monica women's group during their annual meeting

### GPPAC PROJECT- Regional Steering Group Meeting and Advocacy Training

This activity was held from 10-12 September 2018 Centre for Conflict Resolution (CECORE), the new regional secretariat of GPPAC ECA based in Kampala, Uganda, organized a regional meeting that combined two activities:

- 2-day advocacy training from key experts in the area of advocacy: Leonie Abela, Stella Sabiiti, Queeneth Tawo (WANEP), and Laurie Mincieli.
- 1 day for the RSG meeting, convening 16 representatives of member organizations to share country specific experiences in conflict prevention and peacebuilding, further discuss the 2019 annual plan, deepen understanding of issues at a regional level and national level, and discuss a way forward on joint efforts. Patrick Bwire, the new RLO, did a fantastic job reaching out to past and new members from 16 countries in the region.

#### The 3-day meeting offered the opportunity to also:

- present the main findings of the desk review compiled by Luc Ansobi, the consultant hired to conduct this task (a priority set in the 2018 annual plan). Note: the participants reacted to the results and provided some feedback which will be integrated in the final desk review report.
- run a session on outcome harvesting and collect outcomes for the last 2 years to feed into the mid-term review.

The meeting was graced by Martin Owor – the Commissioner Disaster preparedness in the Office of the Prime Minister – Uganda as the Guest of Honour and Government representative. The Guest of honour thanked GPPAC for its tremendous work of supplementing governments across the region to fulfil their aspirations for peace and pledged full support from the Ministry.

The meeting welcomed representatives from 18 CSOs, from Uganda (2), Kenya (2 – including NPI, the former regional secretariat), Tanzania, Rwanda, Eritrea, Burundi, Sudan, South Sudan, Somalia, Somaliland, DRC (2), Congo Brazzaville, Central African Republic, Cameroon and Gabon. Other key partners during the training included representatives from WANEP and Norwegian Church Aid-Nairobi. The chairperson CECORE Board of Directors also attended.



### GIZ1 - CECORE-GIZ Mediation Course for Selected Interest Group Members from Teso and Karamoja

The ultimate aim of the mediation course was to help Interest Groups trainees enhance their values, skills, and resources to contribute to peaceful change particularly in land matters through mediation, both in their own lives, homesteads and in their work with communities, as political leaders, civil servants, religious leaders, peace advocates and development workers to be able to positively deal with land-related conflict situations with sensitivity.

The discussions in the course were based on the principles of experiential learning and respect for participants' knowledge.

The training built on existing knowledge by eliciting relevant information from the trainees about their experiences and contexts in terms of land or resource conflicts, and provided processes that encourage people to share, respect each other's' opinions and beliefs, and critically analyze their own experiences.

It recognizes people, their skills and their experiences as key resources, acknowledging that the discussions are therefore expected to bring new learning and new insights.

The overall goal of the activity was:

*'to create a pool of competent mediators in Teso and Karamoja who have a grounded understanding of mediation as an approach to non-violent conflict transformation as well as profound practical skills that enable them to plan, prepare and conduct mediation processes in (land) conflicts, and who actively contribute their knowledge and skills towards the effective implementation of IG strategies and mandates.'*

The Mediation Training Course had 3 (three) modules which were delivered to the Interest Groups trainees in 3 phases and at different locations and each module would be concluded with trainees' Take-home Assignment which would be marked by trainers and reflected upon in the next module. Each module took 4 days of training

#### **Module I - Soroti**

##### **Sessions;**

Confidence and community building, Relevant concepts related to peace and conflict, Responding to conflict, Conflict Analysis and Conflict Sensitivity in mediation, Conflict transformation, Introduction to Mediation, Communication in Mediation, Building self-awareness and reflection skills

## **Module II – Kotido**

### **Sessions;**

Presentation and reflection on take-home assignments

Reflection on take home assignments

Communication, Mediation, Mediation in practice, Styles of mediation, Principles of Mediation, Mediator’s role, Advantages and challenges of mediation, Challenges and relevant tips to the mediator in the mediation meeting, Mediation triangle, The Stages/Phases of Mediation, Barriers to successful mediation, Factors that contribute to or impede successful mediation/negotiation, Customary mediation and ADR mechanisms

