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THIRD QUARTERLY REPORT

April - June 2011

Program Name: Empowering Women's Leadership in Conflict Resolution

Funded by USAID



Mediator Vilma Quim, participating in a course on Women's Empowerment in Land Conflict Resolution

HOST COUNTRY CONTACT	HEADQUARTER CONTACT	PROJECT SUMMARY	
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ACRONYMS

AOP	Annual Operating Plan
APROBASANK	<i>Pro-Bienestar en Acción</i> Association
CMF	Community Mediation Facilitator
COCODE	Community Development Councils
COMUDE	Municipal Development Councils
DEMI	Public Defender's Office for Indigenous Women
EMA	Empowering Women's Leadership in Conflict Resolution
FONTIERRA	Land Fund
GTZ	German Agency for Technical Cooperation
JADE	Association of Jurists for Legal Development
ADR	Alternative Dispute Resolution
MARN	Ministry of the Environment and Natural Resources
MDP	Municipal Development Plan
MOW	Municipal Office for Women
MPO	Municipal Planning Office
MS	Mediation Specialists
OMM	Oficina Municipal de la Mujer (Municipal office for Gender)
PROCAR	Rural Training Program
RIC	Registry of Cadastral Information
SAA	Secretariat for Agrarian Affairs
SEGEPLAN	Presidential Planning Secretariat
SEPREM	Presidential Secretariat for Women
ToR	Terms of Reference
TT	Train the trainer approach

I. EXECUTIVE SUMMARY

Activities during the third quarter of the Empowering Women's Leadership in Conflict Resolution (referred to as EMA, by its acronym in Spanish), resulted in the following accomplishments:

- Eight women were trained and certified as mediators of land conflicts;
- A conflict mediation handbook, titled the "Basic handbook for equitable land conflict mediation in Alta Verapaz" was drafted by project members;
- Community facilitators were trained on alternative dispute resolution;
- A public awareness campaign on women's agrarian rights was launched, including radio public service announcements, and
- A variety of civil society organizations and governmental actors worked together to improve women's access to land and agrarian rights.

The project's training activities this quarter focused on empowering women and building their capacity to participate in public spaces at both the community and municipal levels. This training process is complemented and fortified by the public awareness campaign that reinforces themes on women's rights and conflict resolution.

The engagement and active participation of the Community Development Councils (COCODES) in the project lends additional strength to project activities, and allows active land conflicts to be brought to the attention of EMA mediators, allowing female mediators to attend to and help resolve these disputes.

The project coordinated with SEPREM (the Presidential Secretariat for Women), DEMI (the Public Defender's Office for Indigenous Women), and other key local actors to hold a municipal level workshop entitled "Incorporating Land Conflict Considerations into the Natural Resource, Land and Housing Pillars of the National Policy for the Promotion and Integral Development of Women". This workshop set the strategy to integrate the national policy for the promotion of gender integrated rural development together with the law of land use planning within the framework of Municipal Development Plans (MDP).

Main project activities scheduled for the next quarter are as follows: a) identify and prioritize land conflict cases; b) draft a strategy to address land conflicts, taking into account gender, and design of an information system for collection and analysis of data and result of project activities; c) follow up on public awareness campaigns that includes radio programs, posters and community murals; d) follow up on the awareness building process of key actors with events such as: training COCODES on equitable negotiation processes, talk shows with media and religious leaders, and meetings with youth from conflict areas; e) initiation of the first stage of a diploma course for representatives of local organizations on formulation and monitoring for gender equity in municipal agrarian policies; f) training of coordinators on international norms for women's rights, especially in the areas of agrarian issues and advocacy, to further assert women's rights in agrarian issues g) formulation of a strategy to create a system for the equitable management of municipal agrarian policies; h) continuation of the capacity building process for the local partner FUNDEMI regarding land conflict management; and i) continuation of training mediators on processes for regularizing state property cases facilitated by partner organizations.

II. Implementation Summary

Regional context:

The municipalities currently served by the EMA project displayed the following political, environmental and cultural dynamics this quarter:

- Political rallying for the upcoming elections is intensifying, and the population is beginning to take sides by joining different political parties and civic committees. This situation divides the population and has a significant impact on social relations. Municipal authorities and staff encourage and actively participate in rallying, thereby neglecting their responsibilities and tasks. The current political instability reaches as far as state officials, who fear that a change in administration could affect their continued employment as public officials. As a result, there is marked disinterest and a current lack of enthusiasm among public officials in participating in EMA activities.
- The economic crisis affecting communities has compelled them to turn to alternate survival strategies, such as reducing food expenditures and increasing their political demands for a solution to their current crisis through roadblocks and other demonstrations.
- Several community members were heavily involved in agricultural labor from April through June, and consequently participated less in the project's training sessions.
- Regarding land conflict issues, there is a lot of misinformation provided by institutions about procedures to legalize land tenure or resolve conflicts. As a result, the public is distrustful of the government as a result of previous deceptions and fees charged by public officers who mishandled their cases.

