WOMEN'S MEDIATION CAPACITY IN NIGERIA

AN ANALYTICAL REPORT ON THE GAPS AND OPPORTUNITIES

UK Government

UN WOMEN

ANALYSIS

Women's Mediation Capacity in Nigeria

An Analytical Report on the Gaps and Opportunities

**NIGERIA COUNTRY OFFICE
UN WOMEN**

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CONTENTS

ACRONYMS AND ABBREVIATIONS

CSO   civil society organization
DDR   disarmament, demobilization and reintegration
ECOWAS   Economic Community of West African States
FCT   Federal Capital Territory
FemWise   Network of African Women in Conflict Prevention and Mediation
FGD   focus group discussion
KII   key informant interview
NAP   National Action Plan
NGO   non-governmental organization
SWOT   strengths, weaknesses, opportunities and threats
UNSCR   United Nations Security Council Resolution
UN Women   United Nations Entity for Gender Equality and the Empowerment of Women
VAPP   Violence Against Persons (Prohibition) [Law]
WPS   women, peace and security

FOREWORD

The global push over the past two decades to recognize and harness the role and contributions of women in peace processes has recorded important progress in some areas. To date though, mediation remains an aspect of peacemaking that has seen minimal representation of women at Track 1 (governmental, official, formal diplomacy) and Track 2 (non-governmental, unofficial, informal diplomacy) levels. The capacities, expertise, lessons and good practices from the experiences of women mediators and women mediation experts can inform and strengthen mediation processes.

To avoid the recurrence of patterns of marginalization, oppression and neglected grievances that drive groups to conflict in the first place, an inclusive approach to conflict resolution is key. This inclusive approach is in line with the provisions of United Nations Security Council Resolution 1325, which stresses that peace is inextricably linked with equality between women and men and affirms the equal access and full participation of women in power structures and in all efforts geared towards peace and security.

UN Women's partnership project with the United Kingdom Foreign, Commonwealth and Development Office on "Strengthening state capacities and women's participation in COVID-19 response and broader peacebuilding initiatives" in Nigeria is an effort to bridge this gap and to bring the experiences of women in mediation in Nigeria to a visible platform, for ease of access. This report analyses the participation of women as mediators in conflict resolution, highlighting the specific context, gaps and challenges of women mediators in Nigeria.

The process of assessment and analysis consisted of a national desk review, mapping, information gathering by consultants across the six geopolitical zones, and key informant interviews. The resulting comprehensive mapping of women's existing dialogue and mediation capacity in Nigeria is a timely undertaking. It is our hope that this will inspire further engagement in ensuring that more women mediators are represented in Track 1 and Track 2 diplomacy.

The report takes account of the nuanced peacebuilding context within Nigeria's six geopolitical zones and the existence of local and national frameworks for action and inclusive participation. It also provides a situational analysis of the opportunities for women mediators in Nigeria to engage in conflict resolution by assessing the existing capacity, visibility and utilization of women mediators, as well as reviewing possible entry points and recommending actions that can be taken by different stakeholders to change the current narrative. To answer the question "Where are the women?" this project has gone a step farther to provide a database of women mediators in Nigeria, to be periodically updated.

It is our hope that this report will serve as a valuable resource for diverse stakeholders who are committed to the women, peace and security agenda, and specifically for strengthening the role of women in formal dialogue and meditation processes in Nigeria and elsewhere.

Comfort Lamptey
UN Women Representative to Nigeria and ECOWAS
May 2021

ACKNOWLEDGEMENTS

EXECUTIVE SUMMARY

UN Women commissioned this comprehensive mapping of women with existing dialogue and mediation capacity in Nigeria, funded under the partnership agreement on "Strengthening state capacities and women's participation in COVID-19 response and broader peacebuilding initiatives" with the United Kingdom Foreign, Commonwealth and Development Office. The objective of the mapping is to advance the women, peace and security (WPS) agenda and promote women's role in formal peace dialogues and mediation processes in Nigeria. This mapping will further strengthen women's role by utilizing a standardized vetting system that could be deployed in formal processes in Nigeria. The project builds on the past and current interventions of UN Women in Nigeria and is integrated into three of the key programmatic areas: Women's Political Empowerment; Women, Peace and Security; and Eliminating Violence against Women.

This report seeks to analyse the participation of women as mediators in conflict resolution and to have an in-depth understanding of the gaps and challenges related to women mediators in Nigeria. The report takes into account the specific peacebuilding context within Nigeria's six geopolitical zones and the existence of local and national frameworks for action and inclusive participation. The report also provides a situational analysis of the opportunities for women mediators in Nigeria to engage in conflict resolution by assessing the existing capacity, visibility and utilization of women mediators, as well as reviewing possible entry points and building synergy with mapped stakeholders.

This research consisted of a national desk review, mapping, information gathered by consultants across the six geopolitical zones, and key informant interviews (KIIs). The mapping of women with dialogue and mediation capacity in Nigeria adopted a combination of qualitative and quantitative research approaches for the purpose of collecting data and conducting analysis. Seventy-two key informant interviews, six focus group discussions (FGDs) and six zonal consultative meetings with key women stakeholders were held across 18 states and the Federal Capital Territory (FCT), targeting three states from each of Nigeria's six geopolitical zones, with the FCT added to North Central.

The mapping serves an important function of providing a situational analysis of the opportunities for women mediators in Nigeria to engage in conflict resolution by examining the nuanced socio-political context, legal environment and conflict situation across the six geopolitical zones of Nigeria. This critical analysis provided a foundation upon which to build the subsequent steps of conducting a capacity assessment and mapping of women mediators in Nigeria.

KEY FINDINGS

1. Overall, conflict mediation is an emerging concept for most of the interviewed women peacebuilders. This was evident in how the majority of the respondents understood dialogue and mediation to be the same concept and often applied them interchangeably.

2. Most of the identified women mediators are more engaged in domestic and community mediation (addressing family and gender issues) rather than conflict mediation. Women peacebuilders and mediators largely operate at the grass roots, working at track 3 (people-to-people diplomacy) and some numbers at track 2 (non-governmental, informal, unofficial diplomacy) levels. Throughout the mapping, it was difficult to identify women mediators with track records of operating at the track I (governmental, formal, official diplomacy) level. Many of the women mediators and peacebuilders interviewed attested to being recognized and respected by their colleagues and communities, but receiving almost no recognition from their governments.

3. Engaging diverse stakeholders will improve the overall understanding of the changing context of conflict responses and violence across Nigeria, open up entry points for women mediators, and strengthen the mediation skill sets of the women based on the changing nature and context of conflict and the need for both general and specific mediation/dialogue skills.

4. There is a low awareness of the work or role of women mediators at the community level and the existence of mediation networks at the national and regional levels.

5. A large number of interviewees said they received mediation training from NGOs; a few received training from the only certified mediation training institute in Nigeria, the Institute of Chartered Mediators and Conciliators. It should be noted that the institute curriculum is focused more on corporate and commercial mediation training. There is a dearth of certified mediation trainers and organizations in Nigeria.

6. There is generally a low understanding of policy frameworks that guide and support the work of women mediators; where such policies exist, such as State Action Plans, they are not specific to mediation or women mediators.

7. Cultural and traditional gender barriers to women's meaningful participation in mediation continue to impact the contributions and roles of women in conflict prevention and peacebuilding in Nigeria.

8. In general, mediation as a conflict resolution mechanism has not been fully explored or utilized in Nigeria. There is a low number of women with skills facilitating dialogue and mediation, and even fewer platforms that harness these resources for amplifying the work of women mediators.

INTRODUCTION

In the 20 years since United Nations Security Council Resolution (UNSCR) 1325 was adopted, the normative framework on women, peace and security has become far-reaching. This international legal and policy framework calls on stakeholders to address the lack of women's inclusion in conflict prevention, crisis management and post-conflict reconstruction. Yet globally women remain significantly underrepresented in peace processes.

UNSCR 1325 is one of the earliest formal documents identifying and institutionalizing the formal designation of women peacebuilders. The resolution recognizes the role women play in peacebuilding at different levels, from the community level, where every day women are struggling to ensure that the home and community are safe, to the national and international spaces, where women are playing important roles in peace negotiations and shaping the resolutions and policies that impact the rights of women (PeaceWomen, 2018). Two decades after UNSCR 1325, the striking absence of women from formal peace negotiations reveals a troubling gap between the aspirations of countless global and regional commitments and the reality of peace processes. The three United Nations peace and security reviews – conducted in 2014 and 2015 on peace operations, peacebuilding and the implementation of UNSCR 1325 – highlighted an inadequate recognition among member states and within the UN system of the potential of fully integrating a gender perspective into peace and security processes. In 2012, UN Women noted that "women's participation in peace processes remains one of the most unfulfilled aspects of the women, peace and security agenda".

However, recent developments provide the momentum to tackle this aspect of the WPS agenda. At the African Union level, a Continental Results Framework on Women, Peace and Security in Africa was initiated in 2014 and launched in February 2019.[1] Its implementation would be a major step in improving the monitoring of the implementation of the WPS agenda. Twelve member states presented country reports on the implementation of the WPS agenda in Addis Ababa in March 2018 at the occasion of the validation of the Continental Results Framework.

In March 2017, the African Union Peace and Security Council created the Network of African Women in Conflict Prevention and Mediation (FemWise-Africa). FemWise-Africa is aimed at strengthening the role of women in conflict prevention and mediation efforts and enhancing the implementation of the commitments for women's inclusion in peace making in Africa. The continental FemWise has given birth to regional platforms to strengthen coordination and reach across Africa. In 2019, FemWise-West Africa was launched, hosted by the ECOWAS Secretariat in Abuja, Nigeria. Other regional mediation networks have emerged in recent years, such as Women Mediators across the Commonwealth as well as the Mediterranean Women Mediators Network, Arab Women Mediators Network, ASEAN Women Mediators Network, and the Nordic Women Mediators Network.

1 https://au.int/sites/default/files/documents/35958-doc-continental_results_framework_wps_.pdf.

With the renewed interest and support for strengthening women's participation in peace and mediation processes, these regional networks launched the global alliance of regional women mediator networks. The common objectives for the establishment of these networks were to foster increased recognition for women mediators, participation/deployment for mediation missions, and capacity strengthening and peer learning.

The 1994 Kampala Action Plan on Women and Peace recommended the creation of a mechanism to facilitate the involvement of African women leaders in the prevention, management and resolution of conflict at the highest levels. Following such early commitments, women have mobilized for peace and participated in the processes in different countries, but much more needs to be done to further realize the optimal benefits of having women as mediators, as part of mediation teams, as part of negotiating parties, as signatories, as observers and in other substantive roles in peace processes (Accord, 2018).

The commitments of the women, peace and security agenda provide a framework for ensuring women's meaningful participation in dialogue, negotiation and peace processes. It provides significant room to improve how we ensure that women are included in these processes, along with opportunities to design concrete tools to help in implementing the commitments more effectively. The inclusion of women in dialogue, negotiation, mediation and peace processes is important for a number of reasons. Women are differently embedded in society than men are, and they have been shown to widen the range of central topics discussed at the negotiation table.

More inclusive processes can contribute to more comprehensive agreements that better integrate and reflect the concerns of broader society. This in turn will strengthen the sustainability of the agreements. However, increasing the participation of women at the negotiation table is not enough. Long-simmering disputes cannot be settled by means of high-level political peace agreements alone. Settlements require looking beyond the negotiation table to the peace process at large, where agents for peace – including women's groups – formally or informally work at different levels towards sustainable peace. A particularly pertinent question is how to increase the inclusion of women in official processes that address protracted conflicts, where changing the process design would be difficult or unlikely.