## **Module III – Soroti**

### **Sessions**

Presentation and reflection on take-home assignments, Mediation in land and resource conflicts (variations of mediation), Exercise - The Adong and Opio land conflict story – version 2, Particularities of land and resource conflicts and how to address them in the mediation process, Other common challenges in land and resource mediation process, Common dilemmas in mediating land/resource conflicts, Checklist/ key elements in land conflict mediation, Self-Awareness, Integrated approaches, Designing interventions using cases addressed by the interest groups, Principles of non-violent communication

### **Backstopping Support**

Backstopping support to participants during their take-home assignments was be provided by both, the responsible GIZ-CPS Advisors on the one hand and the CECORE trainers on the other hand. This was being done either through email/telephone or face to face interaction after each training session, to ensure GIZ-CPS Advisors as well as participants/trainees have the opportunity to get in touch with the CECORE trainers for guidance and advice in case of questions or challenges, etc. relating to the take-home assignment.

### **Follow-up/coaching session – 2 days in Namalu**

A follow-up meeting session for two days was held a few months after the completion of the three training modules majorly to provide space to participants for exchanging experiences, discussing challenges and lessons learned and receiving coaching support from CECORE trainers.

### **GIZ 2- Capacity Enhancement in Land Conflict Mediation**

The project on “capacity enhancement in land conflict mediation” aimed at addressing land conflicts and promoting a harmonious relationship between landlords and tenants. It was implemented by CECORE from October 2018-june 2019 with financial support from GIZ (ILGU<sup>1</sup>) project. The interventions focused on private mailo land - whose conflicts have affected the parties in a rather a unique way. The project promotes mediation as often a more appropriate alternative to handling conflicts on private mailo land.

**The main Interventions under the project included training, accompaniment support and development of a training guide.**

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The project fast of all begun with an introduction meeting for the project partners. This involved representatives from CECORE, UCOBAC and GIZ the meeting was held on September, 28<sup>th</sup>, 2018 then later, there was a planning meeting between CECORE and UCOBAC on 12<sup>th</sup> October 2018 and the main objective here was to plan for the implementation of the project activities in Mubende and Mityana Districts.

## TRAINING IN LAND CONFLICT MEDIATION – MUBENDE

The training workshop on land conflict mediation in Mubende was held from 29<sup>th</sup> October- 1<sup>st</sup> November 2018 at Mubende Military Officer’s Mess Mubende Disatrick. The participants were representatives from the sub counties of Bukuya (6), Kigando (6), Nabingoola (6), Kasambya (7), DCDO (1) and UCOBAC staff (5). The representatives from sub counties, included members of Area Land Committees, Community Development Officers, Chairpersons LC III’s, and religious leaders. To strengthen the capacity of actors in land conflict mediation in Mubende district - with a specific focus on private mailo land. The training was designed to equip participants with mediation skills and to make them competent mediators (a pool of mediators) to deal with private mailo land conflicts in Mubende district. The training involved a total of 31 participants (7 female and 24 male).

The main modules of the training were; Confidence and Community Building , Understanding Peace, Conflict & Violence, Stages of conflict, Responding to conflict, Conflict Analysis, Conflict Sensitivity in mediation, Conflict Transformation, Introduction to Mediation, Alternative Dispute Resolution/mediation mechanisms and Styles of mediation. Others were; Principles of mediation, Characteristics/description of a mediator Stages/phases of mediation, Mediation in land setting – with a focus on Mailo land, Particularities of land conflict mediation in Mailo land, Communication in Mediation, Land conflict mediation with a legal leans, land conflicts mediation with a gender lens, and When mediation fails – other options.



*Patrick Bwiire facilitating the participants about mediation in land conflict in Mubende*

- 31 key actors in land conflict mediation were equipped with hands-on practical skills in land conflict mediation

## TRAINING IN LAND CONFLICT MEDIATION – MITYANA DISTRICT

The training workshop on Land Conflict Mediation in Mityana district was held from November 5-8, 2018 at Enro Hotel, Mityana District. The participants were representatives from the sub counties of Manyi (6), Malangala (6), Kikandwa (5) and Kiganda (5), DCDO (1), and UCOBAC (7) staff. The representatives from sub counties, included members of Area Land Committees, Community Development Officers, Chairpersons LC III's, religious leaders, and sub county mediation committee. The objective of the training was to strengthen the capacity of actors in land conflict mediation in Mityana district - with a specific focus on private mailo land

Like the case was in the training in Mubende, the training applied the same modules and was designed to equip participants with mediation skills and to make them competent mediators (a pool of mediators) to deal with private land conflicts in Mityana district. The training involved a total of 30 participants (7 female and 23 male).



