



inmedio berlin
Biennial Report
2014–2015

Biennial Report 2014-2015

inmedio berlin – institute for mediation . consulting . development

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inmedio berlin and inmedio Frankfurt are members of the inmedio group

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Who we are

inmedio is a consultancy offering mediation services, professional mediation training and organisational development. It was founded in 1997. inmedio berlin has operated independently since 2011 and along with inmedio Frankfurt constitutes the inmedio group.

What we do

In cooperation with our local partners, we run mediation and dialogue projects in a number of countries in Asia, Africa and the post-Soviet region. We also support international actors and their projects through training, team-building and strategic policy advice.

What guides us

Our work is based on the belief that conflicts are an integral part of social transformation and can therefore be understood as an opportunity. A constructive way of dealing with conflict enables individual and social development. inmedio supports and empowers people, organisations and institutions to transform destructive ways of dealing with conflict into constructive ones.



'While careful analysis, technical expertise and architecture of process design remain the core instruments of our trade, the heartstone of our craft, the one that can hold the arc crossing the deep divides in our human family, must tap the wells of compassion, courage, humility and patience.'

John Paul Lederach in: *Letters to a Young Mediator*¹

In the context of peace and transformation processes as well as development cooperation, mediation and dialogue have been used in an increasingly systematic and professionalised manner in the recent years. It is widely acknowledged that official mediation and informal dialogue facilitation, national dialogues and local mediation structures and insider mediator networks have to be combined and well-coordinated on multiple levels of society (multi-track approach) in order to realise their full potential.

Since its foundation in 1997, inmedio has been working in different fields of mediation, conflict transformation and organisational development, including workplace mediation, business and community mediation as well as ethnopolitical conflicts and democratisation. This report covers our projects related to mediation and dialogue in peace and transformation processes.²

In our projects, we support local mediation structures and dialogue platforms, reconciliation and democratization in polarised societies and conflict-prone countries such as Egypt, Libya, Nepal and Ukraine. In the recent years, we have also supported our partners' projects in Ethiopia, Nigeria, South Caucasus and the Syrian-Turkish border region through training, teambuilding and consulting.

International teams working in countries with a legacy of large-scale violence and/or deep polarisation, often face repercussions of the conflict within their own team. Not only do team members have different relations to the conflict parties, they also have different cultural and professional backgrounds (i.e. expat/local; military/civilian). Internal tension sometimes happens to become more challenging than the work with the external partners. Through our teambuilding services we assist organisations to deal constructively with these challenges.

As a member of the Initiative for Mediation Support, Germany (IMSD), along with the Center for International Peace Missions (ZIF), the Berghof Foundation, the Berlin Center for Integrative Mediation (CSSP), the Center for Peacemediation of the European University Viadrina (cpm) Inmedio networks for a more systematic use of peace mediation in German foreign politics .

This report covers the years 2014 and 2015.

¹ Swisspeace & Swiss Federal Department of Foreign Affairs: *Letters to a Young Mediator*. A collection of 10 letters from some of the great mediators of our time. Bern, 2015.

² If you would like to learn more about our mediation and consulting services, professional one-year mediation courses, in-house training workshops, conflict management systems design, etc. please visit www.inmedio.de.

Azerbaijan/ Armenia:

Reflecting on Conflict narratives

Azerbaijan and Armenia have technically been at war for more than 25 years. A conflict over the enclave of Nagorno-Karabakh (which had officially belonged to the Azerbaijani Soviet Republic since 1923) from 1992 until a ceasefire in 1994 left more than 25,000 dead, with more than one million refugees, Nagorno-Karabakh governed by an Armenian-backed Administration and seven other provinces partially occupied by Armenian forces as a 'buffer zone'.

Despite ongoing mediation attempts by the OSCE Minsk Group, no peace agreement has been reached. The notion of a frozen conflict (often used by the international peacebuilding community) sounds somewhat cynical to people from the region because every year, soldiers die in occasional exchanges of fire or are killed by snipers. There has been a rise in the number of these incidents since 2014, with a flare-up of violence in the first few days of April 2016 resulting in some 200 deaths. Experts have been warning for years of the risk of an accidental escalation into a fully-fledged war.

Armenians and Azerbaijanis can only meet on social media or in third countries. Only the older generation remembers the time when people of both groups lived together peacefully in Baku or Yerevan.

Meeting with groups from the other country still poses a challenge for the younger generation, some of whom don't tell their families for fear of being ostracised.

Since 2009, inmedio berlin has cooperated with the Catholic University of Applied Sciences of North Rhine-Westphalia (KatHo) in a project funded by the Conflict Prevention in South Caucasus programme of the German Academic Exchange Service (DAAD). Eight conflict resolution workshops have taken place since then and brought together Armenian and Azerbaijani young people, university lecturers and NGO representatives in Berlin or Tbilisi (Georgia). They were complemented by various 'separate' workshops in Baku and Yerevan.

During the 2014 Berlin meeting, there were some particularly moving moments when we used the sha:re storytelling approach with the group. The participants shared very personal experiences from their childhoods or more recent events that gave an insight into how each of them had been affected by and suffered as a consequence of the conflict. This brought all of them closer together on an emotional level, created mutual understanding and helped to dismantle stereotypes. A guided tour at the House of the Wannsee Conference was eye-opening for many participants because for them it demonstrated a totally new culture of memorization of a country's own past wrongdoings.

While the 2014 workshop focused on individual narratives, in 2015 we concentrated on collective narratives, using the conflict in Ukraine as an example of how they evolve and can be challenged. The discourses about massacres that took place in the 1980s and early 1990s, which permeate the Armenian and the Azerbaijani mainstream narratives, were analysed in terms of how they are influenced by the media, how they impact on the individuals' lives, how understanding the other side's discourse can make a difference and how positive narratives of 'the other' from the past are defocused in current discourses.





Despite no progress on the political situation, we can observe that in the groups that meet in the context of this programme, communication is improving year by year and relationships are growing and have even become stronger after the recent escalation in April 2016.

