

# 10 Years Civil Peace Service in Ethiopia Faces and Voices

Addis Ababa, 2017



Implemented by:

**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH

**zfd** Ziviler Friedensdienst  
Civil Peace Service





## 10 Years Civil Peace Service in Ethiopia Faces and Voices Orientations



### Why this book?

This 'Coffee Table Book' celebrates the 10 years of the GIZ Civil Peace Service (CPS) Programme in Ethiopia and gives a voice to the people who have built this success story together. In this book, you will be able to look into their faces and hear their own words, while sipping a good—Ethiopian—coffee.



Coffee is a cornerstone of social life in Ethiopia—and, wherever your steps take you in the country, you will always find people sitting down together, enjoying a freshly brewed pot of the invigorating beverage. The enticing smell of the freshly roasted beans, the wafting smoke of incense and the sound of the coffee simmering in the *jebena* pot: they will all compel you to take a seat as well. For a few precious minutes, there is no rush anymore. People simply wait together for the grounds to settle, while enjoying each other's company. And when, at last, the thick dark drink is poured—the conversations can start.



And that is what we ask you to do here too, with this 'Coffee Table Book'. We invite you to take the time to browse through ten years of CPS Ethiopia and join in these conversations. We have asked different people to sit down with us and share their recollections of the changes they have witnessed and the strong memories they have of these ten years spent together.





## **Background of CPS in Ethiopia, people working for CPS and partners**

Nine German organisations are currently implementing the Civil Peace Service (CPS) programme, in 44 different countries around the world. One of them is GIZ, which has more than 100 trained peace experts and 100 national experts working with local partners over the long term, currently in 18 different countries (see: <https://www.ziviler-friedensdienst.org/en>).

In Ethiopia, GIZ started its CPS Programme in 2007, when the first Coordinator, Claudia Roos, made exploratory field visits throughout Ethiopia to seek out opportunities for engagement and to initiate discussions with the different stakeholders. Dagmar Blickwede, the Programme Coordinator since 2012, is currently (2017) concluding the third programme phase. At the same time she prepares for the new CPS programme, starting from 2018.

CPS, with its partners in Ethiopia, is aiming to contribute to the systemic and sustainable transformation of conflict in order to reduce the overall occurrence of violence. The programme develops conflict transformation and prevention capacities in close co-operation with its state and non-state partners at the federal, regional and local levels. It mainly operates in Oromia and the Southern Nations, Nationalities, and Peoples Regional State (SNNPRS). Some of the activities are: trainings in conflict transformation (e.g., Mediation, Non-Violent Communication or Do No Harm); the development and implementation of conflict prevention and transformation strategies; the facilitating of peace radio broadcasts and the merging of facilitative and traditional Ethiopian approaches.





The CPS approach is mostly built on capacity development through the secondment of personnel. People are therefore an essential part of CPS. During these years, many people have worked and cooperated with CPS, or directly benefited from its work. These people are part of the book.

There are foreign *International Peace Advisors*, who contribute their peacebuilding experiences gained from other countries and skills, for example, in mediation, non-violent conflict transformation or planning and monitoring. These advisors are seconded to our partner organizations in Addis Ababa, Hawassa and Jinka; others work in the trainer team in the CPS Office in Addis Ababa, benefiting all partner organisations and collaboration partners.

The *National Peace Experts* are Ethiopian specialists, who are working either as GIZ Staff or in the partner organization of CPS, and who receive technical and financial support from CPS. They are an important bridge for cooperation and knowledge transfer between CPS and its partners.

There is also the *Wise Counsel Mediation Network*—which is an informal network of mediators. Most of the members participated in a workshop facilitated by Ljubjana Wüstehube and Dirk Splinter from Inmedio, which merged traditional Ethiopian mediation approaches with western facilitative mediation. Mediation trainings by CPS are provided through different International Peace Advisors. The Wise Counsel Mediators use their skills, mediating themselves, or by training others in mediation.

There are international interns who are CPS members—interns who worked in the CPS office in Addis Ababa—as well as the members of partner organizations and training participants. In addition, there are members of GIZ Ethiopia and CPS Germany, who support the work of CPS in Ethiopia.





## Acknowledgements

We want to thank all the people who are part of this book, and who gave us their time and shared their memories with us. Also, we want to thank those who are part of this story in Ethiopia but could not contribute.

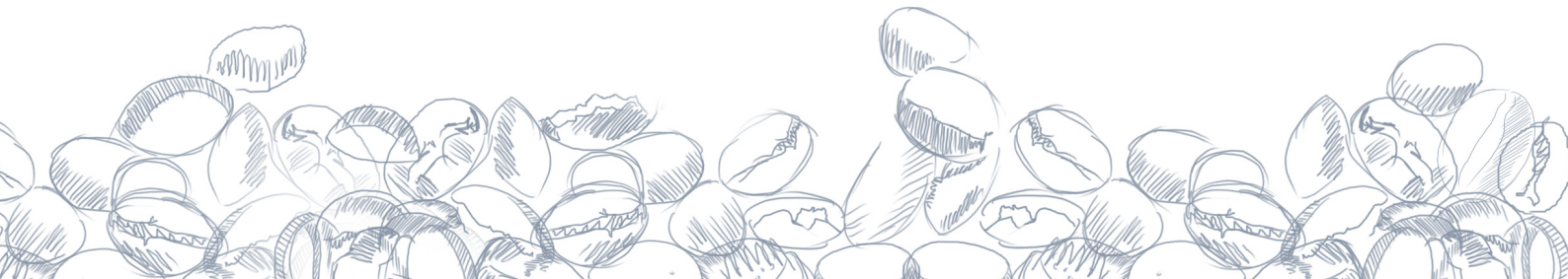
Our partners of these 10 years are:

Ethiopia, national level:

- House of Federations (HoF)
- Ministry of Federal and Pastoralist Development Affairs (MoFPDA)

Ethiopia, regional level:

- Oromia Bureau of Administration and Security (OBAS)
- SNNPRS Council of Nationalities (CoN)
- SNNPRS Security and Administration Bureau (SAB)





### Ethiopia, local level:

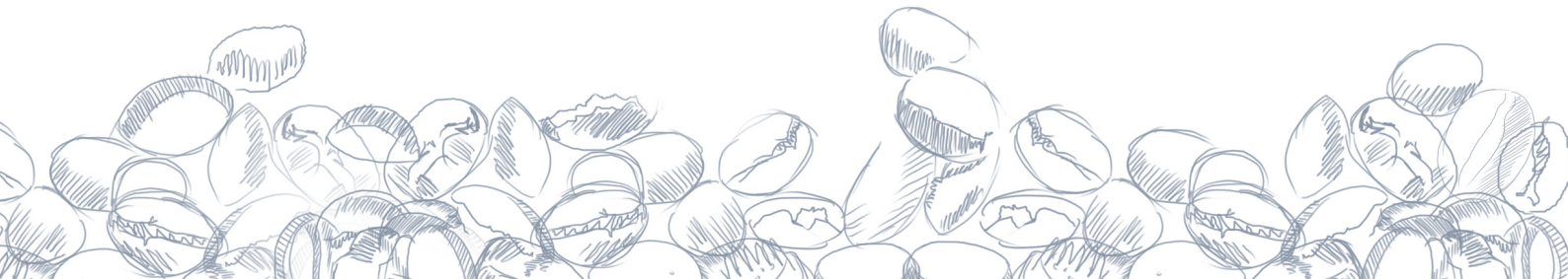
- Action for Development (AFD)
- Atowoykisi-Ekisir Pastoral Development Association (APEDA)
- Oromia Pastoralist Association (OPA)
- Resource Centre for Civil Society Groups Association (RCCSGA)
- South Omo Research Centre (SORC)

### Some of our cooperation partners from these 10 years have been:

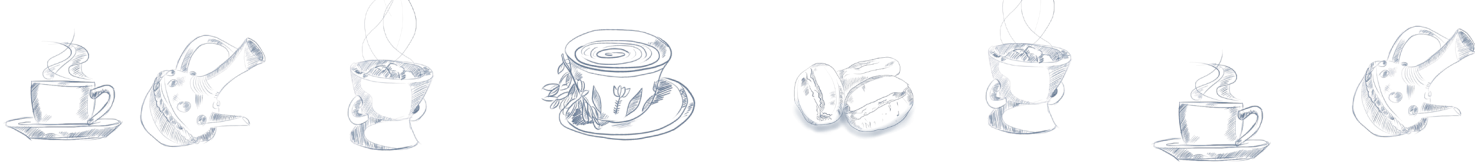
- Addis Ababa University
- Action Aid Ethiopia
- Berghof Foundation for Peace Support
- Department of International Development (DFID)
- Ethiopian Evangelical Church Mekane Yesus (EECMY)
- Ethiopian Pastoralist and Rural Development Association (EPARDA)
- Ethiopian Women Lawyers Association (EWLA)
- Federal Supreme Court Child Justice Programme
- Friedrich Ebert Foundation
- Haramaya University
- Hawassa University
- Heinrich Böll Foundation
- Inmedio, Berlin



- InterAfrica Group (IAG/Cewarn)
- Inter-Religious Council of Ethiopia
- Institute for Peace and Security Studies, Addis Ababa University (IPSS)
- Life & Peace Institute (LPI)
- Mercy Corps
- Pact Ethiopia (PACT)
- Pastoralist Communication Initiative (PCI)
- Pastoralist Forum Ethiopia (PFE)
- Peace and Development Centre (PDC)
- United Nations Development Programme (UNDP)
- United States Agency for International Development (USAID)
- Weltfriedensdienst (World Peace Service)



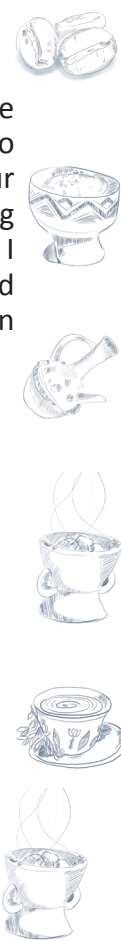
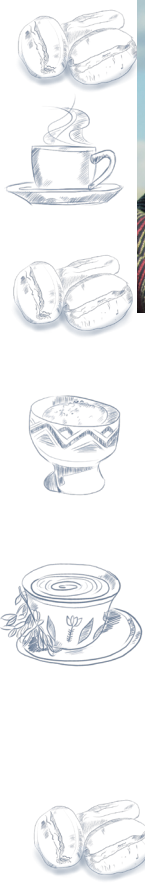




**Dagmar Blickwede, Coordinator of CPS Ethiopia since 2012**



P.S. As I have been the Coordinator of the Civil Peace Service Programme Ethiopia for more than five years now, the stories shared in this book are also somehow my stories as well. I dreamt of a book we could give to all of our colleagues, partners and friends. A book that would be a space for sharing the peace stories you don't usually find in peacebuilding publications. I would also like to especially thank my local colleagues for the inspiring and very enriching learning journey I was invited on which is now coming to an end. I wish all the best for the new CPS Programme. Keep going!





## Introduction

Supporting partners in resolving conflicts peacefully is an important objective of German Development Cooperation and the GIZ Civil Peace Service (CPS) is committed to this goal. The CPS programme is currently celebrating 10 years in Ethiopia. This anniversary marks a success and showcases the good partnerships, the sound work and the appreciation of the activities carried out by the CPS, jointly with its partners.