Nevertheless, the inclusion of women alone will not make a peace process more effective. By nature, women are not more peaceful than men, and, like men, they may be politically affiliated. Considering women only as agents for peace reinforces gender stereotypes. However, increasing women's meaningful participation at the mediation and negotiation table, establishing links to women's peacebuilding activities in unofficial tracks, and gender-mainstreaming mediation and negotiations all allow for more perspectives to be brought into the management and resolution of conflicts. Studies have shown that diversifying the voices that contribute to decision making can increase effectiveness in problem solving. Thus, ensuring gender diversity in mediation and negotiation processes can be a means to enhance the sustainability of their outcomes because the diverse needs of the population will have been taken into account.

While important gains have been made in the implementation of UNSCR 1325, formal peace processes have lagged behind in effectively engaging and involving women as members of the teams facilitating and leading peace processes. Empirical evidence shows that between 1992 and 2019, only 3 per cent of chief mediators, 4 per cent of witnesses and signatories, and 9 per cent of negotiators in peace processes were women. The inclusion of women during peace-making processes has, however, seemed to focus on mobilizing women outside of peace processes rather than securing their participation within formal peace processes. In the global context, there is growing evidence to suggest that multiple collaborative efforts with more women participating in mediation and dialogue are perhaps the most comprehensive way of addressing these challenges and envisioning a collective future. This momentum has seen the rise of networks of women mediators that seek to increase the number of women who are actively involved in local, continental and international peace mediation efforts.

In Nigeria, women remain drastically under-represented in peace processes. This is not entirely due to lack of capacity, but also due to lack of power and access. In most African contexts, patriarchy continues to play a key role in excluding women from formal and informal peace processes. In some contexts, peace processes have been — and continue to be — highly militarized, with a heavy security-oriented approach, which has been considered a man's world, further discouraging women from getting more involved. The imbalance between what is offered and what is needed in mediation support further complicates the provision of tailored mediation support by women mediators and mediation experts.

Women are more represented at the track 3 level, which involves community and civil society organization (CSO) engagement, with a few in track 2 (non-governmental, informal, unofficial). The participation of women in track 2 and 3 is mostly at the informal level, while women in track 1 (governmental, formal, official) are nearly non-existent in Nigeria. This gap brings to the fore that, in most instances, participation in mediation is a reflection of the political capacities of women. In this regard, for a country with less than 7 per cent participation of women in politics and leadership, the opportunities for women to participate in mediation may continue to remain abysmally low.

Also, in many cases, mediators and mediation teams have had challenges accessing women mediators and knowing about the mediation capacities of women, stating that, for example, the women were not well known (Accord, 2018). This desk review therefore seeks to map the existence of women mediators in tracks 1, 2 and 3; assess the current capacities; close any existing gaps in capacities; and build a repository of women mediators and experts in conflict resolution who can be deployed across Nigeria and regionally.

This process of mapping and conducting a capacity assessment will broaden the access and space for women's participation in peace processes, especially in track 2 and track 1, as well as provide a platform for sharing good practices and expertise and enabling peer-to-peer learning, where women engaged in mediation in different contexts learn from each other.

COUNTRY BACKGROUND AND CONTEXT ANALYSIS

Nigeria is a country in sub-Saharan Africa, the most populous country in Africa, with an estimated population of 200 million people and with women representing about 48 per cent of the population (*Nigerian Bulletin*, 2011). Nigeria has about 250 ethnic groups that speak over 400 dialects. Nigeria currently has 36 states, including the Federal Capital Territory, and is divided into six geopolitical zones. Nigeria continues to experience religious, ethnic and political tensions, and is currently experiencing its longest period of civilian rule since independence in 1960 (Abdul et al., 2011, p. 4).

A key regional player in West Africa, Nigeria accounts for about half of West Africa's population, and it has one of the largest populations of youth in the world. With an abundance of natural resources, it is Africa's biggest oil exporter and has the largest natural gas reserves on the continent.

POLITICAL CONTEXT

The political landscape is presently partly dominated by the ruling All Progressives Congress (APC) party, which holds 217 out of 360 seats at the National Assembly; 64 out of 109 seats in the Senate; and 19 out of 36 state governorships. During the recently concluded 2019 elections, of the 1,487 elective positions in Nigeria, there are only 70 women, constituting 4.71 per cent, according to the Centre for Democracy and Development.

Since 2011, the Nigerian security landscape has been consistently shaped by the war against the Boko Haram terrorist group, the intractable farmer–herder conflicts, and communal violence in the northern states. This is in addition to the persistent crisis in the oil-rich Niger Delta, where several non-state armed groups attack oil companies and state-owned pipelines, and to the kidnappings, land conflicts, and ethno-religious and farmer–herder conflicts across all the geopolitical zones.

ECONOMIC CONTEXT

Nigeria is highly vulnerable to the global economic disruption caused by COVID-19, particularly due to the pronounced decline in oil prices and spikes in risk aversion in global capital markets. While everyone is facing unprecedented challenges, the impacts of crises are never gender neutral, and COVID-19 is no exception. Women are bearing the brunt of the economic and social fallout of the pandemic; this is because women tend to earn less and have fewer savings (UN Women, 2020). The effect of the lockdown phase was very severe for women, who are disproportionately represented in the informal economy and have less access to social protections. Before the pandemic, the burden of unpaid care and domestic work, which forces women to drop out of the labour force, had been a lingering issue; it was exacerbated during the lockdown, with more women burdened

with unpaid care and domestic work, and an increase in gender-based violence.

Nationally, 40 per cent of Nigerians (83 million people) live below the poverty line, while another 25 per cent (53 million) are vulnerable, with women and children being the most vulnerable members of the population. With COVID-19, many of these 53 million vulnerable people could fall into poverty. The magnitude of the health impact depends on the duration and domestic spread of the outbreak, while the economic impact hinges on oil prices (World Bank, 2020). Unemployment and underemployment are expected to increase, affecting poor households and increasing the share of the population vulnerable to falling into poverty. Only agriculture is expected to positively contribute to growth in 2020 (World Bank, 2020).

SOCIAL CONTEXT

While Nigeria has made some progress in socio-economic terms in recent years, its human capital development remains weak due to underinvestment. It ranked 152 out of 157 countries in the World Bank's 2018 Human Capital Index. The country continues to face massive developmental challenges, including the need to reduce its dependency on oil and diversify the economy; address insufficient infrastructure; build strong and effective institutions; and address governance issues and public financial management systems. These pre-existing structural challenges have left the Nigerian economy especially vulnerable to the COVID-19 outbreak and its consequences.

Inequality, in terms of gender, income, education, health care, governance and opportunities, remains high and has adversely affected poverty reduction. Gender inequality, corruption and the lack of job opportunities are at the core of the high poverty levels, geopolitical zone inequality, and social and political unrest. Without the COVID-19 shock, about 2 million Nigerians were expected to fall into poverty in 2020 as population growth outpaced economic growth. With COVID-19, the recession was likely to push an additional 5 million Nigerians into poverty in 2020, bringing the total newly poor to 7 million (World Bank, 2020). This would further deepen the fragile state of the country, exacerbate the gender gap and deeply entrench unequal power relationships.

CONFLICT LANDSCAPE

Nigeria as a country is plagued by various kinds of unabated violent conflicts – ethnic, religious, social, economic and political, among many others. In the geopolitical zones, the majority of the conflict situations are caused by ethnic and religious issues, land disputes, power tussles, violent extremism, resource-based conflict including the farmer–herder conflict, and militancy intertwined with the activities of criminal groups. Others are caused by exacerbated tensions, which reduce the capacity of communities to manage conflict non-violently. Each of the six geopolitical zones of Nigeria has a unique history and context in relation to conflict. A brief examination of the conflict situation in each of the geopolitical zones will be undertaken, with a view to analysing the windows of opportunities for deeper engagement by women mediators.

NORTH EAST NIGERIA

The North East comprises six states: Adamawa, Bauchi, Borno, Gombe, Taraba and Yobe. This zone has been the most severely affected by conflict of any zone in Nigeria in the last decade. Conflict and violence in North East Nigeria are primarily attributable to Boko Haram, the terrorist group responsible for human rights abuses across Nigeria, Chad, Cameroon and Niger since 2009. The violent radicalization of the Boko Haram members and the resulting military operations have reportedly affected nearly 15 million people since 2009. This conflict has triggered an acute humanitarian and forced displacement crisis, with devastating social and economic impacts on the population, further deepening underdevelopment and regional inequalities. The most affected states are Borno, Adamawa and Yobe. The most affected groups are women, children and youth. Boko Haram's tactics have included multiple modes of attack, including suicide bombings, seizure and destruction of entire villages, forced displacement, abductions, sexual violence targeting women, and forced recruitment of men. Although Boko Haram–held territory has reduced in size over the last few years, the group continues to perpetrate consistent attacks in North Eastern states.

NORTH WEST NIGERIA

This zone has seven states: Kaduna, Kano, Katsina, Jigawa, Zamfara, Sokoto and Kebbi. Beyond the Boko Haram crisis in the North East, the North West is presently facing heightened security challenges relating to kidnapping, armed banditry and major intrareligious tensions, particularly in Kano State. Despite the zone's huge economic potential, it still has the highest poverty rate in Nigeria. There are growing risks of an exacerbation of the current security crisis (similar to the North East) and a spill-over into neighbouring countries, which could lead to devastating consequences for the country's socio-economic well-being. The historical and current socio-economic challenges in this zone have further widened the barriers for the participation of women in decision making. These barriers include early/forced marriage, unequal access to education for boys and girls, gender-based and domestic violence, and the

subjugation of women using cultural and religious beliefs.

NORTH CENTRAL NIGERIA

North Central consists of the states of Benue, Kogi, Kwara, Nasarawa, Niger and Plateau, as well as the Federal Capital Territory. In recent years, conflict in the North Central zone has both escalated and expanded as tensions between farmers and herders have risen. This conflict is multifaceted and complex. It centres on agricultural households and nomadic cattle-herding groups who come into conflict over land access. As the population in North Central Nigeria increases, the amount of land used for farming also increases, often into areas that have traditionally served as cattle-grazing areas. At the same time, climate change and the Boko Haram insurgency have reduced the amount of land suitable for grazing in North East Nigeria, forcing herding communities to increasingly expand their routes into central and southern areas. This competition over land and resources is compounded by religion and ethnicity – herders are mostly members of the minority Fulani ethnic group and are generally Muslim. Farmer–herder conflicts often consist of attacks by one group and subsequent retaliation from the other community. Although attention to this issue is growing, to date there has been little response directed towards the affected parties and few resources allocated towards reconciliation and the prevention of future conflict.

As a result of the prolonged violent conflicts in the zone, women and girls have slowly become instruments of war; they are killed, maimed and raped by conflict actors in the pursuit of revenge. The zone is equally known

for the trafficking of underage children for domestic service, as well as underage motherhood. Sexual and gender-based violence is rampant, and justice remains elusive for victims. It should be noted that some of the states in the zone have been progressive in the creation of enabling gender-sensitive policies and laws, such as the Gender and Equal Opportunities Bill, the Violence Against Persons (Prohibition) Law (VAPP Law), State Action Plans, Local Action Plans, etc. However, the implementation and monitoring mechanisms for these policies and laws are weak.

SOUTH SOUTH NIGERIA

The South South zone is made up of Akwa Ibom, Bayelsa, Cross River, Delta, Edo, and Rivers States. This area is renowned as Nigeria's source of oil wealth, widely perceived as the economic force driving Nigeria forward. Nevertheless, this resource wealth has not translated into socio-economic success for most inhabitants of these states. Instead, the region suffers from ecological degradation as a result of oil spills, high rates of youth unemployment, and extensive inequality between the local population and employees of oil companies. These issues are compounded by ethnic and political tensions in the region. In particular, ethnic minority groups have frequently clashed in competition for oil wealth; political tensions in this zone also run high. All of these factors have resulted in high levels of crime. Militant and pirate groups have operated in the region for decades, targeting oil companies, pipelines and individuals. Similarly, killings, abductions and robberies are not uncommon, and many people have been displaced from their homes or communities as a result of the violence.