*Lina Zedriga facilitating about land conflict mediation with a gender lense in Mityana*

### Immediate results:

- 30 key actors in land conflict mediation were equipped with hands-on practical skills in land conflict mediation
- The training facilitated the building of relationship and knowledge between the project and district – such as the DCDO office. This was enhanced by the full participation and discussions about the project with the DCDO throughout the training days.

The participants expressed that they had gained more confidence in conducting land conflict mediation in a more effective manner.

### Accompaniment support

Under the project, CECORE provided accompaniment support to the mediation committees in Mityana, Mubende and Kasanda. The accompaniment support focused on observing, identifying possible areas of improvement, providing advice-towards handling real cases/ situations in the field and ensuring that the mediation work is effective. CECORE provided tailor-make responses based on the specific cases being dealt with. The support involved provision of technical advice, and accompaniment visits to the field. Under this sub activity, CECORE carried out 4 accompaniment support visits - 2 in Mityana and 2 in Mubende/Kasanda. CECORE provided necessary corrective advice to the mediation team. As one of the

mediation committee members appreciated; *“As human beings we make errors and such observations and advice is so important for us to correct our mistakes and do our work better”.*

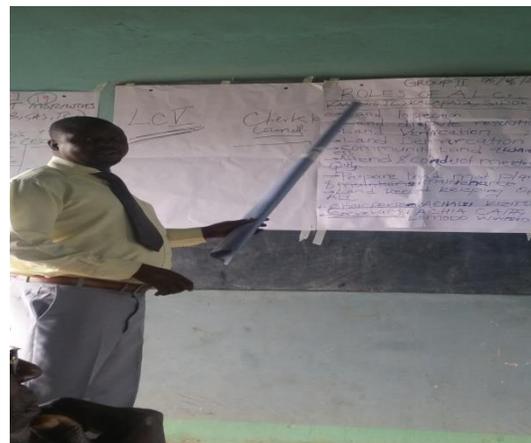


Some of the UCOBAC- Mityana staff while facilitating a mediation meeting.

### CAPACITY BUILDING/TRAININGS

Capacity building training of land management institutions in Karamoja region This training was carried out in Kaabong Town council, Karamoja The training combined Area Land Committees, Chairpersons of various communities, Representatives of various counties like Sidok and Kalapata and members of the District Land Board among others.

During the training, Mr. Richard Okello from UCOBAC trained the participants about the land tenure system in Uganda among others.



The photos above show how the training was conducted

## STRATEGIC PLAN MEETING

The Strategic Planning meeting took place at JPC II- Nsambya from the 16<sup>th</sup>- 18<sup>th</sup> May 2018. This meeting combined the Board of Directors and the CECORE staff all together with a host facilitator, Mr. Kasingye Africano as in the pictures below.



## HUMAN RESOURCE AND PROCEDURES MANUAL WORKSHOP

The Human resource and procedures manual Workshop was held at the CECORE Resource Center and was facilitated by **Mr. Patrick Ngolobe** from **AELS**. In his training, he briefed the CECORE fraternity about the key tenants of the Human Resource Policy, the Core human resource manual contents, the policy/ Set of guidelines among others –



*CECORE staff Pause with Mr. Ngolobe  
And the AELS trainees after the training*



*Mr. Ngolobe with-the staff at the  
Resource center*

## COMMUNICATIONS PLANNING WORKSHOP

The communications planning workshop was held at the CECORE Resource center and was facilitated by Ms. Maria Ossola- the AGEH CPS Advisor. The communications plan further involved the revision of all the company documents

## END OF YEAR - CECORE RETREAT

The end of year CECORE retreat took place on December 19<sup>th</sup>, 2018 at the resource center. Some of the activities within included the awarding of Gifts to both Rose (Executive Director-

CECORE) and Maria Ossola (AGEH CPS Coordinator) as a sign of appreciating them for their good work towards the CECORE family.

Finally, on the 20<sup>th</sup> December 2018, the CECORE family broke off for Christmas and New year holiday.