When our German chancellor, Angela Merkel, travelled to Addis Ababa in October 2016 to inaugurate the new African Union Peace and Security Building, the Government of Ethiopia had just declared a State of Emergency. Mrs. Merkel referred in this situation to the work of CPS, when she said: ‘we are already working in Oromia to de-escalate the situation thereby offering mediation between groups, who get into conflict, which get violent sometimes, to come together to resolve the conflict peacefully’. At GIZ, we are proud of these contributions to peace, conflict resolution and nation building. We believe that this work is relevant and becoming more and more important—in Ethiopia, and elsewhere around the globe. Yet, the success of this work is of course only made possible through strong partnerships and fruitful collaborations with partners. Only together, will we be able to strengthen the existing conflict management architecture (including traditional conflict resolution mechanisms) and further improve the collaborative systems which are part of broader peacebuilding strategies.



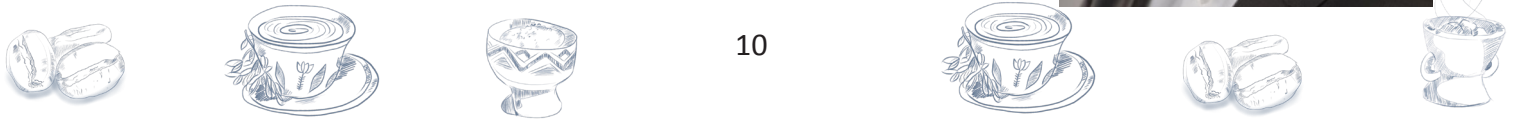


There is a clear relationship between peace and development. If violent conflicts emerge, economists speak of 'development in reverse' as violent conflicts increase poverty. It is estimated that to recover economically from a 7 years civil war, it takes around 14 years to return to the former growth path. In turn, one can conclude that the non-violent resolution of conflicts is the basis for the success of any development project. To put it in the words of Willy Brandt, a former chancellor of Germany: 'peace is not everything, but without peace, everything is nothing'.

With the Growth and Transformation Plan II, the Ethiopian government presented a strong vision, a way forward for development, for modernization and social and economic progress. However, this development also brings about social and economic changes, which may translate into tensions. Further industrialization, migration and urbanization are some of the factors that will exacerbate these tensions for people and society at large. Society and the political leadership will have to continuously work to resolve conflicts peacefully and to mitigate their root causes.

GIZ is honoured that we have had the chance to work through CPS with partners in Ethiopia, and we are delighted that we are able to build on the past, in creating a new CPS programme for the years ahead. On the occasion of the 10<sup>th</sup> anniversary of CPS in Ethiopia, and of people trying to resolve conflicts peacefully in Ethiopia, this book gives a face and a voice to the successful moments and personal memories of this story, by celebrating what has been achieved so far.

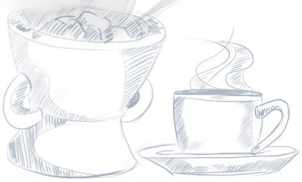
**Dr. Matthias Rompel, Country Director of GIZ Ethiopia since 2017**





ABDELA KEDIR

Abdele has been working for the Oromia Bureau of Administration and Security (OBAS) since 2009 as an Expert on Conflict and Early Response and since 2015 as a National Peace Expert. He is also a member of the Wise Counsel Mediation Network.



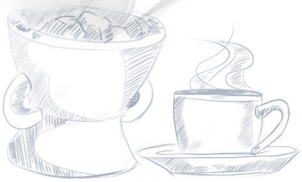
As soon as I left the university, I got the job at OBAS and I participated in the mediation training. I learned a lot about conflict resolution in Ethiopia from key people from the church, Elders and politicians. What I liked about the process is that we not only had trainings but also produced a mediation manual and established a mediation network. The training was very practice-oriented and we were able to use what we had learned. For example, to ask different questions, understand different perspectives, as well as interests, wishes, fears and needs.





ABDISSA BEKELE

Abdissa worked from 2009 to 2012 for the Ministry of Federal and Pastoralist Development Affairs (MoFPDA). He is also a member of the Wise Counsel Mediation Network.



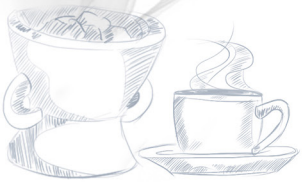
Before the mediation training given by CPS, mediation did not play a role in conflict resolution at the MoFPDA. The Mediation training built knowledge, skills and changed attitudes. MoFPDA trained a lot of people, especially in Oromia and the Southern Nations. Through this, mediation contributed to resolving conflicts, for example, the conflict between Sidama and Oromia.





## AKINAHOM WESSNU

Akinahom has been working for CPS since 2017 as Administration Assistance.





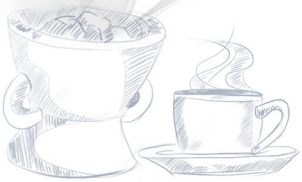
I had the chance to travel to Yabelo and Dillo on the Kenyan border. I have seen many meetings. But this was the first time that I saw a meeting under a tree. The participants had travelled long distances, and the purpose they had come for must have been important to them. This made me appreciate the work CPS and OPA are doing. They came for a follow-up dialogue on border and peace issues. The people looked ordinary and they produced extraordinary results, by reaching agreements after people had been killed.



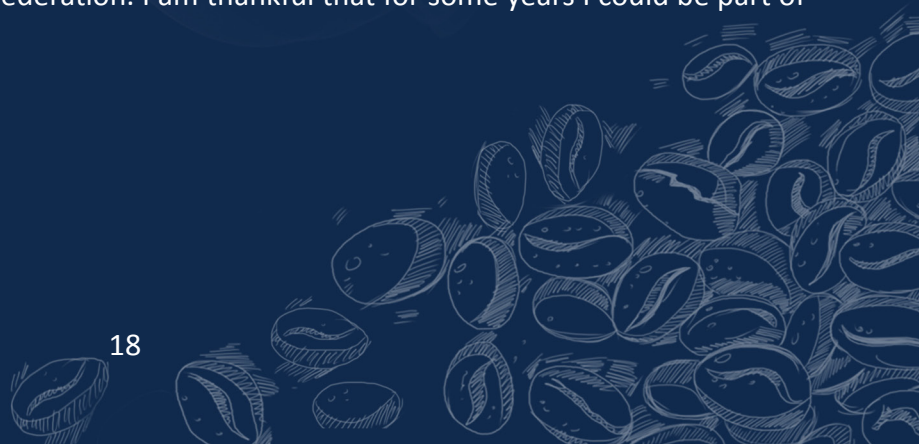


## DR. ALEXANDER OTTO

Dr. Alexander Otto worked as an International Peace Advisor from 2009 to 2012 with the House of Federation.



The CPS programme in Ethiopia was quite promising, but also challenging, as far as a systemic approach was being implemented, connecting civil society and governmental partners from the local, regional and national level in a difficult political context. I experienced how challenging it is to interlink those actors and levels. Peace and conflict work is a lot about people and relationship building. I think that this was the greatest change I saw during my time at the CPS Ethiopia: relationship building between international and national colleagues and between our partners and stakeholders—not in every case successfully, but always in a highly committed CPS team and with the capability to grow further. Joint projects and capacity development measures were realized. And after some time, we had also built a little functioning team at the House of Federation. I am thankful that for some years I could be part of this process, which is still ongoing.





## AMELEWORK ZEMAW

Amelework has been working since 2015 for the SNNPRS Council of Nationalities competence centre.



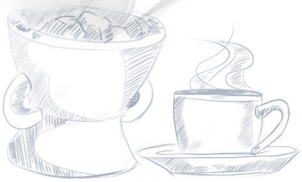
When I think about CPS, I especially think of the Training of Trainers given in 2016–17. I liked everything about it: the methods, the energizers, the trainers. For me, to come in touch with CPS also meant to be exposed to new topics like conflict, non-violence, dialogue, and many other related issues. I came across CPS for the first time when I started working in the competence centre of the Council. Then, I got the chance to participate in CPS trainings and I also got the chance to be on the trainer team of the Council. I enjoyed very much the trainings we performed in different parts of the region.





## ANNE DIETRICH

Anne Dietrich worked as an International Peace Advisor in Mediation and Do No Harm, and later in the field of Capacity Development, from 2013 to 2016.



One of my impressive moments was when a local administrator in Haramaya Zone told me that he had been able to resolve land issues in one Woreda by listening to the interests and needs of the conflict partners involved after we had done a training on conflict sensitive land administration with Haramaya University.





ANNE HENNINGS



AND

MARTIN HENNINGS

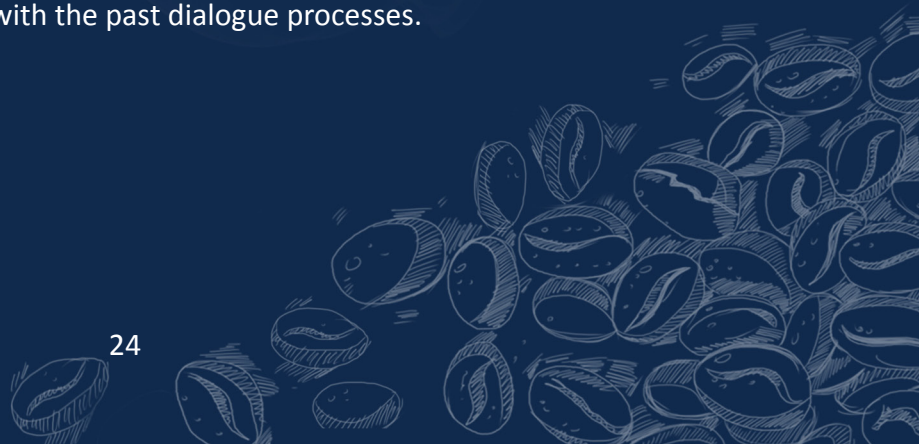
Anne and Martin Hennings were interns at CPS in 2011 to 2012. Anne supported the Program Management and Martin worked on Planning, Monitoring, Evaluation and Knowledge Management.





Anne: as for me, the CPS team's response to contemporary developments in South Omo was most impressive. Given the sensitive environment, it proved how much CPS staff cared about the people they work with. Inspired, I am now writing my PhD on land deals and community mobilization in post-war countries.

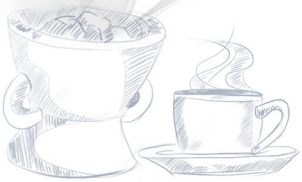
Martin: my experience with CPS Ethiopia and its always helpful team members was very positive. Particularly, the program's approach of combining local mediation methods with 'Western' concepts and its successful implementation, impressed me. Soon after, I started working as a CPS peace advisor in Cambodia with emphasis on dealing with the past dialogue processes.





## ASTER BAYE AND FANTAYE “MARE” TESEMA

Aster and Fantaye have both been working for the programme as office assistants, Aster since 2016 and Fantaye since 2013. They serve CPS staff and guests with smiles and delicious coffee.



Aster: the CPS staff has a love for people (Amharic: 'le sew fikir alachew'). They are close to us. They have done things to make us feel appreciated and special. For the first time I was told that my smile is appreciated.

