



# UNPBF-SWYPP for Your RIGHTS Conflict & Gender Sensitivity Analysis Report



*IRC Somalia Peacebuilding & Governance Team with IRC HQ Governance Technical Advisor at the Gender & Conflict Sensitivity Workshop in Mogadishu.*

**Location: Grand Café Mogadishu - Somalia**

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## **1.Introduction**

This report presents the outcomes of a comprehensive three-day long conflict and gender sensitivity analysis workshop conducted at the Grand Café Hotel in Mogadishu, Somalia. The workshop aimed to deepen the understanding of conflict dynamics within four districts (Barawe, Baidoa, Karaan and Howlwadag) that are targeted under a new IRC-led project funded by the United Nations Peacebuilding Fund (UNPBF) called Somalia Women and Youth Peacebuilding Project for Your Rights, Inclusive Governance, Harmony, Trust and Social Cohesion in Southwest State and Banadir (SWYPP For Your RIGHTS). The workshop engaged community members, local authorities, and representatives from local and international non-governmental organizations (L/INGOs). The analysis delved into conflict and gender sensitivity profiles, and underlying causes of conflict to inform context-specific peacebuilding strategies.

The three-day workshop for conflict-sensitivity and gender analysis was completed successfully. The target groups were community members, including people with disabilities, young women and men, and minorities, as well as local authorities, traditional leaders, clan leaders, project consortium members, LNGOs, and INGOs. Target communities were divided based on their vulnerability and interests.

The workshop discussed protection issues, ways of addressing violence and adherence to Do-No-Harm (DNH) principles. This included discussions on gender and diversity, addressing discrimination, and understanding people's different needs, risks and capacities.

Integrating DNH across programs is crucial in fragile contexts like Somalia and remains a high priority for program staff and local authorities. Focus group discussions on DNH principles were held with a wide range of participants to ensure programming under SWYPP is informed by ideas and views from all relevant perspectives. This included participants with disabilities who shared their needs, constraints, and ways to provide support to the project outcomes. Additionally, women's groups provided substantial contributions and highlighted the need for their inclusion in decision-making and peacebuilding structures.

During the workshop, women and youth representatives provided key perspectives on local conflict dynamics, highlighting key drivers of conflict and ways in which their inclusion can mitigate the risks of these dynamics.

## **2. Objectives of the Workshop**

The objectives of this conflict and gender sensitivity analysis workshop were:

- Understand the conflict and gender dynamics in conflict-affected communities targeted by the peacebuilding interventions under SWYPP.

- Understand the risks within target locations that affect the implementation of the project as well as wider peacebuilding efforts that are ongoing.
- Strengthen participants' operational understanding and application of conflict & gender sensitivity under the project.

### 3. Stakeholder Engagement and Analysis

The stakeholder analysis was conducted for Hawlwadaag and Karan districts of Banadir region, as well as Barawe and Baidoa districts of Southwest State to provide a better understanding of the complex conflict dynamics and identify strategic approaches for sustainable peace and development. The engagement process involved a diverse group of stakeholders who played pivotal roles across various sectors.

#### 3.1 Stakeholder List

Below is a summary of the key stakeholders identified in the analysis:

- **Local Authorities**
  - District Commissioners
  - Deputy District Commissioners
  - Directors of Social Affairs
  - Police Commanders
  - Ward Administrators
- **Community Members/Groups**
  - People with Disabilities Group Leaders
  - IDPs (Internally Displaced Persons)
  - Clan Elders
  - Religious Leaders
  - Peace Committees
  - Musicians, Poets, and Bands
  - Business Community Members
  - Academic Elites
  - Street Artists
  - Women's Group Leaders
  - Youth Group Leaders
- **UN/INGOs**
  - NGOs (IRC, Save the Children, NRC, DBG)

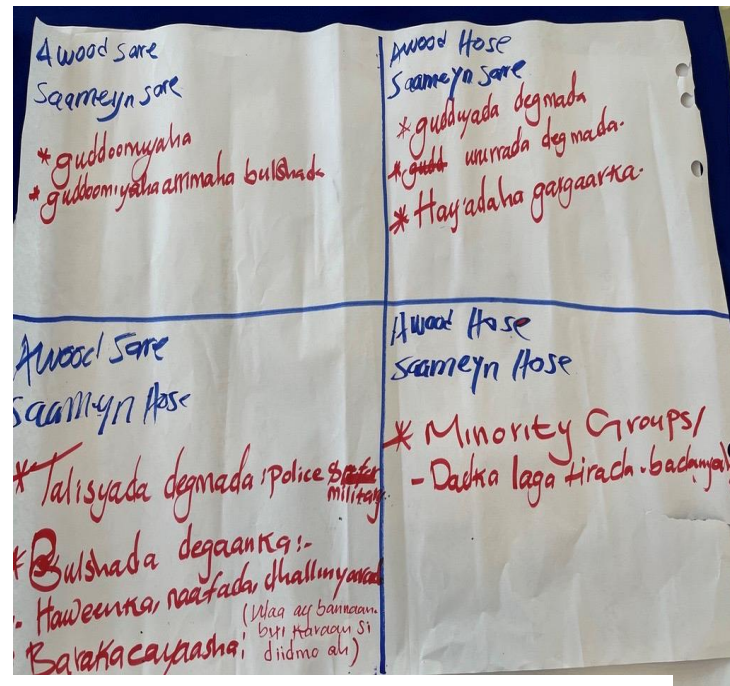


Figure 1: Extract of stakeholder analysis discussion by participants.

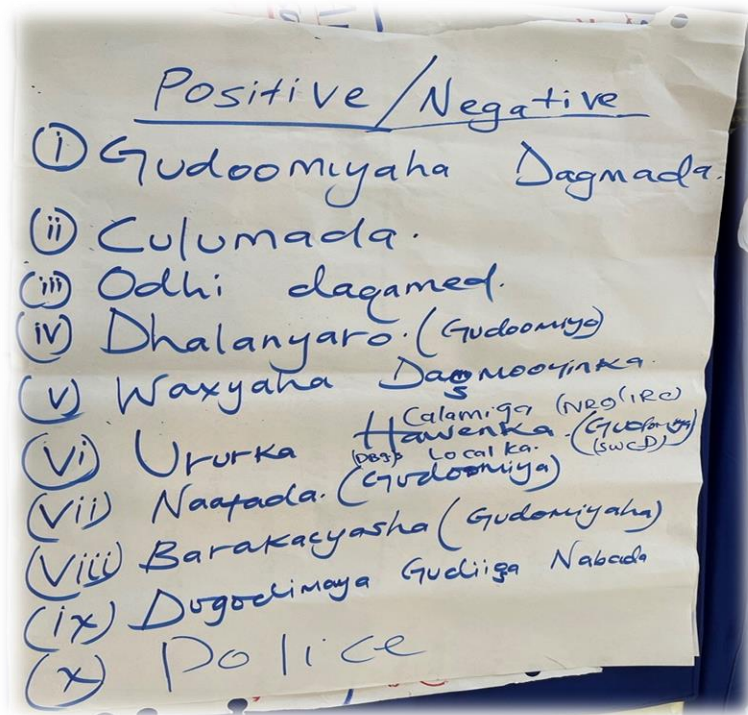


Figure 2: Some of the key actors identified during focus group discussions.