In the framework of the DAAD programme, the workshops will continue in 2016 in Berlin, Baku and Yerevan. Additionally, KatHo and inmedio will carry out a project designed to support the implementation of the new Armenian mediation law.

Contact: Professor Georg Albers (KatHo), Dirk Splinter

Egypt:

Gender Equality - Human Rights - Democracy. Empowerment and Networking for Female Politicians and Representatives of Civil Society



We started our engagement in Egypt in 2012 with a project in cooperation with the El Sadat Association. This joint project was funded by the German Federal Foreign Office and the Institute for Foreign Cultural Relations (ifa)/zivik and aimed to promote the exchange of knowledge between representatives of various Egyptian political parties and parliamentary staff with German experts from NGOs, think tanks and the Bundestag and with former Members of Parliament. Topics such as parliamentary budget control, election observation, work of parliamentary committees, etc. were discussed. In addition, in order to support the participation of women in political life, a series of coaching workshops for female politicians and parliamentary candidates was conducted. This happened in an already highly polarised political situation, ahead of the referendum about the constitution, which was pushed through by the Mursi Government in a rush. Since the politicians in our workshops represented the full political spectrum, we faced heated debates. Inter-party dialogue and cooperation became a central issue. The series of workshops greatly increased trust on a personal level and led to the establishment of an informal support network. Communication/facilitation skills and positive examples of cross-party cooperation, shared by German female politicians, were seen as helpful in this context.



After the parliamentary elections had been postponed more than once, we had the opportunity to continue this line of work in 2014 and 2015. In 2014, inmedio convened two workshops to support female politicians, which were funded by the German Federal Foreign Office (AA) and conducted in close cooperation with the El Sadat Association (Cairo) and Marion Boeker – Consultancy on Human Rights and Gender Issues (Berlin). They were accompanied by two workshops for male politicians on the need for men to support gender equality.

Unfortunately, the new election law, which was printed just as the workshops took place, gives

most seats in Parliament to independent candidates (not candidates from the political party lists), which lowered the chances for female party members to actually get elected.

In 2015, along with Marion Boeker Consult we organised a study tour for female politicians to Berlin. They visited the German Federal Foreign Office, the Bundestag and various institutions that are involved in promoting human rights and gender equality. Furthermore, a three-day mediation and negotiation training workshop with Judith Large and Ljubjana Wuestehube took place at inmedio's premises.

Since the overthrow of the Mursi Government and the repressive measures against the Muslim Brotherhood, the Freedom and Justice Party and parts of the liberal opposition and youth movements, it has become increasingly difficult for Egyptian actors to engage in inclusive dialogue. While it was still possible to envision a common agenda for our participants and partners in 2014, it became more difficult in 2015. The study tour coincided with Egyptian President Al-Sisi's state visit to Berlin. Norbert Lammert, the President of the Bundestag, declined to meet the Egyptian President because no parliament had yet been elected in June 2016. This triggered another heavily polarised debate in our group. During a meeting with Mr Lammert, some group members loyal to the current regime fiercely criticised him for misreading the Egyptian government's struggle 'against terrorism' while others asked the German government for a more outspoken stance on democracy deficits in Egypt.¹ Fortunately, we had the opportunity to jointly analyse this type of discourse in the subsequent sessions. Despite their political differences, most of the women saw this as empowerment and inspiration to keep channels of communication open and use whatever space was



available – although very limited – for open dialogue across political divides. This remains a very important task although the political situation is currently not conducive to dialogue.

Contact: Ljubjana Wuestehube

¹ For more information about the study tour, we invite you to listen to the radio documentary: http://www.inmedio.de/papers/Frauenpower_aus_Aegypten_rbb.mp3

Libya:

Strengthening Women as Peace Agents

In 2014, inmedio implemented the project 'Strengthening women as peace agents', which was supported by the Institute for Foreign Cultural Relations (ifa/zivik) with funding from the German Federal Foreign Office. It was necessary to make radical changes to the original project concept following the serious escalation and violent clashes that started in July 2014 and made it impossible to work inside Libya. Our Project Manager had to leave Tripoli, along with most of the emerging peace-oriented NGOs and international agencies, which found a temporary base in either Tunis or Cairo.

In cooperation with three Libyan women's NGOs, we hosted two workshops in Tunis and Cairo in October and December 2014. Despite the difficult situation, our partners managed to engage with civil society actors, human rights and youth activists, former militia members, academics and parliamentarians, who made the journey from inside Libya. The workshop's aim was to strengthen their motivation and ability to promote dialogue. In the conflict between the internationally recognised Parliament based in Tobruk (House of Representatives – HoR) and the old Parliament elected in 2012 (General National Congress – GNC), based in Tripoli, which was dominated by Islamists and still considered itself to be the legitimate one, it was a first step for outsiders to reach these civil society actors, who generally supported the HoR, and discuss with them the need to reach 'the other side'. Even for moderate Libyan actors, it was very challenging to step into the shoes of supporters of the GNC – yet this was a precondition for effective dialogue. Through joint conflict analysis, focusing on the overall conflict as well as on the problem of disarmament of local militias, and simulations, it was possible to reach a better understanding. Participants concluded that civil society can play a key role in accessing to 'hard-to-reach' actors.

Networking was another core topic, because it was obvious that Libyan civil society faced major challenges. In a highly volatile situation, NGOs that had just emerged were confronted with the need for cooperation while structurally competing for the same funds – against the background of a culture of mistrust, which had developed in decades of dictatorship and was perpetuated in a violent environment. Given this situation, we found that supporting just a few women NGOs is not in line with a do-no-harm approach because it carries a high risk of unintentionally fuelling competition in the emerging NGO sector. So instead, we advocated for careful and inclusive networking. Organisations such as UN Women with offices in Tunis made great efforts in that regard.



Although the UN Special Representative managed to mediate an agreement for a national unity government in December 2015, the consent of the two parliaments is very weak and implementation of the agreement is extremely fragile. Thus, from our perspective, broadening public support for the agreement and enhancing the parliamentarians' capacity for cooperation – which was urgently requested by parliamentarians – and civil society's willingness for dialogue remains a crucial task.

