



CONFERENCE ON

Post-Conflict Peacebuilding in Africa: Assessing DDR Processes

AUGUST 28-30, 2006

KOFI ANNAN INTERNATIONAL PEACEKEEPING TRAINING CENTRE, ACCRA, GHANA

REPORT

OF

DDR Workshop Organized by University of Alberta and
held at the

Kofi Annan International Peacekeeping Training Centre

Accra, Ghana

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 **University
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Introduction

The University of Alberta organized this post-conflict peacebuilding workshop in collaboration with the Kofi Annan International Peacekeeping Training Centre (KAIPTC), in Accra, Ghana. The workshop brought together about 100 participants, 80% of whom were from CIDA-funded countries. Participants discussed, compared and assessed demobilization, demilitarization, reintegration/rehabilitation (DDR) programmes that were introduced in six different African states following major violent conflicts. Those states are: Ethiopia, Liberia, Mozambique, Rwanda, Sierra Leone, and Uganda. In three cases (Liberia, Mozambique, Sierra Leone), the violence was ended through negotiated settlement (i.e. through the assistance of mediating third parties) and the DDR programmes were initiated primarily by external bodies. In the other three cases (Ethiopia, Rwanda, Uganda) the civil wars were ended through military victory and the DDR programmes were essentially initiated and facilitated by victorious regimes.

Comparisons and contrasts were made across the two sets of cases to determine the successes and/or failures of DDR programmes carried out under different circumstances and at different stages in the DDR process and to draw out lessons that were learned. The overall purpose was to build capacity, through knowledge-sharing, of African participants involved in executing DDR processes and to use the conference findings to improve DDR processes in other post-conflict settings.

So far, there have been very little systematic, comparative cross-case evaluations of DDR processes. However, in cursory examinations of various DDR processes questions have been raised about the seeming ad hoc nature of some of the DDR programmes and the extent to which some vulnerable groups (particularly female ex-combatants, war affected girls, bush wives, bush babies, and the disabled) are being excluded from these programmes.

Specific programmatic goals of the workshop were to: 1) document ways in which post-conflict states (both failed and failing) can improve their governance capacity and forestall any possibility of returning to a situation of violence; 2) enable community activists, practitioners, government representatives and academics to engage each other, share their observations, and build knowledge with the goal that this knowledge can be applied to improve DDR processes on the ground in affected countries and that the lessons learned can be applied to other theatres that are coming out of conflict; and 3) build an on-going network of individuals with specialization in DDR processes which can continue to share knowledge and build capacity in this issue area.

Of particular interest to the participants at this workshop was the plight of children - especially girls and disabled - who have been exposed to violence. DDR programmes ought to play a role in ensuring that child soldiers are

demobilized, stripped of their weapons and reintegrated into their communities. Some of the normative and practical goals of these programmes should be to bridge the gender gap, improve health and educational systems, address the issue of the HIV/AIDS epidemic and other sexually transmitted diseases, provide life-skills training, and promote job creation and entrepreneurship. This workshop examined the extent to which these goals and sub-goals have been achieved in the six country cases.

One of the findings of recent research has been the importance attached to successful DDR processes as a condition for building lasting peace in post-conflict countries. It is becoming increasingly evident, as UN Secretary General Kofi Annan noted in his 2001 report on Prevention of Armed Conflict, that successful implementation of DDR processes is exceedingly vital for ensuring sustainable peace. [UN Doc. A/55/985-S/2001/574 (7 June 2001)] DDR processes and programmes also have the potential of contributing to sustainable development in post conflict countries. Participants in the proposed conference will thus be asked to keep first and foremost in mind ways in which DDR processes and programmes do and can contribute to those twin goals of sustainable peace and sustainable development.

Nature of the Event

This workshop was an exercise in applied research, building on preliminary studies on DDR processes such as the International Peace Academy/United Nations Development Programme workshop on "A Framework for Lasting Disarmament, Demobilization, and Reintegration of Former Combatants in Crisis Situations" that was held on 12-13 December 2002 at German House in New York. However, this workshop was a stand-alone project and will not be a recurring event.

Conference Format and Programme

The three-day workshop was broken down into two distinct sessions. On the first day the focus was on keynote addresses and plenary presentations involving the six country cases with the morning devoted to description, analysis and assessment of DDR processes in Liberia, Mozambique, and Sierra Leone, while the afternoon dealt with those processes in Ethiopia, Rwanda, Uganda. This first day plenary session framed the issues and provided space for broad discussions of the successes and failures of DDR programmes. During the morning of the second day, participants were divided into two working groups (or breakout sessions) as follows: 1) disarmament and demobilization; 2) reintegration and

rehabilitation. Rapporteurs for each group produced a report highlighting the challenges faced at each stage of the DDR process and identifying those strategies that were successful as well as those that failed. A final wrap-up plenary allowed the rapporteurs to present the outlines of their reports, synthesize outcomes, while taking into consideration criticisms and additional comments from participants.

Specific Needs/Problems/Issues to be addressed:

During the breakout sessions of knowledge sharing, the plan was to address the following clusters of questions:

DDR Stages

- What lessons can be learned about the ways in which disarmament, demobilization and reintegration/rehabilitation (DDR) programmes are implemented in post conflict situations? Is the design of DDR programmes dependent on the nature and character of the conflict (including its causes, duration, and the way in which it ended) from which actors have emerged? If conflicts are *sui generis*, is it even possible to develop blueprints for DDR processes?
- Are there any examples in which DDR programmes were planned before the conflict had ceased? To what extent is peace and security a prerequisite for the implementation of DDR programmes?
- Are DDR processes part of a broader strategy for national recovery and reconstruction? To what extent is there an explicit link between DDR programmes and sustainable peacebuilding strategies?
- Are the three steps in the DDR process necessarily sequential? Should the DDR process be conceptualized as a 'continuum' such that rehabilitation naturally follows demobilization and disarmament? Or can these phases be done simultaneously?
- While the disarmament and demobilization stages are generally part of peacekeeping mandates, why is the reintegration/rehabilitation stage in the DDR process not included under such mandates?
- How is the disarmament phase of DDR conducted? What incentives are used to encourage ex-combatants to give up their weapons? What are the problems/challenges associated with these schemes?
- Are demobilization camps being used by armed groups or government forces as recruitment centres?
- To what extent do reintegration/rehabilitation programs support both immediate and longer-term social and economic inclusion of ex-combatants (particularly child soldiers) into their communities of origin or into new communities? What are the problems inherent in doing so?

- How can the DDR processes contribute to stimulating viable economic growth and development in post conflict countries? To what extent do they facilitate the establishment of much needed income-generating projects and educational and vocational training programmes?
- What is being done through the reintegration phase of the DDR process to reconnect children with family members, particularly if members of their immediate family have been killed or have gone missing?
- What are the problem/challenges associated with reintegrating and rehabilitating ex-combatants who have committed atrocities during the conflict? How willing are communities to accept such individuals back into their midst? To what extent, and how, does the DDR process assist in preparing communities for the re-integration of refugees, displaced persons and ex-combatants into their societies?

DDR Actors

- Which bodies have been responsible for initiating and administering the various stages in the DDR process? Who are the players (national/local government authorities, community groups, regional organizations, international and multilateral institutions, financial bodies, multilateral/bilateral donors, ex-combatants, advocates for girls/women and disabled)?
- What has been the role of the UN, the World Bank, and civil society organizations in the DDR process? What has been the role of local actors, including governments, rebel factions, community activists, etc.?
- Do the programmes and activities of these various actors complement or conflict with each other? What process is used to ensure coordination of DDR programmes?
- Who controls the DDR process? Is national/local ownership of the process vital for its success? Or, do governments who control the DDR process use it to consolidate their power and position *vis-à-vis* other national factions in a way that is detrimental to democracy (e.g. discrediting opposition groups, buying electoral support, favouring particular clans or ethnic groups within the society)?
- Do corrupt leaders hijack the DDR process to further their own personal and/or political goals?

The Privileged, Excluded and Marginalized in the DDR process

- Are ex-combatants given a privileged position in the DDR process over other war-affected individuals who may not have taken up arms? To what extent has this caused friction and resentment in post-conflict societies?