Implementation by Objectives

Objective 1	Indigenous women negotiate and mediate peaceful resolution of agrarian conflicts			
Geographical Areas	Fray Bartolomé de las Casas, Raxruhá, Chisec, and Cobán, Alta Verapaz			
Sub Sector:				
INDICATORS	BASE LINE	GOAL	PROGRESS (quarter)	PROGRESS (cumulative)
1.1. % of mediators applying gender inclusive approaches to ADR	7%	100%	-	-
1.2. % change in number of negotiated agreements reflecting gender considerations	16%** (6 agreements)	100% increase (no less than 12 agreements)	-	-
1.3.a Number of trained people in conflict mitigation and resolution skills	In progress	100%	12	12
1.3.b Number and percentage of women mediators	0%	8	8	8
1.3.c Number and % of agrarian conflicts mediated by indigenous women	0	20 cases	-	-
1.4.a % change in number of women's parties negotiating agreements on agrarian issues	0%	25%	-	-
1.4.b Number of people reached by advocacy campaigns for land conflict resolution.	In progress	5000	-	-

**Note: Note indicator 1.2, at 16%, instead of 23% reported the previous quarter. This change resulted from a review of the baseline study, which was in draft form at the time of the last report.

1. Eight EMA Project mediators were certified after participating in a 96-hour technical course entitled “***Equitable land conflict mediation as an alternative to reach peace***”, facilitated by the PROPAZ Foundation. The subjects addressed were: Conflict analysis and transformation, constructive communication, and conflict negotiation through mediation. Likewise, the manager and the two project coordinators were also certified (Indicator 1.3.b: 8 women mediators). This course was carried out in coordination with the Land Conflict Resolution in Guatemala project.
2. The Project prepared a “Basic handbook for equitable land conflict mediation in Alta Verapaz”, together with support from Joseph Bubman (Conflict mediation and negotiation consultant for Mercy Corps). The handbook was designed through a participatory process with the main actors working in land conflicts in Alta Verapaz. The handbook incorporates best practices in land conflict mediation as described by the Secretariat of Agrarian Affairs –SAA– and JADE. Furthermore, it provides useful tools and guidelines to systematically incorporate gender considerations in these processes (progress in indicator 1.1).
3. The Project held a training-of-trainers course on “LEARNING TO TRANSFORM SOCIAL CONFLICTS”. This 120 hour course was developed in coordination with PCON-GIZ and was provided to eight project mediators, two project coordinators, and two community leaders. The following subjects were covered: adult learning, government and society, political advocacy, methodological frameworks and approaches, conflict analysis tools, alternate dispute resolution, social conflict, and power resolutions (Indicator 1.3a 12). Additional workshops facilitated by Joseph Bubman were extremely useful in building the capacities of the mediator team through the following topics of: self-esteem, gender and land rights, participation for agrarian empowerment, and land conflict mediation (Indicator 1.3.a).
4. Four mediators were trained on preparing and performing radio advertising spots and programs. As a result of this training, the mediators have already started the production and broadcast of one radio program that discusses the subjects addressed during training sessions, such as self-esteem, gender and land rights. They are using various resources including skits, dialogues, interviews with female community members, and call-in radio shows (Indicator 1.4.b).
5. The project broadcasts a radio program called Cana Itzam (a sacred mountain for the Q’eqchi’ people, and the only one with a female name) every Friday from 9:00 to 10:00 a.m. on a local radio station. The expected audience includes 3,750 people from the communities served by the Project. Additionally, there is an average of 5 households that receive information from each leader trained by the project. (Indicator 1.4.b)
6. The EMA Project performed a participatory analysis of equity in land affairs, together with members of the COCODEs in the project area, the land commission, and the Community Negotiation and Mediation Facilitators – CNMF. During this event, the following issues contributing to land conflicts were identified: a) lack of institutional presence to provide timely assistance, b) lack of respect for property boundaries, c) lack of formal paperwork in land deals, d) disrespect amongst different communities, e) lack of access to land, f) unauthorized land tenants from other places, g) lack of community organization, h) slow land legalization processes, i) illiteracy of leaders, and j) community members who use their advantage to obtain financial gain during land acquisition and legalization processes. (Indicator 1.4.a).