Contact: Ljubjana Wuestehube



Nepal:

Supporting the Reintegration of Former Maoist Combatants through Mediation, Dialogue and Storytelling



After ten years of armed conflict between Maoist insurgents and the Nepalese Army, a peace agreement was signed in 2006. Some 15,000 Maoist combatants were assembled in so-called cantonments as part of the agreement. It took until 2012 for a deal on the reintegration of the combatants to be reached. Most of them settled in groups of up to 200 in communities near the cantonments.

inmedio had been working in Nepal since 2010 and was involved in early 2011 in preliminary discussions with the Swiss Agency for Development and Cooperation (SDC) and the German development agency GIZ, anticipating conflicts between former combatants and their host communities and envisioning structures for conflict resolution. On this basis, GIZ decided to implement a project to train a group of ex-combatants and longstanding representatives of their new communities as mediators and dialogue facilitators. The underlying idea was that only teams of mediators from both groups (known as insider-partial mediators) would be seen as trustworthy by all sides. In the course of these training sessions, the sha:re concept for dialogue was co-developed with the group. The sharing of painful memories (usually related to the time of the insurgency) in small dialogue groups with regular meetings is at the core of this approach ('From shared narratives ...'). Listening to the suffering of the other side creates better mutual understanding and renewed trust. This often paves the way for joint activities that promote development in the community, social harmony and conflict prevention ('... to joint responsibility – sha:re').

After the training sessions were completed in April 2013 and the group members had mediated in more than 50 conflicts and conducted some 20 dialogue groups, it was decided to further develop their capacity. Training for trainers was therefore held in April 2014, which was conducted by inmedio. Furthermore, a documentary about a dialogue camp which had been facilitated by the group was made by inmedio on behalf of GIZ. It was first presented in Kathmandu in April 2014 in the presence of repre-

representatives of the Nepalese Ministry of Peace and Reconstruction, the German Embassy, BMZ and the Federal Foreign Office.

In October 2014, we conducted a strategy planning workshop, where the group decided to set up independent NGOs in their four districts (Kailali, Chitwan, Saptari and Surkhet) and create an informal network of the new 'sha:re-centres for mediation and dialogue facilitation'.

We are happy that we had the opportunity to further support this group and their new NGOs in 2015 within the framework of a new project set up in cooperation with Culture for Peace (Berlin) and funded by the German Institute for Cultural Foreign Relations (ifa/zivik) from the German Federal Foreign Office budget. The kick-off workshop in Kathmandu ended just a few days before the devastating earthquake in April 2015. Although shocked and distressed, none of the group members was physically injured. They had already returned to their districts, which were less severely affected. Some undertook volunteer relief work in the immediate aftermath of the earthquake, for which we were able to provide modest support.¹

The sha:re centres decided fairly quickly to revert to their original lines of work and managed to conduct a four-day dialogue with up to 50 participants in each of their districts. They also set up 12 dialogue groups, which worked for a longer period of time in the remaining months of 2015.

A new constitution – hotly debated since 2006 – was rushed through by the main political parties in September 2015. Protests by ethnic groups which felt marginalised in that process erupted into violent clashes, causing the deaths of around 50 protesters and police officers. This fostered discussion in the sha:re centres on how to include topics such as ethnic marginalisation and federalism in their dialogues.



Within the project framework, Culture for Peace and inmedio organised a round table discussion with relevant German and Swiss actors at the German Federal Foreign Office in December 2015. Focusing on 'Dialogue Perspectives in Nepal', this was an opportunity to reflect on how best to react in the current political situation.

The project will continue in 2016.

Contact: *Dirk Splinter.*

¹ We would like to express our thanks once again to all the trainees and workshop participants from Germany and Switzerland who contributed.

Nigeria: Governance and Dialogue

In 2013, we welcomed the first group of Nigerian leaders, among them representatives of local government authorities, for a mediation training workshop in Berlin. Our collaboration with the Nigerian NGO National Peace Summit Group, its founding organisation, the Centre for Sustainable Development and Education in Africa (CSDEA) and the Berlin open space cooperative (boscop) eG then continued in 2014 and 2015 as part of a programme called 'Governance and Dialogue'. The objective of this programme is to empower governmental, traditional and religious authorities for better leadership through good

governance practice and dialogue in addition to military and police action to fight terrorism and violent intolerance.

The vision of the CSDEA and the NPSG is to propose and promote new and creative approaches towards ensuring sustainable development by encouraging and supporting sustainable peacebuilding and economic growth. They advocate for transformational policies that will lead to holistic and lasting peace through community outreach, capacity development, dialogue and research while building



partnerships with various stakeholders in society. Engaging in a proper dialogue with stakeholders, the local community and citizens in general, regardless of their ethnic, religious and economic background, is seen as an essential part of every initiative to reduce the support for radical movements and violence against women and members of various minorities.

The training workshops in 2014 and 2015 faced a great many difficulties because of the political situation and travel restrictions. After several planned workshops in Berlin had to be cancelled at very short notice, a coming together of a small and highly diverse group of key persons from government, traditional authorities, education and faith communities, both Christian and Islamic, was organised in Dubai with Theophilus Ekpon, the National Coordinator of NPSG, and Juliane Ade (*boscop/inmedio*) as experts.

Nigeria is Africa's most populous country with more than 500 individual languages of which nine are recognised as official or national languages. The former British colony is one of the world's largest oil producers, but few Nigerians, including those in oil-producing areas, have benefited. The government faces the growing challenge of preventing the country from breaking apart along ethnic and religious lines. Very large numbers of people have died over the past few years in communal attacks led by the Islamic State-aligned Boko Haram. Separatist aspirations have also been growing and the imposition of Islamic law in several northern states has embedded divisions and caused thousands of Christians to flee. On the other hand, the almost peaceful transfer of power with the presidential election in 2015, when an opposition candidate won against an incumbent president for the first time, offers hope of strengthened governance working against corruption and reversing the spread of Boko Haram.