- Are DDR programmes geared to re-train ex-combatants, refugees and IDPs for meaningful employment? Or do some of these programmes result in the creation of large pools of unemployed and/or underemployed?
- Is there a difference in the way those who have committed atrocities are treated in the DDR process?
- Is there a difference in the way war-affected girls are treated in DDR processes, and why? Are girls and women discriminated against in the DDR process? Why are girls (bush wives) and their dependents (bush babies) being excluded from DDR processes?
- What can be done to make sure that girls/women do not fall through the cracks of the DDR process? What is being done to ensure that DDR programmes are geared to helping girls/women who do not 'fit' the usual stereotype of combatants (e.g. cooks, sex slaves, concubines of rebels)? How is gender incorporated into the national recovery plan of the DDR process? What skills-training is being offered to women and girls during the DDR process? Do training programmes provide for childcare?
- Can female ex-combatants take advantage of DDR assistance packages in a way that protects their privacy and identity?
- Is there an opportunity for network building among women and girls as they go through the reintegration/rehabilitation stage of the DDR process?
- What provisions, if any, are made for rape counselling or for screening individuals who may have been exposed to the HIV/AIDS virus or any other sexually-transmitted disease?
- What is being done to help the disabled and sick through DDR processes? What are the challenges in dealing with war-affected children who contract HIV/AIDS during the period of conflict?
- What policies, practices and programs are designed to assist ex-child and female soldiers and disabled children in become productive members of the post-conflict society?
- To what extent are DDR programmes designed to address issues such as shame, prejudice, unwanted pregnancies, bush babies, etc.? Do reinsertion/reintegration packages provide payment that takes into account the dependents of female ex-combatants?

The workshop in Ghana provided an important opportunity for knowledge-sharing and capacity-building. It allowed participants to share their assessment of DDR processes with others who have observed or are observing DDR processes in Liberia, Eritrea, Mozambique, Haiti, Southern Sudan, Cote d'Ivoire, the DRC, Guinea-Bissau, Afghanistan, and possibly Iraq. One of the specific concerns in assessing and evaluating DDR processes was to try to understand why girls/women and disabled ex-combatants are being left out of many of these processes and to recommend what can be done to ensure that they do not fall between the cracks in those situations.

Summary of the Conference/Workshop

The Conference was opened by Ms. Colleen Ross of CBC Radio, who acted as MC for the 3 days. Ms. Ross had spent time in Ghana and was an enthusiastic and informed Chair. She introduced The Honourable Madam Shirley Gbujama, Minister of Social Welfare, Gender and Children's Affairs, Sierra Leone who gave one of two keynote addresses. Minister Gbujama gave a passionate presentation on the plight of war affected children, which set the tone for the following days.

This was followed by a speech by Professor Walther Lichem, former Austrian diplomat and professor, Chair of the Advisory Board of the European Training Centre for Human Rights and Democracy, Graz, Austria. He spoke on "DDR Processes and Societal Development". Within the context of the concepts of the 'Right to Protect' and human security, Professor Lichem spoke of the need for a broad-based approach to post-conflict peacebuilding; and, the recognition that the individual human being and the societal dimension assume increasingly central significance. A copy of his presentation will be sent with this report.

Dr. Knight, the Project Director, introduced the audience to the basic concepts of DDR, the number of DDR programmes currently being undertaken in Africa and the role of the United Nations. He particularly stressed that the workshop should be concerned with children in the DDR process (see his Children and War Project, <http://www.arts.ualberta.ca/childrenandwar/>.) He also strongly made the point that if we are to improve upon existing DDR programmes, it is vital that we pay special attention to the reintegration of women. As he stated, the United Nations has already learned some lessons from the DDR experience. This Workshop will, hopefully, contribute to additional lessons learned.

Dr. Knight then introduced Dr. Conley and Ms. Kröening who explained to those in attendance the purpose of the two break-out sessions. Dr. Conley gave a presentation on the role of DDR in the conflict process and where DDR can and does take place. This included an explanation of the "conflict bump", and the various stakeholders in the DDR process. The presentation was given in a problem-based learning format. Both he and Ms. Kröening then stressed that although we had a breakout session on the "DD" aspect and another one on the "R" aspect, this was only to be able to focus on these two aspects. The amount of overlap in discussions would depend on the small group discussions taking place.

The day ended with a reception offered by the Canadian High Commission, Mr. Archie Book, Acting High Commissioner and Head of CIDA was the host.

The Plenary session the following morning was chaired by Dr. Tim Shaw of Royal Roads University.

Captain James Pugel, who is currently undertaking a MS in Strategic Intelligence with African Studies Concentration at the Joint Military Intelligence College (JMIC), presented an empirical study, "Assessing DDR Programmes in Liberia".

He was followed by Charles Achodo, who presented, "Comparing DDR in Sierra Leone and Liberia".

Patrick Onyango, who works with the Trans-cultural Psychosocial Organization (TPO) Uganda, providing psychosocial support to communities in conflict and post conflict contexts, presented a paper on "Challenges and Lessons Learned in DDR Programs in Uganda". His main thesis was that there is little evidence that highlights the completeness of DDR as a process that has been embarked on to support and to assimilate ex-combatants into civil life. He suggested that the Uganda experience has provided the following Lessons learned: *At the transit camp* - confidence building is paramount. Enlighten the combatants on present developments and opportunities in the community e.g. UPE, Microfinance etc. Moderate their expectations. Ensure that you involve local leadership in all your plans. *In the community during reintegration* - Allocate sufficient time & resources for community preparedness. Involve traditional leaders, encourage rituals etc. Prepare sufficiently for family reunification. It should be as joyful & unifying as possibly can. Make alternative arrangements for those whose families cannot be traced. Look out for children born in the 'bush' & those in need of physical health care. Working with grassroots organizations to provide follow-up and family support enhances reintegration. DDR should be linked to wider peace building programs

After a coffee break the plenary session continued with Mary Opare, Professor, School of Nursing, University of Ghana, in the Chair.

Dr. Susan McKay, Professor of Women's and International Studies at the University of Wyoming, gave a presentation on "DDR for Girls: Denial, discrimination, and rejection". Dr. McKay is currently funded by the Rockefeller Foundation to work on issues related to formerly-abducted girl soldiers who return from fighting forces with children. Her main point was that for girls DDR stood for Denial, Discrimination, and Rejection. (She is presently revising her presentation. Original is included.)

Obijiofor Aginam, Associate Professor of Law at Carleton University, spoke on "Rwanda and Beyond: Rape as an illegitimate weapon of war and the limits of the international rule of law in DDR programmes".

Ruminko Seya, a DDR Officer with the United Nations Operation in Cote d'Ivoire, gave a PowerPoint presentation on, "Problems in Implementing DDR in Cote D'Ivoire". Her presentation highlighted the conflict with the Government and how the DDR process has been held hostage to proposed elections. The president has stated that there will be no elections without the DDR process. The rebel FAFN has stated no DDR without elections. She painted a rather dismal picture of the chances for a successful DDR mission in this country.

Jeffrey Isima, reported on his PhD dissertation work in Politics at the Defence College of Management Technology (DCMT), Cranfield University, UK, entitled, "Problems with Cash Payments in DDR Programmes". He highlighted the major problems associated with cash payments. This session engendered a great deal of discussion on the usefulness of such payments, which carried on in the break-out sessions.

In the early afternoon, the last of the plenary sessions took place with Lt. Col. Abba Dikko of the KAIPTC in the Chair.

Tobias Pietz of the Bonn International Center for Conversion (BICC) presented. "Lessons Learned in DDR Operations". Pietz made the point that Integrated Missions are seen as the cure for past lack of coordination, efficiency, etc. But there have been mixed results so far. Humanitarians fear that humanitarian or development aid be used for political purposes (as the IM is headed by a political albeit civilian SRSG). He spoke strongly about the need for integrated mission planning.

Willem Jaspers, also of BICC, spoke on "Current and Future Challenges for DDR in the DRC". He pointed out that DDR as a sub-issue reflects very much the new complexity of Peace Support Operations where military and civilian components are more and more obliged to communicate & cooperate for successful peacebuilding (however, CIMIC or CMCoord remain very sensitive issues for humanitarian and development actors).

The Workshop then broke into the two aforementioned groups based on Disarmament and Demobilization, and Reintegration.