### Key Stakeholder Mapping:

<b>Stakeholder Name (Organization)</b>	<b>Type</b>	<b>Sector / Outcome / Sub-Outcome</b>	<b>Geographic Coverage</b>	<b>Level of Support for Outcome (0 Very Low - 4 Very High)</b>	<b>Level of Influence over Outcome (0 Very Low - 4 Very High)</b>
<b>District Commissioner</b>	Local Authority	Policies and access	District	4	4
<b>Deputy District Commissioner</b>	Local Authority	Policies and access	District	3	4
<b>Director of Social Affairs</b>	Local Authority	Policies and access	District	3	4
<b>Police commander</b>	Local Authority	Access and Security	District	2	3
<b>Ward Administrators</b>	Local Authority	Community acceptance and referrals	District	3	3
<b>Women Group Leaders</b>	Community Member/Group	Inclusion and participation in peacebuilding activities	Community	4	2
<b>Youth Group leaders</b>	Community Member/Group	Referrals	Community	4	2
<b>Disability group Leader</b>	Community Member/Group	Education Access to Services	Community	3	2
<b>IDPS</b>	Community Member/Group	Inclusion and participation in peacebuilding activities	Community	2	2
<b>Clan Elders</b>	Community Member/Group	Community buy-in and acceptance	Community	2	4
<b>Religious leaders</b>	Community Member/Group	Community buy-in and acceptance	Community	2	4

<b>Peace Committees</b>	Community Member/Group	Conflict resolution	Community	4	2
<b>Musicians and Bands</b>	Community Member/Group	Awareness and advocacy campaigns	Community	2	1
<b>Business Community</b>	Community Member/Group	Service provision	Community	2	3
<b>Academic Elites</b>	Community Member/Group	Advocacy	Community	4	1
<b>NGOs (IRC, Save the Children, NRC, DBG)</b>	UN/INGO	Program implementation	National	4	3
<b>Street artists</b>	Community Member/Group	Awareness and advocacy campaigns	Community	2	1
<b>Media</b>	Community Member/Group	Awareness and advocacy campaigns	National	2	2

#### **4. Information Gathered about Stakeholder Analysis**

##### **1. Local Authorities:**

- The District Commissioner, Deputy District Commissioner, and Director of Social Affairs play a crucial role in policies and access in terms of providing the necessary documents and approvals to conduct activities at the district level for all target locations. They are perceived to demonstrate relatively high levels of support (Level 3) and significant influence (Level 4) over the project's outcomes. However, their support and influence are instrumental in advancing peacebuilding efforts and community development initiatives in the districts, and most likely only if the interests of the project align with theirs.
- The Police Commanders, while having a moderate level of support (Level 2), still wield considerable influence (Level 3) over access and security matters in the district. Their cooperation and engagement are essential for ensuring a safe and secure environment for the project's success and for project activities to be conducted.
- Ward Administrators demonstrate moderate levels of support (Level 3) and influence (Level 3) in terms of community acceptance and referrals. The Ward Administrators are responsible for specific neighborhoods within the target districts, and they are appointed by the District Commissioners through a validation process involving communities. They are often responsible for specific geographic sections of a district and their involvement can contribute to community-level buy-in and acceptance of the project.

## **2. Community Members/Groups:**

- Women's Group Leaders, Youth Group Leaders, and Peace Committees are prominent stakeholders with high levels of support (Level 4) for various outcomes, particularly in inclusion, participation, and conflict resolution at the community level. However, their level of influence (Level 2) might be limited beyond the local context.
- Disability Group Leaders, IDPs, Clan Elders, and Religious Leaders show varying degrees of support and influence over education access, community buy-in, and acceptance. While their influence might be significant within their respective communities (Level 4), their support level varies between moderate (Level 3) to low (Level 2) for some outcomes.

## **3. UN/INGOs:**

- NGOs (IRC, ACTED, Save the Children, DRC, NRC, World Vision and Mercy Corps) operate at the national level and are crucial for program implementation in the target locations as well as the United Nations ongoing projects related to Peacebuilding. They demonstrate high levels of support (Level 4) and moderate influence (Level 2). As key implementing partners, their contributions are vital for achieving project outcomes.

## **4. Media:**

- The media, operating at the national and sub-national levels, plays a significant role in raising awareness and conducting advocacy campaigns. They have moderate levels of support (Level 2) and influence (Level 2) over some of the project initiatives. While the media's influence might be moderate, their coverage can still have a major impact due to their reach and the power of mass communication. National-level media outlets often have a wide audience base, including policymakers, community leaders, and the general public. Their reporting can generate significant attention and create a platform for discussion and debate, and they should be a key partner for dissemination of peacebuilding messages.