SOUTH WEST NIGERIA

The South West zone comprises six states: Lagos, Ogun Oyo, Osun, Ekiti and Ondo. The region offers a wide range of sights and experiences. The major conflict drivers within this region are border violence, land conflicts, electoral violence, ethno-religious conflicts, protests, communal clashes, farmer–herder conflicts and chieftaincy tussles. This is by no means an exhaustive list of the conflict triggers within the region.

SOUTH EAST NIGERIA

The South East zone is comprised of five states: Anambra, Abia, Enugu, Ebonyi and Imo. The conflict analysis indicates that the main triggers of conflict in the South East states are chieftaincy and community leadership conflicts; communal land and boundary disputes; and the farmer–herder conflicts. A disaggregation of the causes, actors and impacts of these various conflicts reveals that there are ongoing struggles and trade-offs between individuals and groups in their bids to access and retain political, social and economic rights, privileges and opportunities. Indeed, the underlining factors for many of the conflicts in the South East can be traced to the struggle for political, social and economic leverage. Invariably, the trajectories of these conflicts have often depended on the availability and capacity for conflict management and resolution by governmental, non-governmental and other grass-roots stakeholders.

TARGET STATES

The following states were selected from the six geopolitical zones in Nigeria.

South East – Enugu, Ebonyi and Anambra. These three states in the recent pass have experienced land boundary conflicts, communal conflicts and farmer–herder conflicts, and have been very active in the Biafra militants' struggle. There have been mediation and justice committees set up within these states at different points in time, and these states are actively designing their State Action Plan on UNSCR 1325 and related resolutions. Focusing on these three states in the South East will open up opportunities for women mediators to support formal peacebuilding processes.

South South – Delta, Rivers and Edo. There are some similarities among the three selected states. The struggle for resource control is very active within these states, with a varying degree of high- and mid-level conflicts. The three selected states face heightened security challenges related to kidnapping, armed robbery and militancy. Delta and Rivers States have State Action Plans in existence, while Edo State has launched a number of gender policies to curb gender-based violence.

South West – Lagos, Ogun and Ekiti. Within the geopolitical zone, Ekiti State has the most robust legal framework and multiple entry points for women mediators. Lagos and Ogun have homegrown legal processes that can be tapped. Ogun State has a mediation committee. All three states have mid-level conflicts, varying from political violence to communal conflicts, farmer–herder conflicts and land conflicts.

North Central – Plateau, Kaduna, Nasarawa and the FCT. Both Plateau and Kaduna States have witnessed significant effects from years of violent conflicts. The conflict dynamics

relating to farmer–herder conflicts, political violence, ethnic conflicts, boundary disputes and religious conflicts are similar and cross-cutting. The selection of the FCT, which is the headquarters of the central government, is to broaden the engagement with key stakeholders at the national level.

North West – Kaduna, Zamfara and Katsina. Beyond the Boko Haram crisis in the North East, these three states in the North West are facing heightened security challenges relating to kidnapping, banditry and robberies. The selection of the three states is also premised on the low-level participation of women in decision making, especially in Zamfara and Katsina States. This mapping will help to have a comparative understanding of the various women, peace and security dynamics in the zone.

North East – Borno, Gombe and Taraba. For more than a decade, the North East has seen a devastating humanitarian crisis as a result of the activities of the terrorist group Boko Haram. This has led to dire consequences for the socio-economic and political development of the zone, which had been the least developed zone in the country before the emergence of Boko Haram.

The dates for the mapping and zonal consultations are given in Table 1.

Table 1: Schedule for Consultations

Zone	State	Mapping and Key Informant Interviews	Zonal Consultation Date	Number of Participants at the Zonal Consultation
South West	Ekiti, Lagos and Ogun	8 February to 28 February 2021	5 March 2021	30
South East	Anambra, Ebonyi and Enugu	8 February to 28 February 2021	10 March 2021	20
South South	Delta, Edo and Rivers	8 February to 28 February 2021	11 March 2021	21
North West	Kaduna, Katsina and Zamfara	8 February to 28 February 2021	9 March 2021	25
North East	Gombe and Taraba	8 February to 28 February 2021	4 March 2021	18
North Central	FCT, Kogi, Nasarawa, Plateau and Borno	8 February to 28 February 2021	14 March 2021	27

Note: Due to the heightened security challenges along the Maiduguri–Gombe Road, Borno State participants could not attend their zonal meeting in Gombe State. For this reason, Borno participants were flown to Abuja and joined the North Central zonal meeting on 11 March 2021.

SAMPLING AND SURVEY INSTRUMENTS

Parallel to the mapping exercise, a qualitative in-depth desk review was carried out. The desk review served the important function of providing a situational analysis of the opportunities for women mediators in Nigeria to engage in conflict resolution by examining the nuanced socio-political context, legal environment and conflict situation across the six geopolitical zones of Nigeria. The critical analysis helped in providing a foundation upon which to build the subsequent steps of conducting a capacity assessment and mapping of women mediators in the six geopolitical zones.

SAMPLING TECHNIQUES

The sampling for the research elements were strategic and stratified, as informants were selected from criteria developed (see annex) during the desk review for each research method. In general, respondents are individuals and organizations related to the women, peace and security sector, with a special focus on state and non-state actors utilizing dialogue and mediation in their conflict prevention and peacebuilding work. Other targeted stakeholders included victims of violent conflict at the community level and persons living with disability. The team adopted the snowball approach to identify and map women with dialogue and mediation capacities through the various existing networks and platforms of CSOs and women-led groups. The methods used in collecting data were desk reviews, emails, online meetings, telephone interviews, physical interviews and zonal consultations.

MAPPING OF WOMEN MEDIATORS

The mapping process adopted a combination of qualitative and quantitative research approaches for the purposes of collecting data and conducting analysis. Thirty-six key informant interviews were held across 10 of the 19 northern states and 36 KIIs were held across 9 of the 17 southern states. In addition, three focus group discussions and zonal consultative meetings with key women stakeholders were held in each of the six geopolitical zones of Nigeria.

A snowballing approach was used for the mapping process, which helped to identify 200 potential participants for the zonal consultations and the database of women mediators (see appendix for the mapping list).

KEY INFORMANT INTERVIEWS

The selection of respondents for the KIIs was conducted based on the knowledge of the consultants, information from the mapping exercise and desk review, online data, and ease of access.

The key informants were interviewed using an open-ended, semi-structured interview guide. The KIIs provided insights on and understandings of the lived experiences, opinions and perspectives of interviewees and

Figure 1: Regional and Percentage Breakdown of Consultations
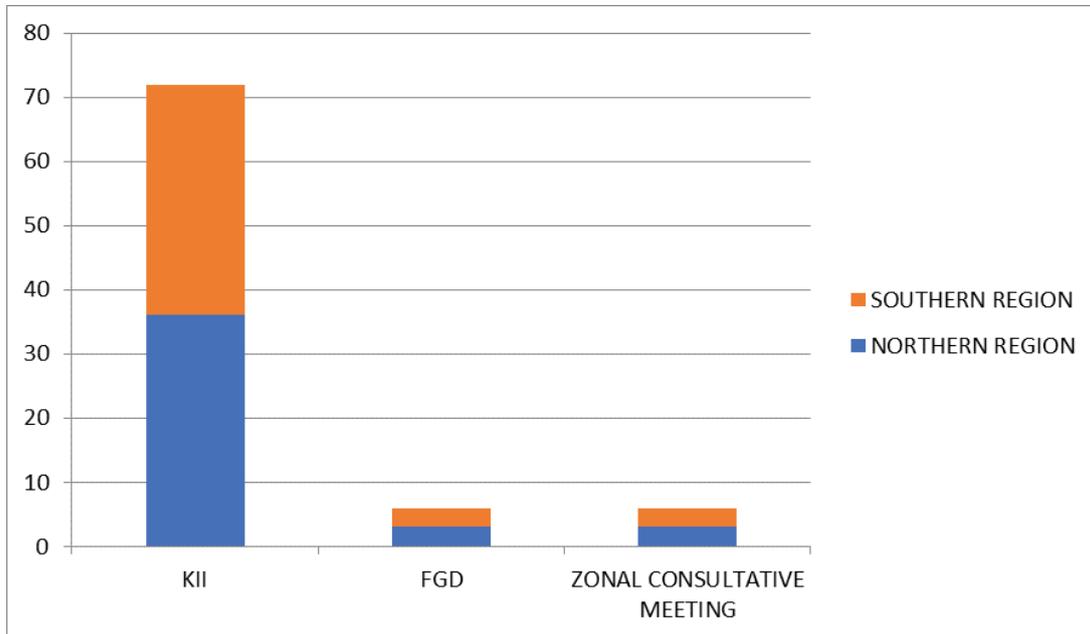
researchers via open dialogue between the interviewer and interviewee. All interviews were transcribed and analysed.

ZONAL CONSULTATIONS

The zonal consultations were held in all six geopolitical zones. The one-day zonal meetings were divided into three sessions. The first session was designed as a workshop focused on generating data on the role of women in dialogue and mediation processes, as well as the key gaps/challenges affecting women's meaningful participation. The second session had participants divided into two or more groups to conduct the FGDs, with the objective of accessing women's capacity, involvement and recognition in dialogue and mediation, as well as identifying opportunities and understanding the needs and aspirations of women to become better dialogue

facilitators and mediators. The third session was a short training session on dialogue and mediation to address the identified capacity gaps in dialogue and mediation.

The objectives of the zonal consultations were as follows:

- Map women with existing dialogue and mediation capacities.
- Analyse gaps and opportunities to strengthen women's mediation capacity in Nigeria, taking into account zonal priorities and peculiarities.
- Ensure that emerging issues on women, peace and security are identified, and create opportunities for discussion on strengthening WPS in Nigeria.
- Facilitate the incorporation of a wide range of stakeholders in the women, peace and security agenda.

There was a total of 141 participants in attendance; see Figure 1 for a breakdown of the participants. The agenda of the consultative dialogue is attached as an appendix.

LIMITATIONS AND CHALLENGES RELATED TO THE MAPPING, KEY INFORMANT INTERVIEWS AND ZONAL CONSULTATION MEETINGS

There were multiple challenges while conducting the mapping.

Data collection: The data was designed to be collected virtually, and in Nigeria this presented a challenge. It was difficult to get people to make time for video meetings or telephone interviews. There were issues of poor network connectivity, and in some cases the team had to travel to the states to meet with the respondents.

Time and scope: As a pilot, the project duration was short, and the mapping therefore was adapted to fit the project timeline. The initial plan was to have a comprehensive national plan covering all 36 states and the FCT, but the team had to limit the scope to 18 states and the FCT. This change limited the scope and the team's ability to identify key and potential women with dialogue and mediation capacities in states not targeted under this mapping.

Resources/budget: The mapping was also slowed down by the limited number of researchers engaged to deliver the key activities within the specified timeline.

Security threats: The current situation in Nigeria has had an impact on the overall delivery of the exercise. For example, participants from Borno State could not travel to Gombe State due to the travel risks, and were brought to join the North Central group in Abuja. Thus, Borno participants did not have the opportunity to interface and develop a shared understanding of their zonal challenges and prospects with their colleagues from the same zone. This change also led to additional cost implications for the project. Secondly, some key informant interviewees declined the invitation due to fear for their safety if their participation in the interviews was to be received negatively in their states. Despite assurances of confidentiality and non-disclosure of their identities, some respondents, particularly in Zamfara and Katsina States, declined to be interviewed.

