FTI ANNUAL REPORT January –December 2003

Executive Summary

This is the 2003 annual report of the Foundation for Tolerance International, which maps out the accomplishments and developments of the organization in the context of the external socio-economic and political environment as well as internal organizational and institutional development. There are 5 sections in this report.

Section 1 "Environment Analysis" gives a brief overview of the conditions present or developing in Kyrgyzstan that contribute and impede to FTI's ability to have a relevant and positive impact in the country. The key contributing condition is the favorable environment for the development of the civil society and NGOs in general, including a legislative framework. NGOs entered a new level of relationships with the governmental structure and opportunities are open to collaborate with international organizations. NGOs are not viewed as substitutes for government, but a complementing force to sustainable development. FTI has built a strong social partnership with the government structures in Kyrgyzstan.

The major impeding conditions lie in the area of organizational and institutional development of NGOs, i.e. full dependence on external funding sources, weak institutional capacities, lack of government strategy to finance NGOs. Relations with Uzbek partners has yet to be strengthened to achieve desirable effects. There is a need for regional comprehensive development programs, taking into consideration country differences and similarities.

Section II describes the accomplishments, challenges and lessons learned under 4 core projects of FTI funded by SDC, HIVOS and USAID. The highlight of the year is the start of a new long-term project in Aksy funded by HIVOS. Project activities has been contributing to increased positive contact and sustained relations between communities and increased shared resources between and within communities, including sustainable management of the resources. These projects pay a great deal of attention to building and developing of local sustainable mechanisms of conflict prevention. Local mediators engagement has been increasing, but their capacities has yet to be enhanced. Resource-based conflict prevention is one of the important areas of 4 core projects of FTI. Local Water Committees, Association of Water Users, Sustainable Working Groups have been established and operating at the communities level to ensure sustainability. There is a strong capacity-building component in all projects. 42 training seminars on different subjects have been given to 751 participants during 2003.

Section III describes the new initiative of FTI to establish a regional network of the Ferghana valley organizations to strengthen local capacities and FTI's role as "Regional Initiator" in the global networking initiative "The Role of the Civil Society in the Prevention of Armed Conflict" by the European Center for Conflict Prevention. Series of national meetings in Kyrgyzstan, Uzbekistan and Tajikistan, including two regional meetings took place to identify national and regional priorities to work together to prevent conflict in Central Asia.

Section IV describes the successes and challenges of the short-term and complementary project s of FTI. As a part of the Aksy Initiative, 2 new projects had started to work with the school students to teach tolerance education in 6 schools of Aksy rayon in partnership with the Uzbek and Russian ethnic diasporas in Aksy. "Dialogue, Trust and Law" project has involved a new key actor – law enforcement of the Aksy rayon to ease the tension between the local population and the law enforcement in the aftermath of the tragic events in the 17th of March of 2002. Successful project "Borderless World" was implemented with another key actors – customs checkpoints and border offices of Kyrgyzstan and Tajikistan- to address the burning issues at the customs and border checkpoints.

Section V gives an overview of the accomplishments and challenges in the area of FTI's organizational and institutional development. FTI places great importance on sustainability of the organization and tries to incorporate relevant strategies into it's institutional sustainability. FTI has a set of internal policy documents to operate under. Two goals in the area of organizational and institutional development are to become a sustainable and strong organization with highly professional staff and to develop alternative sources of funding. All efforts undertaken to achieve these goals touch upon the areas of strategy development, human and financial resources development, internal reporting, monitoring and evaluation etc.

Program Description

The Foundation for Tolerance International (FTI) has been originated in the UNHCR's project "Conflict Transformation and Tolerance Education" which began in March 1996 as a part of a UNCHR strategy on violent conflict prevention. Officially registered as an NGO in 1998, FTI has a mission "to prevent and resolve interethnic conflicts in the Ferghana valley of Central Asia". Today FTI has grown into one of the largest NGOs in the Ferghana valley and has been actively working on the program entitled "Central Asia is a region of peace, development and cooperation", supported by multiple international donors including the Swiss Agency for Development and Cooperation, HIVOS (Netherlands), USAID, GTZ, Counterpart Consortium, Soros Foundation,

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US Embassy Democracy Commission, Danish Refugee Council etc. The program has 13 diverse in content and in scale projects, aimed at:

- monitoring and analysis of the conflict potential in the Ferghana valley
- creating opportunities for dialogue and peaceful conflict resolution involves building and strengthening civic capabilities for dialogue, problem-solving and constructive action locally, nationally and regionally.
- **participatory community development** includes working with multicultural communities to prevent and transform conflicts into opportunities for social, economic and political development
- **public awareness and participation** includes timely access to information and building and strengthening local mechanisms for effective participation of all involved sides in informed decision-making processes.
- entering into collaborative partnerships and networks aims at developing long-lasting links with local, regional and international partners to enhance and complement joint efforts to prevent and transform conflicts.
- **strengthening institutional capacity:** we continuously work on our organizational development and staff growth. We promote organizational transparency and accountability, as well as inclusive and participatory decision-making.