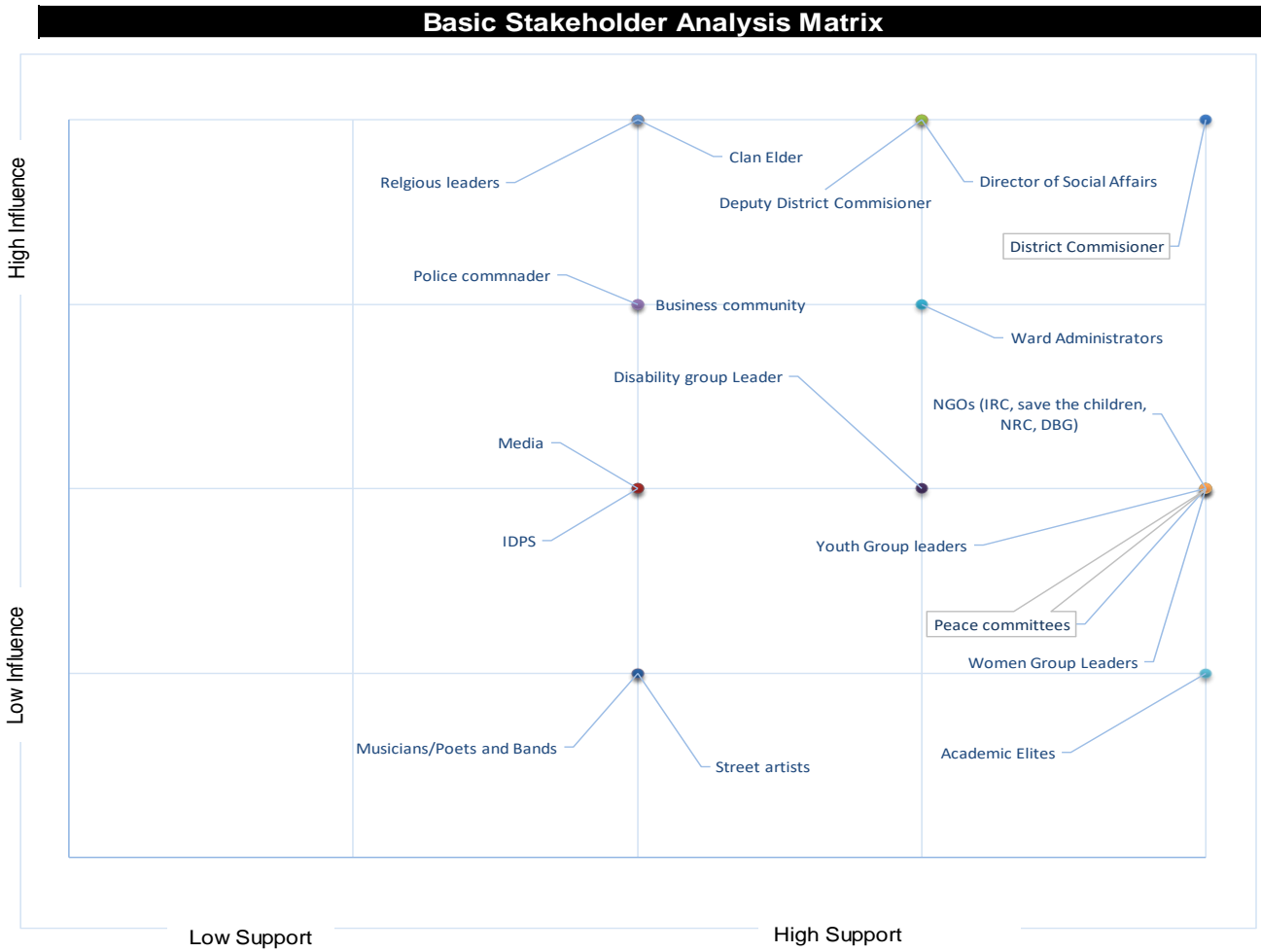


Figure 3: Basic Stakeholder Analysis Matrix – High Influence, Low Influence, Low Support, High Support

Based on the Stakeholder Analysis, the following **recommendations** arose from the participants:

- Leverage the strong support and influence of District Commissioners and related officials for effective implementation of activities.
- Engage with leaders early and often: Establish strong relationships with local leaders, including district commissioners, deputy district commissioners, ward administrators, clan elders, and religious leaders. Involve them from the early stages of planning and decision-making processes. Seek their input, listen to their perspectives, and incorporate their feedback into program design and implementation where possible while also maintaining independence of operations.
- Strengthen partnerships with women and youth groups to foster their involvement in peacebuilding activities.
- Collaborate with other NGOs, specifically ACTED which is also implementing a similar Peacebuilding project, for impactful program implementation.
- Harness the advocacy potential of academic elites and media for awareness campaigns and policy change.
- Engage religious and clan leaders for community buy-in and acceptance of peacebuilding initiatives.
- Collaborate with musicians and street artists to create engaging campaigns that raise awareness about important social issues, such as peacebuilding, social inclusion, or education. Their creative expressions can capture attention and convey powerful messages to a wider audience.

By considering the insights from this stakeholder analysis, stakeholders can collectively work towards sustainable peace and development in Hawlwadaag, Karan, Barawe, and Baidoa districts, and contribute to positive transformation in these conflict-affected regions.

## **5. Conflict Analysis**

The workshop emphasized the importance of a conflict and gender sensitive approach to interventions in conflict-affected areas within the districts. Stakeholders acknowledged the importance of understanding local power dynamics, historical grievances, and potential unintended consequences of actions. By adopting conflict-sensitive strategies, stakeholders can contribute to positive outcomes, prevent exacerbation of conflicts, and promote sustainable peace and development.

### **5.1 Conflict Profile**

The conflict profile of Kaaran, Hawlwadaag, Baidoa, and Barawe districts was enriched through insights shared during the workshop. Attendees recognized the multifaceted nature of conflicts, encompassing issues such as land disputes, resource scarcity, cultural beliefs, clan affiliations, unequal economic and social opportunities, poor governance, and the 4.5 governance system in Somalia. The conflicts impact various aspects of daily life, including access to services, livelihoods, and social cohesion.

### **5.2 Conflict Drivers**

The workshop discussions further explored the underlying causes of the identified conflicts. Stakeholders delved into socioeconomic disparities, limited access to education and services, competition over land and resources, political marginalization, and identity-based divisions. The 4.5 political system's impact on governance and representation was highlighted as a key driver of tensions. Participants also discussed triggers such as resource scarcity and disputed land ownership, which can escalate conflicts, and are at the center of the project interventions. The effects of these conflicts were observed in disrupted social harmony, economic stagnation, and compromised development opportunities.

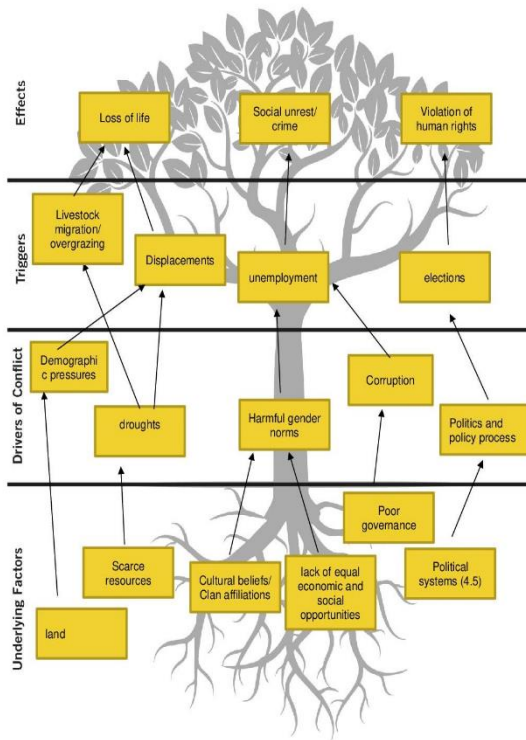


Figure 4: Conflict Tree in English that was designed during day 1 of the workshop.

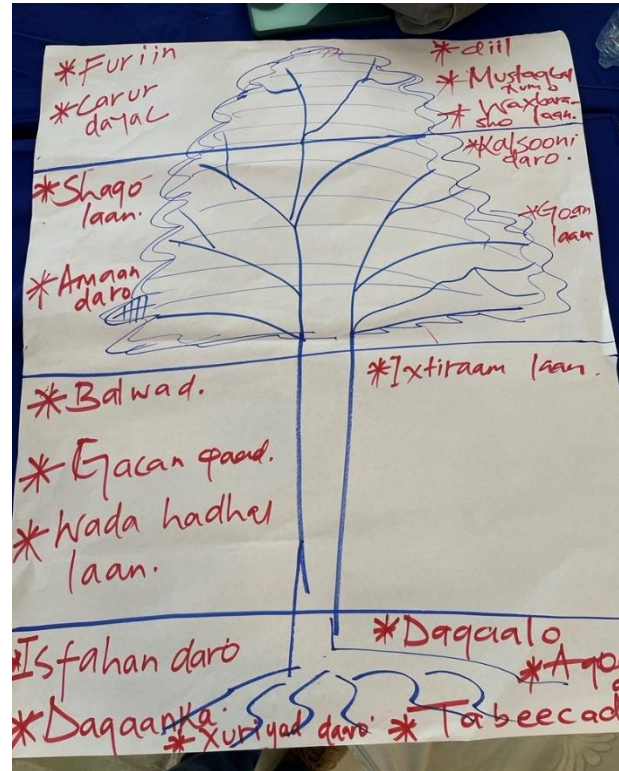


Figure 5: Conflict Tree in Somali that was developed by one of participant groups during day 1 of the workshop.