During these events, it became evident that women’s participation in land issues has been significantly limited by the inherent *machismo* culture, local customs, cultural ideology, illiteracy and lack of access to authority spaces. Consequently, women’s participation in family or public

spheres is virtually absent, which almost eliminates their access to land tenure.

Objective 2	Agrarian policy making processes include greater participation of indigenous women leaders.			
Geographical Area	Fray Bartolomé de las Casas, Raxruhá, Chisec, and Cobán, Alta Verapaz			
Sub Sector:				
INDICATORS	BASE LINE	GOAL	PROGRESS (quarter)	PROGRESS (cumulative)
2.1. % change in the number of key actors in the region who understand the challenges and opportunities facing women in agrarian issues.	10%	75% increase		
2.2. % change in the number of women in decision-making roles in local, national or regional organizations participating in conflict prevention	0%	25% increase		
2.3. % change in number of municipalities adopting policies and procedures that integrate gender considerations	0%	50% increase		

1. The Project held an inter-municipal workshop entitled **“Incorporating land conflict considerations into the Natural Resources, Land and Housing Pillar of the National Policy for the Promotion and Integral Development of Women –PNPDIM– within the framework of Municipal Development Plans –MDP–”** developed jointly with the Presidential Secretariat for Women (SEPREM) and the Public Defender’s Office for Indigenous Women (DEMI) (Indicator 2.1). This workshop resulted in “integrated packet” which combined both the national Policy for the Promotion and Integral Development of Women and the laws on land use planning, which can be approved jointly by local government structures (eg., Municipalities).

Representatives from the SAA, RIC, MARN, MAGA, and SEGEPLAN- the organizations responsible for implementing the project’s agrarian policy activities, participated in the workshop. Furthermore, representatives from the following organizations also attended the workshop: ASEDE, Nuevos Horizontes, Mama Maquin, Pastoral Social, and staff from the Municipal Planning Offices and the Municipal Offices for Women (Indicator 2.1).

This event allowed the participants to become acquainted with policies, institutional responsibilities, and actions in the Municipal Development Plans. Some of the outcomes of this workshop were: a list of actions needed to foster the enforcement of women’s rights in land affairs at the municipal level, and the identification of strategic actions for the integration of gender policy in national agrarian laws to be promoted by the SEPREM-DEMI/ MERCY CORPS alliance in order ensure the implementation of an Equitable Municipal Agrarian Policy. (Indicators 2.1, 2.2 and 2.3).

2. Regarding compliance with Indicator 2, the project held two meetings with local women’s organizations, in which 10 women from the following organizations participated: ASEDE, *Pro Bienestar en Acción* Association (APROBASANK), and Mama Maquin. The participants

highlighted the need to develop a training and accompaniment process for public policy advocacy and monitoring of processes, to ensure the enforcement of an Equitable Municipal Agrarian Policy. (Indicator 2.2)

- Also under Indicator 2, the Project initiated a training process for Community Negotiation and Mediation Facilitators. Using the PROCAR methodology, 158 leaders from 82 communities were selected during community assemblies. Training sessions were held in 13 training centers, with the Project accompanying and supporting mediators in the first few carried out by the community facilitators (Indicator 2.2).

Table No 1: Participants in training events for women leaders of the EMA Project

Subject	# of PARTICIPANTS	MONTH
Self-esteem	133	April
Gender and Land Rights	107	May
Participation for women's agrarian empowerment	120	June

Source: Participants roster, EMA 2011

Objective #3		Best practices in increasing indigenous women's leadership in agrarian conflict resolution adopted.		
Geographical Area(s)		Fray Bartolomé de las Casas, Raxruhá, Chisec, and Cobán, Alta Verapaz		
Sub Sector:				
INDICATORS	BASE LINE	GOAL	PROGRESS (Quarter)	PROGRESS (Cumulative)
3.1. # of documents created and events held that distill and communicate best practices learned by EMA staff about women's inclusion in conflict mediation and agrarian dialogue	<i>Project conclusion</i>	100%	-	-
3.2 # of networks/organizations reporting application of best practices, lessons learned from project	<i>CM-Tierras Red Quiche Mesa Peten Land Comission of El Estor ASEDE MAMA MAQUIN Association Lachua Foundation Aproasank Nuevos Horizontes</i>	30%	-	-

Scheduled for year 2 of the project.

III. Inter-institutional Coordination

- The EMA Project inaugurated an office in the municipality of Chisec. This event provided the project an opportunity to be formally presented to local institutions and authorities. One of the

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main duties performed by this office is to act as a mediation center to handle land conflict cases from the municipalities of Cobán and Chisec.