Workshop I - Disarmament and Demobilization: (Anne Kröening)

Although this group was supposed to be focusing on DD, clearly it was more interested in 'R'. The facilitator tried to find ways to 'link' the two in the discussion, and brought out the interesting point that the process might not be a complementary one, that there might be different goals expressed in different stages and that we shouldn't assume that one stage naturally leads to the next. What was very clear was the Group's belief that re-integration had to be

community and culture specific. What was not discussed was what this means in practical, planning terms.

In terms of Psycho-Social issues: there were several facets to look at: the ex-combatants themselves, the attitudes of others to those combatants, the women and children as 'victims' (those who were raped, those who were the product of rape) Following from these concerns, *sustainability* was identified as a central issue. Only a healthy community (physical and mental) will support sustainable 'R'. Also tied in the 'cash for arms' point: this short-term incentive not conducive to long-term sustainability. So what replaces it?

It was also pointed out that there is a connection here with 'D': if the disarmament process is not well done, control over weapons threatens community security, different armed groups become alienated (and therefore a threat), newly formed militias can be a problem etc.

An important point was raised about who 'does' DDR: why are only the 'rebels' considered ex-combatants? The process MUST include government regular forces whose experiences have been the same (presumably the 'DD part would be different, however). This discussion expanded to say that all 'actors' need to be seen as in need of help to make the transition to a Civil Society.

Agreed: the community is the key; the fact that all the International attention, the monies are directed to ex-combatants missing point that everyone needs to be part of the process. Also noted was that often the local communities are lacking basic resources while ex-combatants are receiving financial support, training etc. This leads to resentment and alienation not acceptance and healthy community.

Planning Process

Issues:

- need to identify (and address) the specific problem generating conflict – this will be country specific (tends to get lost in the DDR planning)
- Implementation: need to have had the local participants involved in the planning so that they will naturally assist in implementation [but how exactly?]
- How can the process be effectively communicated to everyone? Some noted the role of the chief but it was pointed out that he is only ONE actor in society and other groups, including women's and youth groups, part of traditional society
- returned again to issue of weapons and control: need for more of the latter
- on international level: need for co-ordination and co-operation often foiled by actual mandates of particular agencies – real problem, no solution clear

Recommendations:

1. *More use of mediators as part of the process (not specified exactly 'where' they would come in). One noted that respected generals or commanders have been effectively used in the DD part of the process. This can be expanded to include respected people in general (especially in the 'R' phase) – healers, religious leaders, teachers, counsellors*
2. *Recognize that 'demilitarization' is a long-term process, and is not completed in the 'DD' phase just because guns laid down. This is a psychological process as well and as such, an integral part of 'R'. *** noted as one of most important points to come out of discussion – need to 'demilitarize the mind', move beyond culture of violence. ****

Psychological/Social issues:

- counselling always recommended but for whom? Usually directed at ex-combatants but is needed for everyone in community as well as victims (women, children)
- also the question of who should be counselling: story told by one participant of his nephew, engaged to girl who was taken by soldiers, raped. He was going to break off engagement, shun girl but his uncle (the participant) talked with him and showed him that he had to have compassion and not punish the girl for what was not of her making. They married, have children. His point was primarily to talk about the way rape affected the community but his story illustrated key point: here the 'counselling' was not by a professional but by a respected elder/relative. **We think this point is important: counselling from 'within' a community may be at least as effective as that coming from outside – if not more. And this also speaks to the 'sustainability' issue.**
- Changing mentalities largest challenge, long term commitment, needs investment: DD will only work if people stay wanting to live without arms and if those around them continue to want them in the community. **Issue of mentality and attitude is what links DD with process of 'R' in the long term.**
- Following from the last point, trust must be built up over time between all members of the community. **Disarmament can only be sustained when TRUST is present, another 'link' between DD and R.**
- **Confidence building is a process that must be tended to in all phases and like trust, is a critical 'link' between all aspects of D, D and R.**

There was a long discussion about disarmament and how important it was (or was not) to take arms away completely. No agreement – some argued that no security was possible as long as arms were accessible/around. Others said the issue was control, not whether arms were present or not. If culture respected use of guns, then what were needed were measures to control them not to do away with them. **This also led to more discussion on the 'cash for arms' issue – again, no agreement.** Generally, it was thought that paying cash directly to combatants was not likely to be productive in long run (they will squander money, many have drug and substance abuse problems, for example, money comes before

treatment and is not likely to be well used). More useful ideas tended to suggest that something other than cash might be used (e.g., the 'hoes for guns' or 'bikes for guns' programmes in Mozambique) or that it be paid to the community to speak to needs from which everyone would benefit (including ex-combatants). Hence the earlier statement that cash incentives should actually come in the 'R' not the 'DD' stage. **So in general terms, to the extent that incentives are required to assure disarmament, build them into the 'R' phase of the process so that they are more likely to have impact and benefit whole communities.**

There was also lengthy discussion around what was called 'a culture of violence' and how it could be transformed into a 'culture of peace'. Much attention was given to the role of disarmament in the discussion as if a culture of peace was merely a lack of arms. A culture of violence is just that – a whole culture in which violence is articulated in many ways (including rape, assault, petty crime); within this, guns are just one 'tool' used to express violence. And therefore, a culture of peace has to achieve much more than the removal of arms. Finally, there was more discussion along these lines – how do you characterize such a culture, how do you know when it has been achieved? What measures can you use to signify 'peace' – economic development? Education? Political empowerment and democracy? It was agreed that all of the above could lead to peace or contribute to an environment where 'peace' was possible. It would be fair to say that the group as a whole felt that creating a culture of peace, however it was defined, was 'key' to the sustainability of the DDR process. Clearly, it is also linked to the repeated concerns for changing mentalities and treating spiritual health the group expressed.

The group was divided into three sections. Each section looked at issue of communication and co-ordination on International, National and Local levels.

International

- lack of personnel continuity major problem in both co-coordinating and communicating
- leads to insufficient experience and knowledge of situation to handle it effectively
- too much 'buck passing' (again, facilitated by the personnel issue)
- need to co-ordinate between agencies again voiced [but no suggestions made as to how this should occur]

National

- apart from sensitizing personnel, most recommendations essentially that the government structure should be more effectively deployed (e.g. work through government ministries like Women's Issues, Youth and Culture etc)

PROBLEM: this was pointed out in the discussion – in most cases, we no longer have a state structure in place, so suggestions like using ministries etc won't work.

General discussion drew on what 'Grassroots' group suggested (below) in terms of using traditional authority structures, chiefs etc. However, not everyone agreed this would be effective because Chiefs are not (in their view) sufficiently neutral to generate trust and confidence – both of which are crucial for DDT processes. Another suggestion was to work with UN in-country organizations/management units – but that was countered with the statement that you can consult with them but they cannot be used as a replacement for the state. Finally, it was argued that even a largely 'state-less' country can set up a national commission, that might also bring in local chiefs and would be well places to work with UN agencies. This began to take the conversation back to another controversial point – namely, how important is it to have elections and 'democracy' immediately after the cessation of conflict (the Congo was referenced). Or how potentially damaging this can be.... But this was not the focal point of the workshop so it was not pursued at this time.

Grassroots/local:

- DDR can't materialize without people
- follow community ritual/protocol to get buy in of local leadership who in turn can help create networks of communication flow
- some discussion about how important 'chiefs' were – one (male) participant was adamant that the chief was the 'key'; another (female) made it clear she felt there were other community groups that could actively play a role and that the chiefs should not be at the 'head' of the process.
- How do you get people to take ownership of a process that arrives from 'outside'? Discussed role playing as possible means of sensitizing people to needs of others in community, fostering a culture of inclusion
- Noted that 'R' may be misplaced: this is not a process of 'RE' integration (into an existing, 'old' community) but of 'integration' into a community that is making itself anew.

(Interesting to note that when the person who had been selected to 'report' back to the main group summed up the discussion, he completely left out all mention of the cultural and psychological aspects, including what had been quite a lengthy discussion around the role of using a cultural practice – play acting, dance, whatever – to allow people to make the process their own. He emphasized, again, the importance of using chiefs to convey information and make decisions on behalf of the community. Gone were the women's or youth groups from the process! No further comment...)