### Recommendations for conflict sensitivity based on the workshop's findings:

- Ensure that Activities 1.1 and 1.2 of the project account for local dynamics and potential negative political impacts that are associated with expanding existing local governance and peace structures.
- Prioritize efforts that address underlying causes such as socioeconomic disparities and unequal opportunities.
- Collaborate with local authorities, community leaders, and L/INGOs to design and implement context-specific peacebuilding initiatives.
- Advocate for governance reforms that address political marginalization and promote more representation that is inclusive.
- Continuously engage communities in conflict analysis and solution design to ensure locally relevant and effective interventions.

### 5.3 Conflict Causes

Causes	Potential Project Risks	Potential Impact on Project Opportunities
Socioeconomic disparities	Incomplete engagement due to unequal participation.	Addressing disparities can lead to empowered and inclusive communities.
Limited access to services	Insufficient community involvement due to accessibility.	Improved access can enhance engagement and project effectiveness.
Competition for resources	Escalation of conflicts surrounding resource allocation.	Effective management can lead to sustainable resource sharing.
Political marginalization	Resistance to project efforts due to political biases.	Addressing marginalization can foster wider community participation.
Identity-based divisions	Difficulty in fostering unity and cooperation.	Overcoming divisions can lead to stronger community bonds.
Exclusive governance structures	Lack of support for project initiatives.	Transforming structures can amplify youth involvement.
Disputes over land and livelihood	Heightened tensions and resistance to changes.	Resolving disputes can create opportunities for sustainable growth.

### 5.4 Conflict Actors

Actor	Description	Potential Project Risks	Potential Project Opportunities
Local Authorities	District officials and administrators.	Resistance to change due to established systems.	Collaboration can enhance governance structures.
Community Members/Youth	Young individuals and community members.	Lack of interest or engagement from certain groups.	Empowering youth can lead to innovative solutions.
Traditional Leaders	Elders and influential community figures.	Resistance to modern approaches and change.	Gaining traditional support can foster community buy-in.
Non-Governmental Organizations	NGOs and humanitarian organizations.	Misalignment with community needs and goals.	Partnerships can expand project reach and resources.
Local and International Organizations	UN agencies and INGOs.	Potential mismatch between strategies and needs.	Expertise and resources can strengthen project impact.

## 6. Gender and Protection Risks Analysis

### 6.1 Building an Understanding of Protection Risks

The purpose of the Gender & Protection integrated risk analysis was to examine different domains of gender relations within the target communities and identify entry points for more effective activities under SWYPP, particularly for those related to Outputs 1.2, 2.1, 2.2 and 2.3. The workshop activities focused on brainstorming of key protection risks to develop a more robust protection risk analysis and to understand

what information is needed to enhance this analysis and how to draw on existing information and fill-in remaining information gaps. The different domains of gender relations that were explored included:

- Practices, Roles, and Participation of Women in the Target Communities
- Knowledge, Beliefs, and Perceptions about Women in the Target Communities
- Access to Resources and the Ability of Women to use Resources.
- Rights and Status of Women in the Target Communities
- Existing Women's Leadership and Opportunities to Support Women's leadership.

Gender was emphasized as an aspect of the target context that presents both constraints and opportunities. The specific dynamics of each context were investigated and discussed as they vary over time and across locations. This is particularly relevant to the project as the sociocultural context of the communities still has fixed gender roles and responsibilities, regardless of the individual's knowledge, ability, and willingness to participate. Significant barriers to women's inclusions and participation still exist, and especially women from marginalized groups are most excluded.

During the 2<sup>nd</sup> day of the workshop, a woman with a disability was quoted saying:

*"Sometimes we are not permitted to take part in social activities due to our disabilities. I have encountered many situations that excluded me due to this."*

Additional gender constraints and opportunities for men and women have been further summarized below:

<b>Gender relations facilitate men's access to resources or opportunities of any type.</b>	<b>Gender relations facilitate women's access to resources or opportunities of any type.</b>	<b>Gender relations inhibit men's access to resources or opportunities of any type.</b>	<b>Gender relations inhibit women's access to resources or opportunities of any type.</b>
Experience and knowledge	Economical investment	Disability	Culture and tradition limiting the capacity of women
Peace and stability	Education	Low income	Lack of household support
Justice	Household and Community support	Clannism and discrimination	Disability
Other men's support	Network	Ignorance	Injustice

Education	Movements advocate rights of women and girls	Age	Force and early marriage hinder many women's opportunities and growth.
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During the focus group discussions, it became clear that the key contentious elements of power dynamics between genders were related to:

- Use of individual economic resources and income
- Choice of employment
- Sources of livelihoods
- Understanding of roles and responsibilities of women.
- Voting, running for office, and legislation activities carried out by women.
- Entering legal contracts.
- Moving about and associating with others, particularly mixed-gender socializing.
- Affairs of the household, community, and district.

Key protection risks that were identified included:

Violence Risks	Coercion Risks	Deprivation Risks
Assaults	Child labor	Forced eviction of property
Harassment	Trafficking in persons	Arbitrary denial or deprivation of nationality
Non-physical abuse	Forced marriage	Denial of needs or entitlements
Torture	Forced labor	Denial of resources, opportunities, services
Theft, extortion, or destruction of property	Forced recruitment into armed forces/groups.	Forced eviction of property

## 6.2 Further Analysis of Key Protection Risks and DNH Concerns

### 1. Torture & Physical Violence

Regarding the protection risks related to torture, the participants discussed that power imbalances, injustice/inequality, providing protection to the perpetrators by the community once they commit a violation, and lack of proper government authorities/duty bearers support to penalize the perpetrators are the main threats in relation to torture. When it comes to how these are affecting the local population, the survivors are the ones who are most affected psychologically and mentally by living with short-term and long-term consequences, including fear, sadness, isolation, and anxiety. This is specifically true in the target locations, due to a weak governance system, violence acceptance due to cultural norms, unequal power dynamics, and gender inequality are the main factors forcing these to continue. However, the existing capacities to are limited, yet Awareness raising can be used to promote peaceful structures.

### 2. Rape & Gender-Based Violence

Rape cases are very common and continue within the community for several reasons, including power inequalities and lack of government laws, and traditional elders play a significant role in solving rape cases. Their solutions do not offer a just to the survivors. Instead, it forces them to marry the perpetrators. In most cases, the survivors and their families live with the consequences of the case, which results continue to fear and anxiety; in addition, the survivors are the ones who are blamed for being raped by the community. There are no strong mechanisms to support the survivors within the community except for women's groups in a few areas and scattered awareness-raising efforts by the organizations. Rape is primarily common in areas where conflicts are affected due to weak government systems in place to protect the citizens.