- The Alliance with SEPREM and DEMI enables the Project to comply with Indicator 1 of Objective 2, since the mandate of these institutions is to foster women’s land rights. The alliance has also facilitated arrangements with FONTIERRA to further promote initiatives for women. Mercy Corps works with the alliance on the promotion of women’s issues in national policy, in which SEPREM has the power to ensure the compliance of women’s land rights and gender issues on other government ministries and structures, and helps the project to insert gender issues more effectively into agrarian policy, as well as support the compliance of the said policies.

IV. Beneficiaries

Target Beneficiaries	6000 radio programs	120 women leaders	8 mediators	20 cases	4 municipalities
Beneficiaries Reached	3750 ¹	120	8	0%	4

IV. MONITORING AND EVALUATION

The following project monitoring tools were designed and validated:

- a) Forms for monitoring training events, land conflicts, municipal policy implementation, and radio programs.
- b) During the trainings this quarter, various group techniques for gathering information were developed. These tools provide qualitative information on various subjects, such as: the differentiated weight in decision-making between men and women; men and women’s daily activities; and analysis of the community’s land conflict history. (This information is systematized in monthly reports).
- c) Constant field monitoring and mediator accompaniment has been performed by the Project manager, the Mercy Corps M&E specialist, and the coordinator of FUNDEMI.

Implementation challenges and risks:

- 1) Promoting women’s participation: One of the biggest challenges faced by the staff is maintaining regular attendance during Project training events. According to data collected during this quarter, attendance rates were 76%, and the 24% absenteeism rate was primarily due to family related reasons, health issues, the rainy season- which hinders women from going anywhere with their children-, lack of interest on behalf of the elected leaders, and planting season activities. In other cases, husbands did not give their wives permission to attend, and on occasion, government financial aid programs (*Mi Familia Progresá*) were taking place on the same day. In order to tackle this challenge, the project will make the necessary adjustments to the training schedule so that it is more compatible with the agricultural calendar, and will work on building awareness within the communities.

Strengthening the land commissions: COMUDE land commissions have yet to be fully consolidated since councilwomen are currently occupied with political rallying activities related

¹ Prediction based on the media survey performed at the beginning of the project. Actual numbers will be available after all the series of the radio program are complete.

to the upcoming elections and are not as engaged in the process as they should be. The Project will continue to work with a low profile and resume this activity during October, after the elections are over.

Lessons learned

1. Aligning and harmonizing international cooperation makes EMA Project actions feasible. The lesson learned is that it is necessary to foster joint work processes with the government, civil society and international donors. Concerted, harmonized cooperation will improve the attitude of public servants and make for smooth relations, as they come to the realization that they are in charge of implementing actions and that they have the support of international organizations in technical aspects.
2. Capitalize on experiences, methodologies, and best practices: Using the previous experience of Mercy Corps projects, the public sector, and other NGOs has enabled the EMA Project to identify best practices in a systematic manner, as well as ways of improve methods of consolidating and adapting methodologies to address land conflicts incorporating gender equity.
3. Engage the COCODES as key actors: The involvement of the COCODES, both at municipal and community levels, helps project actions become more feasible, as the COCODES are responsible for ensuring the compliance of policy implementation at the community level. By engaging the COCODES, the project is laying the proper groundwork, at both family and community levels, to obtain maximum women's participation.

Annex 1: Photos

1. EMA Training course for eight mediators on Gender, Land Rights, and Participation for Empowering Women's Leadership. April 2011





Children of mothers participating in the corner devoted to them during the training, allowing mother's to concentrate and fully participate in program events.

Course on developing radio programs, held for four mediators. May 2011



Workshop on the 7 Elements of Negotiation, provided by Joseph Bubman. June 2011



Closing ceremony for the 120-hour training-of-trainers diploma course on "LEARNING TO TRANSFORM SOCIAL CONFLICT", held for eight mediators, two project coordinators, and two community leaders. This event was held in coordination with the PCON-GIZ project. April-June 2011



A 96-hour diploma course on “Equitable Land Conflict Mediation, an Alternative for Peace”, facilitated by the PROPAZ Foundation and resulting in the certification of 11 people (eight mediators, two coordinators, and the project manager). May-June 2011.



Participants in a workshop on “Incorporating land conflict considerations into the Natural Resource, Land and Housing Pillars” of the National Policy for the Promotion and Integral Development of Women within the framework of Municipal Development Plans (MDP). June 2011