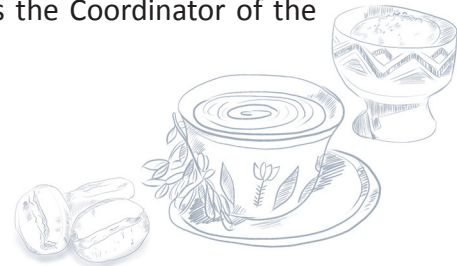
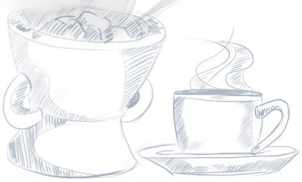
Fantaye: there are many people I cherish and I will never forget. CPS has always done special things for us on holidays and occasions – I will never forget the good things they have done for us.





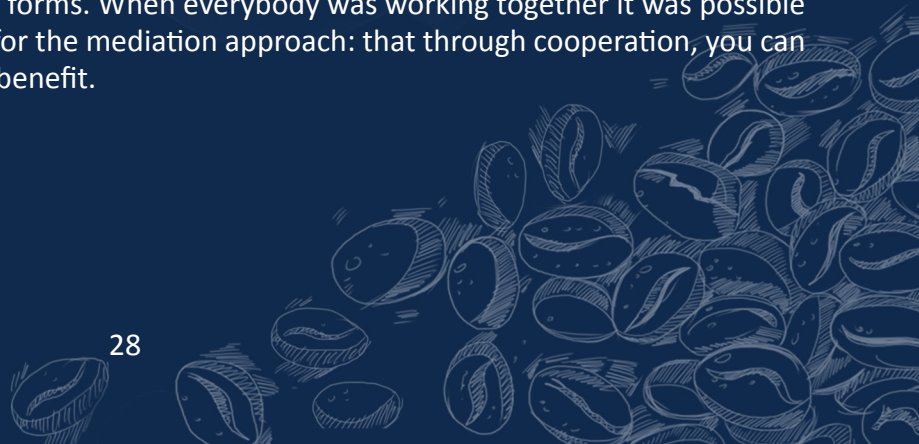
ASTER GIRMA

Aster and some members of her organization have been receiving trainings on mediation since 2016. She is working for the Federal Supreme Court Child Justice Project Office as the Coordinator of the Children's Legal Protection Centre



For me, the training approach of CPS is very interesting, as the training is practice-oriented. Before the training, we had a consultation about the desired content. In the training, theoretical elements were followed by practical examples that were mostly based on experiences from the group. The trainers were working without a PowerPoint, which is not the usual practice in trainings in Ethiopia.

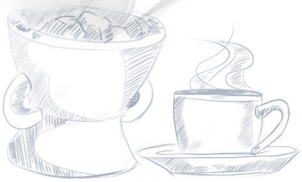
From the training, I remember the puzzle exercise in which every group had different pieces to create a symmetric form. Everybody wanted to be the champion and was busy trying to find the right shape, but we were not successful. At some point, Jamie Walker put all the pieces together and asked the group whether it was possible to find the right forms. When everybody was working together it was possible to solve the task. This is a great symbol for the mediation approach: that through cooperation, you can reach better results and everybody can benefit.





ATKILT DANIEL

Atkilt has been a partner of CPS since 2007. He works at the Ministry of Federal and Pastoralist Development Affairs under UNDP, as a Conflict Prevention and Peacebuilding Project Officer. He is also a member of the Wise Counsel Mediation Network.



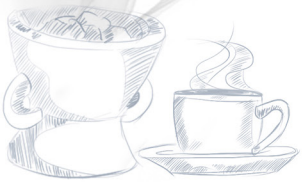
In 2007, when we had the exploratory phase with the CPS Programme Coordinator, Claudia Roos, throughout the whole of Ethiopia, it was so exciting to talk with people about their aspirations for peace. At that time, different conflicts were emerging, for example, religious conflicts, land competition, minority and pastoralist conflicts or conflicts between national parks and their surrounding communities. During that time I learned a lot about the diversity of conflict issues in Ethiopia and the need for peacebuilding. Later, I was able to return to those areas and to offer different intervention approaches.





## AYTEN ANEMAW

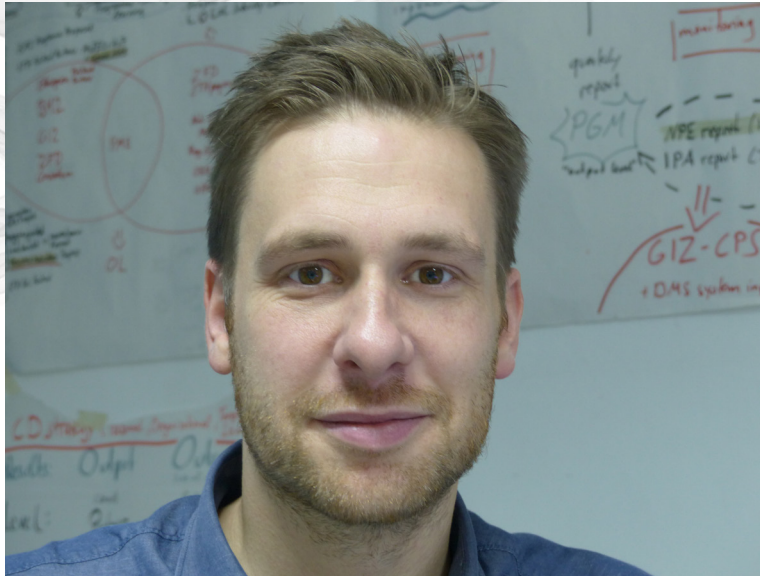
Ayten has cooperated with CPS since 2013. He is the Executive Director of the Peace and Development Centre.





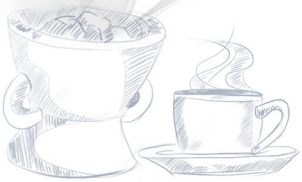
My organization was working in Gambella. As I found out that CPS was working at the border of Gambella, in Yeka, in the SNNPRS, I asked CPS to cooperate because the conflict had spillover effects into the different regions. CPS immediately understood the potential of working together and we have had very good cooperation ever since.





## BENJAMIN BRÄUER

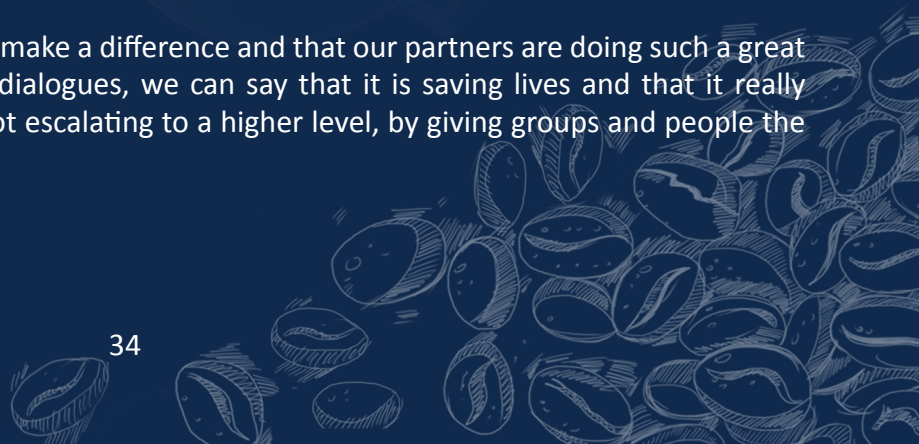
Benjamin Bräuer has been working as International Peace Advisor for Planning, Monitoring, Evaluation and Knowledge Management since 2015.



One of the most impressive moments was the peace dialogue in Dillo, between Borena and Gerba in August 2017. It is on the border with Kenya, and it is a small village with only one restaurant and one *bunna* place. It was impressive to see the interest and commitment of all those people, including Elders, community members, government officials and security personnel, even from the Kenyan side. We were sitting in the shadow of a very big tree. People were seriously discussing delicate issues like killings—even children had been killed. The way they discussed was very rational, structured and moderate, even though it is about very emotional topics.

We asked the groups about their trust towards the other group. The trust had been very low, but, nevertheless, they had hope for a positive change, which was their motivation to enter into peace dialogues. In this meeting, they agreed to have more regular exchanges of information, and that each group should bring criminals to the court.

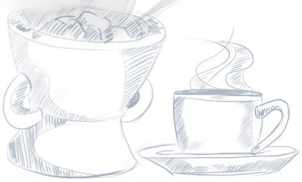
It motivated me—to realize that we can make a difference and that our partners are doing such a great job. From the experiences with peace dialogues, we can say that it is saving lives and that it really works. There may be killings, but it is not escalating to a higher level, by giving groups and people the opportunity to communicate.





BIZUNEH ASSEFA

Bizuneh has been working as a National Peace Expert at the House of Federations since 2011. He is also a member of the Wise Counsel Mediation Network.



In our culture, we have mediators and it is the mediator who proposes solutions to the parties. When it comes to a conflict between a man and a woman, then the men will say everything and propose a solution, while the woman only listens and accepts what is proposed. If she doesn't accept, she will be forced to by the mediator's decision.

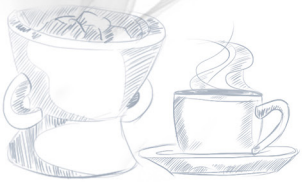
In the facilitative mediation, the solution comes not from one party but by considering the interests of both parties. Conflicting parties are motivated to see the problem beyond their own interests and to propose a common solution. This is really a great knowledge that I gained!

In a family mediation that I facilitated, the husband and wife, who have 2 children, had a conflict over their house property. The wife wanted to sell the house, while the husband was not willing to sell. The interest of the wife was to sell the house and buy a new house under her name. The reason was that the current house was in the name of her husband and she was suspicious that he might leave her at some point. The husband assumed that her family was confusing his wife by creating a bad image of him. He assured her that there was no other woman in his life, so they can live together in the house, or she could divorce and leave him with the children. After they realized their common need to nurture and support their own children and the love they had for each other, tears started to flow and they came up with a solution.



## CLAUDIA ROOS

Claudia Roos worked as the CPS coordinator between 2007 and 2012.



The special moments were numerous and it is impossible to select which one was the most impressive. Working with the partner institutions in Oromia and SNNPRS was as much inspiring as working with each single National CPS expert, communities in South Omo and Oromia or Elders like Nura. The moment was rather a process of mutual trust building and learning which I keep in my memories.

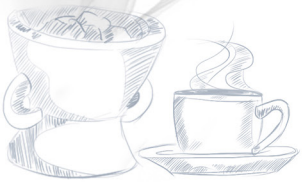
Each team meeting with International and National Peace Experts, each peace gathering, each visit to the peace committees, the moment when MoFPDA and HoF agreed to join in a programme with civil society organizations, each training on mediation, which found its climax in Konso and Yabelo, staying at Bona's place (Hamar)—all these were situations irreplaceable and special.

But what I appreciate the most is the change that I saw in people who joined the CPS programme. Watching them taking in the contents, methodologies and the spirit of our work was the highlight of CPS from my point of view.