### **3. Child Protection Issues**

One of the key threats identified related to the abuse of children and the lack of protection of children in the communities. Children and young people are sometimes falsely identified as Al-Shabab sympathizers and taken for questioning and unlawful detention. Children can also face physical and emotional abuse within the communities by their parents or other family or community members. It is essential that project activities are linked to ongoing protection work being undertaken by the IRC and other actors in all the target locations and that special care is taken not to place children in harm's way and that if child protection cases arise that they are referred onwards and dealt with accordingly. Justice referral pathways also need to be reinforced and supported throughout project interventions.

### **4. Safety Concerns**

Beyond the physical threats due to terrorist attacks from Al-Shabab and militia groups that target local authorities and influential community members, there was a separate risk identified for peace committees and young people that are engaged in peace activities and potentially even project activities that are geared at conflict management. It is essential that young people who are involved in the expansion and inclusion of peace committees and are willing to support peacebuilding in the communities are aware of the potential safety risks that this can hold and are supported with personal risk reduction measures.

### **5. Land & Clan Disputes**

Land and clan disputes were identified as the key driver of conflict and protection risks for most community members as they conflicts are often violent in nature and trace back to historical grievances or historical clan ties. These disputes are often long-standing and can suddenly erupt without little warning. Therefore, the discussions focused on approaches that will support conflict early warning measures that can be enforced to ensure a single violent incident related to land or clan does not escalate into a larger retaliatory conflict. The project activities are aimed at addressing land and clan disputes where possible and stronger linkages with for example Alternative Dispute Resolution (ADR) mechanisms were suggested as potential support mechanisms for cases where localized conflicts cannot be solved by the project.

## **6.3 Connectors & Dividers that could Impact the Implementation of Project Activities**

To further understand ways in which to address the identified and discussed protection risks, the workshop also focused on mapping the dividers and connectors that could spoil or support the project activities. The below mapping or risk matrixes show the results of key identified dividers and connectors and their potential project risks and opportunities.

## 6.4 Dividers

Divider	Between Whom	Potential Project Risks	Potential Project Opportunities
Clan Dominance	Various clans within the community.	Reinforced divisions and power imbalances.	Promote inclusivity and equitable representation.
Lack of Justice	Community members and judicial systems.	Perceived lack of fairness and trust in the project.	Establish fair mechanisms for conflict resolution.
Inequitable Sharing of Resources	Community members vying for resources.	Heightened competition and resource disputes.	Facilitate equitable distribution for cooperation.
Tribalism	Different tribal groups in the community.	Increased tensions and lack of unity.	Fostering inter-tribal dialogue and cooperation.
Corruption	Within local authorities and institutions.	Diminished trust and credibility of the project.	Promote good governance , transparency and accountability measures for local authorities.
Economic Disparities	Community members facing inequality.	Division and resentment within the community.	Implement programs for economic empowerment.
Lack of Accountability	Local authorities and governance systems.	Skepticism towards project outcomes.	Strengthen mechanisms for project monitoring.
Family Disputes	Within families and extended relations.	Impeded project progress due to conflicts.	Offer conflict resolution support and mediation.
Ignorance and Illiteracy	Among community members.	Hindered participation and comprehension.	Conduct awareness and educational initiatives.
Gender Discrimination	Between genders within the community.	Exclusion of women from project activities.	Empower women and ensure gender-sensitive approaches.
Youth Marginalization	Between older and younger generations.	Lack of youth engagement and representation.	Create platforms for meaningful youth participation.
Political Patronage	Political elites and the general population.	Manipulation of project resources for political gain.	Advocate for transparent resource allocation practices.
Limited Civic Engagement	Community members and governance structures.	Limited input into decision-making processes.	Promote community involvement in project planning.
Disputes over land and Boundaries	Communities with territorial disputes.	Escalation of conflicts over territorial claims.	Facilitate peaceful resolution of land and boundary disputes.
Religious Sect Differences	Between religious groups in the community.	Friction and lack of understanding.	Encourage interfaith dialogue and collaboration.

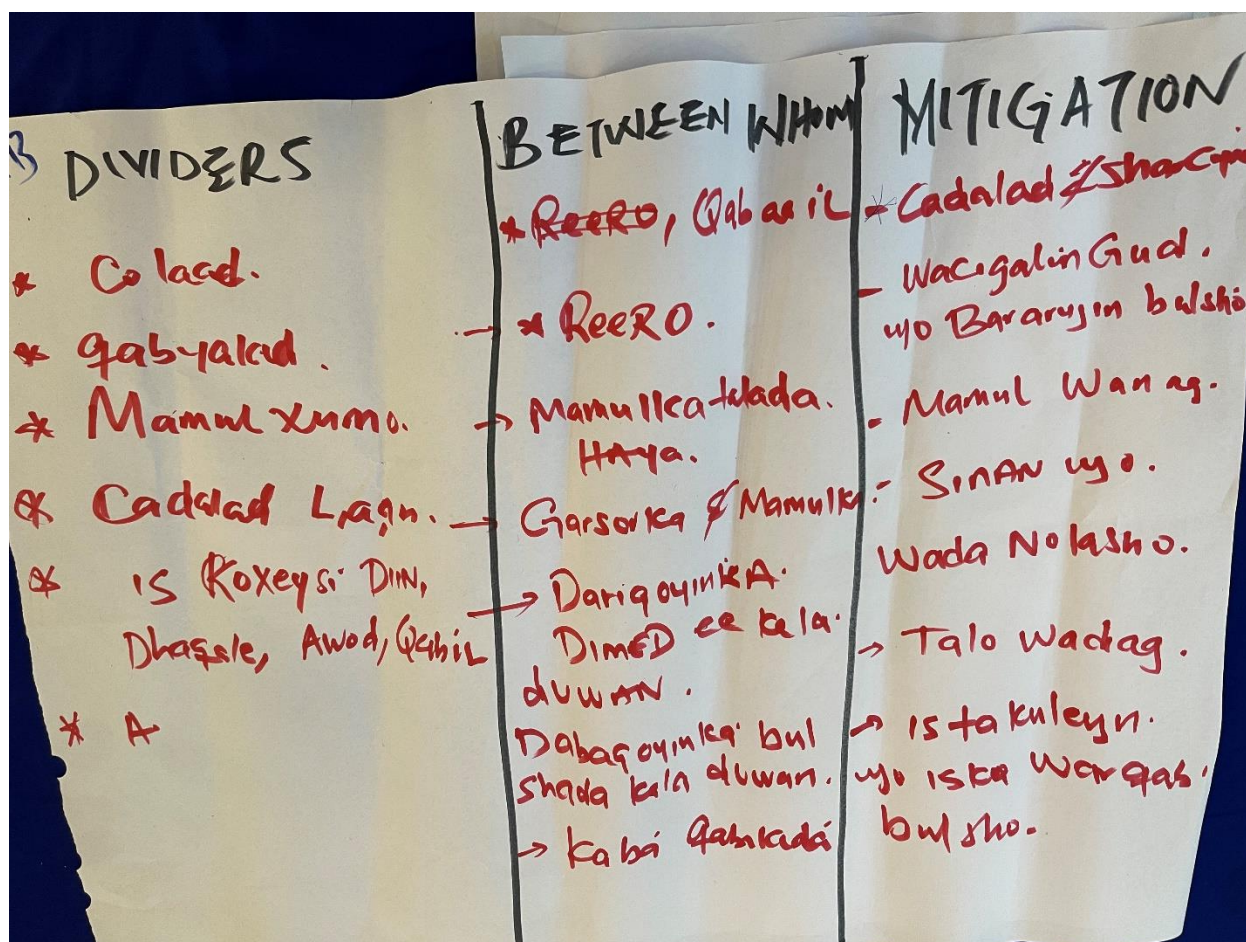


Figure 7: Snapshot of dividers between different groups and potential mitigation strategies to reduce harm.