Comment by Senior Rapporteur:

<i>I'm going to add a last, personal comment. I found it quite disturbing that women and children all but disappeared from the discussion. The culture of</i>

violence was all about guns, but not about rape and children born of brutality; the 'community' was all about chiefs and ex-combatants (men), but not about the female victims of war or the mothers/sisters/aunts who formed the backbone of the community and were now being asked to have criminals 'reintegrated' to their lives. This is all the more disturbing to me because it was the practitioners who seemed unwilling to engage with these questions (with two notable exceptions - the gentleman who said punishing the perpetrators of rape was only the beginning, we had to be helping the victims - although he too may have been an academic, and the young woman from Uganda whose concern is for the children born of the LRA -- and I don't recollect her comments having any particular impact. She was in the group that dealt with 'gender' I believe, and nothing came out of it). So it's fine for academics to identify these issues and conduct research and give papers (as does Susan Mackay) but if the 'on the ground people' don't see them as important, they will indeed remain 'academic' concerns. And that would be so wrong!

Workshop II - Reintegration: (Marshall Conley)



Marshall Conley began by putting the following table on a whiteboard and asking the 37 participants to identify the issues related to each topic:

ISSUES	categories for Break Out	solutions
1. Health	- physical - psychological - spiritual	
2. Gender	- boys and girls - adolescents - adults	
3. Socio-Economic System	- (1) ex-combatant - (2) land seized during war	(1) - job? - Which community?
*4. Community	- Corrupt officials (committed crimes?)	-- reconciliation, tribunals
*5. Governance	- education for democratic citizenship	-- land reallocation

* 4 & 5 handled as one group

The group was then asked how do we prioritize these issues - or do we need to?

- prioritize 'life saving' activities
- identify most vulnerable and meet their needs
- Mazlow's 'hierarchy of needs': to include consultation of the affected
 - Priorities come from self-esteem
 - Community involvement

-What are the consequences of *unsuccessful reintegration* (e.g., Bosnia)?

At this stage the participants were broken into 4 groups to discuss the issues.

Group 1: Health

Concern: without full health, you cannot have full peace

- reference (again) to Mazlow's hierarchy of needs
- Psychological and psycho-social needs [How must they be recognized? Not clear]
- what are the connections between various groups in the "R" phase and how could they enhance social and public health
- what does 'healing' really mean: explanation - restoration of hope

Recommendations

- 1. People heal best in their own communities; therefore develop culturally sensitive assessment programmes, programmes to deal with stigmatization etc*
- 2. Costs of medication worrisome: this question needs to be addressed*
- 3. Give special attention to disabled – special challenges; also identify and use their skills*
- 4. Recognize that conflict creates many kinds of casualties – drug addicts, gangsters, 'sub-groups' [presumably the implication is 'and then develop programmes specifically to treat these different needs']*
- 5. Look at social determinants of health issues – all interconnected*
- 6. People need to say 'good-bye': reburying the dead is important for physical and spiritual healing (e.g. example of Srebrenica given by Conley)*

Group 2: Gender

- peace negotiations do not include gender issues (the implication is that they should)
- The DDR process focuses primarily on ex-combatants and disarmament (The implication is that this is a mistake.)
- Question: how is stigmatization dealt with in DDR? (No definitive answer was given.)
- Bush-wives, babies, female ex-combatants lack access to DDR
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Recommendation:

Packages should be developed for children whether or not they were 'soldiers'.

(Comment: Little emerged from the group on this topic. Given the lack of discussion of 'gender' following Susan McKay's paper, this seems to be an issue that although identified, was not really explored.)

Group 3: Socio-Economic Systems

- Strong discussion on the need for added knowledge, languages, technology through education
- Realization that money from DD etc. stimulates economic activity
- farmers need to learn new methods of farming, need to organize themselves (e.g. cooperatives)
- Need to build 'consensus democracy' in order to have a viable society
- Redevelopment fund needed
- food is essential for peace
- Do ex-combattants get sent back to their original communities? There were very mixed opinions on this point.

Recommendation:

micro-financing working together with co-operatives can contribute to reintegration. Therefore more training in these two areas would assist the process of reintegration for everyone in a post-conflict society.

Group 4/5: Community; Governance

- What should be done with corrupt officials or those who committed crimes? How are they dealt with in the reintegration process?
- Should tribunals be created? Should there be traditional forms of reconciliation? Many thought that the pain of the experience during the conflict was so great that it would be impossible for people to bring closure unless those who committed crimes were punished. Others saw this as a continuing downward spiral if severe forms of punishment were implemented.
- **There was a need for land reallocation** after conflict and to promote reintegration. Others cited the disaster of Zimbabwe concerning land redistribution, although it is not truly an analogous case.
- For good governance **there must be a programme of education for democratic citizenship**. Many societies have known at least a generation of war and reforms can only take place alongside educational reform.

The Workshop finished with an overview presentation by Dr. Shaw putting into perspective the many themes discussed during these three days. The Chief Rapporteur for the workshop, Dr. Ann McDougall, who is Director, Middle Eastern and African Studies at the University of Alberta, made observations on the discussions which took place during the plenary sessions and the break-out sessions.

At the end of the Workshop the participants realized that they had accomplished much but that turning theory into practice was a difficult process. The practitioners and academics had learned from each other and that was one of the major accomplishments of this meeting.

APPENDIX I

Conference Agenda

Post Conflict Peacebuilding in Africa: Assessing DDR Processes

Kofi Annan International Peacekeeping Training Centre

August 28-30, 2006

AUGUST 28

- 10:00 – 12:00 REGISTRATION – FORECOURT OF SCHROEDER HALL
- 12:30 – 1400 LUNCH – KAIPTC DINNING FACILITY
- 14:00 – 16:00 KEYNOTE ADDRESS – SCHROEDER HALL
(Master of Ceremony – Colleen Ross, CBC Canada)
The Honourable Madam Shirley Gbujama, Minister of Social Welfare, Gender and Children’s Affairs, Sierra Leone
Professor Walther Lichem, former Austrian diplomat and professor, Chair of the Advisory Board of the European Traning Centre for Human Rights and Democracy, Graz, Austria
DDR Overview – W. Andy Knight
Introduction of Workshop Facilitators: Marshall Conley and Anne Kröening
Presentation by Marshall Conley
- 16: 30 – 18:30* RECEPTION – LABADI HOTEL: Hosted by Canadian High Commission. Welcome address by Archie Book, Acting High Commissioner and Head of CIDA

AUGUST 29

- 07:00 – 08:00 REGISTRATION
- 08:00 – 10:00 PLENARY SESSION I – SCHROEDER HALL
Chair: Tim Shaw
James Pugel
Assessing DDR Programmes in Liberia
Charles Achodo
Comparing DDR in Sierra Leone and Liberia
Patrick Onyango

Challenges and Lessons Learned in DDR Programs in
Uganda

10:00 – 10:30	COFFEE BREAK
10:30 – 12:30	<p>PLENARY SESSION II – SCHROEDER HALL</p> <p>Chair: Mary Opare Susan Mckay DDR for Girls: Denial, discrimination, and rejection</p> <p>Obijiofor Aginam Rwanda and Beyond: Rape as an illegitimate weapon of war and the limits of the international rule of law in DDR programmes</p> <p>Ruminko Seya Problems in Implementing DDR in Cote D’Ivoire</p> <p>Jeffrey Isima Problems with Cash Payments in DDR Programmes</p>
12:30 – 14:00	LUNCH – KAIPTC DINNING FACILITY
14:00 – 15:30	<p>PLENARY SESSIONS III – SCHROEDER HALL</p> <p>Chair: Lt. Col. Abba Dikko Tobias Pietz Lessons Learned in DDR Operations</p> <p>Willem Jaspers Current and Future Challenges for DDR in the DRC</p>
15:30 – 16:00	COFFEE BREAK
16:00 – 17:30	<p>WORKSHOP SESSIONS</p> <p>Demobilization/Demilitarization - Syndicate Room 5(SR 5) Reintegration/Rehabilitation – Syndicate Room 6 (SR 6)</p>
AUGUST 30	
08:00 – 09:00	REGISTRATION – SCHROEDER HALL
9:00 – 10:30	<p>WORKSHOP SESSIONS</p> <p>Working Group 1: Demobilization/Demilitarization (SR 5) Working Group II: Reintegration/Rehabilitation (SR 6)</p>
10:30 – 11:00	COFFEE BREAK

11:00 – 12:30	WORKSHOP SESSIONS Working Group 1: Demobilization/Demilitarization (SR 5) Working Group II: Reintegration/Rehabilitation (SR 6)
12:30 – 14:00	LUNCH – KAIPTC DINNING FACILITY
14:00 – 15:30	WORKSHOP SESSIONS Working Group 1: Demobilization/Demilitarization (SR 5) Working Group II: Reintegration/Rehabilitation (SR 6)
15:30 – 16:00	BREAK
16:00 – 18:00	FINAL PLENARY – SCHROEDER HALL
18:00 – 18:30	CLOSING REMARKS AND THANK YOU – SCHROEDER HALL

APPENDIX II

PARTICIPANT BIOGRAPHIES

ADDISON, Commodore Albert is Deputy Commandant of the Kofi Annan International Peacekeeping Training Centre.