These projects have been grouped into three main components:

- 1. Long-term and large scale projects
- 2. Global and Regional networking initiative
- 3. Short-term complementary projects

FTI presents the accomplishments (both qualitative and quantitative) under each component in Section 2, 3 and 4 of this report.

SECTION 1: COUNTRY ANALYSIS

Conditions present or developing in Kyrgyzstan that contribute to FTI's ability to have a relevant impact in the country:

- Civil Society development process, including the establishment and growth of NGOs in Kyrgyzstan has gone through different stages of development since 1991. All these stages were accompanied by both qualitative and quantitative changes. Today, one can say with no doubt, that NGOs have grown dramatically and entered a new level of relationships with governmental structure. Most importantly, one can't help mentioning the fact that NGO sector is making considerable efforts to have an impact at the situation at all levels.
- During 6 years of active operations, FTI has established very strong positive relations with the state structure of all levels in Kyrgyzstan. They are actively engaged in and support interventions by FTI to prevent and resolve interethnic conflicts in the south of Kyrgyzstan. Positive relations had been established with the oblast level state structures in the neighboring countries of Tajikistan (Sogdiyksay oblast) and Uzbekistan (Ferghana oblast). There is an increased recognition that Civil Society Organizations and NGOs are not substitutes for government, but a central and complementing force to sustainable development.
- Favorable opportunities are present to develop a strong social partnership. FTI has been working together with the Batken oblast state administration as a member of the Development Consultative Committee. As an equal member of the Committee, FTI actively contributes to strengthening collaboration among different actors to identify, prioritize and effectively address development needs of the oblast, as well as develop and implement a solid strategic development plan of the oblast.
- There is a great opportunity for collaboration with international donor and development organizations both in and outside of Kyrgyzstan. FTI is viewed by these organizations as a strong partner organization with capacity and great potential. In the recent initiatives of FTI, a greater emphasis is made on strengthening the collaboration with all stakeholders, including state and law enforcement, civil society organizations and international donor and development organizations at all levels (local, national, regional and international). Most importantly, state structure started to recognize the practical necessity to pool strengths, share burdens and divide labor among different actors to tackle the underlying causes of conflict.
- Preventive engagements are implemented by a sufficient number and kind of governmental and nongovernmental actors to provide the range of different needed instruments and resources to address the structural sources of the conflict. These actors can form a "critical mass" of nonviolent change. FTI, as a local organization, can grow out to the next new level of operations.
- FTI's interventions are supported politically and not blocked by national powers.

Conditions present or developing in Kyrgyzstan that impede FTI's ability to have a positive impact in the country:

• Given the increased attention of the international community to Central Asia, in the aftermath of September 11, conflict prevention has become so trendy, that many programs have been relabeled "conflict prevention"

and started programs in Central Asia. With so much existing activity now being lumped under conflict prevention, there is a risk it will loose its distinctive meaning.

- Despite the favorable conditions to operate in, NGO sector remains completely dependent on external grants of international donors and organizations. Institutional and organizational capacities are yet to be developed and enhanced to become financially self-sustainable. There is no government strategy to provide financial support to NGO sector in Kyrgyzstan. There is a new "Concept of working with NGOs" developed by the working group of the Ministry of Justice of the Kyrgyz Republic. But, the content of the document has yet to be translated into concrete actions. Most of the donors fund project activities only, there is almost no support to organizational and institutional development of NGOs.
- FTI's practical experience indicates that it is important to target <u>kev</u> stakeholders for sustainable change. Without comprehensive regional development programs adopted by the governments of Tajikistan, Uzbekistan and Kyrgyzstan, it is less possible to achieve the desired results and make a long-lasting impact in the Ferghana valley.
- Institutional conflict mitigation and resolution mechanisms and channels are yet to be established between Kyrgyzstan and Uzbekistan to effectively tackle the root and underlying causes of conflict in the Ferghana valley, specifically regional border disputes and sharing of resources. FTI's "bottom up" initiative processes may not have a desirable impact on the issues, if Uzbekistan stakeholders are not supportive and cooperative.
- Increasing international collaboration and regional cooperation among NGOs would be extremely beneficial in regional conflict prevention.