## 6.5 Connectors

Connectors	Between Whom	Potential Project Risks	Potential Project Opportunities
Religious harmony	Various religious leaders among the community	Misunderstandings affecting cooperation.	Cultivate religious tolerance for collaborative efforts.
Social cohesion & good neighborhood support mechanisms	Among diverse community groups and stakeholders.	Fragmentation leading to ineffective collaboration.	Strengthen communal bonds for united peacebuilding.
Peacebuilding efforts	Different factions within the community.	Divisiveness undermining project objectives.	Rally for shared goals to amplify collective impact.
Transparent and good governance	Local governance bodies and community members.	Lack of trust without transparent processes.	Advocate for transparent practices in good governance.
Fair access to justice	Judicial systems and marginalized individuals.	Skepticism if justice system remains biased.	Establish impartial mechanisms for conflict resolution.
Conflict resolution	All stakeholders and parties in conflicts.	Mismanaged conflicts leading to escalations.	Facilitate peaceful resolutions for sustained peace.

Collaborative leadership & knowledge sharing	Various community leaders and influencers.	Leadership clashes hindering project advancement.	Foster collaborative leadership for shared success & learning .
Inclusive decision-making for minority groups	Between community leaders and community minority members	Exclusion of certain voices affecting decisions.	Establish inclusive platforms for decision-making including minorities
Socioeconomic equities	Diverse economic strata and marginalized groups.	Discontent arising from unequal resource sharing.	Advocate for fair distribution of resources.
Women's empowerment	Among women from different backgrounds.	Marginalization hindering gender equality efforts.	Empower women to play vital roles in peacebuilding.
Youth engagement	Youth and other community stakeholders.	Lack of youth involvement in decision-making.	Create platforms for meaningful youth participation.
Cultural sensitivity	Various cultural and ethnic groups.	Cultural insensitivity leading to conflicts.	Promote respect and understanding of cultural diversity.
Kinship & civic participation	Community members and governance structures.	Limited community input into governance decisions.	Encourage active engagement in civic processes and brother/Sisterhood

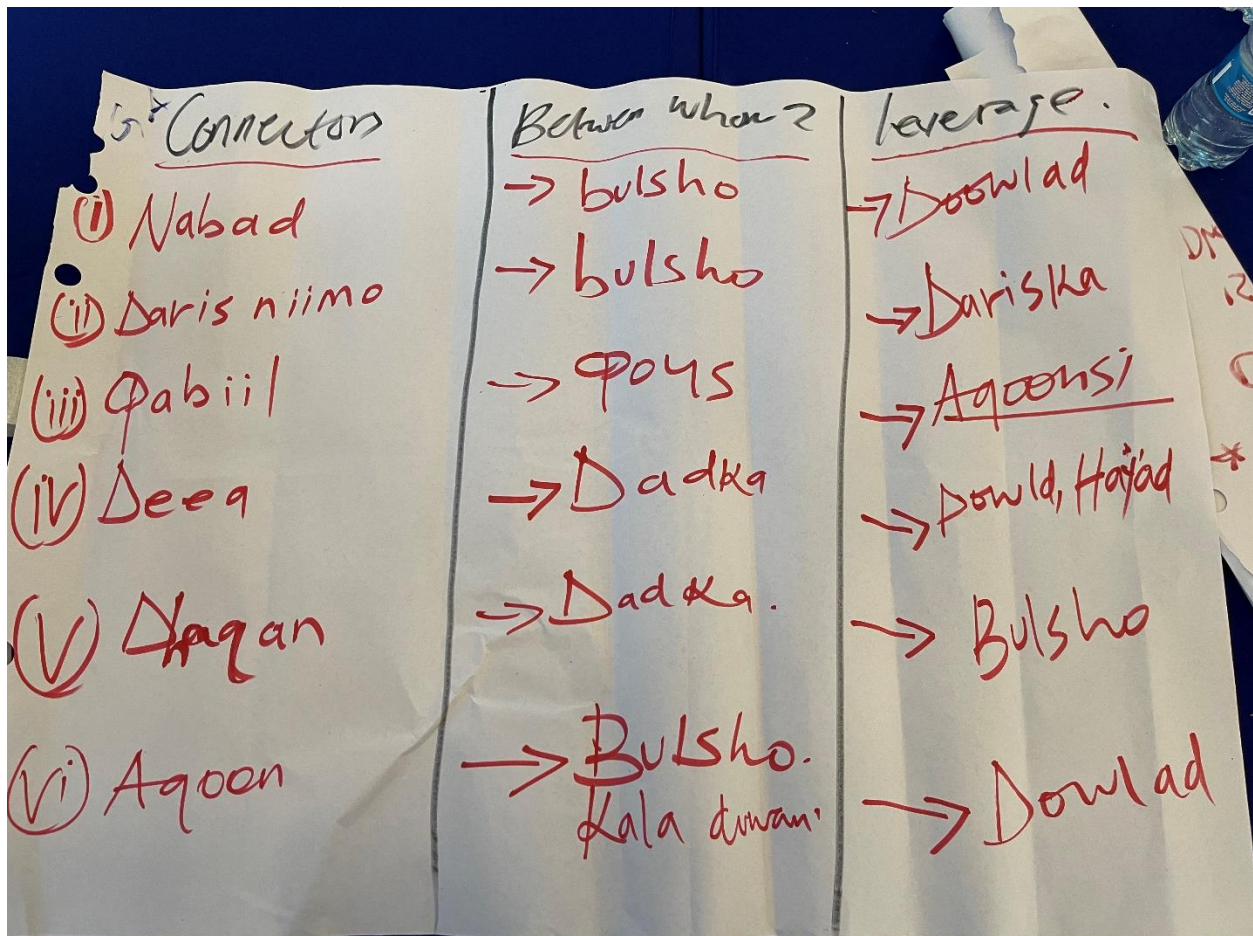


Figure 8: Snapshot of connectors between different groups and potential leverage opportunities to support project outcomes.