ATTIPOE, Major General Kofi is Commandant of the Kofi Annan International Peacekeeping Training Centre. He was commissioned into the Ghana Army as an Infantry officer in 1970 and served as a Tactical Instructor in the Military Academy and Training Schools in 1979. From August 1983 to May 1984, he was the Second-in-Command and Acting Commanding officer of the 6th Battalion of Infantry in Tamale. With his training in investigation, he was appointed Officer Commanding Special Investigation Branch of the Ghana Military Police from May 1986 to 1988. He was the Commanding Officer of the Armed Forces Recruits Training School at Shai Hills from 1991 to 1992. He was also the Commanding Officer of the 1st Battalion of Infantry in Tema from March 1992 to June 1995. He served as the Provost Marshal of the Ghana Armed Forces with additional responsibilities as Acting Director, Military Intelligence at the General Headquarters of the Ghana Armed Forces from 1995 to 1998. He became the substantive Director Military Intelligence in early 1998, after which he relinquished the Provost Marshal's appointment. He served as the Defence, Military, Naval and Air Attaché at the Ghana Embassy in the USA from August 1998 to April 2002 after which he was appointed the Deputy Commandant, Military Academy and Training Schools (MATS) until February 2003. Until his recent appointment as Commandant KAIPTC in May 2005, he was the Commander Support Services Brigade Group from February 2005. He has participated in peacekeeping operations in Ghana, Lebanon and Rwanda.

AGINAM, Obijiofor is Associate Professor of Law at Carleton University, Canada. His research interests include international law and global governance of public health, globalization and the Third World, environmental justice and multinational corporations, the United Nations system, human security, international human rights, post-colonialism and development in Africa, international organizations, and Third World Approaches to International Law (TWAAIL). He is the co-editor of *Humanizing Our Global Order* (University of Toronto Press, 2003), and author of *Global Health Governance: International Law and Public Health in a Divided World* (University of Toronto Press, 2005). He has served as an international law consultant for the World Health Organization and many African NGOs.

AKUFFO, Edward Ansah is a PhD student in the Department of Political Science, University of Alberta. His area of specialization is international relations, with special focus on security and development issues in Canada-Africa relations, post-conflict reconstruction in Africa, and the African Union's security regime. He holds a MA International Relations from Brock University, Canada, and BA Political Science from the University of Ghana. Presently he is working on a manuscript about the African Union security regime and its implication for the principle of subsidiarity within the United Nations system with reference to the conflict in Darfur, Sudan.

APIO, Eunice Otuko hails from a small northern Uganda town of Lira, which has a large number of children born of the Lord's Resistance Army (LRA). She is married with four children and holds a MA in Human Rights. She heads a small grassroots organization working for sustainable peace, property rights and children's rights in Northern Uganda. Her MA thesis was entirely on challenges faced by children born of LRA rebels by abducted girls in Northern Uganda in 2004.

BANI, Prosper graduated in Political Science from the University of Ghana in 1981, and holds graduate degrees from the Institute of Social Studies in The Hague, Netherlands (MA Development Studies), and the University of Texas, USA (MA Government). He is currently the UNDP Regional Advisor for Small Arms and DDR based in Dakar, Senegal. He joined the UNDP/Bureau for Crisis Prevention and Recovery office in Geneva in October 2002 as a Demobilization and Small Arms Specialist, supporting countries to respond to post conflict armed violence reduction and DDR programmes. He has served as the Acting Team Leader for UNDP/BCPR Small Arms and Demobilization Unit in Geneva, supporting Small Arms control and DDR programmes in over thirty countries, including Papua New Guinea, Sierra Leone, Mozambique, Liberia, Cote D'Ivoire, DRC and Angola.

BEREZA, Greg is a master's degree in political science at the University of Alberta, focussing on the historical processes of globalization and global governance. He has an honours degree in political studies from Bishop's University, Canada, focussing on classical political theory. He was a Naval Reserve officer from 1991-1996. He speaks both German and French.

BRIGGS-JABER, Lebeh Audrey is the Liaison officer for WOLPNET (Women of Liberia Peace Network), an NGO that promotes peace through the

empowerment of women and children. WOLPNET advocates for changes in legislation and public opinion concerning women and children affected by war and violence. Mrs. Briggs-Jaber also serves as the Director for TRUSS International School of Ghana.

CONLEY, Dr. Marshall is the author of more than 135 publications and professional papers. Prior to taking early retirement in June 2000, he was Professor of Political Science at Acadia University (<http://ace.acadiau.ca/polisci/conley/conley.htm>) where he taught courses on the United Nations, Human Rights, Peace Studies, International Organization, Information Technology and Canadian Foreign Policy. He was previously the Executive Director of a trans-disciplinary research institute, and Director of Research and Graduate Studies. He is President of Conley-International Education Consultants (<http://www.conley-international.org>). Conley-International is a consulting group of 14 professionals with a combined experience of 140 years of international work in training, research, strategic planning and organizational transformation. During the last 30 years Dr. Conley has served on over 20 Canadian delegations to the United Nations, held a variety of Executive positions on national and international bodies, and been an advisor and consultant to Governments and numerous international organisations. His clients have included UNHCR, UNHCHR, ILO, UNCTAD, UNESCO, the Council of Europe of the European Union, and a number of Canadian Government Departments. He has conducted training in a variety of venues from Africa (Ghana, Namibia, Libya, The Gambia), Europe (Paris, Croatia, Serbia, Bosnia-Herzegovina, Slovenia), Asia (Japan) and North America (Washington, Hawaii, Illinois, Baltimore, Ottawa, Nova Scotia) on subjects ranging from rebuilding war-torn societies, citizenship development, human rights reporting and teaching, to ethical and rights issues on the human genome. He has been associated with the Pearson International Peacekeeping Centre as a trainer and facilitator since its creation in 1994.

DAVIDSON, Kenneth Robert (K.R.) is the President of several companies conducting business in the communications sector. Mr. Davidson studied Political Science at Brock University, Canada, and continued his studies by pursuing a Bachelor of Laws (LL.B) at Queen's University, Canada. He is in the process of completing his legal studies and will commence his legal career shortly thereafter. Furthermore, he is a graduate of the Queen's International Study Centre (U.K.), receiving a certificate for his studies in International Public Law. Mr. Davidson has acted as a policy advisor to the Canadian Minister of Public Safety, spoken on the role of ethics in policing and is actively involved in community groups and boards.

DIKKO, Lieutenant Colonel Abba Mohammed is a Nigerian Army officer who was seconded to the Kofi Annan International Peacekeeping Training Centre as Course Director in October 2005. He is an officer with extensive experience in teaching and instruction having served in several training institutions including Nigerian Military School, Infantry Centre and School, Jaji, Nigerian Defence Academy and the Armed Forces Command and Staff College, Jaji-Nigeria. He is a product of the prestigious Ghana Armed Forces Command and Staff College and has attended several other courses amongst which are the International Peace Support Operations Course, Joint Operations Planning Course, ICRC Train the Trainer Course, Disarmament, Demobilization and Reintegration (DDR) Course and Design, Development and Facilitation Course. He has also attended a DDR workshop in Pretoria, a Re-Designing programme on DDR at Pearson Peacekeeping Centre, Canada and recently conducted a fact finding mission to assess the impact of the DDR programme in Liberia. He holds a Diploma in Special Operations and is a Fellow, Institute of Corporate Administration of Nigeria FCAI. Lt Col Abba Mohammed Dikko is currently the Course Director in charge of DDRR at the KAIPTC.