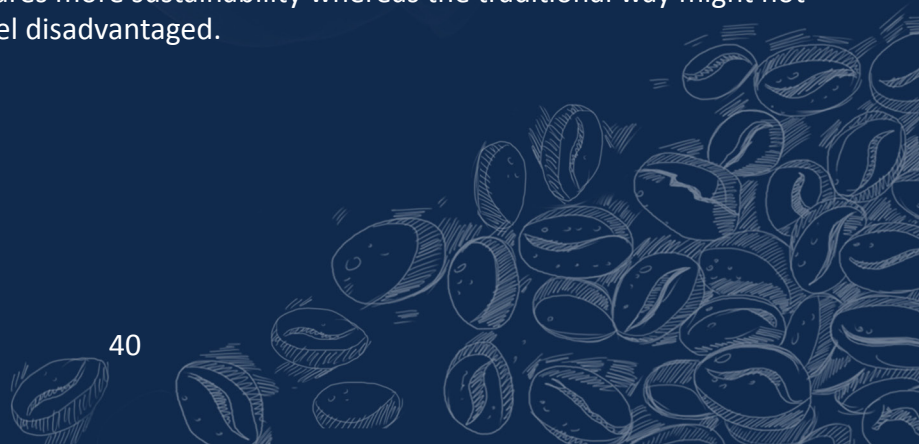
## DARSEMA ANSA

Darsema currently works at the SNNPRS Council of Nationalities as an expert in the core process for constitutional issues. Between 2009 and 2011, he participated in the mediation training conducted by Inmedio. He is a member of the Wise Counsel Mediation Network.





What I especially liked in the mediation training was the discussion with Ljubjana and Dirk about the differences between the facilitative mediation and our traditional conflict resolution mechanisms. The traditional way sometimes is that the Elders generate solutions and impose them on the conflicting parties. When it comes to facilitative mediation, the conflicting parties have to develop win-win solutions with the help of the mediator. Another difference is that every person who knows and follows the principles of facilitative mediation can mediate. In traditional societies, it is mostly socially accepted people who can mediate. To combine the traditional ways with the principles of facilitative mediation can be very useful and help conflicting parties to generate win-win solutions by themselves. The application of facilitative mediation ensures more sustainability whereas the traditional way might not last very long because one party may feel disadvantaged.





## DAVID FÜCHTJOHANN

David Füchtjohann worked as an International Peace Advisor at the Council of Nationalities of the SNNPRS in Hawassa, from 2011 to 2013.



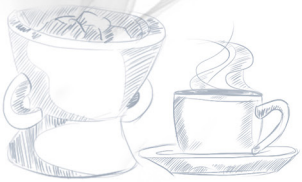
When I think back, I actually cannot think of one single moment that comes to my mind but rather a whole period that made my work and life in Ethiopia a very pleasant memory. Thinking about that time, I especially remember our team from the CPS Ethiopia. The mix of personalities of our national and international colleagues with different backgrounds, different ages, genders, and life and work experience, as well as their dedication to the work of the CPS and their respective partner organizations—above all, the great sense of humour and positive thinking, made it an unforgettable experience. Many working relationships turned into strong and close friendships that have lasted until today.





## DAWIT KIDANE

Dawit has been working as a Facilitator for CPS since 2016.



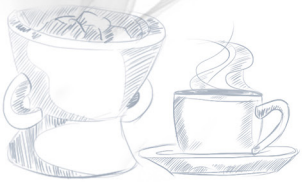
During the peace meeting in Yabelo, I saw people coming from a distance of 100km with cattle and camels to drink at a dam. It was impressive to me that all the people use the water in these times. How do they communicate? I don't know, but somehow they manage.





## DEBEBE BARUD

Debebe has been a partner of CPS right from the very beginning, serving in different functions. From 2012 to 2016, he was the Secretary-General of the House of Federation.



CPS has done an excellent job and the House of Federation has benefited a lot from the cooperation with Germany and the CPS program in particular, in filling the *capacity* gap in conflict resolution mechanisms. I remember, for example, the Shingelina Manual, the mediation handbook which the House has implemented, and like this and through other initiatives, different mechanisms for conflict resolution between nations and nationalities have been developed with the support of CPS.

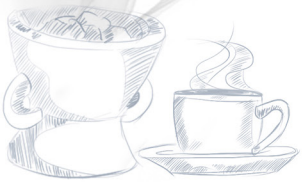
The CPS approach is not simply to give money but also to mentor and coach professionals in the major areas that the programme has contributed for the House. Therefore, I would like to congratulate the CPS team for the wonderful job that you did for the House of the Federation and wish you all success and hope that this support will be continued.





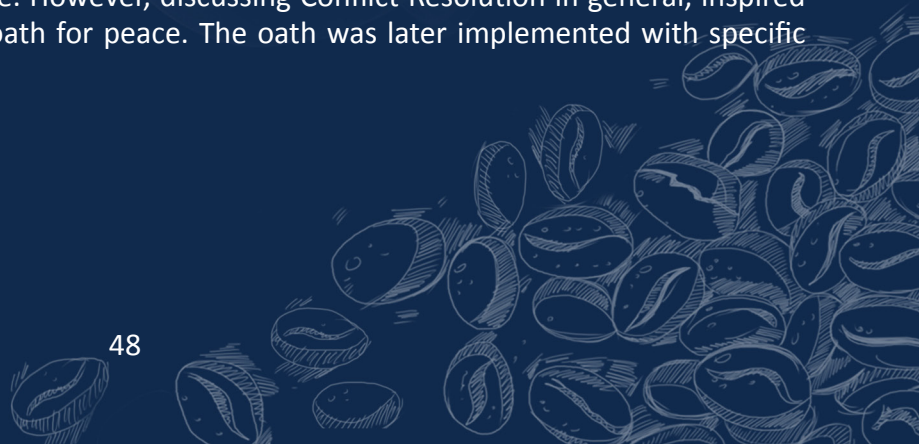
## LJUBJANA WÜSTHUBE AND DIRK SPLINTER

Ljubjana Wüsthube and Dirk Splinter conducted mediation trainings from 2009 to 2010 in Ethiopia and are mediation trainers from Inmedio, Berlin, Germany.





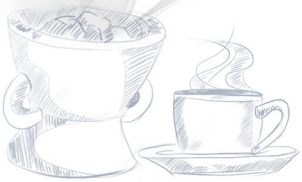
Maybe our most exciting moment with CPS Ethiopia was when the Konso and Derasche Elders took each other by the hand after the official closure of the workshop, raised them up and swore to make peace in the future. How did it happen? At the second module of the 19-day mediation qualification organized by CPS for its partners in 2009–2010, one traditional leader of the Konso asked us to provide mediation training for his Elders. We were sceptical whether they would benefit from *'ferenjjs'* talking about mediation. However, he convinced us, saying that as a participant in our mediation training, he should know better what was beneficial for his people. We came up with the additional idea of organizing a joint training for the Konso and Derasche Elders, whose peoples had been in a violent conflict for many years. Even though the group asked us directly to work on the Konso/Derasche conflict, it was clear that it was not our business to interfere here. However, discussing Conflict Resolution in general, inspired the Elders of both groups to take the oath for peace. The oath was later implemented with specific agreements.





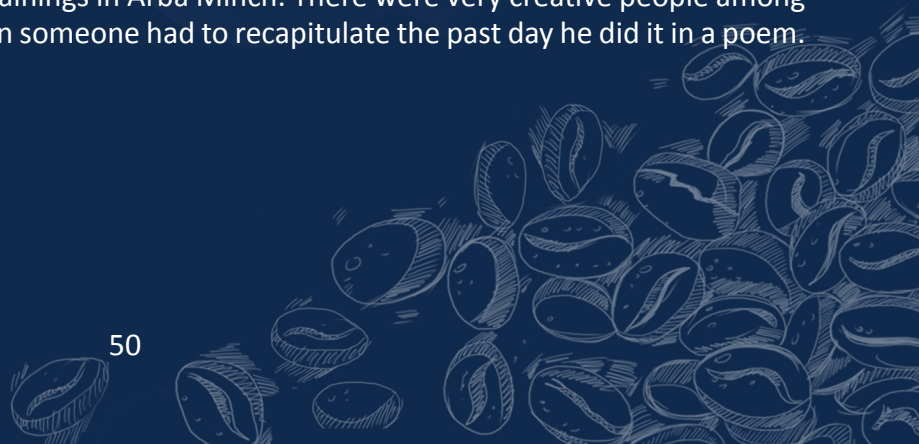
## DORIS PFEIFFER-GÖTZE

Doris Pfeiffer-Götze has worked as International Peace Advisor with the SNNPRS Council of Nationalities in Hawassa since 2014.



I was very surprised and impressed by the ethnic diversity in Ethiopia, which I had not expected to that extent. In the Southern Nations there are 56 nationalities and what startled me was that people focused very much on their differences, rather than on what connects them. Therefore, the colleagues of the Council and me tried to support the participants from different ethnic backgrounds in our trainings to talk about their real issues, about what divides them but especially about what connects them. We tried to strengthen what connects them and tried to enhance what they had identified as common interests.

Very special to me was one of our last trainings in Arba Minch. There were very creative people among the participants and every morning when someone had to recapitulate the past day he did it in a poem.





## EYOB YISHAK

Eyob received trainings about Non-Violent Communication and conflict transformation in 2016 to 2017. He is working as a Peace Office Coordinator for the Mekane Yesus Church.



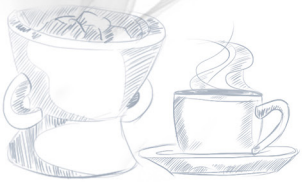
A workshop delivered by CPS on 'Constructive Communication' was for me the most useful. I learned not to judge in my communications and just express what I observe. It made clear to me that before I was not speaking constructively by expressing my opinion or judging, which can make people angry. I first started to improve my communication with my wife. CPS organized trainings for my colleagues, so we could help ourselves in the workplace. I distributed pictures of the four principles of Non-violent Communication to my colleagues and they have them now on the table. We still share experiences and it is a training which people remember even after a year, which is very rare.





## GADISSA KABEDE

Gadissa has worked as a National Peace Expert at the Oromia Pastoralist Association since 2011 in the position of Finance and Administration Manager.



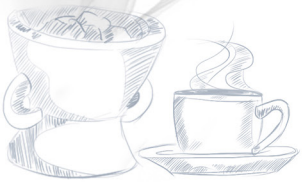
Through the support of CPS, the financial, as well as the organizational structure of Oromia Pastoralists Association, has improved. I was able to learn a lot about rules and accuracy. It changed our capacity completely, and we have different donors now, for example, the European Union.





## GEMECHU BERHANU

Gemechu has been working as a National Peace Expert since 2010 and is currently the Executive Director of the Oromia Pastoralist Association. He is also a member of the Wise Counsel Mediation Network.





A change that I have seen through our work is that in the last 5 years, conflicts between the communities like Gebra, Guji, Borena are not breaking into communal violence. There are now strict customary rules to prevent conflict dynamics from escalating, for example, through revenge.

Oromo tribes have been sometimes in conflict, for example, in some cases about natural resources. We initiated dialogues to talk about the frustration of communities. Each dialogue has its own agenda, but OPA does not pre-set the agendas for the dialogue participants. The communities are free to choose what they want to talk about. Most of our work is facilitating a smooth dialogue environment and closely working with stakeholders, to follow-up the implementation of the agreements reached during the dialogues. I have seen that those dialogues stop revenge and create peaceful relationships between the communities.



## HARTMUT TRÖGER

Hartmut Tröger worked as Country Director of the former German Development Service between 2006 and 2010 and was the Deputy Country Director of GIZ Ethiopia in 2010 to 2011.



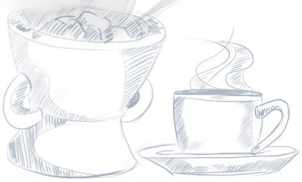
Congratulations, CPS-Ethiopia, for this 10th anniversary—hopefully continuing to go strong and supporting peaceful change!





## DR. JAMIE WALKER

Dr. Jamie Walker worked as an International Peace Advisor for Mediation and Do No Harm between 2015 and 2017.