The atmosphere at the Dubai Workshop, away from daily work routine, supported an openly distanced view on what was going on at home. The group's

discussion switched back and forth from very personal matters to local attacks and military clashes. Since all of the participants find themselves in at least a dual role – as an authority of some kind and facilitator of a process – reflection on the different roles of a third party (mediator, conciliator, arbitrator) and how to deal with the situations and expectations of people involved was one of the vital issues in all the training workshops. In that context, the idea of co-mediation with an outside mediator and traditional mediators working together to guarantee and benefit from multipartiality and also from the knowledge and trust only traditional leaders can contribute, was discussed. Further workshops are planned for 2016 and 2017. Training on dialogue and peacebuilding in Nigeria, led by members of the NPSG, and other networking and follow-up activities are continuing.

Contact: Juliana Ade, Willibald Water

Syria/Turkey:

Setting Up Local Mediation Structures for Conflicts between Refugees and Host Communities

Turkey is hosting between 1.5 and 2 million Syrians. In some border provinces, Syrians outnumber the local population, stretching housing, school and health service capacities to the limit. The growing numbers have already overwhelmed existing structures and diminished the capacity to deal with the needs of both the local population and refugees. As wages go down and prices go up, tensions have arisen over the use and distribution of the limited resources. The project, which was funded by the Institute for Cultural Foreign Relations (ifa) and implemented by DVV International, its Turkish partner Support to Life (STL) and inmedio berlin, aimed to strengthen the role of local actors in jointly addressing emerging tensions. In the course of the project, which started in 2013, NGO community workers and formal and informal community leaders were linked to each other in three districts of Turkey's south-eastern Hatay province and were trained and supervised in non-directive mediation by Ulrike Pusch and Willibald Walter.

The project gave us the opportunity to carry out basic mediation training for Syrian and Turkish actors who

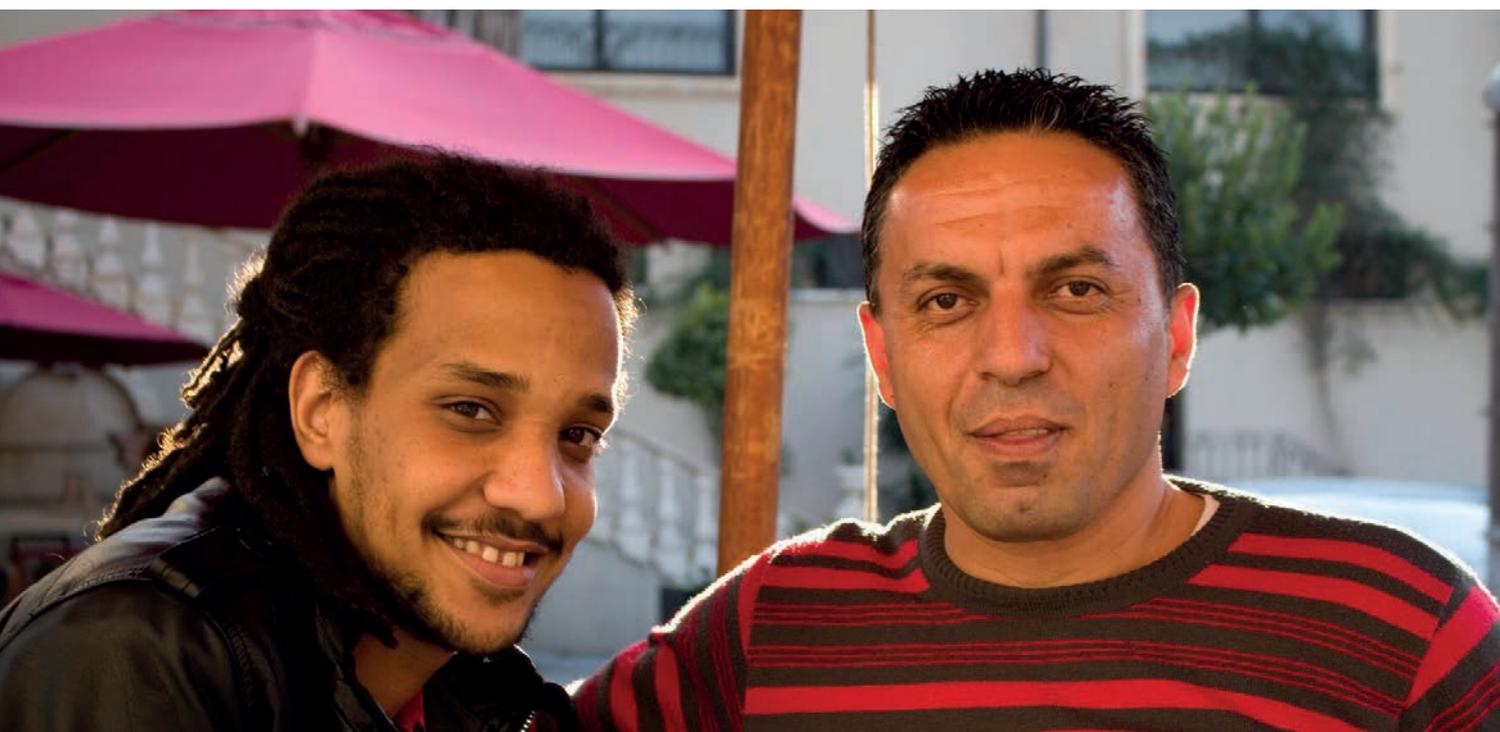
are either working with refugees or have to deal with problems caused by the refugee situation at the local level. The training included working with representatives of local communities, Syrian refugees and staff members of NGOs involved.

In 2014, the project continued with advanced training to assist Syrian and host community workers in better coping with the challenge they face as a result of the Syrian refugee crisis.

With the workshop being simultaneously translated into three languages (Arabic, Turkish and English), we had to face an extra challenge as trainers.

In 2015, the group of mediators worked independently and planned to have meetings on their own in order to share their experiences. A 'train the trainer' project was also planned in order to strengthen the emerging network of mediators.