ELMI, Afyare Abdi is a PhD student at the University of Alberta (Departments of Political Science and Secondary Education). He is specializing in the area of international relations and peace education. Afyare has also worked as a Somali journalist and edited *Himilo Somali Newspaper*. Afyare is interested in the area of peacebuilding, conflict resolution and peace education.

ESSUMAN-JOHNSON, Dr. Abeeku is a senior lecturer in Political Science at the University of Ghana. His main research area is conflict and refugees. He has done various researches on Liberian and other refugees in Ghana. He has published on conflict and refugees in West Africa. He is currently researching survival strategies of refugees in Ghana and the politics of repatriation of refugees from Ghana.

GBUJAMA, the Honourable Madam Shirley has been the Minister of Social Welfare, Gender and Children's Affairs in Sierra Leone since 1998. Madam Gbujama has worked to help register, trace, reunify and reintegrate unaccompanied children and children associated with the fighting forces with their families and communities after the war in Sierra Leone. She also participated at the first 'Children and War: Impact' Conference in Edmonton at the University of Alberta in 2004.

GEBREMARIAM, Dr. Kassu, is the Coordinator of the Social and Natural Science and Natural Science Program in the Department of Liberal Studies at Southeastern University, USA. Dr. Gebremariam has taught courses such as Understanding Contemporary Africa, the Africans, and Black Social and Political Thought. His PhD dissertation analyzed the protracted conflicts of the Horn of Africa region. Dr. Gebremariam participated in the first 'Children and War: Impact' Conference at the University of Alberta, presenting on "Children in Situations of Armed Conflict and Post-Conflict Reconstruction: The Case of Ethiopia and Eritrea."

HANNEMANN, Nancy is Director of the Global Education Program at the University of Alberta's International Centre. The program provides educational opportunities for students, faculty, staff and the wider community to gain the knowledge, skills and understanding required to fill the role of global citizen. Nancy has a MA in social anthropology with a focus on African art and did fieldwork among the Yoruba people of southwest Nigeria. Nancy received the Friend of Africa Award, the Salvos Prelorntzos Peace Award for her contribution to peace education, and was awarded the Queen's Golden Jubilee Medal for her contributions to the community.

ISIMA, Jeffrey was born in Nigeria. He holds a B.Sc. in International Relations from Obafemi Awolowo University (OAU), Nigeria, and a MA in Development Studies from the Institute of Social Studies (ISS), The Hague, The Netherlands. He is currently at the writing-up stage of his PhD dissertation in Politics at the Defence College of Management Technology (DCMT), Cranfield University, UK. Jeffrey has worked for the Global Facilitation Network for Security Sector Reform (GFN-SSR) between January 2003 and April 2006 as a Research Officer. Funded by the UK Government and led by DFID, the GFN was a project based at and managed by Cranfield University to deliver the research underpinning for the government's global SSR work.

JASPERS, Willem is a researcher with the Bonn International Center for Conversion, Germany. He works on post-conflict situations in Africa, as well as resource conflicts and the role of external actors in war economies. He has conducted field research in the Niger Delta and the Eastern DRC and has acted as a trainer on Small Arms and Light Weapons issues in South Sudan. His most recent publication was on the transitional government of the DRC and security related challenges in the eastern part of that country.

JONAH, Davidson Oboyah has a BSc Agric Education from the University of Sierra Leone. He is an expert in emergency education, child protection, psychosocial, community reintegration, income generation and food security programs, and an expert in IDP and returnee resettlement. He has traveled extensively to places in emergencies such as Kosovo, Indonesia, Colombia, South Africa, Zambia, Senegal, Gambia, Guinea, Liberia, Uganda and Kenya, where children are in difficult circumstances. He assisted with the assessment and review of programs designed for children in these situations. His published works include "Recruitment and Reintegration of Former Youth Soldiers in Sierra Leone: Challenges of reconciliation and postaccord peace building," in S. McEvoy (Ed.), *Troublemakers or Peacemakers: Youth and postaccord peace building* (University of Notre Dame Press).

KHAN, Renny is the Associate Director, International Relations at the University of Alberta and maintains regional responsibility for the USA and Europe. Through collaboration internally with senior administration, faculty and staff, and externally with agencies, foundations and governments, Mr. Khan works to facilitate the international strategies and initiatives of the University. Mr. Khan also provides oversight within the International Relations Office. Mr. Khan joined the University of Alberta in 1999 after working in the U.S./Mexico Division of the Alberta Ministry of International and Intergovernmental Relations. He continues to work closely with levels of governments, industries, businesses, and not-for-profit organizations to help ensure that institutional links result in comprehensive and long-term partnerships.

KNIGHT, Dr. W. Andy is Professor of International Relations at the University of Alberta. He was editor of the prestigious international journal, *Global Governance*, from 2000 to 2005 and is past Vice Chair of the Academic Council on the United Nations System. He has written and edited several books and numerous book chapters and articles on various aspects of multilateralism and UN reform. His most recent publications are the second edition of *Adapting the United Nations to a Post-modern Era* and his co-edited book, *Building Sustainable Peace* (with Tom Keating). Dr. Knight is completing a three year research project on Children and Armed Conflict that is funded by the Social Sciences and Humanities Research Council of Canada. He is project director of the research on DDR.

KRÖENING, Anne holds a law degree (specialization in European community law and international relations and international law) from the University of Bielefeld, Germany. After her studies in Germany, she went to Canada, where she obtained a LLM in international law and MA in political sciences at the Laval

University in Quebec. For two years, Anne worked for the National Model United Nations Conference, held in New York. After internships with the International Crises Group, in Belgium and the Pearson Peacekeeping Centre in Canada she joined the United Nations Organization Mission in the Democratic Republic of Congo (MONUC) as civilian staff on DDR. Anne is currently working for the International Rescue Committee (IRC) as Provincial Coordinator for Kasai Occidental Province in the Democratic Republic of Congo.

LE COMTE, Geneviève received a Bachelor of Laws (LLB) in Civil Law from Université de Sherbrooke, Canada, in 2003. She then received a Bachelor of Laws (LLB) in Common Law from Queen's University, Canada, in 2005. She also studied at the Queen's International Study Centre at Herstmonceux Castle in the UK where she completed a Certificate in International Private Law during the summer 2005. She is currently working as a lawyer in Montréal, Canada. Through her studies in Law and her travels in developing and third-world countries, Geneviève developed an interest in international human rights and women and the law. She hopes to increase her involvement in international human rights issues and plans to pursue an LLM oriented in international law.

LICHEM, Dr. Walther with studies in law, oriental archeology (Univ. of Graz, Austria), and political science (Univ. of North Carolina, USA; Institute for Advanced Studies, Austria) started his professional career in 1966 at the United Nations Secretariat in New York in the field of International Water Resources with development cooperation missions to Ethiopia (1971), Argentina (1971-74) and to the Senegal River Development Organisation (1980). On his return to Vienna he assumed responsibilities as Deputy Head of the Department for Security Policy and as representative to the Conference on Security and Cooperation in Europe, as Deputy Director General of the Austrian Development Cooperation Programme and as Director for international organizations and peace-keeping. He served as Austria's Ambassador to Canada from 1993 to 2000. Since 2001 he has been Chairman of the Advisory Board of the European Training Centre for Human Rights and Democracy in Graz, Europe's first Human Rights City. He has written numerous articles and books dealing with human rights and societal development, with human security, with UN peace operations, with international water resources law, with the challenges of environment and development, with North/South relations, with the foreign policy and national political system of Austria, with the Conference on Security and Cooperation in Europe (CSCE) process and with cultural and identity plurality.