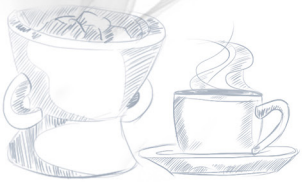


I feel that my main contribution was to give trainings. In Ethiopia, a trainer is usually the teacher/expert who passes on their knowledge by way of lecturing, often using PowerPoint. The trainer talks and the participants listen, ask questions and take notes but they are not actively involved in their own learning. I consider the trainer to be more of a facilitator, whose role it is to support the participants in their learning. For trainers who have not yet worked with participatory methods, this seems strange at first. I remember one of the early family mediation seminars I did with my colleague Nega. After the seminar started, he pointed out a woman to me who had been a Supreme Court judge and was very well known. Nega was concerned that she may not want to take an active part in some of the exercises we had prepared, e.g., a cooperative puzzle game (*Broken Squares*) in small groups and an energizer in which the participants cooperate to form silly figures with their bodies (*Elephant & Palm Tree*). I was certain that the former judge would gladly take part and sure enough, she participated and was fascinated that the exercises and role plays provided a unique opportunity to experiment with facilitative mediation techniques such as active listening, structuring the process, exploring what the conflict means to the parties and supporting them in seeking their own solutions.

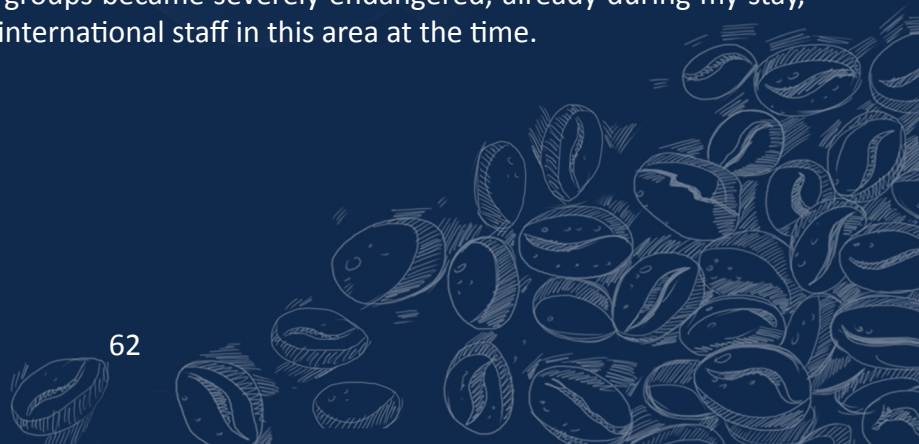


KATJA GÖNC

Katja Gönc worked as International Peace Advisor at the South Omo Research Centre between 2011 and 2013.



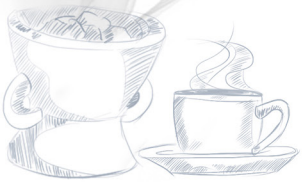
Men were coming from all directions with guns in their hands. A couple of shots with AK-47s were fired in the air, announcing their arrival at the peace meeting. It was my first week on the job and I was surprised that I was even invited to the forum. The most precious animal was slaughtered for the event, a clear indication of the gathering's importance, to which men from all Bodi clans were invited. They needed to discuss commercial farming and increasing conflicts with migrant workers. The traditions of semi-nomadic life were in question, but the Bodi could already sense the radical shift in moral values that commercial farming, industrialization and road infrastructure would bring. I was wondering what the future holds for the South Omo peoples living in one of the most remote areas of Ethiopia, but at the time I could not even imagine how radical and swift the change would be. The traditional livelihoods, social and moral systems of indigenous groups became severely endangered, already during my stay, and CPS was the only organization with international staff in this area at the time.





## KUSSIA BELEKE

Kussia is the Director of the Resource Centre for Civil Society Groups Association and has been a National Peace Expert since 2008. He is a member of the Wise Counsel Mediation Network.



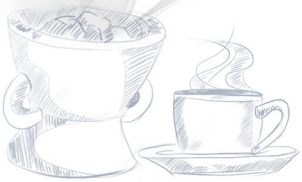


The impact of our work is huge, especially the one of the peace radio. Only one incident occurred in an area where there the peace radio broadcasts recently. In all other areas, there has been peace ever since. It can be said that peace had been restored in the areas where the peace radio was introduced. People communicate freely with each other and work together on construction projects. Social relationships were strengthened and restored. People don't want to stay in that vicious circle of conflict anymore. Before, there was mistrust, fighting, revenge and violence. Now, they have opened up for dialogue, negotiation, discussion, even sharing of resources and if one individual commits a crime the community now does not enter as a whole into the conflict.



## MAIKE VAN ÜÜM

Maïke van Üüm worked as an International Peace Advisor for Planning, Monitoring, Evaluation and Knowledge Management between 2010 and 2013.



One of the moments which impressed me was a planning workshop in South Omo with 8 or 9 different tribes participating. Each tribe had a different interpreter. They translated it from their language into Amharic and then from Amharic into English, and then I could facilitate. We were working on indicators for conflict, a roadmap and a vision. Usually, there is a perception that people who are not formally educated do not know where to go and to plan. At the end, we had really clear objectives, vision and indicators. One of the indicators was about conflict. To the question 'How do you know that there is a conflict ongoing', they answered 'it's easy, we have certain grasslands that we jointly use for our cattle, so when there is a conflict ongoing the grass is then high'.

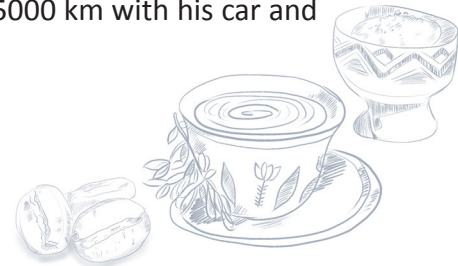
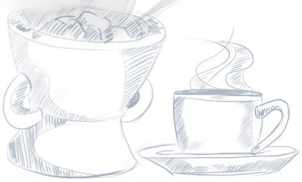
It is so simple, and nobody else would realise it as an indicator, but it is a perfect indicator. They are experts and they know their environment and give better indicators than most Planning Experts could give you.



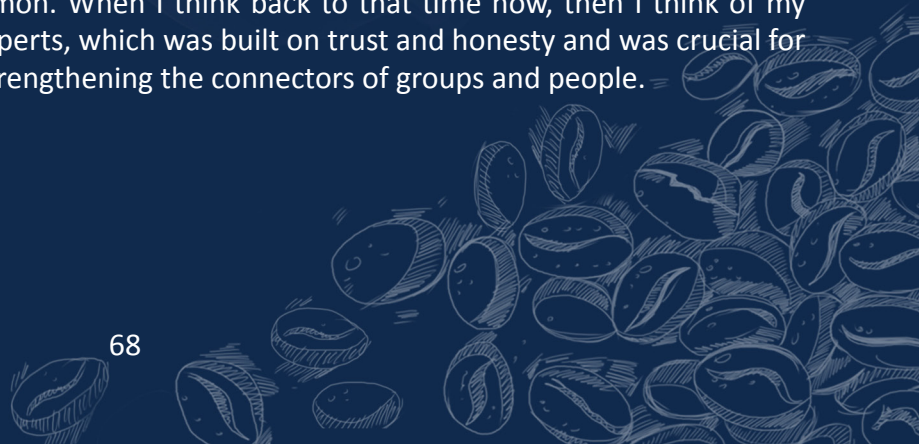


## MANSSOUR MONSEF

Manssour worked as International Peace Advisor on conflict analysis, capacity building and conflict sensitive planning in Oromia and the SNNPRS from 2008 to 2011. He drove 45000 km with his car and repaired 15 flat tires in the name of peace.



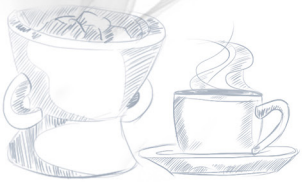
When I think of my time with CPS Ethiopia, then I remember the work with local experts. My partner organisation, Action for Development, had offices in Jinka and Yabelo. It was an intense partnership and I am still in contact with some of them. We tried to create awareness for conflicts and the conflict sensitive planning of organisations. I remember one NGO in Moyale called IUDURUS Development and Welfare Association and they said that the Organisation was able to grow and get recognition through our support, which was a nice result of our work. I also remember that after I left Ethiopia and was working in the Philippines, the city administration of Oromia and Somali in Moyale sent me a certificate of appreciation. In Moyale, the regional states Oromia and Somalia border each other. Not only there, but through our work, we wanted to create a spirit of Do-No-Harm, by raising an awareness of things which people and groups have in common. When I think back to that time now, then I think of my wonderful relationship with the local experts, which was built on trust and honesty and was crucial for reaching the hearts of people and for strengthening the connectors of groups and people.





MARTINA KELLER

Martina Keller worked as an intern on Planning, Monitoring and Evaluation and Gender Analysis in 2012.



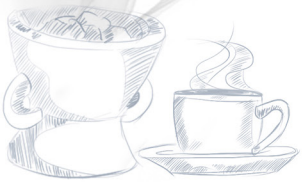
Visiting the Mursi and Hammer tribes in South Omo and living in Jinka for two weeks was one of the most impressive experiences for me. During an overnight stay in one of the Mursi villages, I experienced firsthand the way of life and the Mursi culture. They were fascinated by my ear piercings and jewellery and observing it very closely. Also to see an image of themselves in the side mirror of the car—which we take for granted—was something special and maybe also strange for them. The memories and experiences I made during that time not only taught me the simplicity of life but also how important it is to respect other cultures and their heritage and not see them as a touristic attraction.





## MATTHIAS KRÖTZ

Matthias Krötz worked as an intern on Planning, Monitoring and Evaluation and as a consultant for a new CPS project proposal in 2015 to 2016.





Starting out at the Civil Peace Service had a tremendous impact and gave me an excellent start in my working life. The daily work with the National and International Peace Advisors, and particularly the Programme Coordinator, will remain good memories as we had very lively discussions and many laughs in between our tasks.

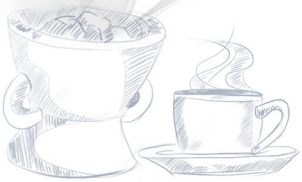
The highlight of my time with the CPS was probably the Peace Week in Hawassa in which I was working as a trainer. During this week, my colleagues and I were training college students on conflict prevention and non-violent conflict resolution. The exchange with the students, the insights of young Ethiopians on conflict, in combination with the training experience I gained, was truly a great experience





## MEKONNEN MERGIA

Mekonnen has been a Senior Expert of the SNNPRS Council of Nationalities since 2009. He is also a member of the Wise Counsel Mediation Network.



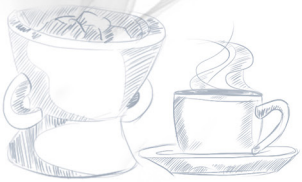
There are some colleagues from CPS who have been working with us, especially women, like Doris Pfeiffer-Götze and Anne Dietrich. I am very satisfied with their work. They are driving a long distance from Hawassa, for example, to Bench Maji or South Omo. It is not a comfortable area. Their commitment is very impressive. I appreciate Doris' energy and attitude towards everybody as a representative of the German development cooperation. We work with many organizations, but this type of cooperation is special and very impressive.





## MESGANAW MULUGETA

Mesganaw has been a National Peace Expert at the Ministry of Federal and Pastoralist Development Affairs from 2012 to 2015.



