



UNITED NATIONS

ECA/ACGD/AWCPD/YAPP/2002

ECONOMIC COMMISSION FOR AFRICA
African Centre for Gender and Development

**Final Internship Report on the Young African
Professional Programme
19 November 2001 – 19 August 2002**

By Elsie G. Attafuah

CONSULTANCY REPORT BY ELSIE G. ATTAFUAH¹

¹ This is the consultancy report of Ms. Elsie Attafuah, a young African professional at the UNECA. It covers the period between November 19th 2001 and August 19th 2002. She vigorously and brilliantly pursued a number of activities on behalf of UNECA. These include the development of programmes on capacity building, the development of databases as well as the development of strategies for effective resource mobilization. She could be contacted on email addresses:

CONSULTANCY REPORT

PERIOD OF CONSULTANCY: 19th November 2001 to 19th March 2002.

CONSULTANT: Elsie Gyekyawaa Attafuah

BACKGROUND

In the context of the work programme of the African Women Committee Peace and Development (AWCPD)², the AWCPD Secretariat undertook to produce a database on some major conflicts and resolution processes in Africa, and a database of African and non-African Women Organizations working on conflicts. It was within this framework that I was appointed to assist AWCPD developing the necessary databases. Towards this end, my specific terms of reference was to:

- ❑ Produce a database on some major conflicts and resolution processes in Africa. The database puts together the experiences of the Democratic Republic of Congo (DRC), Burundi, Sierra Leone, Liberia, and Guinea;
- ❑ Produce profiles of African Women Organizations and non-African Organizations working for peace in Africa;
- ❑ Assist in preparing position papers and briefing notes on peace issues and contribute to the preparation of various reports on the activities of the Secretariat.

TASKS ACCOMPLISHED

As per my terms of reference, I was able to accomplish the following:

1. **Developed a Database of Major Conflicts in African (The DRC, Burundi and the Mano River Countries)**

I collected relevant data. This related to:

- ❑ An analyses of conflict trends, including background information on the causes and parties to the conflicts;
- ❑ Definition of basic concepts relating to conflicts;
- ❑ Specific information relating to conflict management and resolution processes of each of the selected countries;
- ❑ Identification of best practices in areas of peacebuilding in Africa.

Additionally, I made a number of recommendations based on the analyses of information from the research. I also consulted members of certain UN agencies, the OAU, interest groups and individuals to facilitate my work at the Secretariat.

The completed database gives detailed information of the following:

- ❑ A detailed but brief overview of the current state of conflicts in Africa;
- ❑ Brief country profiles that give an overview of the economic, social, and political situation with some situational indicators to buttress it;

² The African Women Committee on Peace and Development (AWCPD) is joint initiative by the Secretary-General of the Organization of African Unity (OAU) and the Executive-Secretary of the United Nations Economic Commission of Africa (UNECA). The AWCPD is an advisory body to the OAU and the UNECA on issues relating to gender, peace, security, stability and development in Africa. The AWCPD also seeks to enhance the contribution of women to peacebuilding initiatives in Africa. The implementation of the Committee's decisions and programmes are co-ordinated

- ❑ The history of the conflicts in each country (the remote and immediate causes of the conflict, its ebb and flow, and the dynamics of the conflicts);
- ❑ The internal and external efforts to manage and resolve the conflict;
- ❑ Review of the management and resolution processes of the conflicts;
- ❑ Sets of recommendations to enhance African's peacebuilding initiatives.
- ❑ Tabular presentation of data collected.

2. Developed Profiles of African and non- African Women Organizations working for peace

I was assigned the task of producing a database of African Women and non-African Women Organizations working on Conflicts. The database is aimed at assisting the Secretariat to achieving the following objectives;

- ❑ To create effective communication and information links between the Secretariat and national, sub-regional and regional women organizations working to promote peace in Africa;
- ❑ To facilitate the Committee's missions including its networking, monitoring and research, and information gathering missions.

I undertook the following tasks to fulfill the terms of reference:

- ❑ Developed questionnaires and guidelines for the database;
- ❑ Facilitated information exchange and communication with Women's Organizations working for peace, (Communicated with over **200 Organisations** through emails, and faxes among others);
- ❑ Drafted letters and disseminated letters of reminder to Organizations;
- ❑ Followed-up on the dissemination of all reminders;
- ❑ Liaised with other Organizations and Institutions working on similar projects;
- ❑ Reviewed, edited, and compiled data collected for database;
- ❑ Analyzed data collected and identified critical areas of intervention.

3. I developed tools and resources on conflicts and peace in Africa. The objective was to create a simple reference material to facilitate any work in the area of conflict and peace. The tools and resources developed include the following:

- ❑ Names and Addresses of African and Non-African Women Organizations working on Conflicts in Africa;
- ❑ Names and Addresses of other Organizations and Institutions working on conflicts in Africa;
- ❑ Internet Resources on conflicts and peace.

4. Assisted in preparing position papers and briefing notes on peace issues and contributed to the preparation of various reports on the activities of the Secretariat

- ❑ Assisted in preparing background notes on the gender dimensions of conflicts and peace for the gender focus group for the Secretariat of the African Development Forum III (ADF III);
- ❑ Initiated and prepared a statement for the International Women's day. This was distributed during the ADF III on behalf of the African Centre on Gender and Development and the African Women's Committee on Peace and Development.