Duration of zonal meetings: The amount of time allocated for the zonal meetings did not provide adequate opportunity to undertake a thorough analysis of the gaps, challenges and priorities for women peacebuilders and mediators. This challenge became more pronounced due to the low mediation capacity and skills of the majority of women in some of the key states, such as Taraba, Zamfara and Katsina. The meetings took place on one day in each of the geopolitical zones, and an additional one or two days would have enriched the process and enhanced the women's understanding of mediation and dialogue.

Inadequate data on dialogue and mediation: A key limitation was the poor availability and limited access to data on dialogue and mediation. It was very challenging to understand the level and scope of the utilization and capacity of dialogue and mediation in conflict prevention and resolution in Nigeria and beyond.

FINDINGS FROM THE MAPPING, KEY INFORMANT INTERVIEWS, AND ZONAL CONSULTATION MEETINGS

Identified themes that emerged from the data are elaborately described in a narrative format. Some of the themes arose through the intentional structuring of the data collection tools. This intentional structuring process reflected both the consultants' experience as mediators working across different levels of peacebuilding and the secondary data that were analysed during the desk review process. The discussion of the findings begins with a description of the conflict landscape in the different geopolitical zones of Nigeria and a general overview of the peacebuilding context in Nigeria. This is followed by a more nuanced approach that looks at the data to better understand the spaces and contexts[1] that provide women with the opportunity to engage in mediation and dialogue and to explore ways of strengthening women's capacities in mediation and dialogue.

CONFLICT LANDSCAPE

Across the six geopolitical zones of Nigeria, the women[2] we engaged with in all three steps of the project identified factors that threaten peace and security in their states and communities. Some of the factors were commonalities across the six geopolitical zones. However, some peculiarities were also noted. Table 2 presents some of the factors that were identified.

PEACEBUILDING CONTEXT

Women in Nigeria have been involved in peacebuilding[3] in a multiplicity of ways. However, the data from the mappings, KIIs and zonal consultations show that women are more involved in track 3 processes, with few involved in tracks 2 and 1. The responses from the participants have been structured to give a graphic representation of the channels of women's participation in peacebuilding in Nigeria (Figure 2).

Across the six geopolitical zones, women are involved in the mobilization of support to protect the rights of women, to protect vulnerable and indigent women and children, and to confront acts such as arbitrary arrests and abduction of women. Women have also

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1 Chilasa (2012) posits that a situating data analysis within a contextual framework gives deeper insight into meanings and issues.
2 "Women" refers to the respondents of the KIIs and FGDs and participants of the zonal consultation meetings across the six geopolitical zones.

3 For the purposes of this report, we adopt the definition of peacebuilding as the promotion of institutional and socio-economic measures at the local or national level to address the underlying causes of conflict (Goodhand and Hulme, 1999).

Table 2: Conflict Landscape across the Six Geopolitical Zones (March 2021)

Geopolitical Zone	Conflict Landscape	Comments
North Central	Kidnapping, sexual and gender-based violence, child abuse, human trafficking, substance abuse and addiction, inadequate maternal shelter, exclusion of people living with disability, exclusion of women from public office and governance, commercial sex, religious intolerance, farmer–herder conflict	The issue of forced marriage is more prominent in Nasarawa and Plateau States, and negative widowhood practices are more prominent in Plateau State.
North West	Kidnapping, cattle rustling/theft, inter-communal clashes over boundary disputes, persistent farmer–herder conflicts, youth restiveness and thuggery, sexual and gender-based violence, armed robbery, proliferation of internally displaced persons, neglect of girl-child education, threat to food security due to the inability of farmers to access farmland, inability to access educational facilities due to banditry	
North East	Increasing abduction and kidnapping of women and girls, sexual and gender-based violence (which has been impacted by COVID-19), overstretching of social facilities due to the pressure caused by the localization of internally displaced persons, food insecurity as a result of the inability of farmers to cultivate their farmland, the farmer–herder crisis, persistent attacks by Boko Haram	The Boko Haram militant attacks remain more prominent in Borno State.
South South	Kidnapping, farmer–herder conflicts, sexual and gender-based violence, kingship tussles, land boundary disputes, substance abuse and addiction, cultism, inter-communal conflict, access to resource control, election-related conflict, community leadership tussles, a high rate of unemployment, limited access to employment with oil companies	Conflict due to land sales to multiple parties is more prevalent in Edo State.
South West	Kidnapping, farmer–herder conflicts, border violence, land conflicts, electoral violence, ethno-religious conflicts, inter-communal clashes, chieftaincy/kingship tussles, sexual and gender-based violence (which has been impacted by COVID-19)	
South East	Chieftaincy/kingship tussles, conflict over community leadership, communal land and boundary disputes, farmer–herder conflicts, sexual and gender-based violence (which has been impacted by COVID-19), kidnapping, militant groups	

Source: Participants of zonal consultations.

Figure 2: Channels for Women's Participation in Peacebuilding in Nigeria

FORMAL	**SEMIFORMAL**	**INFORMAL**
Security Sector	Networks and Coalitions	Individual Advocates and Ad Hoc Activism
Commissions/Panels of Inquiry	Social Organizations	Wives/Mothers of High Profile Political/Traditional Leaders
Civil Society Organizations	Traditional and Cultural Organizations	Community Development Associations
Political Leadership		

Source: Data from mapping, KIIs, FGDs and zonal consultations, March 2021.

pushed for the passage of the Gender and Equal Opportunities Bill and Child Rights Act (on child protection) and the prevention of child marriage and sexual and gender-based violence, among others. Women also play important roles in advancing the recognition, promotion and protection of women peacebuilders, while others are engaged in promoting access to justice and the use of alternative dispute resolution mechanisms to settle community-level disputes through the use of musical and cultural activities to advance and sustain peace.

Women have been involved in the reintegration of children and ex-combatants through dialogue and mediation between host communities and returnees, especially in the North East. In Borno State specifically, participants identified the involvement of women in the disarmament and reintegration of repentant members of extremist groups such as Boko Haram, using the disarmament, demobilization and reintegration approach. Women are also involved in facilitating peace education through the establishment

of peace clubs; supporting the conduct of research through which they challenge the narratives advanced by extremist groups; and supporting the reintegration of child soldiers into communities.

Women at the community level are involved in implementing interventions to respond to the farmer–herder conflicts. Specific examples were given in the North Central and South East consultations in which women participated in reopening blocked cattle routes and ensuring that compensation was paid for crop destruction in order to prevent the escalation of conflict into violence.

In addition, it is instructive to note that the majority of the participants stated that most of these interventions they perform are limited in their level of influence due to the social and economic barriers they face in their communities. However, the work and contributions of women in all of these contexts remain largely at the grass-roots level in track 3, with a very limited number of women in track 2 and close to zero in track 1.

WOMEN IN DIALOGUE AND MEDIATION

For the purposes of this mapping exercise and the conflict environment in Nigeria, we consider mediation as a voluntary form of conflict management. This means the adversaries in an intractable conflict choose whether to begin or continue mediation or not, and they retain their control over the outcome (if not always over the process) of their conflict, as well as their freedom to accept or reject any aspects of the process or the ultimate agreement ("Mediation in the United Nations", *Revista de Mediacion*).

Similarly, the West Africa Network for Peacebuilding defines mediation as the process in which a third party impartially assists in resolving a dispute between two or more parties, while dialogue on the other hand is defined as an interactive conversation between one or more sides working together towards a common understanding that encourages the parties to listen to each other with open-mindedness, with the aim of understanding the issues between them (West Africa Network for Peacebuilding, 2012).

The mapping found poor representation of women in dialogue and mediation processes across Nigeria. Out of the 211 key informants and FGD participants cutting across the six geo-political zones who responded to questions on the involvement of women in mediation and dialogue, 131 (62 per cent) have been involved in conflict-related dialogue and mediation, while 80 (38 per cent) focus their interventions on gender-related issues such as settling family/marital disputes, rape, domestic violence, etc.

Of the 70 KII respondents, 87.5 per cent (61) indicated that they have received training on dialogue and mediation, largely from NGOs and the Institute of Chartered Mediators and Conciliators, with 12.5 per cent (9) not receiving training related to dialogue and mediation. However, the responses during the overall interviews do not seem to corroborate the responses of the trained mediators or dialogue facilitators, as most respondents could not distinguish between dialogue and mediation in meaning and practice. Yet the women invited to participate in the mapping, KIIs, zonal meetings and FGDs were those carefully selected on the

Figure 3: Women's Representation in Dialogue and Mediation
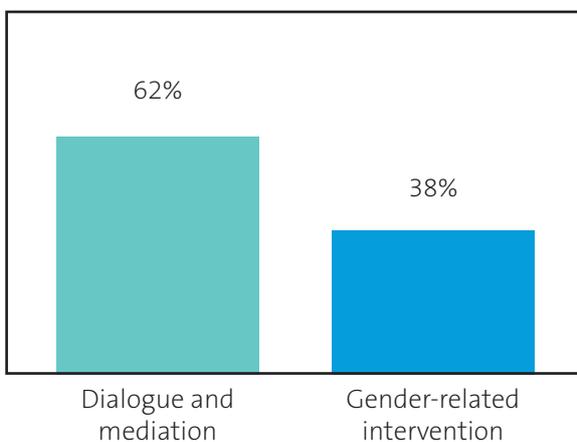
Figure 4: Women's Representation in Training on Dialogue and Mediation
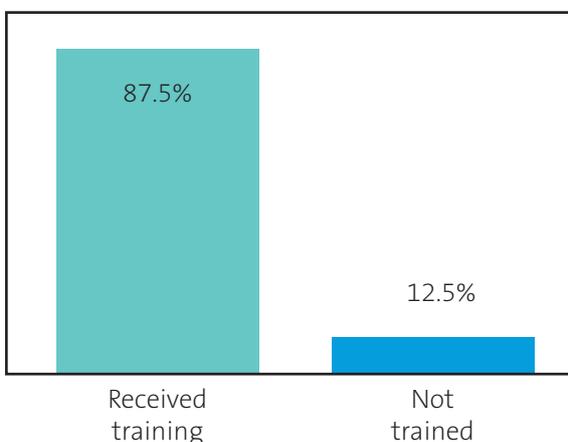
Source: Field work, 2021

basis of their perceived dialogue and mediation experience.

MEDIATION/DIALOGUE DICHOTOMY

There is a weak understanding of the concepts of mediation and dialogue, as nearly all the respondents and participants mixed up the definitions and most often used the two concepts interchangeably. Respondents attested to the misuse of the concepts, and some stated that their dialogue and mediation engagements were limited to town hall meetings, consultations, conferences, etc.

ROLE AND RECOGNITION OF WOMEN MEDIATORS

Women peacebuilders are recognized and respected by their colleagues, but receive almost no recognition from their governments. This is attributed to women mainly contributing to peace at the community level. This was corroborated by the feedback of 141 respondents during the FGDs across the six geopolitical zones. Of the 141 FGD participants, 108 (76.6 per cent) feel that women are recognized and respected by their colleagues, while 33 (23.4 per cent) do not feel recognized and respected by their colleagues. Meanwhile, 100 (70.92 per cent) participants feel that women peacebuilders are recognized and respected by their communities, while 41 (29.08 per cent) feel otherwise. Thirty-two (22.7 per cent) participants answered affirmatively when asked whether governments recognize and respect women, while 109 (77.3 per cent) did not feel respected and recognized by governments.