Contact: Ulrike Pusch, Willibald Walter



Turkey/Armenia:

'Acting Together' – Preparation for a Joint Road Trip for Armenian and Turkish Young People

inmedio berlin has supported dialogue projects in Turkey run by the Swiss Academy for Development and DVV International since 2006. One hundred years after the events of 1915, Armenians are still seeking recognition of the genocide by Turkey, while many Turkish initiatives promoting a dialogue-oriented approach face fierce resistance within their society.

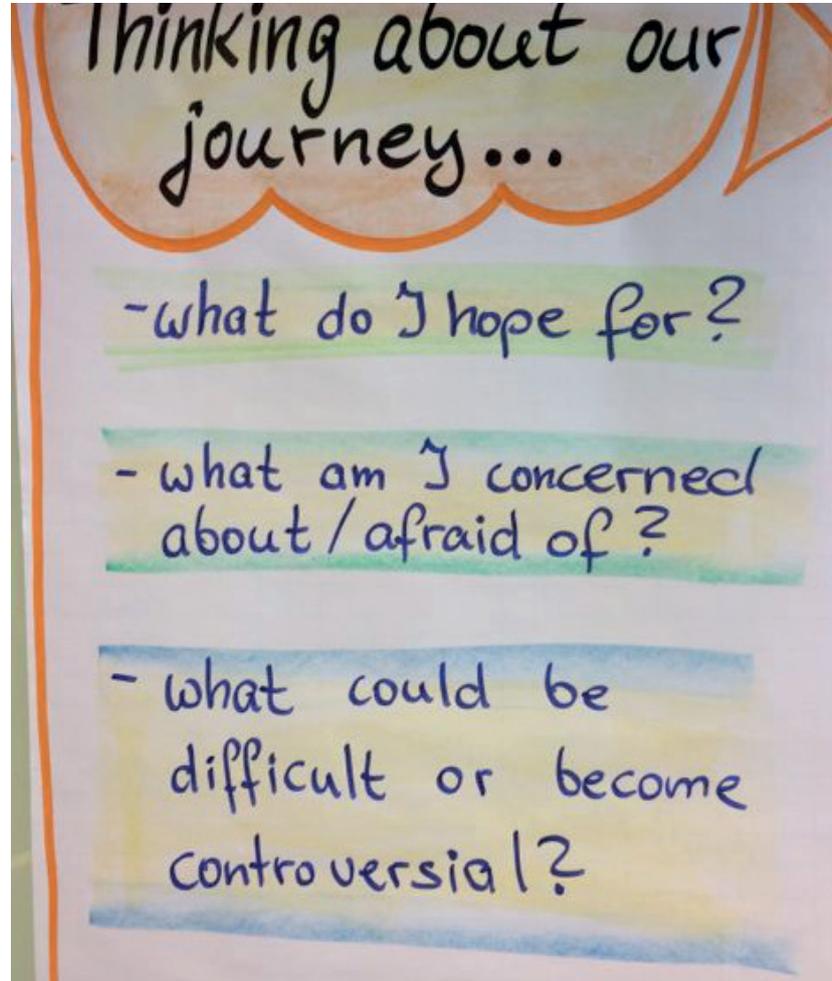
In 2015, another part of our work in Turkey and Armenia was initiated: 'Acting Together' (Preparation and Evaluation) – a dialogue project in the form of a road trip through Turkey and Armenia.

A century after the genocide, the project 'Acting Together' aims to build bridges between the peoples of Turkey and Armenia through adult education, journalism, oral history and art. Twenty young people and two writers from Armenia and Turkey took part in a joint road trip, retracing the routes of survivors fleeing to Eastern Armenia in 1915. The students formed two groups, which concentrated either on conducting oral history interviews or on working on a Road Magazine.

'Acting Together' is a joint initiative by DVV International and its partners in Armenia and Turkey. It is funded by the German Federal Foreign Office.

Ulrike Push, DVV International's project manager, and Willibald Walter (inmedio berlin) prepared the Armenian and Turkish group separately in Yerevan and Istanbul. The workshops helped the participants to create a deeper understanding of their own and others' perspectives. They also provided easy-to-remember communication tools and conflict transformation techniques in order to address difficulties, misunderstandings or emerging conflicts in a constructive way.

Due to the political and security situation in Turkey, which changed dramatically in the second half of



2015, the project could not be conducted as planned. So far, only the part of the road trip in Armenia has taken place.

In July 2016, there will be a final workshop for this project in order to gather and deepen the results and lessons learned. If the security situation allows, this workshop will be conducted in Istanbul. There are also plans to expand and finalise the Road Magazine.

Contact: Ulrike Pusch, Willibald Walter

Ukraine:

The Common House – Supporting Dialogue across Political Divides in Odessa

In Odessa, inmedio berlin has supported local actors who promote dialogue and mediation since 2014. The project is implemented jointly by the Berlin Center for integrative Mediation (CSSP), the Center for Peace Mediation at Viadrina University (cpm) and inmedio. It is funded by the German Federal Foreign Office.

Odessa embodies the Ukrainian conflict in one city. The population has been polarised since the end of 2013. The political camps are often labelled as pro-Maidan versus anti-Maidan, pro-European versus pro-Russian or pro-unity versus pro-federalism. Shaken by the annexation of Crimea, the violence in Eastern Ukraine and the tragic events of 2 May 2014, when some 50 people died in a fire in a trade union building after violent street clashes between the opposing camps of protesters, the city of Odessa is struggling to maintain its tradition of peaceful coexistence of different political, religious and ethnic groups.

Our project attempts to support several groups of local mediators, psychologists and activists in reaching out to political opponents and in creating an inclusive network of dialogue agents that promotes a constructive way of dealing with the tensions in the city and beyond.

A first workshop held in Odessa in December involved mediators from the Odessa Regional Mediation

Group, social workers from the Protestant Church of Odessa, and psychologists from volunteer networks who provide counselling for internally displaced persons from Donbass and for families of the victims of 2 May. The participants met, developed conflict analyses and had room to exchange professional experiences and collect ideas about the contribution that mediation, dialogue and trauma work can make in order to improve the tense situation and consider how interventions should be prepared.