## **7. Highlights and Key Recommendations from Focus Group Discussions:**

The dividers and connectors mapping were used to facilitate focus group discussions during the 3 different workshop days and the following DNH and Protection Risk recommendations were suggested:

- The creation of employment opportunities for women and youth leaders to improve their livelihood and socioeconomic status and its impact on communities living in our target locations. The need for civic engagement by all community members, including youth and women and the necessity of the participation of women's groups in project implementation was stressed.
- The impacts of youth participation in peace building and social integration activities such as a narrowing of the generational gap which enhances the inclusivity of community engagement and cohesion.
- The ability of local authorities to bring diverse people such as elders, women, and youth together.
- Faith and beliefs can be a source of accountability and the IRC should work with community leaders, religious leaders, and traditional elders to stave off corruption and promote ownership.
- There is a desire for justice, good governance and transparency and the IRC should aim to embody these values during program implementation.
- The condemnation of dividers such as favouritism, bias, and corruption should be done publicly.
- The recommendation of impartial and non-discriminatory beneficiary selection practices with an emphasis on marginalized groups to local authorities such as IDP and district division leaders.
- The recommendation that the IRC work closely with communities to understand the needs of vulnerable members and bring appropriate interventions with an emphasis on ownership and accountability.
- The importance of women's role in dispute resolution and the escalation to local authorities and formal justice systems or ADR mechanisms if needed.
- The need for youth inclusivity in Peace Committees, particularly regarding dispute resolution among fellow youth. The peace committees' structure should be inclusive. Youth must play a major role in disputes resolution and feel included. Youth should solve cases involving other youth. Often there might be fights during sports competitions. The youth members of the peace committees should oversee handling these kinds of cases as youth are best positioned to engage with their peers.
- The role of Peace Committees in the registration of land dispute cases in local district courts. Cases of land disputes are increasing recently. Most of these cases involve the local district courts. They are assigned paralegals and lawyers especially if the person cannot afford one. The peace committees facilitate the registration of these case in court and should be supported with this process.
- The inaccurate demarcation of uninhabited land boundaries in the target locations has resulted in conflicts. Attempts should be made to support equitable and agreeable demarcation of land where possible.
- Participants highlighted the need to build on existing and previous projects and mentioned that the IRC has already implemented a previous project in Karaan. DBG have also done some shelter programs, WASH, and livelihoods programs in Hawlwadaag. Elman has also been providing free legal aid to the poor and marginalized people in Barawe. SYV has done a lot of intergenerational dialogues and discussion forums between young people and elders in Baidoa.
- Work should be done in accordance with the needs of the communities, and to make sure everyone has equal opportunity to be selected as a beneficiary to improve social fabric and build the relationship between dominant and minority clans as well as youth, women, and community elders.

### **Further key DNH recommendations that were mentioned included:**

- Importance of engaging religious leaders was reiterated as they are so influential when it comes to how they are respected and listened to by community members. Religious leaders were identified as key to project success, and additional efforts should be made to make sure they are engaged and on board with project outcomes.
- Potential significance of spoilers, gatekeepers and community shakers were mentioned in the project risk assessment scenarios.
- Engaging spoilers in humanitarian diplomacy and firmly informing IRC and consortium partner's independence was raised so that they know our mandate and not stand in our way in reaching the right people that are targeted by the project. Besides engaging spoilers and community shakers to show them the right path cordially so that they leave the community alone and accept DNH priorities.
- Safety and security risks, particularly related to Al-Shabab and militias, should be always kept in mind throughout the project implementation phases and the project should be able to suspend activities in case there are physical harms expected to occur amongst project participants.
- The threat to safety and security is particularly high for women and young who are expanding their role in local peace and governance structures and taking a more active role in community peacebuilding. The local peace and governance structures need to be fully aware of the risks that come with participating in peace efforts and the consortium should make every effort to support them in this and ensure they are not harmed in the process.
- The risk of manipulating monitoring and evaluation data that is being collected and making sure that data about project participants is accurately captured.
- For community awareness raising and intergenerational dialogue forums, the usage of mass media was recommended and especially social media channels such as Facebook, Twitter, and WhatsApp for quick outreach. It is also important to engage young people through smartphones and social media accounts for conflict prevention and to fight misinformation and incitement of violence.

## **8. Conclusion**

The 3-day Conflict & Gender Sensitivity Analysis has provided an important foundation for the overall approach towards project implementation. The Conflict & Gender Sensitivity Analysis, together with the Baseline Evaluation are the key documents informing the 2<sup>nd</sup> Phase of the Project and mark the formal end of the Inception Phase or Phase 1. This analysis will be revisited throughout the project lifecycle to ensure that activities cause no harm and are in line with gender and conflict sensitivities. Therefore, this analysis should not be seen as one-off activity, but part of a continuous gender and conflict sensitive process. The workshop covered several key areas and included stakeholder analyses, conflict dynamics, gender and protection risks and DNH consideration and risk management.

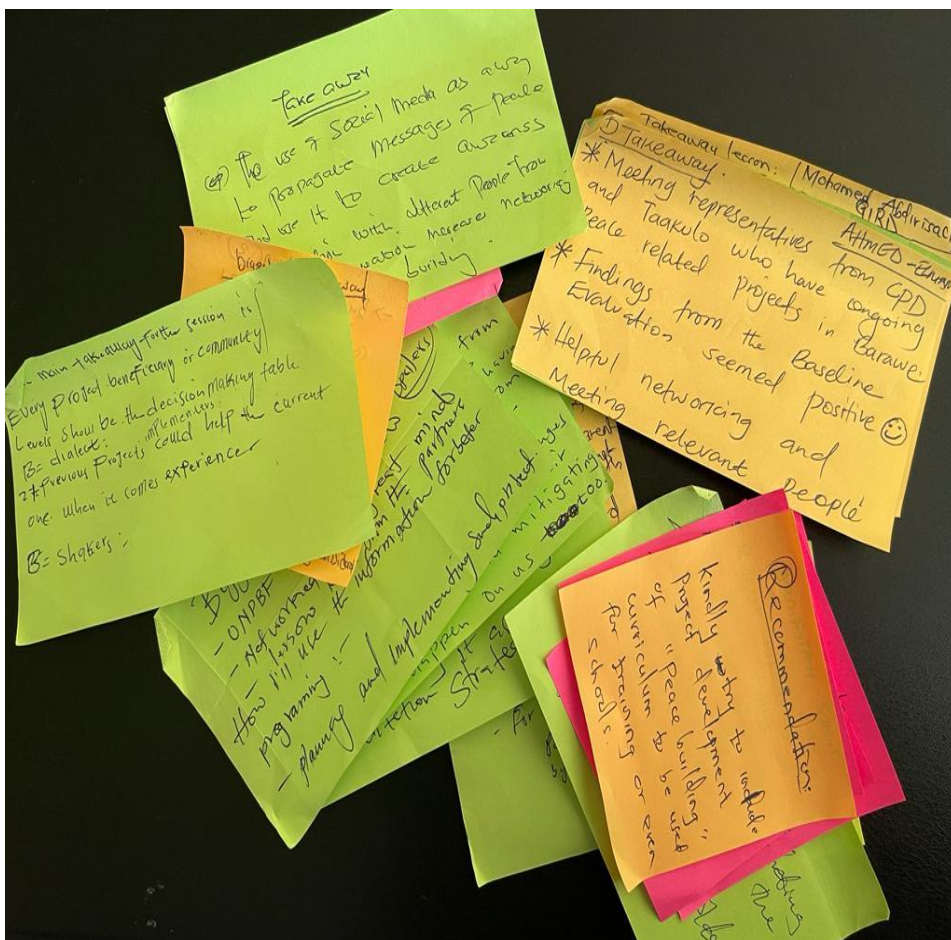
The stakeholder analysis underscored the importance of engaging a diverse range of stakeholders in conflict analysis and resolution processes. The varying levels of support and influence highlight opportunities for collaboration and targeted interventions to achieve sustainable positive change in the conflict-affected areas that are targeted by the project. The insights gathered from community members, local authorities, and L/INGOs offer a comprehensive understanding of the multifaceted conflict dynamics in these regions, particularly as they relate to land disputes, clan disputes and limited access to resources. The workshop underscored the need for tailored peacebuilding strategies that address root causes, engage relevant actors, and foster sustainable positive change. Several gender and protection risks were identified as key potential spoilers of the project and power dynamics were analyzed that sought to understand how to mitigate and manage these risks. DNH considerations were presented and discussed to outline how the changing contexts in each target location can impact project activities and what activities and unite, but also divide people.