From the statistics above, it is clear that participants feel that their colleagues and communities recognize and respect women mediators more than the government does. However, the participants stated that women

Figure 5: Recognition of Women Peacebuilders
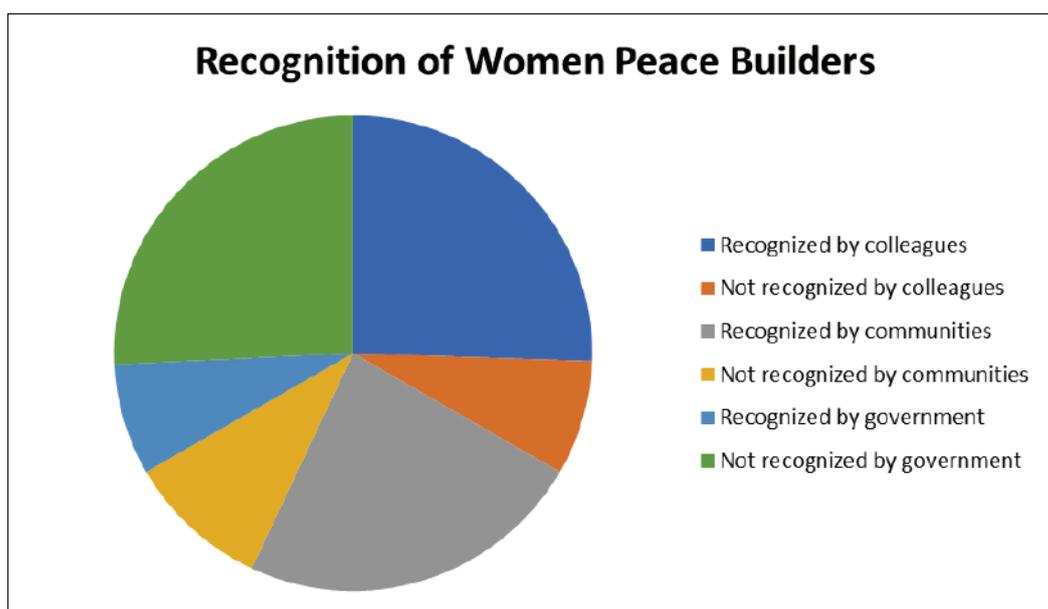
have to gain the trust of the communities before being respected at the community level. Some of the respondents feel that women are recognized when they have proven they have certain qualities, such as being successful home managers, exhibiting respect while interacting with community members, and showing leadership in the community and support for the less privileged. This recognition and respect may be connected to the fact that they work more in the track 3 space of peacebuilding, and the communities are their primary constituencies.

As represented in the data above, governments are seen to give less respect and recognition to women mediators and peacebuilders. It was reported by respondents that the government would only bring women to the table when they belong to or represent women's networks – associations/groups such as the National Council of Women's Societies, the Federation of Muslim Women's Associations in Nigeria, the Women's Wing of the Christian Association of Nigeria, etc. This is indicative that government may want to engage with networks (because

of constituency, credibility, legitimacy, etc.) and thus membership in mediator networks enhances the possible utilization of women mediators.

According to one of the respondents, who was affirmed by the majority of the participants, "The mindset is that women shouldn't be part of the mediation processes due to their perceived emotional weakness." It has also been acknowledged that women who are above 40 are more respected than those who are younger.

POSITIONING OF WOMEN'S ROLES

Women peacebuilders and mediators largely operate at the grass roots, working in track 3, with fewer numbers in track 2. In all 18 of the target states from which the participants came, it was difficult to identify more than one women mediator working or operating in track 1. This identified woman has had access to political and decision-making powers through her previous role as a politician and now heads a government agency. However, we know that, as a result of the current global

Figure 6: Operation of Women Peacebuilders in Tracks 1, 2, and 3

Source: Field work, 2021
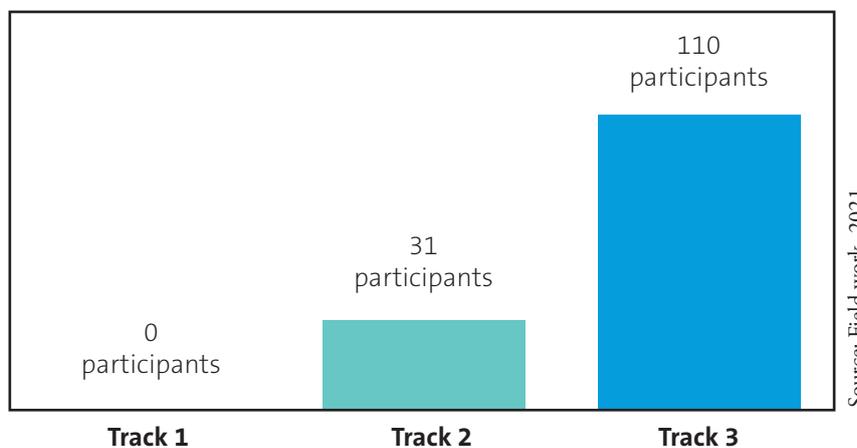
recognition and professionalization of mediation in conflict, women with certified skills in mediation have become desirable, even without political capital. To put the Nigerian situation into perspective, 110 participants from the FGDs acknowledged their roles in track 3, while only 31 participants have experience in track 2 and none in track 1.

EFFECTIVENESS OF WOMEN IN PEACEBUILDING

There are factors that have been identified as strengths that women peacebuilders and mediators can leverage to support their peacebuilding roles. Generally, the respondents and participants across the six geopolitical zones stated that their ability to understand the local nuanced contexts and the nature of the violent conflicts in their communities is an important skill to employ in mediation and allows women to help communities to resolve their disputes. Some of the participants at the zonal consultations saw motherhood as a valuable process that can be utilized in mediation and dialogue within communities, as Nigerians are relational in how they live and express themselves.

DIALOGUE AND MEDIATION: STRUCTURES, PLATFORMS AND FRAMEWORK

AWARENESS OF LAWS AND POLICIES ON WOMEN, PEACE AND SECURITY

There is an average level of knowledge of existing policies and laws that support women's participation in peace processes, in particular dialogue and mediation, as 51 per cent (36) of the 70 key informants affirmed that they have heard of policies and laws that enable women's participation in peace and mediation processes. Forty-nine per cent (34) of the respondents were not aware of such policies or laws.

AWARENESS OF WOMEN, PEACE AND SECURITY PROGRAMMES/ CAMPAIGNS

There is an average level of knowledge about women, peace and security programmes and campaigns; 54 per cent (114) of the 211 participants in the FGDs and KIIs knew the content of the National Action Plan (NAP) on UNSCR 1325, while 46 per cent (97) did not.

Figure 7: Awareness of Existing Policies and Laws Supporting Women's Participation in Peace and Mediation Processes

Figure 8: Knowledge about the National Action Plan on Resolution 1325
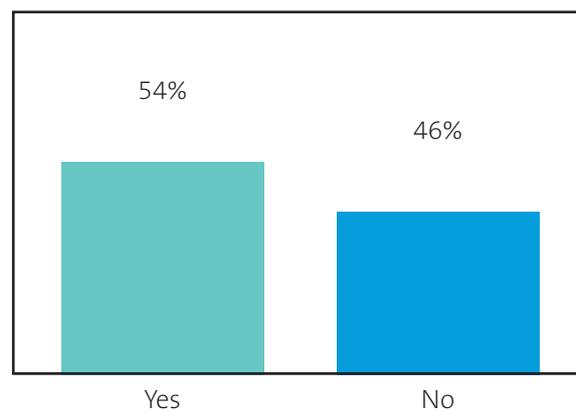
Source: Field work, 2021

Table 3: Noted Government Policies and Actions

Policies/Laws/Actions Taken by Governments
1. The establishment of the Air Force Base at Kerang and the mounting of military checkpoints at flash points across Plateau State for surveillance
2. Operation Safe Corridors rehabilitates and reintegrates repentant Boko Haram combatants through psychosocial counselling and skills training.
3. The establishment of the Victims Support Fund programme by the Federal Government of Nigeria
4. The development of the Borno State Action Plan on UNSCR 1325
5. Setting up of commissions and panels of inquiry by state and federal governments
6. The passage of the Violence Against Persons (Prohibition) Law, the Child Protection Law, the Gender and Equal Opportunities Law, State Action Plans and Local Action Plans in some key states
7. Political Executive Order: There is a standing order in Gombe State that women should be given slots for political offices. There are currently 12 ward councillors, with one female representative, in each of the 11 LGAs, while Gombe LGA has two councillors. There is one female chairperson representing Billiri LGA; there are three female commissioners and two female chairpersons of commissions.
8. Government fact-finding committee set up in Agwihashi in 2016 regarding conflict between the Alago and Fulani communities in Nasarawa State, and follow-up dialogue with the conflictive parties to develop recommendations
9. Establishment of peace and conflict resolution committees at all levels by the Nasarawa State Government
10. The establishment of the Plateau Peace Building Agency by the Plateau State Government and the Kaduna Peace Commission by the Kaduna State Government
11. The Constitution of Nigeria 1999, as amended, Section 42, focuses on the right to freedom from discrimination based on sex/gender, religious identity or ethnicity
12. State Action Plans developed in 13 states, with the latest recently launched in Bauchi State
13. The development of Local Action Plans in Kano, Gombe, Adamawa and Plateau States
14. The Jos Declaration of 2014 made women relevant, as it brought women together from different faith groups from the Christian Association of Nigeria and the Federation of Muslim Women's Associations of Nigeria; a committee was set up of different ethnic groups to give women a voice and make them relevant in decision making across borders in the state.
15. In Rivers State, the passage of the Harmful Traditional Practices Law 2003, the Abolition of Female Circumcision Law 2001, Rivers State Law on Reproductive Health 2003, and the Child Rights Law 2009
16. Anambra State Women's Reproductive Rights Law 2005, Anambra State Malpractices against Widows and Widowers (Prohibition) Law 2004, and the Child Rights Act 2004
17. In Ekiti, Female Genital Mutilation Law (2002), Widowhood Practices Law (2002), Child Rights Law (2003), VAPP Law, Gender and Equal Opportunities Law (2013), Gender-Based Violence (Prohibition) Law 2019 (revising the 2011 GBV Law), and Sexual Violence Against Children (Compulsory Treatment and Care) Law (2020)

AWARENESS OF GOVERNMENT POLICIES, LAWS AND ACTIONS FOR PEACEBUILDING

Many of the respondents acknowledged that the federal and state governments have initiated and passed policies or laws to prevent and address violent conflict and to increase the meaningful participation of women in peace processes. Some of these efforts resulted in policies and laws such as the Gender and Equal Opportunities Law and the VAPP Law. Other actions include rapid security deployments and other strategies during violent conflicts, the establishment of peace agencies/commissions to institutionalize peacebuilding, and media engagements to promote unity. Table 3 captures some of the identified efforts of governments as outlined during the FGD and KII responses.

DIALOGUE/MEDIATION NETWORKS/PLATFORMS

Most of the respondents indicated that they have come into contact with dialogue and mediation networks and platforms or have heard of them. When asked whether they know of any dialogue and mediation networks, 57 per cent (40) of key informants were aware of such networks, while 43 per cent (30) were not. Similarly, KII and zonal consultative meeting respondents listed some of the networks that they have either interfaced with or have heard of from other sources. Table 4 lists the identified networks/platforms across local, state, national, regional/continental and global levels.