5. Other assignments at the Secretariat

- ❑ Assisted with the organization of an exhibition at the ADF III fair organized by the Secretariat of the African Women Committee on Peace and Development;
- ❑ Facilitated other communications relating to the work of the Secretariat of the AWCPD.

Following the successful and brilliant accomplishment of the above tasks, I was given additional responsibilities, which included the drafting of specific projects/programmes and operational work plan based on emerging issues relevant to AWCPD mandate. The new Terms of Reference with the specific work assignment included the following:

Work Assignment

- Drafting specific projects/programmes and operational work plan based on emerging issues relevant to AWCPD mandate requiring priority attention in the next one year and using the AWCPD Terms of Reference and Report of the OAU/ECA Task Force;
- Assist in amending the TOR of AWCPD based on the Report of the OAU/ECA Task Force;

Tasks Accomplished

I developed a capacity building programme and the overall goal of the programme is to strengthen the skills of women to effectively promote sustainable peace in Africa. The capacity building programme involves a number of workshops and training programmes and will be supplemented with the provision of information manuals intended to build, develop and re-inforce the human and organizational capacities of women. The programme has five components:

- A needs assessment component which forms the preliminary phase of the programme;
- The development of information and training manuals;
- The development of guidelines on mainstreaming gender perspectives into peacebuilding;
- Training workshops; and
- The development of the AWCPD Website.

The ingenuity in the development of the programme proposal on capacity building led to new issues and needs relevant for the implementation of the programme I developed. In this regard, I conceptualised and started work on a comprehensive resource mobilization strategy and framework critical for the programme's implementation. To this end, I was requested to assist the AWCPD Secretariat and my work assignment included the following:

- ❑ Assist the Secretariat of the AWCPD to mobilise financial resources to implement the programme proposals relating to the training and capacity building programme for women's peace organizations in Africa;
- ❑ Consult regularly with the Interim Executive Director co-ordinating the AWCPD Secretariat to ensure the implementation of the draft programme proposal on capacity building.
- ❑ Assist in preparing and conducting analytical research, and surveys of peacebuilding strategies and initiatives in Africa.
- ❑ Assist the Interim Executive Director in the implementation of all AWCPD activities when required.

TASKS ACCOMPLISHED

As per my terms of reference, I was able to accomplish the following:

- ❑ Prepared a list of potential donors;
- ❑ Developed a comprehensive donor profile;
- ❑ Prepared a strategy paper on resource mobilization together with an indicative plan of action;
- ❑ Consulted potential donors and partners including Embassies, UN agencies and other donor agencies;
- ❑ Compiled a report of the consultations and meetings with the potential donors;
- ❑ Conducted analytical research, and surveys of peacebuilding strategies including a factsheet on the "Impact of Conflict on Women";
- ❑ Embarked on outreach/other activities on behalf of the Committee (eg. Contributing an Issues and Options Paper to the "International Dialogue for Women and Peace). A compilation of these other activities is in a report titled " Report on other activities on Behalf of AWCPD)

Observations

The resource mobilization campaign has yielded some results in that it has re-kindled the interest in the work of AWCPD and also giving some visibility to it. The actions to be taken have been documented in the report titled "*Summary of Meeting with Potential Donors and Patners*". There is a need for continuity so that it would not seriously disrupt the smooth and continuous implementation of the peacebuilding programme currently being undertaken by AWCPD. It is critical that this initiative is sustained and followed up systematically so that:

- ❑ Potential donors and partners would take the work of AWCPD more seriously;
- ❑ The trust or interest does not to wane over time;
- ❑ AWCPD could build and develop strategic partnerships for its work;
- ❑ Eventually some funds could be raised to sustain the work of AWCPD.

Other activities to support ongoing work at the African Centre for Gender and Development

- Drafted the report of the working group on African Women's Report/African Gender Development Index. The report presents proceedings at a meeting organized by the African Centre for Gender (ACGD) to review the African Gender Development Index Draft Paper. The purpose of the Meeting was to subject the various components of the paper to critical debate, and capture the views of participants. The draft paper presented at the meeting was then to be reviewed in the light of comments by participants;
- Participated in brainstorming sessions and other informal consultations;
- Participated in meetings including the a meeting on "The Gender Dimensions of Small Arms and Light Weapons.

Conclusion

The 9-month Consultancy assignment under the framework of UNECA's Young African Professional Programme has been challenging and exciting. I vigorously pursued a number of activities particularly on the resource mobilization, capacity building programme, development of databases, and other outreach activities. The hardwork and leadership of certain professionals within the organization have particularly motivated me.

In a nutshell, the Young African Professional Programme is a brilliant initiative to bring future African leaders into the mainstream of the development dialogue. It deepens ones knowledge in and understanding of the evolving nature of development issues in Africa, and also challenges an individual to utilize their experience to meet the current and future needs of Africa. It also serves as a learning process to build leadership for the future of Africa.

I believe the programme could be enriched in a number of ways particularly in areas bearing on the following:

- Developing a systematic method to mentor young professionals;
- Making it more interactive and participatory at the divisional level;
- Orienting young professionals on the vision of UNECA and how they can move it forward;
- Introducing the programme to a wider group of young African professional