SECTION 2: LONG-TERM AND LARGE SCALE PROJECTS

Goals:

- 1. To strengthen communities' opportunities to resolve local conflicts by peaceful and reliable means at the local and regional level. (Regional Dialogue and Development project funded by Swiss Agency for Development and Cooperation)
- 2. To reduce the potential for resource-based conflicts by mobilizing communities and strengthening connections among ethnic groups and cross-border population (Peaceful Communities' Initiatives project funded by USAID)
- 3. To contribute to the stabilization of the political situation and social and economic development of Aksy and Ala-Buka rayons to prevent the potential conflicts in connection with the upcoming delimitation and demarcation of the Kyrgyz-Uzbek border and to the determination of the disputable territories status. (Support of Civil Accord and Regional Dialogue in Aksy" funded by HIVOS)
- 4. To strengthen local communities and refugee groups' participation in decision-making processes, affecting the social and economic environment at the local level. (Civil Society Support Center in Batken funded by Counterpart Consortium, Soros Foundation and European Union)

Accomplishments (qualitative and quantitative):

- *Geographical expansion of the program* took place thanks to the financial support of HIVOS. In May 2003, the project has started in Aksy and Ala-Buka rayons of Jalal-Abad oblast to contribute to the stabilization of the political situation and social and economic development to prevent the potential conflicts in connection with the upcoming delimitation and demarcation of the Kyrgyz-Uzbek border and to the determination of the disputable territories status. FTI is now able to work in the "hottest" area to contribute to a peaceful change.
- There is an *increased understanding* of the fact, that it is important to address the community perceptions of conflict and not impose external analysis onto local populations. Community Driven Development is a key to success. All four projects' communities started to develop and take ownership on new problem solving skills. *Community Mobilization approach* has proved to be the effective way to reduce the potential for conflict in the Ferghana valley. The Kyrgyz government has recognized the importance of this approach and adopted a Presidential Decree "About Mobilizing the Population in the Resolution of Socio-Economic Problems".
- Local *mediators' engagement has been increasing in the consensus-building* processes between communities. Today there are 35 local mediators working in 25 communities of Batken, Jalal-Abad and Osh oblasts.

FTI's mediators are well respected people, formerly and/or currently well-known specialists of different fields. The kind of disputes they intervene: customs checkpoints, natural resources (land, pasture, water), etc.

Success story from the Aksy rayon:

In the summer of 2003 local mediators helped to ease the tension between the Kyrgyz and Uzbek co Aksy rayon Their timely and professional intervention helped the parties to resolve their problem regarding wat and pasture usage.

• All four projects under this section have *a strong capacity-building component*. Projects staff provide different training seminars to local mediators, Community Initiative Groups, Community-Based Organizations, Water Committees, Association of Water Users, Sustainable Working Groups etc. Below is a brief overview of capacity-building seminars given by FTI during the year of 2003:

Project Title	Trainings (subject and quantity)	Participants
Regional Dialogue and	4 (Consensus Building, Mediation and	50 (men -30, women -
Development	Negotiation etc.)	20)
Support of Civil Accord and	2 (Communication and Conflict, Monitoring and	48 (men -25, women -
Regional Dialogue in Aksy	Analysis of Conflict)	23)
Peaceful Communities Initiatives	15 (Social Partnership, Interethnic conflict	310 (men - 204,
	management, Management and Maintenance of	women - 106)
	Water Objects, Tolerance Education, NGO and	
	community etc.)	
Civil Society Support Center	21 (Strategic Planning, Project Design,	343 (men - 153,
	Participatory Community Assessment (PCA),	women - 190)
	Financial Sustainability etc.)	
total: 4 projects	total: 42 training seminars	total #: 751