Table 4: Identified Networks and Platforms

Local	State	National	Regional/Continental	Global
	Gombe, Plateau, Benue and Bauchi Women Mediators Networks Women, Peace and Security Network	Network on Peace and Security for Women in the ECOWAS Region, Nigeria Chapter Nigerian Women Mediators Network Network of African Women in Conflict Prevention and Mediation (FemWise), Nigeria Chapter Network of Nigerian Facilitators Women, Peace and Security Network Working Group on WYPS-WAS – Nigeria West Africa Network for Peacebuilding, Nigeria	Network on Peace and Security for Women in the ECOWAS Region Community Voices for Peace and Pluralism – Africa Network of African Women in Conflict Prevention and Mediation (FemWise), West Africa Network of African Women in Conflict Prevention and Mediation (FemWise), Africa Women Mediators across the Commonwealth West Africa Network for Peacebuilding African Women's Network on Mediation Mediators Beyond Borders International Nordic Women Mediators Network Mediterranean Women Mediators Network	Global Alliance of Regional Women Mediator Networks Women's International League for Peace and Freedom Women's Alliance for Security Leadership Mediators Beyond Borders International MediateGuru

DIALOGUE AND MEDIATION: GAPS, CHALLENGES AND OPPORTUNITIES

According to the respondents, the women who have more information by virtue of their interaction with the causes, drivers and legacies of violent conflicts are often missing from the discussions in which key decisions are taken to address conflicts. This has led to resolutions that are not a reflection of the needs of women and all the parties affected by the conflicts.

GAPS AND CHALLENGES TO WOMEN'S PARTICIPATION IN DIALOGUE AND MEDIATION

I. Cultural and Traditional Barriers: One of the key challenges identified by women mediators is the increasing concern that male leaders are not interested in having women participate in or facilitate the dialogue and mediation processes due to ascribed gender roles or cultural or religious beliefs. Women believe men are not likely to open the space to women because of the misconception that women are not supposed to lead or have their say in meetings or gatherings that involve men. Some respondents referenced the culture of having men at the helm of affairs; they are invariably the religious and traditional leaders and gatekeepers in most communities. Many of the respondents expressed concern that forced and early marriage takes place unabated, thus limiting the

potential of the girl-child to explore opportunities and become active citizens. Similarly, there are nuanced contexts in the north that hinder the representation of women in peace and mediation activities, often due to limited educational opportunities for women and girls. Women continue to face discrimination, male intimidation and religious practices that hinder their full acceptance and participation in peacebuilding and decision-making processes. These cultural factors have led to imbalances in job and employment opportunities for women and girls, forcing many to remain dependent on their male partners or family. In most states in the north and south, there can be stiff opposition to accepting women as mediators, as it goes against the traditional roles assigned to women.

II. Lack of Direct Access to Resources: Women mediators and peacebuilders have been limited by the inability to access immediate support from donors and stakeholders to participate in peace processes. The inadequate capacity of women to navigate the peace and security funding processes remains one of the biggest challenges to expanding women's meaningful contribution to ending violent conflict and building peace.

III. Political and Security Threats: There are threats that affect and limit the involvement and participation of women mediators and

peacebuilders in peace processes across Nigeria. These threats are directly linked to the political instability and insecurity that have in recent times seen a dramatic increase in the cases of rape, banditry, kidnapping and cattle rustling. Many participants and respondents said safety was their major concern as mediators, while some of the women have faced threats due to their political ambitions.

IV. Unpaid Caregiving: The burden of family responsibility serves as a distraction to women, which hinders their active contribution to conflict mediation and dialogue. Women have explained that they spent the majority of their time taking care of the home, nursing children and doing other chores, rather than pursuing their passion to contribute to the socio-economic development of themselves and their communities.

V. Poor Synergy and Cooperation: Poor synergy and collaboration among state and non-state actors was seen as a major drawback for achieving sustainable progress and impact across all the levels of peacebuilding engagements. This has also had an indirect impact on the role and contribution of women mediators.

VI. Competition between Local NGOs and International Organizations: Some of the respondents were worried that the proliferation of international NGOs (INGOs) is limiting their opportunities and access to funding. In particular, some of the respondents frowned at how INGOs and UN organs are directly implementing projects rather than engaging local NGOs, which would enable collaboration and the transfer of skills and opportunities to women peacebuilders. Indeed, the women mediators said that the approach of direct implementation by INGOs and the UN is limiting opportunities for women mediators and peacebuilders.

VII. Low Political Representation: Nigeria has one of the lowest rates of women's participation in political leadership and decision making. The majority of the participants and respondents affirmed that unless women are actively involved in leadership and decision making, progress on implementing the women, peace and security agenda will continue to be limited.

VIII. Low Self-Confidence: Low self-esteem and poor competencies of women, especially in peacebuilding and mediation, have limited the capabilities of women to navigate the peacebuilding space. One of the biggest identified obstacles to a strong women's voice is their poor confidence in their skills/abilities to express themselves. Many of the key informants and participants in the zonal meetings said women largely stay away from being in the spotlight to avoid being judged.

IX. Fear of Victimization: Many of the respondents stated that their biggest fear is becoming a victim of abduction or physical or sexual violence when mediating or facilitating dialogues. Similarly, the time and place of some of the mediation and dialogue processes do not consider the needs and safety of women to enable their full participation. For instance, some of the respondents said that they may be ostracized or negatively labelled for their mediation work, especially in conservative communities where a woman travelling unaccompanied by a male family member can be seen as promiscuous.

X. Inadequate Capacities: The interviewed women peacebuilders and mediators have a weak understanding of dialogue and mediation concepts and practices. Those who were aware of the progress made were not aware of the details. This was discovered when FGD and zonal consultative meeting participants were asked to define dialogue and mediation. Some respondents appeared to believe that mediation and dialogue mean the same thing and can be used interchangeably. It has been outlined by the respondents that enhanced capacities of women in mediation, dialogue, communication and leadership will advance the transformation of violent conflicts and enable the creation of local policies in a manner that incorporates the interests of women and increases the competence and relevance of women mediators and peacebuilders. Women mediators acquiring specialist mediation skills, especially when conducting dialogues with violent extremist groups, remains critical in Nigeria.

XI. Prioritizing Funding: Most women feel that key areas and issues are not considered priority funding areas by donors and funders. Interventions on countering/preventing violent extremism, dialogue/mediation, peacebuilding, human rights violations, campaigns to create gender-sensitive laws, and women's participation receive comparatively low funding in relation to the needs on the ground. In contrast, issues such as humanitarian services, girl-child education, reproductive health and child spacing, child rights, gender-based violence, and COVID-19 are often easily prioritized and funded.

XII. Poor National Coordination of UNSCR 1325 Implementation: There is some level of implementation of UNSCR 1325 going on across the country among civil society organizations, government institutions and development partners, but the mechanism for data collection, coordination of the various implementation processes, and reporting is still very weak. It should be a major concern that, despite the two existing NAPs on UNSCR 1325 and the process for the development of the third NAP being kickstarted, ignorance of the content of UNSCR 1325 and minimal localization of the resolution are still widespread. This would affect the quality of progress and outcomes in the implementation of the NAP. As Nigeria moves towards developing the third NAP, conscious efforts must be made, not only for the localization of the NAP, but also to make concrete provisions for the utilization of women mediators in conflict prevention and resolution in Nigeria.

XIII. Low Accountability of the Private Sector and Business Community: Due to very limited accountability mechanisms, when businesses and the private sector undertake economic activities, it is sometimes to the peril of the female gender. Women are largely underpaid, taken advantage of, and subjected to unhealthy work practices and discriminatory acts, which in a major way accentuate their inability to participate fully in decision-making processes or in leadership roles.

XIV. Low Utilization of Technology: The majority of the women interviewed admitted having challenges in the use of technology to advance their work. These challenges are likely attributed to the poor national digital infrastructure, the lack of access for marginalized populations and the increasing security threats regarding online engagement. The COVID-19 pandemic has increased these challenges to a monumental size.

SWOT ANALYSIS OF WOMEN'S PARTICIPATION IN MEDIATION AND DIALOGUE

A rapid assessment of the capacities of, threats to and opportunities for women in mediation and dialogue was conducted using the SWOT (strengths, weaknesses, opportunities, threats) tool during the zonal consultative meetings. The data from the assessment is presented in Table 5.

Table 5: SWOT Analysis of Women's Participation in Mediation and Dialogue

Strengths	Weaknesses	Opportunities	Threats
• Knowledge of the local contexts • Trust and recognition by local communities • Knowledge of traditional conflict management mechanisms • Participation in local peace initiatives • Active listening competencies • Enhanced capacity in dialogue and mentorship skills • Willingness to be educated and to learn • Acquired personality traits such as patience, empathy, active listening and natural mediation skills at the informal level • Passion for peaceful coexistence and the possession of mediation skills at the family level, especially among their children and relatives	• Low level of confidence to address their most difficult concerns • Inadequate capacity on conflict mediation and dialogue • Low self-esteem, which limits their ability to negotiate space at the decision-making table • Fear of intimidation due to gender roles • Comfort with local interventions at track 3 and not monitoring peace initiatives across track 2 and 1 • Fear of outbreaks of violence during the mediation/peace process • Inability to process information to secure opportunities	• Availability of networks that open the space for contact, mentorship and information dissemination, which women can take advantage of to boost their potential • Increased capacity-building opportunities, which can be leveraged to advance skills and increase visibility • Increased conflicts, with opportunities for inclusive mediation and dialogue processes • The call for mediation at all levels and the global-level acceptance of women taking the lead in peacebuilding initiatives • Progress in the involvement of women in key decision-making processes, as they are considered for traditional councils, commissions of inquiry, permanent secretaries, etc.	• Inadequate funding for women to identify, launch and implement peacebuilding initiatives • Intimidation of women by men, keeping them from participating in mediation, politics and leadership engagements • Cultural practices that stand as a barrier to the acceptability of women leading mediation and decision-making processes • Increasing cases of abduction, which strikes fear in the minds of women • The burden of family responsibility, which serves as a distraction to women and causes the stigmatization of women actively involved in peacebuilding

Strengths	Weaknesses	Opportunities	Threats
• Ability to multitask, with the energy used to leverage many opportunities		• Increased networking and collaboration opportunities • Existing interventions to bridge the gaps in women's participation in peacebuilding • More mentorship opportunities, which is an encouragement to women • The global rise in the call for gender inclusion in peacebuilding, which would guarantee the inclusion of women • The availability of more women's networks, which will create an opportunity for women to network, undertake peer learning and carry out activities • Existing laws, policies and international instruments, which are opportunities that support women in peacebuilding	• Limited access to financial resources to support initiatives across different areas of interest • Low budgeting for women's needs, issues and actions • Political instability and insecurity • Discrimination against women, suggesting they are incapable of discharging public functions • Lack of synergy across all levels of peacebuilding engagements • Existing stereotypes of women as emotional and incapable of leadership • Inadequate funds and other resources to expand the frontiers of women mediators and dialogue facilitators • Patriarchy and denial of the rights of women • Discrimination and stigmatization against women

ROLES OF CRITICAL STAKEHOLDERS IN STRENGTHENING THE DIALOGUE AND MEDIATION FRAMEWORK IN NIGERIA

Feedback from the respondents and participants on the roles of stakeholders is captured in Table 6.