A major challenge identified was to reach out to the so-called anti-Maidan camp. This was partly because anti-Maidan actors mistrusted dialogue initiatives, which were seen as meaningless or, in effect, against them. In addition, some of those actors stayed in hiding, afraid of being criminalised – a concern that was triggered by summary arrests, government calls for the people to report 'grassroots terrorism' and the ban on the Communist Party, among other measures. In addition, there was a tendency even among moderates to engage in dialogue only with 'pro-Ukrainian' forces, which was time and again interpreted in a very restrictive way. The moderates also found themselves under pressure from right-wing nationalists.

Nevertheless, through a number of bilateral consultations, the three German partners were able to



successfully support the actors from Odessa in reaching out to different individuals and organisations in order to set up a more inclusive group. This was seen as a precondition for conducting effective dialogue activities that involve the opposing camps. Following the concept of insider-partial mediators, dialogue facilitators – even if they are seen to lean to one side or the other – can bridge the gap if they manage to cooperate and serve as role models despite their different political backgrounds.

This poses a major challenge for the group of mediators in dealing constructively with their own differences. Two workshops in Ukraine and one in Berlin in autumn/winter 2015 were conducted in order to support the emerging inclusive group of dialogue supporters with conflict analysis, strategic planning, facilitation skills and trust-building. This was accompanied by a research component which provided a conflict analysis through a number of semi-structured interviews with a broad range of stakeholders.

Sharing individual biographical stories of events that shaped the person's political beliefs was a crucial step in bringing the group together. 'What we learned here is the skill of joint weeping,' as one participant put it. It became clear how different events influenced the group members, such as experiencing the violence at Maidan in Kiev in February 2014, working with volunteers from the front in Eastern Ukraine, being a soldier back in the 1980s in Afghanistan, facing repression from Communists or for being a Communist, facing resentment as an IPD for being seen as a traitor, feelings of loss after the breakdown of the Soviet Union, etc.

At the meeting in Berlin in December 2015, the group gave itself the name 'Civil Initiative Space for Dialogue' (it sounds more elegant in Russian, which is still the predominant language in Odessa) and agreed on informal rules as a basis for its work. Since then, the group has held a number of informal



meeting and conducted various dialogue activities in Odessa. In medio, cpm and CSSP will continue their support in 2016.

Contact: Dirk Splinter

IMSD:

Initiative Mediation Support Germany

Since 2013 the Center for International Peace Operations (ZIF), the Berghof Foundation, the Berlin Center for Integrative Mediation (CSIP), the Center for Peace Mediation at European University Viadrina (cpm) and inmedio berlin have cooperated as an informal network aiming to support more systematic use of peace mediation in German foreign policy.

Regular exchanges between the IMSD, the Federal Foreign Office and the German Bundestag, specifically its Subcommittee on Civilian Crisis Prevention, have been established. In November 2014, the Foreign Office and the IMSD co-organised the first mediation conference on 'Germany as mediator'. Some 100 experts met at the Foreign Office and discussed experiences, challenges and potential roles of German actors in the field of peace mediation. The need to coordinate with multilateral actors such as the UN, EU and OSCE was emphasised, as was the need for a multi-track approach that links official peace/political negotiations with civil society dialogue and local mediation structures.

In 2015, four factsheets on mediation and dialogue, to be distributed to the German embassies, were authored by the IMSD, a World Café on Germany's



Potential in Peace Mediation was held at the annual ambassadors' conference, and a meeting of some 40 international experts on conflict analysis and mediation entry points took place.

In addition to mediation training for diplomats, another jointly organised conference will take place in 2016. Against the background of Germany's OSCE Chairmanship, the conference will focus on the OSCE as mediator.

More information is available here: www.peace-mediation-germany.

With a broader focus than just mediation, inmedio berlin as a member of the Platform for Peaceful Conflict Management advocates for a mainstreaming of conflict sensitivity in German policy-making.



100 Years After:

Mediation and Deescalation Attempts on the Eve of the First World War

Summer 2014 marked the centenary of the First World War. inmedio berlin's contribution to the commemoration of this event was a day-to-day chronicle presented on our Facebook page from 1 June until 4 August, which not only traced the escalation of the July crisis from 1914 but also highlighted the various deescalation and mediation efforts – some of which had a good chance of succeeding. Against the background of the current crises in particular, this is still a textbook example of how parties stumble into war by perceiving their own actions as purely defensive (and not as threats to others) and others' actions only as threats (and not self-defence) – and by sidelining dissenting voices. The chronicle is available online.¹

¹ <http://www.inmedio.de/papers/Splinter%20zwischen%20Kriegslust%20und%20Besonnenheit.pdf>. If you are interested in an English version, please contact us.



Multitrack Peace Mediation Course

In cooperation with the Berghof Foundation and CSSP, the third round of our joint Multitrack Peace Mediation Course ended in June 2014. The fourth round ran from June to December 2015 in Berlin. The course consists of three five-day modules. It is designed for people working in the field of peace-building or development and combines training in micro/communication skills with macro/strategic skills and conflict analysis. We are happy and proud that many alumni continue to use these skills as staff members of multilateral organisations or donor agencies involved in mediation processes or as heads

of (I)NGO-run mediation/dialogue/reconciliation programmes.

The sixth round of the course will start in October 2016. The trainers will be Ljubjana Wuestehube, Dirk Splinter, Christoph Luettmann (CSSP) and Norbert Ropers. Due to other commitments, the Berghof Foundation will not co-convene the course as an institutional partner this time. The course is not subsidised. However, we offer two grants which cover the course fees (excluding travel costs) for partners from the Global South.