MAWUKO-YEVUGEH, Lord is currently working on his doctoral thesis at the Department of Political Science at the University of Alberta on "The Politics of the World Bank/IMF 'New Architecture of Aid': A study of civil society participation in Ghana's poverty reduction process". He also holds an MPhil degree in Development Studies from the University of Cambridge, UK, and a BA degree in Political Science from the University of Ghana. Lord first worked in Ghana as a journalist with the *Business & Financial Times* newspaper and later as a Program Officer at the Governance Centre at the Institute of Economic Affairs, Accra. His current research interests include international development cooperation, international political economy, and politics of developing countries with a focus on Sub-Saharan Africa and North-South economic cooperation.

MCDUGALL, Dr. E. Ann is Professor in the Department of History and Classics, and Director of Middle Eastern and African Studies at the University of Alberta (Edmonton, Canada). Her research interests are geographically located in North West Africa (most particularly southern Morocco and Mauritania) and conceptually shaped by questions about power and identity as played out in Saharan societies. She is currently initiating a long-term team project, 'Slave Legacy, Identity and Development' with scholars from Africa, Israel, England, the United States and elsewhere in Canada; a book manuscript on 'Hamody of Atar (Mauritania)' is underway as part of that larger research agenda.

MCKAY, Susan, PhD, is a psychologist, nurse and Professor of Women's and International Studies at the University of Wyoming, USA. For almost two decades, she has taught and researched issues focused upon women, girls, and armed conflict, women and peacebuilding, and feminist issues in peace psychology. She is currently funded by the Rockefeller Foundation to work on issues related to formerly-abducted girl soldiers who return from fighting forces with children. Her recent publications include: *Where Are the Girls? Girls in Fighting Forces in Northern Uganda, Sierra Leone, and Mozambique, Their Lives During and After War* (2004), and *Women and Peacebuilding* (1999).

MURRAY, Barbara is currently serving as Senior Governance Advisor with the Canadian International Development Agency (CIDA-PSU) in Accra, Ghana and has had previous work experience in Mozambique and Zimbabwe. Her career in Canada focused on intergovernmental relations and social service delivery, as well as experience in community based NGOs.

NYANPLU, Anthony is a former public health worker in Liberia. Mr. Nyanplu currently serves as the volunteer coordinator for both local and international

volunteers working on Children Better Way (CBW) projects and is a member of CBW's administration. With an educational and working background in community health, HIV/AIDS, trauma and reconciliation counseling, Mr. Nyanplu has a special interest in issues of water and sanitation and HIV/AIDS as they relate both to the refugee settlement and the future development of his home country of Liberia.

ONYANGO, Grace Robinah holds a MA in Counseling Psychology from the United States International University-Africa (USIU-A). She currently works as a Psychosocial Specialist for World Vision Uganda. She is involved in working with staff that receive, rehabilitate and reintegrate former child soldiers in Northern Uganda in particular, and generally other vulnerable children that live in the same and other regions of the country. Her role is to ensure that the emotional, mental and physical needs of children are met both at the rehabilitation center and in the community to enhance healing that leads to successful reintegration. She has attended various international conferences presenting papers on "The Reintegration of Girls and Their Babies: World Vision's Experience" and "Opinions of Child Mothers from Uganda".

ONYANGO, Patrick has a MSc in International Development. He has worked in the social protection sector for the past ten years with Trans-cultural Psychosocial Organization (TPO) Uganda, providing psychosocial support to communities in conflict and post conflict contexts. He has been involved in designing a project for a group of 2500 adult ex-combatants and 148 child soldiers in Yumbe-NW Uganda. This group was the first to take advantage of the Uganda government Amnesty Act and in 2003, they denounced active insurgent operations. Over 70 percent of these ex-combatants have been successfully assimilated back into civil life and some of them hold community leadership positions, while they have helped others setup income generating activities.

OPARE, Mary MSN, RN, holds a BA from the University Ghana, and a Masters of Nursing from the University of Alberta. She is currently the Acting Dean of the School of Nursing, University of Ghana, Legon.

PAJIBO, Edison is a research fellow at the University of Education in Winneba, lecturing on community leadership and peace education. Mr. Pajibo is the former principal for the West African College for Sustainable Development and benefits from 18 years of teaching and school management experience. He currently serves as an educational consultant for numerous NGOs at Buduburam Settlement, and has served as Buduburam's education liaison to the UNHCR.

PIETZ, Tobias has been working on DDR issues at the Bonn International Center for Conversion (BICC) in Germany for the last four years. He published research papers on the DDR process in Bosnia-Herzegovina, Croatia and Serbia-Montenegro, and has co-designed the DDR course of BICC and the German Center for International Peace Operations (ZIF) where in 2005 he trained a module on "Gender & DDR" and facilitated a DDR simulation exercise. His other research tasks focus on CIMIC, Small Arms and Light Weapons (SALW) Control, and Integrated Missions at the United Nations.

POURBAIX, Eilis is a fourth year Political Science student at the University of Alberta who is currently conducting research on identity and influence in the Liberian refugee settlement in Buduburam, Ghana. This project provides insights into issues surrounding governance and repatriation, and coincides with the themes of rehabilitation and reintegration in post conflict societies. She is also working with Children Better Way, a grassroots NGO that focuses on youth and community development.

PUGEL, James is currently pursuing his MS in Strategic Intelligence with African Studies Concentration at the Joint Military Intelligence College (JMIC), with his thesis focusing on understanding the reintegration of ex-combatants in Liberia. He is also the principal investigator for the UNDP Liberia Community Reintegration and Reconciliation Study, which seeks to inform on the impact of DDR in Liberia, and is formulating a comparison between DDR program participants and non-participants. James also holds a MSc in Defense Geographic Information, a MS in Administration, and a BS in Civil Engineering.

QUAYE, Oretha is the President of MOPGEL (Movement for the Promotion of Gender Equity in Liberia) a NGO that addresses the needs of disabled children and women through census work, education and medical projects. Ms. Quaye is currently teaching at an elementary school in Buduburam, and is trained in community health and education as well as early childhood development.

ROBERTS, Semeh is the founder and Executive Director of Children Better Way (CBW), a Liberian NGO operating in the Buduburam settlement in the areas of education, vocational training, water/sanitation, HIV/AIDS, and micro loans. Mr. Roberts has extensive experience with humanitarian relief agencies operating in Monrovia, and will soon be conducting a fact finding mission to assess the

needs of three counties and the feasibility of reestablishing a CBW branch in Liberia.

ROSS, Colleen is an accomplished journalist, with a keen interest in international development and aid. She has been with the Canadian Broadcasting Corporation for the past several years, reporting and producing for radio and television; she currently works as a producer for CBC national radio news in Toronto. Colleen spent much of last year in Ghana with Journalists for Human Rights. She worked with radio reporters on human rights stories at the award-winning broadcaster, Joy FM, and co-taught a course on human rights reporting at Accra's African Institute of Journalism and Communications. She has covered issues such as child trafficking, spirit children, domestic violence and gay rights for the BBC, CBC and World Vision Radio.

SADEE, Reverend Poqui is the former secretary and councilor for Children Out of War (COW), a Liberian NGO that deterred children from taking up arms. Reverend Sadee is currently assistant pastor at the Church of Philadelphia in Buduburam.

SAMBOLA, Varney is the current chairman of the Liberian Refugee Welfare Council (LRWC) in Buduburam, and former chairman of the Refugee Welfare Council in Guinea. The LRWC serves as the Liberian refugees' representative to the Ghanaian government, the UNHCR and the international community, and is charged with maintaining order and promoting community development in the Buduburam settlement.

SAMU, Marian Angela holds M.A. in gender studies from Fourth Bay College in University of Sierra Leone. She worked as a senior information officer for the Ministry of Information and Broadcasting in Sierra Leone from June 2003 to the present time. Marian also worked in area of DDR as Counseling Officer, specifically for the National Committee for the DDR. Marian now monitors the Special Court for Sierra Leone.

SENNAY, Slebe is the Director of the Centre For Youth Empowerment (CYE), which focuses on peace education and peace building activities including peer education, community workshops and drama programs. CYE also runs a tuition free school, and gears its programming to rehabilitate war affected children. Mr. Sennay began his involvement with peace education as president of a campus group that conducted peace outreach in the Liberian community prior to the

1996 elections and during the first disarmament process in Liberia, he worked as a councilor for ex-combatants.