Table 6: Feedback on the Roles of Dialogue and Mediation Stakeholders

Government	Civil Society Organizations	Women	Development Agencies
The government should adopt a strategy that utilizes dialogue and mediation as the first option for conflict resolution and prevention. The strategy should have a clear gender strategy, both in terms of the gender balance in personnel being appointed, recruited or utilized, as well as gender mainstreaming in the conduct of these processes. There should be a mechanism to monitor/track state and non-state actors' peacebuilding interventions through the establishment of state peace agencies or commissions, state-specific rosters, standard operating procedures or guidelines on gender and mediation and dialogue, etc.	Design and implement trainings that improve the participation of women in mediation and peacebuilding through a collaboration among women-led organizations, the Institute of Chartered Mediators and Conciliators and the women mediation networks. Raise awareness around the importance of women's involvement in peace and mediation processes. CSOs should push for the establishment of peace agencies and commissions and other community-led peace platforms that consider the interests of women.	There should be deliberate efforts by women to enhance their capacity through trainings, mentorship and networking. These would address capacity gaps and weaknesses. Women should marshal out strategies that can support them to work more collaboratively, including the formation of networks or platforms. It has been recommended that women work together to achieve their common objectives rather than working as individuals. More women should establish networks and platforms, especially at the grass roots where such bodies do not exist.	Support women-led and women-focused organizations with funding to build the capacity of women, including on programme design and management. There is a need to amplify the voices and actions of women doing mediation and facilitating dialogues through documentation of the efforts of women, and by creating and updating the database of women mediators in Nigeria. Advocacy is needed for the adoption of local policies that empower women to participate, through media engagements and awareness.

Government	Civil Society Organizations	Women	Development Agencies
There should be deliberate government action to fund mass initiatives that enhance the knowledge and capacity on mediation and dialogue. The Ministry of Budget and Planning should mainstream a gender-sensitive budget.	CSOs to advance collaboration with government and other stakeholders to shape engagements that promote the involvement of women in peacebuilding and decision making. There should be deliberate localization of interventions, where community actors are involved in project design and implementation. Highlight mediation and dialogue processes and continuously engage in mapping to understand who is doing what and where. Identify individuals who are involved in dialogue and mediation to be included in mediation databases or networks. Initiate and organize national peace conferences for women to share knowledge and best practices on mediation, dialogue and peacebuilding.	Women should build up their confidence: "When we have the opportunity, we shy away from it?" Young women should be incorporated into the mentorship and coaching efforts. There are reports that young women are sidelined even when the conversation gets to the women.	Advocacy to government is needed on the inclusion of women in peace committees and commissions, set up by the government to increase women's participation in track 1. Provide capacity building and institutional support to women-led organizations with regard to meeting the requirements for grant applications, which have often limited them from competing favourably in calls for proposals. Development agencies should bring their technical knowledge and capacities to form mediation institutions, organizations, etc. Scholarship support should be provided to women to take peacebuilding and mediation courses. Track and document women facilitating dialogue and leading or supporting mediation processes.

KEY RECOMMENDATIONS

Based on the findings from the mapping, KIIs, FGDs and zonal consultations, the following recommendations are made.

I. Dialogue and Mediation Capacity: From the findings, it has become evident that dialogue and mediation capacity and utilization for conflict resolution and prevention processes remain very low. Participatory trainings and field mediation experiential coaching for women peacebuilders and mediators should be prioritized. From the mapping, there are only 34 women mediators across the 18 target states and the FCT who have received formal mediation training and facilitate dialogue and mediation processes (see database of women mediators). This is a huge gap, and urgent attention should be given to capacity strengthening, mentoring and coaching on dialogue and mediation. There also has to be a structured mentorship and capacity-building programme to grow the number of women mediators in Nigeria and to enhance the capacity of the existing mediators.

II. National Strategy on Dialogue and Mediation: This should be anchored under a broader national peacebuilding architecture. The sustainable commitment of governments, CSOs, women, stakeholders and development agencies to organizing, supervising and implementing effective dialogue and mediation strategies that have a direct bearing on the lives of Nigerian women would go a long way towards healing the wounds of their trauma and encouraging them to become efficient mediators, advisers and stakeholders

in their communities. The development of a national action plan or strategy on dialogue and mediation would help increase the number and quality of women mediators, as well as support the sustainable resolution of conflicts in Nigeria.

III. Strengthening Traditional Institutions to Include Women: The government, through local government leadership and traditional rulers, should support the strengthening of traditional institutions to include women to discuss and address local contextual issues. The participation of women in traditional council decision-making systems will enable women's meaningful participation in mediation and peace processes, especially at the grass roots.

IV. Effective Collaboration and Utilization of a National Database: A strong collaboration between UN Women, mediation networks and the government in producing a database of women mediators and women mediation platforms/networks would enhance collaboration and avoid duplication of effort. The development of this important resource (database) would enable the recognition of women mediators and their utilization in mediation processes in Nigeria and beyond.

V. Gender-Responsive Budgeting: Governments at all levels in Nigeria should be empowered and encouraged to develop gender-responsive budgeting that prioritizes the strengthening of women's capacity in peacebuilding and addresses their needs. To

kickstart this process, NAPs and SAPs should make specific provisions for mediation and women mediators, both as a framework and its utilization for sustainable peacebuilding.

VI. Peacebuilding Curriculum and Modules: The government should infuse more mediation- and peacebuilding-related content into educational systems. This will bring more women into the peacebuilding space and promote sustainable peacebuilding. Where possible, existing curricula on social and civic studies, as well as peace and conflict resolution courses in higher education, can be upgraded to have enhanced sections on dialogue and mediation. Similarly, the development of standard dialogue/mediation training modules for strengthening the skills of women mediators will help address the current capacity gaps. The development of these curricula and modules is hinged on local realities and needs that beneficiaries can easily adapt to, rather than using generic resources from other contexts, which the intended local beneficiaries may not understand.

VII. Policy on Affirmative Action: In order to breach the huge gap of women's participation in mediation and dialogue processes, especially in track 1, the government should increase women's quota in key positions and sectors. Gender guidelines/strategies for peacebuilding agencies, as well as a national peacebuilding strategy that embraces them, are critical. There should more opportunities for women to be appointed as diplomats, ministers, governors, local government chairpersons, negotiators, permanent representatives to the UN, etc. This will aid the scaling up of women from track 2 to track 1 and amplify the voices and needs of women. In addition, increasing gender inclusiveness in mediation

and peacebuilding policy formulation is another dimension to making women's issues a priority.

VIII. Improved Collaboration and Coordination: To address the fears and concerns of participants that international organizations, including the UN, have dominated the peacebuilding space and available resources, UN Women should work with women-led organizations and other key organizations engaging in mediation and dialogue to establish a coordination network that supports coherence among the various approaches. Similarly, these actors should explore more opportunities for joint project collaborations and the creation of an enabling environment for local women mediators to thrive.

IX. Strengthening and Creating Gender-Sensitive Policies: The creation and implementation of existing gender-sensitive laws and policies are good entry points for encouraging women and engaging them in building dialogue and mediation capacity. Also, including more women in panels and commissions of inquiry is highly recommended. Awareness should be enhanced about policies and laws on conflict prevention, peacebuilding and women's participation, especially among women from the rural areas of Nigeria. Government, CSOs, women leaders, stakeholders and development agencies should organize deliberate programmes through workshops, seminars and symposiums that will develop their capacity in the areas of advocacy, literacy and strategic dialogue, among others.

X. Prioritizing Funding for Mediation and Dialogue Capacity Development: In order to strengthen the utilization and skills for mediation in Nigeria, UN Women should create

and manage a dedicated funding pool for the benefit of women mediators and their work. This funding pool should provide access to quick funding for women mediators to facilitate mediation processes, as well as to meet the capacity-building needs of women in mediation, including young female mediators.

XI. Cross Learning and Peer-to-Peer Exchange Programme: Training and retraining women peacebuilders and mediators within their networks or groups would strengthen shared learning and experiences. Opportunities for women from different communities to meet and exchange ideas on their peacebuilding strategies with other women should be encouraged. To further strengthen this learning and the shared mediation experiences, periodic research and studies would provide scientific data that give insight on mediation practices and experiences across contexts.

CONCLUSION

This project to a large extent reinforced existing knowledge and provided a contextual perspective on the issue of women's participation in leadership and mediation. The very important role women play at different phases of the conflict cycle cannot be ignored. The challenge is to sustain the tempo and commitment to drive evidence-based and ground-breaking approaches to strengthening the capacities of women in peacebuilding, with a specific focus on mediation and dialogue.

There is also the challenge of documentation and data collection and storage. There is no doubt that the time is now to push at an unprecedented pace to expand the space for women's participation in mediation and dialogue. The conflict resolution capacities of women in different communities have been effective, hence the need to give women more opportunities to be engaged in peacebuilding activities in track 2 and track 1, and ensure that the capacities of women mediators are enhanced to effectively function in these tracks.

ANNEX 1

CRITERIA FOR SELECTION OF RESPONDENTS/PARTICIPANTS AND JUSTIFICATION FOR SELECTION OF STATES

Being cognizant of the limitations of time and the funds required to carry out a national comprehensive mapping and capacity assessment, there is need to select a number of states from the six geopolitical zones that would give a representative sample population. In selecting the states, the following factors were considered:

- Conflict context of the state
- Women mediators who participate in conflict resolution
- Selected UN Women project locations
- Accessibility of the state in view of the security situation
- Existence of a WPS framework within the state
- Political context of the state

The following states have been selected from the six geopolitical zones.

South East – Enugu, Ebonyi and Anambra. These three states in the recent pass have experienced land boundary conflicts, communal conflicts and farmer–herder conflicts, and have been very active in the Biafra militants' struggle. There have been mediation and justice committees set up within these states at different points in time, and these states are actively designing their State Action Plan on UNSCR 1325 and related resolutions. Focusing on these three states in the South East will open up opportunities for women mediators to support formal peacebuilding processes.

South South – Delta, Rivers and Edo. There are some similarities among the three selected states. The struggle for resource control is very active within these states, with a varying degree of high- and mid-level conflicts. The three selected states face heightened security challenges related to kidnapping, armed robbery and militancy. Delta and Rivers States have State Action Plans in existence, while Edo State has launched a number of gender policies to curb gender-based violence.

South West – Lagos, Ogun and Ekiti. Within the geopolitical zone, Ekiti State has the most robust legal framework and multiple entry points for women mediators. Lagos and Ogun have homegrown legal processes that can be tapped. Ogun State has a mediation committee. All three states have mid-level conflicts, varying from political violence to communal conflicts, farmer–herder conflicts and land conflicts.

North Central – Plateau, Kaduna, Nasarawa and the FCT. Both Plateau and Kaduna States have witnessed significant effects from years of violent conflicts. The conflict dynamics relating to farmer–herder conflicts, political violence, ethnic conflicts, boundary disputes and religious conflicts are similar and cross-cutting. The selection of the FCT, which is the headquarters of the central government, is to broaden the engagement with key stakeholders at the national level.

North West – Kaduna, Zamfara and Katsina. Beyond the Boko Haram crisis in the North East, these three states in the North West are facing heightened security challenges relating to kidnapping, banditry and robberies. The selection of the three states is also premised on the low-level participation of women in decision making, especially in Zamfara and Katsina States. This mapping will help to have a comparative understanding of the various women, peace and security dynamics in the zone.

North East – Borno, Gombe and Taraba. For more than a decade, the North East has seen a devastating humanitarian crisis as a result of the activities of the terrorist group Boko Haram. This has led to dire consequences for the socio-economic and political development of the zone, which had been the least developed zone in the country before the emergence of Boko Haram.

Criteria for Selection of Women Mediators in Nigeria

1. Proven track record of peace work in conflict contexts within Nigeria; experience in working outside of Nigeria is an added consideration
2. Educational qualifications and mediation trainings
3. Membership in mediation networks and associations
4. Research, journal articles and published work
5. Mediation experience, capacity and mission
6. Facilitation of conflict resolution/mediation processes
7. Examples of conflict resolution and mediation facilitated by the candidate
8. Demonstrated record of participation in formal mediation processes
9. Positioning in different levels of mediation (tracks 1, 2 and 3)
10. Availability and willingness to be deployed for mediation missions

ANNEX 2

GUIDES

Key Informant Interview Guide

Basic Information: Conflict and Peacebuilding Context

1. Please tell us about yourself (age, qualifications, ethnicity, religion, location, etc.) and your work relating to peacebuilding and conflict prevention.