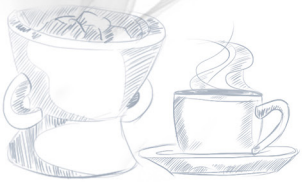
I grew up in Addis. We tend to have one view of what is required, what is a problem and how to solve it. That has changed fundamentally. Working at the local level, you realize that people have their own challenges, experiences and their own way of changing it. That was an eye-opening moment—to understand how different we are in Ethiopia and how important peace is for everyone.





## MIRAF KEBEDE

Miraf has been a Finance and Administration Officer for CPS since 2017.



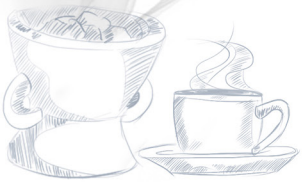
One impressive moment, in my limited time with CPS so far, was the staff meeting at Ziway in which one of the directors of our partner organization quoted what CPS achieved in SNNPRS, giving as an example the peace radio. He said that 'with a small budget, CPS did a lot' but then the coordinator corrected him, saying: 'we did it'. This shows me that in CPS, the work and efforts of the partners and of the staff, are acknowledged as one team.





## NEGA GERBABA

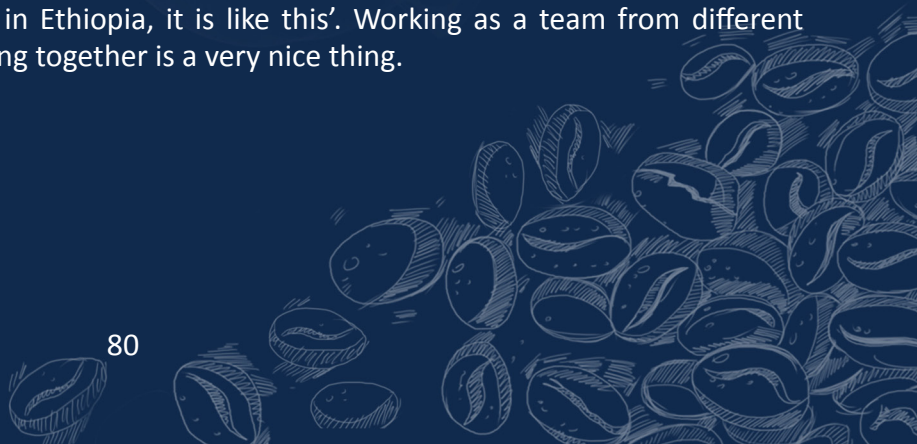
Nega worked as Conflict Transformation and Capacity Development Officer at CPS from 2015 to 2017.





During my work at CPS, the way I did trainings changed. I was used to PowerPoints, discussions, group work and the participants reporting back from their group discussions. In the old way there is rarely a role play, but now it's completely different for me. I can't go back to the old way of training anymore because I have learned so many participatory methods for planning and giving the trainings.

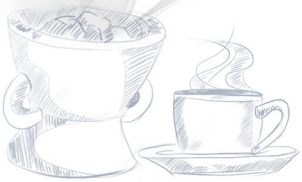
Another thing I learned is contextualization. For me, it is about making the trainings relevant to the everyday activities and challenges of the participants. Not like giving them theory or experiences in other countries which may or may not work here, but it is about their own everyday challenges and how they can respond to them. Sometimes Jamie Walker would comment that, 'in Germany, it is like this' and Nicole and I would say 'well, in Ethiopia, it is like this'. Working as a team from different backgrounds and experiences and training together is a very nice thing.





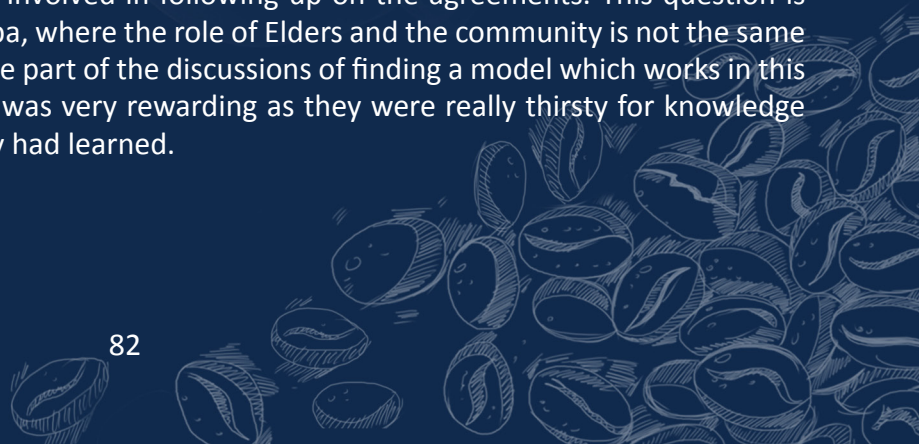
## T. NICOLE TEJIWE

Nicole has been working as an International Peace Advisor for the House of Federation since 2015.



I enjoyed the mediation training we conducted with lawyers and social workers for the Supreme Federal Court Child Justice Programme and for the Ethiopian Women Lawyers Association a lot. Both organizations were practising family mediation and were in need of professional training. We designed a mediation training based on their experiences and needs. We embedded fictitious sample cases, which we had adapted to the Ethiopian context, as well as used their real experiences as examples in the trainings.

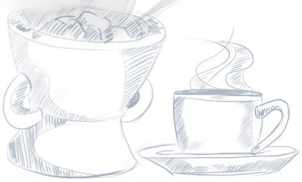
We introduced them to the facilitative mediation approach, which is different from traditional mediation in that it is more about understanding different perspectives, rather than finding the truth. Moreover, instead of the mediator giving advice, the conflicting parties are encouraged to develop their own solutions. On the other hand, the facilitative approach poses the question as to how binding these agreements are, as there are no Elders involved in following up on the agreements. This question is also valid in a big city such as Addis Ababa, where the role of Elders and the community is not the same any longer... I found it very inspiring to be part of the discussions of finding a model which works in this changing environment. The experience was very rewarding as they were really thirsty for knowledge and eager to put into practice what they had learned.





## NIGEST ENSENE

Nigest worked as Administration and Finance Officer in 2016 to 2017.



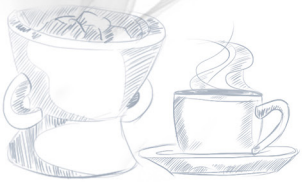
In the workplace, we are all colleagues—CPS is like a family.





## NURA DIDA

Nura has been a partner of CPS since 2009 and he is the chairperson of the Oromia Pastoralist Association. He is also a member of the Wise Counsel Mediation Network.



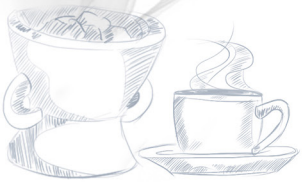
In September 2010, there was a Pastoralist Meeting in Yabelo, on how to revive the customary conflict resolution mechanisms. Fines were decided upon for crimes like killing a person, which should be paid with 30 cows, and a stolen cow should be compensated with 5 cows. But the Elders come to the conclusion that fines alone were not enough, for example, in the case of rich people, so the customary conflict resolution was also linked to formal institutions and people have to appear in court. Furthermore, the spreading of false information to discredit another community will be punished with a 5 cow fine.

At this meeting, the different Elders were also going to the core of conflicts between different pastoralists groups. A traditional practice is that men who want to marry have to pay cows to the women's family. Men can increase their reputation by raiding animals and prove to the community and the women that they are 'heroes'. A cow raided from a different community is, therefore, more valuable for their reputation than their own cows. But every cow raided will cause revenge raiding from the people the livestock was taken from. Like this, conflicts were going on for a long time. In the meeting in Yabelo, the different communities had the chance to enter into dialogue, exchange different perspectives, grievances and listen to the grievances caused. On this basis, agreements could be reached that addressed the root causes of conflicts and improved the community relations. At this dialogue, the Arbore community was appreciated by the participants as a peaceful community which never raided other tribes and established themselves as trusted mediators.



## SHAUNA LATOSKY

Shauna LaTosky is a researcher and anthropologist and the director of the South Omo Research Centre (SORC) from 2011 to 2012. The CPS and the SORC worked together on the Sustainable Tourism Project.





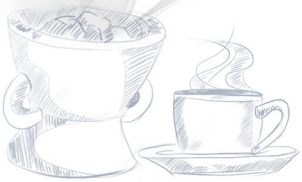
The idea of the tourism project was to do things differently. CPS brought in networking skills, so we broadened our network to include all stakeholders involved in the tourism industry, from the government to local guide associations. Moreover, CPS brought in training skills. During one tourism forum in Mursi, I remember a role-play we did with the local community in Makki. We were behaving like bad tourists, negotiating unfair prices, fighting over a necklace or pushing down the price of a woven food basket, even after we were informed that it takes women 2 months to make such an important item for the Mursi. This was one way of getting into an exchange with the Mursi, and to understand how they want—or, using the role play example, do *not* want—to be treated by tourists.

In 2014, when the German television channel ZDF made a documentary, they approached me and a Mursi research assistant for an interview about the joint CPS-SORC-community project. They explained that they wanted to feature our tourism pilot project as a good example of sustainable tourism in Ethiopia. It was only at this time that I was able to understand the change that had taken place, at least in northern Mursiland, where the pilot project was carried out. In an overview of the project, we explained that the Mursi wanted to host tourists as guests, not as people walking around and taking pictures of them and bargaining about the price of every single photo. The Mursi wanted the tourists to sit down and engage in dialogue with them, using Mursi translators to communicate. They also wanted to engage in material exchanges that made the encounter fair and honest. Fixed prices for cameras were set and opportunities were created to camp at one of the sites. These are some examples of how we could prevent the objectification of the Mursi, especially of the women, by creating a space to meet and exchange both ideas and things.



## SHEWANGIZAW WEGAYEHU

Shewangizaw has been working as a National Peace Expert at the Resource Centre for Civil Society Groups Association in the position of the Peace Radio Coordinator since 2008.

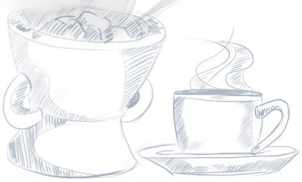


One memory I have is related to the peace radio. I went to Alaba with a peace radio journalist who wanted to record the story of one man who had borrowed money from relatives in order to build a grain mill. After the mill was finished the relative asked back his money but the man refused to give it to him. Then he was taken to court by his relative, but there was a lack of evidence and therefore the case was dropped. The relative then went to the Sera, the traditional court, to seek justice and the Elders summoned the person who had borrowed the money. Now the traditional way of handling conflict was applied and since the person in debt was scared of the curse the Elders might put on him, he eventually admitted his debt and paid it back. This story was then broadcast by the peace radio to show the power of indigenous conflict resolution mechanisms.



## SIMONE NOTZ

Simone Notz worked as an International Peace Advisor at the Resource Center for Civil Society Groups Association from 2010 to 2013.