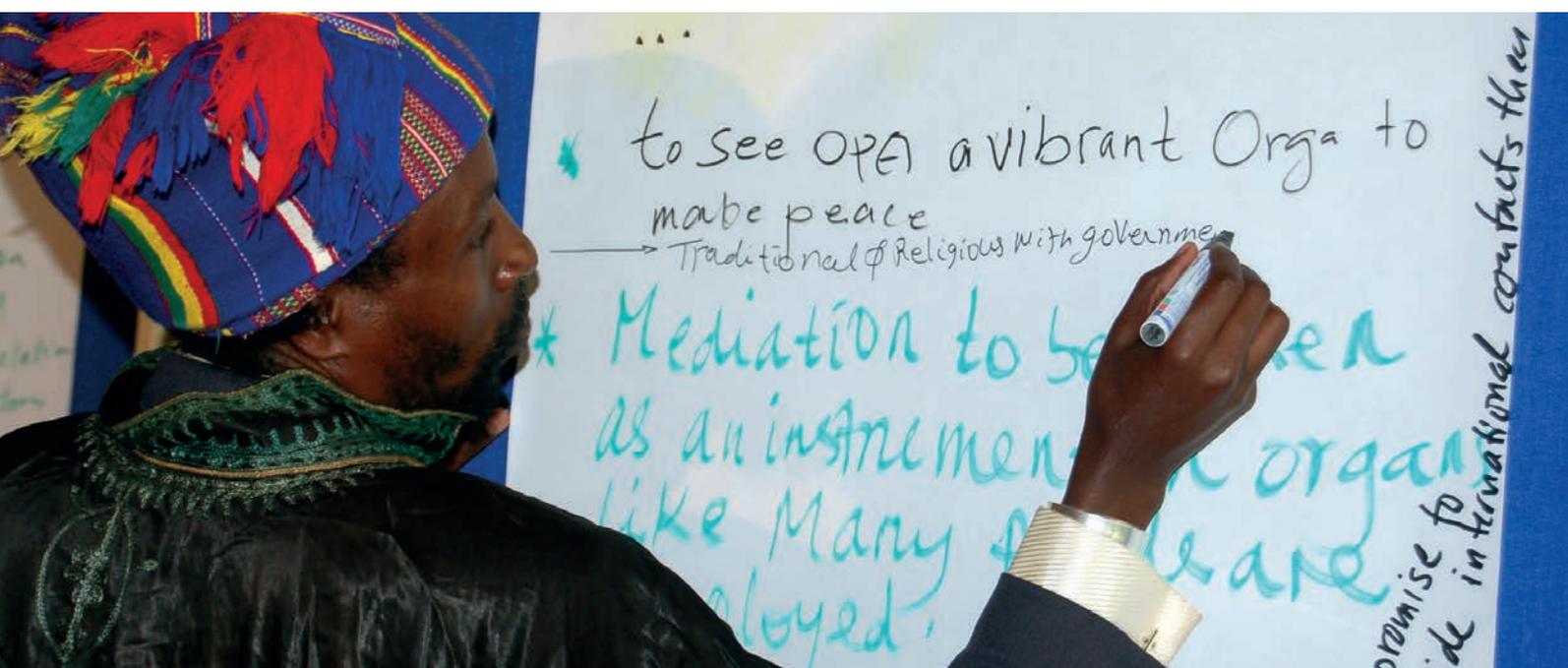
Inhouse trainings and other assignments

In addition to various teambuilding workshops, individual coaching and consultations with organisations and institutions involved in peace processes governed by strict confidentiality, inmedio carried out in-house mediation training for the European Monitoring Mission in Georgia in late 2014, held a presentation at a joint learning workshop on the track 1.5 dialogue of Sri Lanka's One Text Initiative and the Nepal Transition to Peace Institute (NTTPI) organised by the Swiss Embassy in Kathmandu, and supported the Exchange Program on Regional Integration for East Asia and Europe (EPRIE 2014), by introducing the sha:re approach to dialogue.

inmedio was active in Ethiopia between 2009 and 2013. On behalf of the Civil Peace Service (CPS) implemented by GIZ, we conducted a comprehensive 16-day mediation course for CPS's Ethiopian partners (NGOs, the Church, media, governmental institutions,

traditional elders), provided training for trainers and ran workshops on institutionalising mediation. Although inmedio did not carry out any activities in the reporting period, we are pleased that the Civil Peace Service CPS/GIZ Ethiopia is continuing to provide support for the network of mediators that emerged from the training. The mediators conducted various mediation training events in recent years and use mediation in their institutions/communities. The Amharic version of the training manual 'Shimgelina under the shade – merging Ethiopian wise counsel mediation and facilitative mediation'¹, which was developed by the Ethiopian mediators' network with CSP/GIZ and inmedio berlin and co-published by the Ethiopian House of Federations, was launched in October 2014. A networking workshop was conducted in late 2015 in order to plan future activities.

¹Download in Amharic or English: <https://www.ziviler-friedensdienst.org/de/publikation/shimgelina-merging-ethiopian-wise-counsel-mediation-and-facilitative-mediation>; see also: <https://www.youtube.com/watch?v=xfXO5O7fu04>



4. Mediation and Conflict Management Services in German-speaking Countries

Although this report is about our international activities in the context of peace and transformation processes we'd like to briefly highlight some of our services and projects in German speaking countries.

Professional mediation qualifications

In the period 2014 to 2015, we started and completed full-scale 200 hr professional training programmes in accordance with the standards of the German Federal Mediation Association (Bundesverband Mediation – BM) in Jena, Berlin, Martinfeld/Thuringia and Bamberg. Since 1997, inmedio has conducted more than 60 mediation training courses, leading to formal

qualifications, in Germany and Switzerland.

Furthermore, all inmedio partners have continued their regular teaching on mediation courses run by the University of St. Gallen and the Universities of Applied Sciences in Bern, Northwestern Switzerland, Lucerne, Fribourg and Erfurt.

Mediation and refugees

Like many others, we have observed the development of the refugee crises during 2014 and 2015 with growing concern and continue to seek ways for mediation to make a difference.

In October 2015, inmedio berlin organised a World Café Workshop on 'Refugees and Migration – which role can mediation play?' in Jena, hosted by Network Mediation. 28 people from Jena, Berlin, Frankfurt and Turkey discussed the opportunities and challenges resulting from the current political and social situation.

Since late 2015, we have provided supervision and consulting for Caritas Berlin, working with/for refugees at the State Office of Health and Welfare (LaGeSo).