SESAY, Sullay Bobor holds a MSc in rural development studies from Njala University College, University of Sierra Leone. He also has several post-graduate diplomas and certificates. Sullay worked as project manager for a Capacity Development Project in his country where he delivered and supervised capacity development programs for districts.

SEYA, Rumiko has over eight years of professional experience in Disarmament, Demobilization and Reintegration (DDR), Security Sector Reform (SSR) and peacebuilding in various post-conflict countries in Africa, Asia and Eastern Europe. She currently works as DDR Officer with the United Nations Operation in Cote d'Ivoire, has previous DDR experiences in Afghanistan and Sierra Leone. Her areas of DDR expertise are policy and program development for overall and each D/D/R phase, reintegration of child and female combatants, community arms collection, involvement of host community, social reintegration, SSR coordination (with army, police, judicial and illegal business), illegal armed groups, civil-military coordination and resource mobilisation. Rumiko holds a MA in Conflict Resolution from Bradford University in UK, with research on post-conflict reconciliation in Bosnia, Croatia and Rwanda. She was also Research Fellow in Peacebuilding at Hiroshima University, Japan.

SHARLAND, Colonel Peter R., Executive Director of the Kofi Annan International Peacekeeping Training Centre, is a British Army officer on loan to the government of Ghana. Prior to this appointment in May 2005, he served as the British Defence Attaché in Nepal. Previous appointments have included Peace Support Operations in Northern Ireland, Cyprus and the Congo, and service in the Far East, Middle East and Germany.

SHAW, Timothy M., BA (Sussex), MA (East Africa), PhD (Princeton), is Professor of Commonwealth Governance and Development and Director of the Institute on Commonwealth Studies in the UK. He researches and writes on African and other Third World governance, international relations/political economy and development, peacekeeping/building in the South, and security studies/policies, currently focusing on new forms of conflict and response. He holds a SSHRC Standard Research Grant for 'Governance in Eastern & Southern Africa: reconciliation and reconstruction in Mozambique, Uganda and Zimbabwe'. His most recent publication is *Theories of New Regionalism* (Palgrave 2003). He has recently coedited *Africa's Challenge to International Relations Theory*

(Palgrave 2001) and *Crises of Governance in Asia and Africa* (Ashgate 2001). His most recent articles appeared in the *African Journal of Political Science*.

SHIAKA, Dehunge is the Acting Director of the Ministry of Social Welfare, Gender and Children's Affairs Division in Sierra Leone. He holds a MSc in agricultural studies from the Njala University College, specializing in development communication. After graduating he worked for the Minister of Information and External Relations. Dehunge became Liason Officer when the Organization of African Unity leaders met in Freetown. Dehunge edited a guide magazine, taught economics courses and has a number of publications.

STAVROU, Vivi is a clinical psychologist and an independent consultant specialising in psychosocial, child protection, gender and social development work. Vivi has lived and worked in a range of international settings, both in rural and in urban areas, and with a wide range of government, non-governmental and international humanitarian aid agencies. Whilst doing the research for the Abducted Girl Soldiers project, she was the Programme Director for the NGO Christian Children's Fund in Angola. Vivi is now based in Johannesburg, South Africa and can be reached at stavrou_baskin@yahoo.com.

WARBY, Derek is Resource Director at the Kofi Annan International Peacekeeping Training Centre. He is a civilian currently employed by the British Ministry of Defence and on loan to the Government of Ghana; he initially joined the KAIPTC in March 2003 as the Project Officer overseeing its early development. He has previously worked throughout Africa and served as a Military Observer with the UN during the conflict in Sierra Leone. He holds a Masters degree in Risk and Security Management.

WELCH, Mark, PhD, MA Nurs, BA (Hons), BSc, RPN, RN, GCHE, originally trained as a psychiatric nurse in the UK. He has held academic appointments in Australia and Canada and has developed research interests, presented and published in a number of areas, in particular international health and the mental health concerns of refugees and survivors of torture and trauma, early detection and intervention in mental disorders, rural mental service delivery and transcultural psychiatry. He has been a Visiting Scholar at the World Health Organization in Copenhagen, working on position papers for the mental health needs of refugees from the former Yugoslavia, and twice worked in the Gaza Strip assisting in the development of the Gaza Community Mental Health Centre. He has worked actively with the NGO sector and has been a Board member of two refugee and torture and trauma organizations in Australia. He is

currently a Director of the Edmonton Mennonite Centre for Newcomers and President of Burma Watch International.

WELCH, Twilla, RPN, RN, BScN, PhD candidate, trained as a psychiatric nurse and later became one of the founding members of the Edmonton Centre for Survivors of Torture and Trauma. With her husband, Mark Welch, she has written a number of academic articles, including a consideration of nursing interventions when caring for people who have been tortured, and a recent publication on the therapeutic imperatives for victims of torture and political trauma. She was the lead author in the play, *Bearing Witness*, and has developed a strong interest in the aftermath of trauma, particularly the repercussions of continued unforgiving. One particular theme from the play was influenced by her experience visiting South Africa during the Truth and Reconciliation hearings. While there she attended workshops sponsored by the UN on violence as a political tool against women.

APPENDIX III

Workshop Assignments

Working Group 1 Syndicate Room 5

Demobilization/Demilitarization

Facilitator: Anne Kröening

Acheampong, Boateng
Acheampong, Simeon
Achodo, Charles
Adeyemoh, Gladys
Adutwum, Kofi
Aginam, Obijiofor
Baiden, Rachael
Bani, Prosper Douglas Kweku
Boatema, Ntodi Abenaa
Boateng, Helina Asamoah
Davidson, Kenneth
Doris, Bangfu
Fafa, Gasinu Elizabeth
Gbujama, Shirley
Gebremariam, Kassu
Isima, Jeffrey
Jaspers, Willem
Khan, Renny
Knight, Andy
Kwashie, Atswei Adzo
Norman, Linda
Odei, Eunice Karl
Odoom, Daniel
Oware-Gyekye, Faustina
Pietz, Tobias
Sesay, Sullay
Seya, Rumiko
Silla, Shecku

Working Group 2 Syndicate Room 6

Reintegration/Rehabilitation

Facilitator: Marshall Conley

Amponsah, Joyce
Apio, Eunice Otuko
Appoh, Annie
Avadu, Patricia
Aziato, Lydia
Boateng, Esther Nyarko
Briggs-Jaber, Lebeh Audrey
Essuman-Johnson, Abeeku
Hamidu, Bomison Saddique
Jonah, Davidson
Le Comte, Genevieve
Lichem, Walther
McKay, Susan
Murray, Barbara
Nsatikba, Frederick
Nyanplu, Anthony
Onyango, Grace
Onyango-Mangen, Patrick
Opore, Mary
Pajibo, Edison
Pourbaix, Eilis
Pugel, James
Quaye, Oretha
Roberts, Semeh
Ross, Colleen
Sadde, Poqui
Sambala, Varney
Samu, Marian
Sennay, Slebe
Sennie, David
Shaw, Tim
Shiaka, Dehunge
Siedu, Mahama Alhassan
Tweneboah, Kennedy
Welch, Mark

Welch, Twilla
Wiredu, Ruth Akua



CONFERENCE ON

Post-Conflict Peacebuilding in Africa: Assessing DDR Processes

AUGUST 28-30, 2006

KOFI ANNAN INTERNATIONAL PEACEKEEPING TRAINING CENTRE, ACCRA, GHANA

Thanks to the Canadian International Development Agency (CIDA) for providing funds for this conference. Without these funds we would not have been able to invite the large number of African delegates to the meeting. Additional funds were provided by: the Killam Research Fund, the Faculty of Arts, the Department of Nursing, the Department of History and Classics, and the Department of Political Science at the University of Alberta; the Pearson Peacekeeping Centre; and the Social Sciences and Humanities Research Council of Canada (SSHRCC).

82 Total Participants

- 35 females
- 47 males
- 15 Canadians
- 58 Africans
- 6 Europeans
- 1 Asian
- 2 Americans
- 19 DDR Practitioners
- 4 IGO's
- 15 NGO's
- 6 Government representatives
- 8 Universities
- 45 University representatives
- 27 Researchers
- 23 students
- 7 Buduburam Refugee Camp
- 2 keynote speakers
- 8 paper presenters

Others were from the media, the KAIPTC, and the military.





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International

Agence
canadienne de