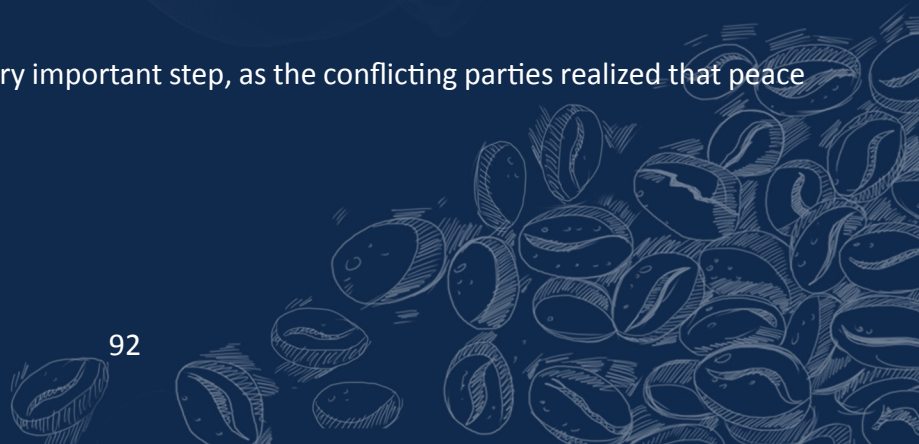


One of the impressive moments is related to an experience sharing field trip as part of a reconciliation process between two conflicting parties on the border of Oromia Regional State and SNNPRS, close to Hawassa.

The two conflicting parties were travelling together in a bus decorated with the flags of the two regional states to a remote rural area. We were meeting two former conflicting parties there who had succeeded in making peace. They shared their experience with very touching stories.

In the evening, my Ethiopian colleague and I were sitting in a local restaurant in the dark, as there was no electricity, and we were sharing food with some Elders. They felt ashamed: how is it that we educated people living close to a big town are not able of making peace when simple farmers from a rural area can do so?

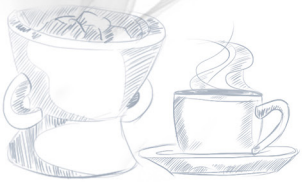
This field visit was—in my opinion—a very important step, as the conflicting parties realized that peace is possible if people want it!





## SISAY GOBESSA

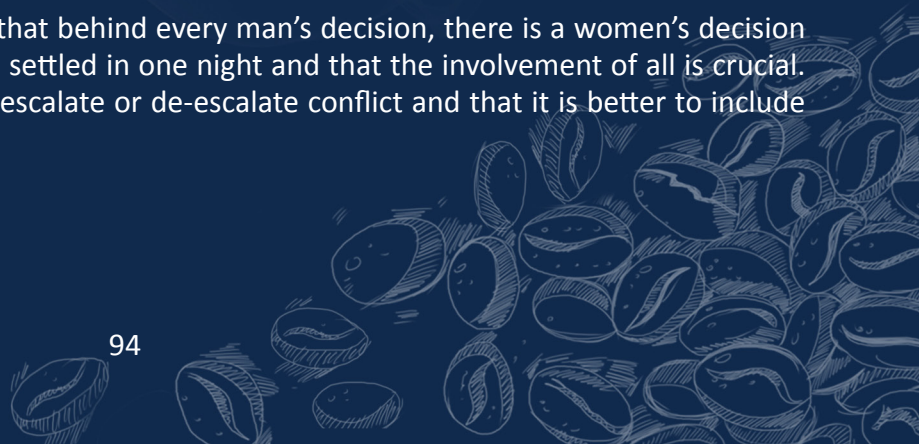
Sisay has been working at CPS on Planning, Monitoring, Evaluation and Knowledge Management since 2016.



There was a 2 days peace dialogue in 2014, between Borena and Negele. On the first day, the Elders agreed on some points to deal with the conflicts before returning back to their homes. On the second day, one of the Elders said: 'some of the decisions we made are not right. The decisions should be corrected.' The other Elders replied that 'we have agreed on all the points of the agenda and the causes of the issues.' The one Elder confirmed his position and answered 'the decision is completely wrong.'

Some of the Elders approached him to find out the reason for his change of opinion. They asked him: 'why did you agree yesterday and what makes you disagree today on what we have decided?' He told them: 'after I went home, I told my wife about the points we had agreed upon. After we talked, she showed me that we did not think it through and that some of the agreements were wrong. I was thinking it over and over again, and I realized that she was right'.

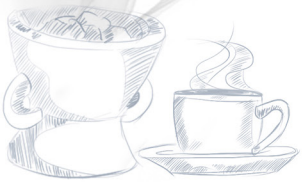
What impressed me about this story is that behind every man's decision, there is a women's decision and peace is a process which cannot be settled in one night and that the involvement of all is crucial. I realized that women have a power to escalate or de-escalate conflict and that it is better to include women in the decision-making process.





## SISAY MELESE

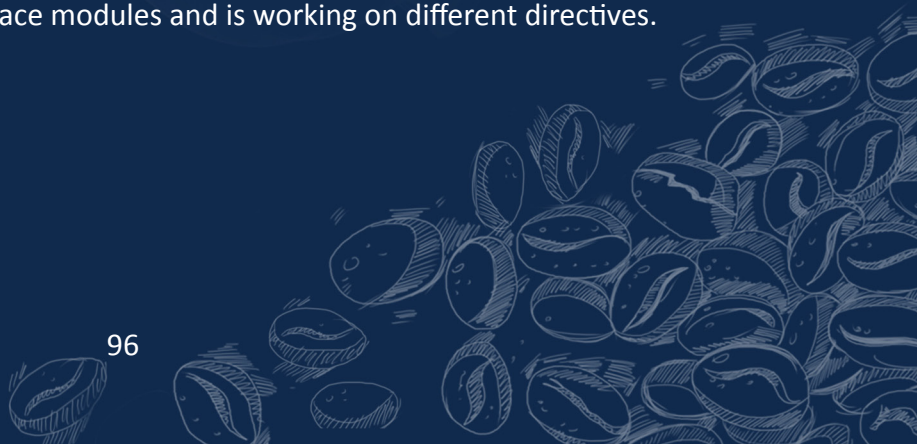
Sisay has been a partner of CPS since 2009 and is currently working as Conflict Early Warning and Sustainable Solution Director General at the Ministry of Federal and Pastoralist Development Affairs.





My profession was with federalism. After I joined the Ministry I got transferred to the Conflict Prevention and Resolution Directorate. The field was new for me and CPS helped me to gain knowledge through different trainings, and I remember one in South Africa.

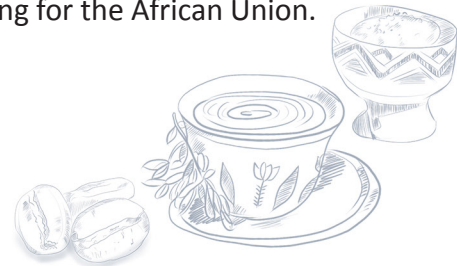
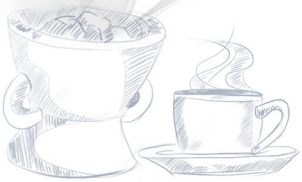
Another important way in which the Ministry benefited from CPS are the National Peace Experts. Their assistance in trainings, manual development and consultations developed skilled experts who cascade down the trainings and knowledge to the local level. Additionally, the experts were instrumental in the development of a lot of manuals, directives and formats. Yirgalem, the current National Peace Expert, is currently developing the culture of peace modules and is working on different directives.





## STELLA MYSTICA SABIITI

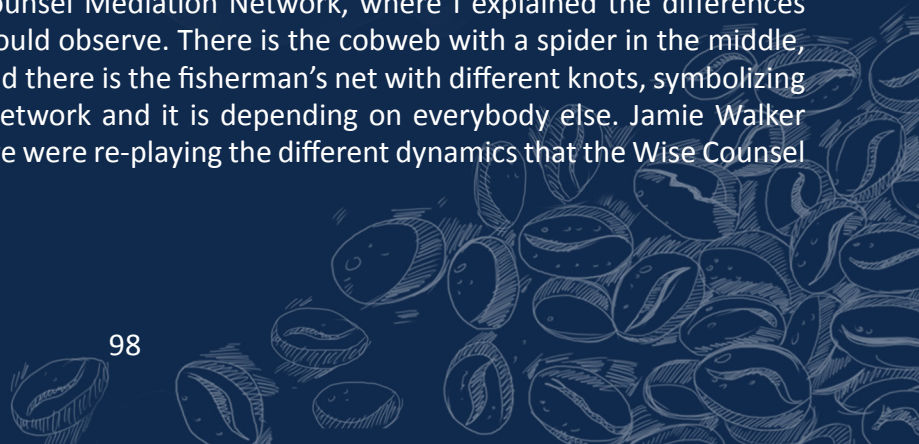
Stella Mystica Sabiiti is a renowned international peacebuilding activist from Uganda. She has an outstanding record in conducting high-level peacebuilding mediations, including for the African Union.



My collaboration with CPS started in Uganda where we had a good cooperation working with rebel groups. Working together with CPS Ethiopia brought different parts of my life together. There are the African indigenous mechanisms of dealing with conflict, there is mediation and there is teaching and training. CPS especially allowed me to get in contact with people on the ground, which I lack sometimes through my work at the African Union, which is mostly about policies.

But there are also different people that I encountered again here. Anne Dietrich is somebody, who I had already known in the Netherlands during the 80s, at the International Fellowship of Reconciliation. I also met Dagmar Blickwede, during the IGAD-CPS cooperation, who I had also known before, at Mediation Northern Ireland. Claudia Roos was my neighbour twice in Addis. It is nice when work and life come together, and you have the feeling you are part of something bigger.

In CPS Ethiopia, we are allowed to be like children, and experiment and play during trainings. I remember one training in Ziway with the Wise Counsel Mediation Network, where I explained the differences between the different networks that I could observe. There is the cobweb with a spider in the middle, who is in control and making the net. And there is the fisherman's net with different knots, symbolizing that everybody is equally part of the network and it is depending on everybody else. Jamie Walker brought different woollen threads and we were re-playing the different dynamics that the Wise Counsel Mediation Network was experiencing.

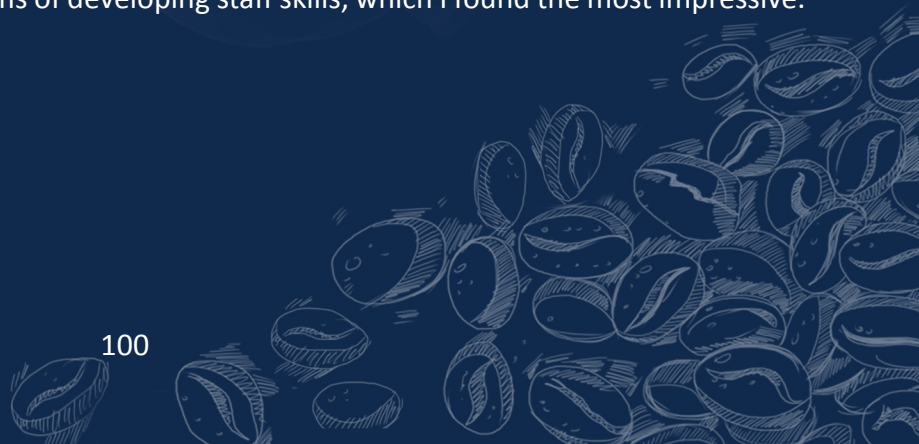




## TAKITO GANSHOLE

Takito became a partner of CPS at the Resource Centre for Civil Society Groups Association as Programme Officer, first between 2012 and 2015 and again, since 2016.