In late 2015 and early 2016, we provided training on intercultural mediation for migrants who work as culture and language translators. Commissioned by VHS Lüneburg, an adult education college, the four training modules aimed to help them become more confident in dealing with conflicts, especially when different cultural backgrounds are involved.

We have designed a strategy for projects to support integration and social participation through dialogue and mediation, complemented by storytelling, peer mediation and trauma work/management. The idea for this is based on our work in the 1990s with refugees from Bosnia-Herzegovina, Croatia, Serbia and Kosovo. It will be published in *Perspective Mediation* 2/2016 as well as in a special edition of *Spektrum der Mediation* (issue 62).

In 2016, we will offer a three-module training course for professionals and volunteers on refugee support. It will focus on topics such as structural and intercultural aspects of conflict management, de-escalating conflict interventions, dialogue, peer mediation and storytelling.

As a pro bono activity, we plan to conduct a workshop for unaccompanied child refugees at an assisted living project run by Alep e.V. in Berlin-Neukoelln. The workshop will focus on group dynamics, diversity and changes of perspective.

Prevention of sexual violence/ Designing protection strategies

Alongside numerous training workshops and seminars on the prevention of sexual violence against children and other at-risk persons, inmedio advises organisations on designing and implementing protection strategies. For some years now, Holger Specht has been consulting with organisations which deal with cases or accusations of sexual violence, counselling affected persons and confronting alleged perpetrators. In cooperation with Iris Hoelling, we offer a training module, focusing on the potential for mediation in cases of sexual violence in organisations, in Eschwege. We also provide advanced training on structural prevention at Jugendburg Ludwigstein, a young persons' education centre, which started in September 2015.



Designing in-house conflict management systems

The design of in-house conflict management systems has been an important line of our work for more than 10 years. To be able to give our clients the system most suited to their own organisational culture, structure and staffing arrangements, we apply a systemic approach and make use of Friedrich Glasl's models of organisational development and Integral Theory. In 2014, Holger Specht and

Willibald Walter conducted a 13-day training course for in-house mediators at the Federal Environment Agency (Umweltbundesamt), supported the implementation and integration of this new function into the overall conflict management system and at a later stage conducted the evaluation of the system and provided follow-up training for in-house mediators.

5. Publications/Resources in 2014/2015

Federal Foreign Office & Initiative Mediation Support in Germany (IMSD): Identifying Mediation Entry Points. Expert Meeting Report, October 2015

Jyotshna Shresta: Conflict and Dialogue Mapping Report for Chitwan, Surkhet, Kailali, Saptari. Sha:re Centers for Mediation and Dialogue Facilitation/ Inmedio berlin/Culture for Peace, 2015

Dirk Splinter/Ljubjana Wuestehube: Systemische Denkweisen in der Friedensmediation oder: Wie fängt man ein Huhn? In: Perspektive Mediation, 2/2015

Federal Foreign Office & Initiative Mediation Support in Germany (IMSD): Germany as Mediator. Peace Mediation and Mediation Support in German foreign policy. Conference report, May 2015

Dirk Splinter/Ljubjana Wuestehube: From shared truths to joint responsibility (SHA:RE): Combining story-telling, dialogue and mediation as a means of trust-building within or between divided societies. In: KOREA Forum Special No. 2, Vol. 23, 2014

Dirk Splinter: Zwischen Kriegslust und Besonnenheit - Mediationsinitiativen und Deeskalationsversuche in der Julikrise 1914

Dirk Splinter/ Christoph Lüttmann: Friedensmediation organisiert sich. Ein Überblick zu Institutionalisierung und wachsenden Strukturen. In: Konfliktdynamik, 4/2014

Dirk Splinter/Ljubjana Wuestehube: From shared truths to joint responsibility. In: Perspektive Mediation, 2/2014

GIZ/Support of Measures to Strengthen the Peace Process (STTP) in Cooperation with inmedio berlin: From Shared Truths to Joint Responsibility; 15 Min. documentary about the dialogue project in Nepal, 2014. Available on YouTube

6. Our Partners

Auswaertiges Amt, Berlin
Berghof Foundation, Berlin
boscop eG – berlin open space cooperative
Brot für die Welt/Dienste in Übersee
Caritas Switzerland
Catholic University of Applied Sciences of North Rhine-Westphalia
Center of Sustainable Development and Education in Africa, Nigeria
Civil Peace Service (ZFD) Nepal
Civil Society Institute, Yerevan
cpm - Center for Peace Mediation, Berlin/Frankfurt (Oder)
CSSP – Berlin Center for Integrative Mediation
culture for peace, Berlin
DVV International – Institute for International Cooperation of the German Adult Education Association, DVV
El Sadat Association for Development and Social Welfare, Cairo

EPRIE 2015 (Exchange Program on Regional Integration for East Asia and Europe)
European Monitoring Mission, Georgia
Free Communications Organization, Tripoli
GIZ, German International Cooperation, Kathmandu
Humanitarian Research Public Union, Baku
Institut für Auslandsbeziehungen (ifa), Förderprogramm zivik, Berlin/Stuttgart
Libyan Women's Forum, Tripoli/Cairo
Marion Boeker – Consultancy on Human Rights and Gender Issues
Nigerian Peace Summit Group
Odessa Regional Mediation Group, Ukraine
SDC, Swiss Development Service, Berne
Sha:re-Centers for Mediation and Dialogue Facilitation, Nepal
Swiss Embassy, Kathmandu
VLW – The Voice of Libyan Women, Tripolis
Zentrum für internationale Friedenseinsätze (ZIF), Berlin

Project funders:



Auswärtiges Amt



Institut für
Auslandsbeziehungen

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Inmedio berlin is a private partnership under German civil law (Gesellschaft bürgerlichen Rechts – GbR),

co-directed by its four partners Holger Specht, Dirk Splinter, Willibald Walter and Ljubjana Wuestehube, with the partners being liable with their full private assets. When receiving public funds or contracting with other organisations for their publicly funded projects, we are bound by the same regulations as non-profit organisations.