2. How does conflict affect women in your area?

3. What has been the role of women in conflict resolution and prevention of violence in your community/state? Are women's roles different from men's?

Dialogue and Mediation Capacity

4. Have you participated in any training on peacebuilding, including dialogue and mediation? If yes, who hosted the training?

5. Have you participated in any dialogue and mediation process? If yes, please give details.

6. Are there Nigerian women participating in or facilitating mediation processes at the global, regional, national, zonal or state levels that you know? Can you name them?

7. Do you know of any government-led dialogue or mediation process (past and present) at the state or national level? Who were the actors involved as facilitators or participants? Name them _____

8. Are you aware of any CSO-led dialogue or mediation processes (past and present) in your state and in the zone/country? Kindly share their details.

Dialogue and Mediation Structures, Platforms and Frameworks

9. What has the government done to prevent and address violence and conflict?

10. Are you aware of any policies and laws that support women's participation in peace processes, in particular dialogue and mediation?

11. Have you engaged with the NAP on UNSCR 1325 and related resolutions? If yes, in what ways?

12. Do you know of any dialogue and mediation networks? Do you belong to any of the networks? If so, which one?

Dialogue and Mediation: Needs, Successes, Gaps and Challenges

13. What are the needs of women in order to participate actively in decision making and peacebuilding?

14. What are the biggest challenges for women peacebuilders, civil society and women's rights organizations in Nigeria?

15. What are the current gaps in the implementation of peace processes at the different levels (community, state, national)?

16. Would you be interested in being part of a mediation process or platform?

Key Recommendations and Opportunities

17. What do you think is required to strengthen the dialogue and mediation framework in Nigeria?

- By government?
- By CSOs?
- By women?
- By development agencies?
- By others?

18. What types of skills do women peacebuilders need in order to be able to participate fully in conflict resolution? (prompt: mediation skills, etc.)

19. What roles do you think women should play in mediation, and how important are these roles?

Focus Group Discussion Guide

Basic Information, Gender and Conflict Context

1. Please tell us about yourself (age, qualifications, ethnicity, religion, location, etc.) and your work relating to peacebuilding and conflict prevention.

2. What role do women play in conflict resolution in your state or in Nigeria?

3. Do you know the content of the National Action Plan on UNSCR 1325?

Dialogue and Mediation Capacity

4. Have you participated in or facilitated any dialogue and mediation process?

5. What do you understand by the terms
   a. Dialogue?
   b. Mediation?

6. Do you feel that women peacebuilders and mediators are recognized and respected

- By their communities?
- By colleagues?
- By government?

7. At what level do you carry out your work? State location, track and category of actors?

8. Are there Nigerian women participating in or facilitating mediation processes at global, regional, national, zonal and state levels that you know? Can you name them?

Dialogue and Mediation Utilization and Challenges

9. Do you know of any government-led dialogue or mediation process (past and present) at the state or national level? Who were the actors involved as facilitators or participants? Name them _____

10. Are you aware of any CSO-led dialogue or mediation processes (past and present) in your state and in the zone/country? Kindly share their details.

11. What are the biggest challenges for women peacebuilders, civil society and women's rights organizations in Nigeria?

Recommendations and Opportunities

12. What are the biggest opportunities for women peacebuilders, civil society and women's rights organizations in Nigeria?

13. Are there certain programme areas that are easier to get funding for than others? If so, which ones? (prompt: violence against women and girls, participation, preventing violent extremism, conflict prevention, etc.)

14. What do you think is required to strengthen the dialogue and mediation framework in Nigeria?
   • By government?
   • By CSOs?
   • By women?
   • By development agencies?
   • By other?

15. What areas do women peacebuilders need capacity-strengthening support in order to be able to participate fully in conflict resolution? (prompt: mediation skills, etc.)

ANNEX 3

ZONAL CONSULTATIVE MEETINGS AGENDA

No.	Description	Time	Responsible Party
1	Opening/Introduction	8.30 am – 9 am	Consultant
2	Overview of Project and Objectives of Consultative Meeting	9 am – 9.30 am	UN Women
3	Dialogue and Mediation: • Basic Concepts and Principles • Role and Skills • Tracks 1, 2 and 3	9.30 am – 10.30 am	Consultant
	Tea Break	*10.30 am – 11 am*	*All*
4	SWOT Analysis (Gaps/Challenges/Opportunities) – Women's Capacities in Dialogue and Mediation Processes Recommendations on entry points for women mediators	11 am – 12 pm	Consultant
5	Stakeholder Analysis/Mapping	12 pm – 1 pm	Consultant
	Lunch	*1 pm – 2 pm*	*All*
6	Focus Group Discussions (two sessions simultaneously) – one hour in plenary each	2 pm – 5 pm	Consultant/Assistant
7	Debriefing and Closing	5 pm – 5.15 pm	Consultant/UN Women

ANNEX 4

LEGAL AND POLICY FRAMEWORKS ACROSS STATES

State	Gender and Equal Opportunities Law	Violence Against Persons (Prohibition) Law	Special Laws/Local Policies	State Action Plan	Local Action Plan	Mediation Processes/ Committees
Abuja		2015		Not passed		Abuja Multi-Door Courthouse Law The Institute for Peace and Conflict Resolution 2000 Nigeria Inter-Religious Council
Plateau	2015	Passed		Developed	Jos North, Mangu, Riyom and Wase	Plateau State Multi-Door Courthouse Law 2017 Plateau Peace Building Agency Inter-Religious Council Community Peace Partnership
Kaduna	Passed, but by a different name	1 December 2018	Shelter construction is in the stage	Developed in 2016		Kaduna State Multi-Door Courthouse Law 2013 Kaduna State Peace Commission Law 2017
Benue		Passed				Benue mediation process

State	Gender and Equal Opportunities Law	Violence Against Persons (Prohibition) Law	Special Laws/Local Policies	State Action Plan	Local Action Plan	Mediation Processes/ Committees
Bauchi		2020	Bauchi State Withdrawal of Girls from Schools for Marriage (Prohibition) Law No. 17 of 1985	Not passed		Presidential Committee on the North East Initiative
Yobe		December 2020		Passed		Presidential Committee on the North Initiative
Kwara		October 2020		Not passed		Multi-door courthouse
Zamfara		Not passed		Not passed		
Katsina		Not passed	Sexual harassment and rape in schools and workplaces	Not passed		Katsina Peace Initiative
Borno		Not passed	Shelters mainly for rescued victims of trafficking	Passed		Multi-door courthouse Presidential Committee on the North East Initiative
Adamawa		Not passed	Adamawa State has amended its Penal Code to specify a minimum sentence of 21 years and a maximum of life imprisonment for rape, including new offences of sexual assault and sexual harassment, expanding penetration to include objects and any body part, and removing the need for witnesses	Passed		Presidential Committee on the North East Initiative
Sokoto		Not passed	Sexual harassment and rape in schools and workplaces	Not passed		

State	Gender and Equal Opportunities Law	Violence Against Persons (Prohibition) Law	Special Laws/Local Policies	State Action Plan	Local Action Plan	Mediation Processes/ Committees
Kano	Not passed	Not passed	Sexual harassment and rape in schools and workplaces, Mediation and Arbitration Rules (2008)	Passed		Multi-door courthouse
Niger	Not passed	Not passed	Sexual harassment and rape in schools and workplaces	Not passed		
Taraba	Not passed	Not passed		Not passed		Presidential Committee on the North East Initiative
Kebii	Not passed	Not passed		Not passed		
Nasarawa	Not passed	Not passed		State Action Plan 2020–2024		
Jigawa	Not passed	Not passed	Sexual harassment and rape in schools and workplaces, Jigawa State Gender Policy	Not passed		
Gombe	Not passed	Not passed		Passed		Presidential Committee on the North East Initiative
Kogi	Not passed	Not passed		Passed		
Abia		2020	Child Rights Law 2006			Abia State Multi-Door Courthouse
Anambra	2007	2018	Anambra State Women's Reproductive Rights Law 2005, Anambra State Malpractices against Widows and Widowers (Prohibition) Law 2004, Child Rights Act 2004			Anambra State Multi-Door Courthouse

State	Gender and Equal Opportunities Law	Violence Against Persons (Prohibition) Law	Special Laws/Local Policies	State Action Plan	Local Action Plan	Mediation Processes/ Committees
Ebonyi		2018	Abolition of Harmful Traditional Practices Against Women and Children Law 2001, Protection Against Domestic Violence Law 2005, Child Rights Law 2010			
Enugu		2019	Prohibition of Infringement of Widows' and Widowers' Fundamental Rights Law 2001; Enugu State HIV/AIDS Anti-discrimination, Stigma and Protection Law 2007; Female Genital Mutilation (Prohibition) Law 2004; Child Rights Law 2016			Enugu Multi-Door Courthouse
Imo	2012	2020	Child Rights Law 2004			
Delta		2020	Delta State law against female genital mutilation, Child Rights Law 2008	Yes		Delta State Multi-Door Courthouse
Akwa Ibom		2020	Child Rights Law 2008			Akwa Ibom State Multi-Door Courthouse
Rivers			Harmful Traditional Practices Law 2003, Abolition of Female Circumcision Law 2001, Rivers State Law on Reproductive Health 2003, Child Rights Law 2009	Yes		The Mediation Place River State
Bayelsa		Passed	Female Genital Mutilation (Prohibition) Law (2004), Child Rights Law	Yes		Bayelsa State Multi-Door Courthouse

State	Gender and Equal Opportunities Law	Violence Against Persons (Prohibition) Law	Special Laws/Local Policies	State Action Plan	Local Action Plan	Mediation Processes/ Committees
Cross River		Passed	Cross River State Girl-Child Marriage and Female Circumcision (Prohibition) Law 2000, Cross River State Gender Policy 2019, Cross River State Law to Prohibit Domestic Violence against Women and Maltreatment of Widows 2005, Child Rights Law			Cross River State Multi-Door Courthouse
Edo		Passed	Prohibition of Female Genital Mutilation Law (1999), Child Rights Law			Edo State Multi-Door Courthouse
Ekiti		Passed	Female Genital Mutilation Law (2002), Widowhood Practices Law (2002), Child Rights Law (2003), VAPP Law, Gender and Equal Opportunities Law (2013), Gender-Based Violence (Prohibition) Law 2019 (revising the 2011 GBV Law), and Sexual Violence Against Children (Compulsory Treatment and Care) Law (2020)			Institute of Chartered Mediators and Conciliators of Nigeria
Lagos		18 May 2017	Law Against Domestic Violence (2007), Child Rights Law (2007), Law on the Rights of Persons Living with Disabilities (2010), HIV/AIDS Anti-discrimination Law (2007), National Gender Policy (2006), Maternal and Child Care Health Policy, VAPP Act 2007			Lagos State Multi-Door Courthouse Citizens Mediation Centre

State	Gender and Equal Opportunities Law	Violence Against Persons (Prohibition) Law	Special Laws/Local Policies	State Action Plan	Local Action Plan	Mediation Processes/ Committees
Ogun		Passed	Ogun State Female Circumcision and Genital Mutilation (Prohibition) Law (2000), Child Rights Law			The International Bar Association Mediation Committee
Ondo			Child Rights Law			
Osun		Passed	Child Rights Law			State Mediation Centre
Oyo		2016	Violence Against Women Law, Oyo State Widow's Empowerment Law (2002), Child Rights Law			Oyo State Multi-Door Courthouse

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UN WOMEN

United Nations Entity for Gender Equality
and the Empowerment of Women