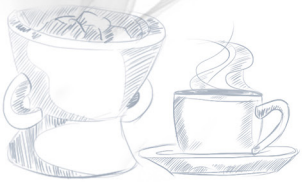
CPS is a good capacity development organization that helps the staff members of its partner organizations to develop their skills and competencies in general, and in peacebuilding and conflict transformation in particular. Although I'm not a peace expert, I know colleagues in CPS partner organizations—including my boss—who became specialists in the area of peacebuilding. CPS is a pioneer organization in SNNPRS (maybe in other regional states too) in introducing systemic approaches to peacebuilding and conflict transformation. In my personal career development, I acquired significant knowledge and skills in program design, planning, monitoring and evaluation and Do No Harm via training with CPS-GIZ. On the job, short trainings are crucial in terms of developing staff skills, which I found the most impressive.





TEDLA WOLDEMICHAEL

Tedla has been a partner of CPS working at the Resource Centre for Civil Society Groups Association as Chairman of the Board since 2014.



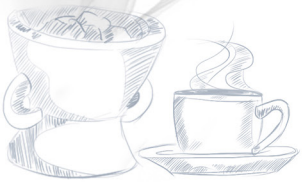
The most impressive moment of this program was working in very remote areas of the region where there are not enough communication and other life supporting facilities. Briefing the local communities about peace and the way to solve conflict is the most impressive moment that I have encountered.





## TEMESGEN BAYISSA

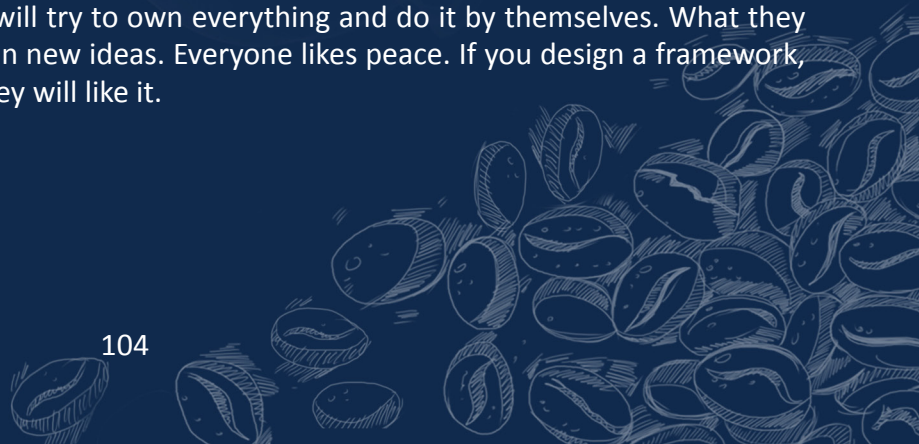
Temesgen worked as a National Peace Expert at the Oromia Bureau of Administration and Security as Expert for Conflict Transformation and Peacebuilding from 2008 to 2014.





We established a radio to talk about peace on the border of Oromia and SNNPRS. Communities used to be very hostile towards each other. For example, the Oromo and Sidama were involved in a conflict with each other. We tried to reach the local communities, the Elders, the women the youth. We brought them together to talk about peace. They identified the conflict causes and how they wanted to tackle them. And then they started to negotiate and mediate their differences. Communities were now helping each other and able to exchange money or raw materials in order to build a church. At the end of the day, they blessed us

Reasons for conflicts can be delicate and complex. If you go down to the local level, you learn a lot. They can teach you. But you have to show them, you have to get closer. You have to give first and initiate something. If they are convinced, they will try to own everything and do it by themselves. What they want is the facilitation role, that brings in new ideas. Everyone likes peace. If you design a framework, where everybody goes about it, then they will like it.





## TESFASELASSIE MEZGEBE

Tesfaselassie worked as Head of Conflict Prevention Section at the Ministry of Federal and Pastoralist Development Affairs from 2007 to 2017.



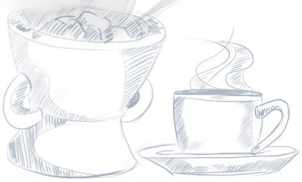
The field of conflict resolution in Ethiopia opened recently. At the beginning, there was a knowledge gap. CPS addressed this knowledge gap with international experts and training of national experts. The programme is small in terms of money but made an important contribution to the field of conflict resolution in Ethiopia.





## TESHOME DESALEGN

Teshome has been working at the Oromia Bureau of Administration and Security since 2008 and is currently Senior Expert on Conflict Early Warning and early Response.



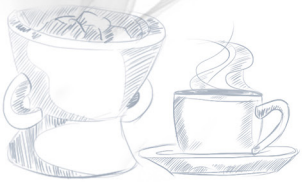
After a long history of conflict, an agreement had been signed between communities from Oromia and Benishangul Gumuz, in Nekemte town. People were very happy and they told us: 'you should not come for peace and conflict again, you should come for the celebration of development programmes!'





## THOMAS RÖSSER

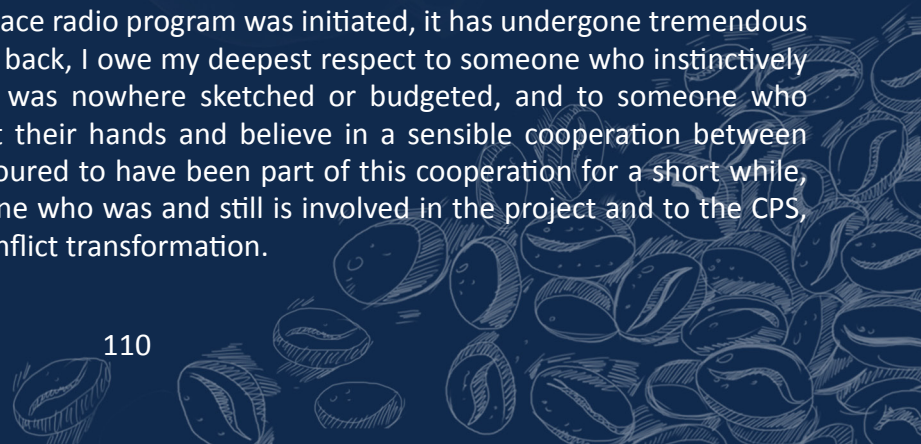
Thomas Rösser worked from 2008 to 2012 as an International Peace Advisor to the Council of Nationalities (CoN), a chamber of the regional parliament with representatives from over 56 ethnic groups.



In 2008, Kussia Bekele, the director of the RCCSGA, approached the CPS with an idea: a peace radio programme. In a nutshell: messages of peace could be sent throughout Hawassa to many people in localities affected by violent conflict. I had doubts: how can communication and conflict transformation be ensured for those affected by violence? At that time I couldn't imagine what an impact a radio show could have in rural areas, and neighbourhoods in conflict.

After discussions, it was decided that the RCCSGA would produce the radio show and the CoN would review and approve it. People in the conflict-affected areas would potentially trust the RCCSGA, as an organ of civil society, to present topics in a fairly balanced way. The dissemination of messages, which would probably not be favoured by everyone, was a risk for the political institution backing this project. It was the courage of Ato Lemma Gezume, the speaker of the CoN, who supported the initiative. I don't know if Kussia would have proposed the project if he had known the workload ahead! For the coming weeks, he spent long nights preparing and organizing the radio shows, Kussia always had tired eyes.

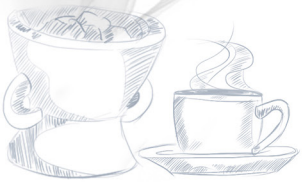
It has been almost 10 years since the peace radio program was initiated, it has undergone tremendous changes in each phase. For me, looking back, I owe my deepest respect to someone who instinctively put forward a 'homegrown' idea that was nowhere sketched or budgeted, and to someone who was courageous enough to stretch out their hands and believe in a sensible cooperation between government and civil society. I am honoured to have been part of this cooperation for a short while, and send my congratulations to everyone who was and still is involved in the project and to the CPS, and everyone engaged in joined civil conflict transformation.





TSEGANESH AYELE

Tseganesh has been a partner of CPS since 2010. Currently, she is working at the Mekane Yesus Church as the Women Desk Coordinator. She is also a member of the Wise Counsel Mediation Network.





CPS never left me. Whenever I changed my organization, CPS came with me. I learned most from the mediation training. In Ethiopian traditional mediation we easily judge, we easily assume and say what people should do. We don't want to dig up the real problem or cause of the conflict or interests of the person. We always advise people, do this, do that. Now, I am always asking questions, while trying to be neutral, so that the conflicting parties can find their solution.





## WOLFGANG HANNIG

Wolfgang Hannig worked as Country Director of GIZ Ethiopia from 2011 to 2015.



I met our CPS colleagues on various occasions and was impressed by their immense dedication and courage in fulfilling their tasks even under what could be at times quite adverse conditions in certain regions of the country. I had the chance of meeting one Elder who was educated in Addis Ababa but chose village life over life in the city. When I asked him why he sacrificed his convenient modern life in Addis Ababa for a frugal life in the countryside, he said: ‘there is no alternative. My descent bestows a specific responsibility on me. I need to work as a mediator so that peace can grow in my area and beyond. And CPS has helped me fulfil this role effectively, by blending traditional and modern instruments to identify solutions.’

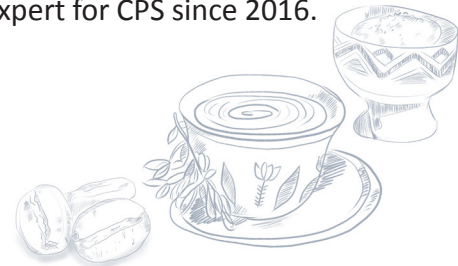
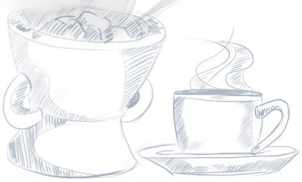
Ethiopia needs people like this traditional leader—from all walks of life, women and men, the elderly and the youth, regardless of ethnicity. And CPS needs their cooperation in order to be effective.

On the occasion of the 10<sup>th</sup> anniversary of CPS in Ethiopia, I would like to congratulate all our partners and all present and former CPS experts on their tremendous work in this extraordinary country. Keep it up!



## YIRGALEM MENGISTU

Yirgalem has been working for the Ministry of Federal and Pastoralist Development Affairs since 2008 and is currently a National Peace Advisor. He has also been a National Peace Expert for CPS since 2016.



I personally learned most from the exchanges with different colleagues. From international and national experts, who are working for Ministries or private organizations, as well as from Elders. Through these exchanges, I was able to learn a lot in the field of peace and conflict prevention.

I remember one training, from Anne Dietrich, on non-violent communication. We did an exercise which was called 'Fire and Shield', in which you choose one person in a group as your shield and another as your fire. The goal is to protect yourself from the fire with your shield. It taught me a lot about conflict dynamics, as you can have a positive influence on someone, as a shield, or a negative influence, as a fire. I use this exercise also in my trainings.

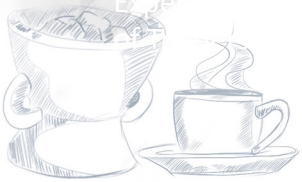




## YITBAREK TSIGE

Yitbarek has been working as a National Peace Expert in the Southern Nations and Nationalities Peoples Republic's Council of Nationalities since 2010.

The Lost  
Eye



In my working style, I give priority nowadays to planning and I appreciate being on time with applications. I also give enough time to partners now, to know the agenda in advance. While working with Western people, I was highly impressed by their respect for time and ability to work according to a plan and also how they use their vacationing time effectively. I really admire that.



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