Key entry points for project activities have been identified and this workshop has been crucial in validating some of the initial project objectives, as outlined in the project proposal documents, to chart the way forward for activity implementation during Phases 2 and 3 of the project.

## 9. Annexes

### Annex 1: Summarized Key Workshop Takeaways Expressed by Workshop Participants.

- Importance of beneficiary selection
- Importance of inclusion and transparency in project implementation
- Importance of sharing information among project partners
- How to handle spoilers during project implementation
- Importance of stakeholder analysis in project design and implementation
- The influence of different actors in violent conflicts
- Interacting with people from different organizations and learning from their experiences in project implementation
- How to mitigate challenges faced during project implementation
- UNPBF project overview and better understanding of project goals and outcomes
- Exploring different communities and understanding their different dynamics
- Importance of youth participation in projects in terms of decision making
- How to engage and collaborate with project spoilers
- The use of social media to propagate messages of peace and to create awareness.



## Annex 2: Additional Workshop Photos with Informed Consent



Figure 1 Participants discuss the basic stakeholder analysis



Figure 2 Focal Group discussion.



Figure 3 Group discussion



Figure 4 Women group discussing gender and protection Issues.



Figure 5 Stakeholder mapping



Figure 6 Conflict sensitivity analysis discussion

**Annex 4: Agenda for Day 1 and Day 2 of the Workshop Focused on Community Members.**

**CONFLICT-SENSITIVITY AND GENDER ANALYSIS WORKSHOP IN MOGDISHU**

**25<sup>TH</sup> - 27<sup>TH</sup> JULY 2023**

**AGENDA**

<i>Agenda</i>		
<b>Time</b>	<b>Session</b>	<b>Session facilitator</b>
9:00 AM	Arrive at the venue.	All participants
9:00 – 9:15 AM	Introduction & Discussion of Meeting Priorities and Validation of Agenda.	Nur
9:15 - 10:15 AM	<ul style="list-style-type: none"><li>• Basic Stakeholder Analysis<ul style="list-style-type: none"><li>✓ Identify Conflict Actors – Stakeholder and Social Network Analysis</li></ul></li><li>• Conflict Tree<ul style="list-style-type: none"><li>✓ Identify Conflict Causes – A conflict Tree helps visualize a conflict's causes.</li></ul></li></ul>	Abdiaziz
10:15 – 10:30 AM	Tea break	All participants
10:30 AM -12:00 PM	<ul style="list-style-type: none"><li>• Gender &amp; Protection Analysis<ul style="list-style-type: none"><li>✓ Examine different domains of gender relations.<ul style="list-style-type: none"><li>○ Practices, Roles, and Participation</li><li>○ Knowledge, Beliefs, and Perceptions</li><li>○ Access to Resources</li><li>○ Rights and Status</li><li>○ Women's leadership</li></ul></li><li>✓ Build an understanding of protection analysis and begin practicing it.</li></ul></li></ul>	Amoun and Nur

	<ul style="list-style-type: none"> <li>✓ Start to brainstorm key protection risks to develop a protection risk analysis.</li> <li>✓ Understand what information is needed to enhance our protection analysis – how to draw on existing information we have and fill information gaps</li> </ul>	
12:00 PM – 1:00 PM	Prayer and Lunch break	All participants
1:00 PM – 4:45 PM	<ul style="list-style-type: none"> <li>• Do No Harm Assessment Focus Group Discussion               <ul style="list-style-type: none"> <li>✓ List the dividers and connectors and between whom.</li> <li>✓ List the potential impacts on the project, both risks and opportunities.</li> <li>✓ Focus Group Discussion led by Nur</li> </ul> </li> </ul>	Nur and Amoun

**Annex 5: Agenda for Day 3 of the Workshop Focused on INGOs, LNGOs and Local Partners.**

**CONFLICT-SENSITIVITY AND GENDER ANALYSIS WORKSHOP IN MOGDISHU**

**25<sup>TH</sup> - 27<sup>TH</sup> JULY 2023**

**AGENDA**

<b>Agenda</b>		
<b>Time</b>	<b>Session</b>	<b>Session facilitator</b>
9:00 AM	Arrive at the venue.	All participants
9:00 – 9:15 AM	Introduction & Discussion of Meeting Priorities and Validation of Agenda.	Willem Cant & Janene Sawers
9:15 - 10:15 AM	<ul style="list-style-type: none"><li>• Basic Stakeholder Analysis<ul style="list-style-type: none"><li>✓ Identify Conflict Actors – Stakeholder and Social Network Analysis</li></ul></li><li>• Conflict Tree<ul style="list-style-type: none"><li>✓ Identify Conflict Causes – A conflict Tree helps visualize a conflict's causes.</li></ul></li></ul>	Abdiaziz
10:15 – 10:30 AM	Tea break	All participants
10:30 AM -12:00 PM	<ul style="list-style-type: none"><li>• Gender &amp; Protection Analysis<ul style="list-style-type: none"><li>✓ Examine different domains of gender relations.<ul style="list-style-type: none"><li>○ Practices, Roles, and Participation</li><li>○ Knowledge, Beliefs, and Perceptions</li><li>○ Access to Resources</li><li>○ Rights and Status</li><li>○ Women's leadership</li></ul></li><li>✓ Build an understanding of protection analysis and begin practicing it.</li></ul></li></ul>	Amoun and Nur

	<ul style="list-style-type: none"> <li>✓ Start to brainstorm key protection risks to develop a protection risk analysis.</li> <li>✓ Understand what information is needed to enhance our protection analysis – how to draw on existing information we have and fill information gaps</li> </ul>	
12:00 PM – 1:00 PM	Prayer and Lunch break	All participants
1:00 PM – 2:45 PM	<ul style="list-style-type: none"> <li>• Do No Harm Assessment Focus Group Discussion <ul style="list-style-type: none"> <li>✓ List the dividers and connectors and between whom.</li> <li>✓ List the potential impacts on the project, both risks and opportunities.</li> <li>✓ Focus Group Discussion led by Nur</li> </ul> </li> </ul>	Nur and Amoun
2:45 PM – 15:30 PM	<ul style="list-style-type: none"> <li>• Scenario Planning &amp; Risk Management <ul style="list-style-type: none"> <li>✓ Discussion of risk matrix</li> <li>✓ Conduct scenario planning</li> <li>✓ Create updated risk matrix</li> </ul> </li> </ul>	Willem Cant and Janene Sawers
<b><u>Final Wrap-up</u></b>		