- Accomplishments would have been impossible without *improved relations between macro and micro actors* in the government and civic sector. The government sector at all levels participates in FTI's program activities. The practical interrelations go beyond the signed Memorandum of Cooperations to support activities undertaken by FTI in the south of Kyrgyzstan. The positive experience is always replicated and the recent Memorandum of Cooperation was signed within the framework of the new HIVOS funded project started in Aksy rayon in May 2003.
- *Involvement in the decision-making processes* has been increasing year by year. FTI is a member of the Consultative Council on Batken Oblast Development. The Council includes key stakeholders (oblast, rayon and village governments, NGOs and Civil Society Organizations, Credit Unions etc.) of the oblast and meets on a regular basis to discuss priorities in the area of socio-economic development of the oblast and monitor the progress and problems in the implementation of the strategic development plan of the oblast in the context of the country development as a whole.
- *Increased public awareness* has been maintained by different activities within the projects' framework: 1300 copies of informational bulletins in Kyrgyz, Tajik, Uzbek and Russian languages covering projects updates, successes and challenges in the implementation process, community mobilization etc. have been distributed in the target communities of Osh, Batken oblasts and Aksy rayon of Jalal-Abad oblast. Civic Forums, Round Tables and regular working meetings with variety of stakeholders took place during the reporting period.
- Project activities *increased positive contact and sustained relations between cross-border communities*. Communication based on trust and personal friendships is very important, as such positive relationships can help the communities to resolve the next priority problems in the communities. Joint cross-border social events involve variety of groups such as youth, women, elderly etc. and range from the very small scale to regional events. Below is the list of different social events during the year of 2003.

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Brief Information:

These events bring together children and adolescents to build friendships that would last in the years to come, and which will encourage trusting communications. These events foster tolerance, leadership and teamwork among the youth of different communities. These events involve <u>more and</u> <u>more people</u> and are supported and applauded by <u>key people</u> at the local governments. * International Summer Youth Camps (June-July 2003, Tajikistan, Degmai village. 152 children (70 girls, 82 boys) from 28 target communities of PCI in the Ferghana Valley

* Youth Basketball and Volleyball League (8 tournaments between "Batken-Sokh -" 3 communities of Kyrgyzstan and 4 communities of Uzbekistan, 410 participants (186-men, 223-women) * Community Initiative Groups Youth

Camps

- *Traditional Holidays Celebrations *"Good Neighborhood" Clubs
- * "Bridges of Friendship"
- * Cultural Exhibitions/Fairs/Festivals

The youth of the "new Ferghana valley" lacks the opportunities for positive interaction. The creation of borders and restrictions on freedom of movement reduces the opportunities for interaction between ethnic groups, which is creating potential problems for the future.

Social events have been an excellent complementing element for community and cross-border infrastructure projects. These projects activities have been continuously contributing to increased shared resources between and within communities as well as adopting the skills to manage them in a sustainable manner. Projects staff implemented 31 infrastructure projects in the target communities in partnership with local, regional and international partners (see the table below). 9 Water Committees, 1 Sustainable Working Group, 28 Community Initiative Groups have been established as a result of the projects' activities. Ongoing efforts are being made to turn them into local sustainable mechanisms of conflict prevention.

Challenges and Lessons Learned:

- Local mediators' capacities are to be enhanced to play a key role in the prevention of local conflicts.
- It has been hard to identify a partner organization in Namangan oblast of Uzbekistan. They are weak and do not have a desire to work in the area of conflict prevention.
- Challenges occurred in carrying out the project activities in the territory of three countries of the Ferghana Valley. Differences in approaches and in the external socio-economic and political environment require adequate and specific approaches.

Follow-up activities:

- FTI plans to finalize the partner selection from Namangan oblast of Uzbekistan and jointly submit funding proposal to potential donors. Funding will allow to implement the project in it's full scale and capacity.
- There is a need to review the mediators' capacity enhancement perspectives.

Infrastructure Projects as an effective conflict prevention intervention: (<u>resource-based conflict prevention</u>) Inequitable resource allocation between countries in the Ferghana valley is one of the major root causes of conflicts in the future. To address some of the most pressing needs in the rural communities in the southern Kyrgyzstan, FTI implemented several infrastructure projects within four core projects: Kyrgyzstan-Tajikistan, Peaceful Communities Initiatives and Support of Civil Accord and Regional Dialogue in Aksy. Below is a summary of all infrastructure projects implemented in 2003.

Summary of All Infrastructure Projects in 2003:

#	Project Description	Location and Partners	Main Funding Source	Other contributions	Status
SUI	SUPPORT OF CIVIL ACCORD AND REGIONAL DIALOGUE IN AKSY				
1	Resource-based conflict	Aksy rayon of	HIVOS	Community	completed
	prevention: Irrigation canal	Kyrgyzstan and	Funding	Contribution:	
	"Korgon-Tash" between the	Yangikurgan	Amount: 6630	1673 euro	
	villages of Kerben and	rayon of	euro		
	Kurulush. Length is 2000 ms.	Uzbekistan		Local State	
				Administration :	
				876 euro	

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2	Reconstruction of the part of the transportation road Kerben-Mamai.	Aksy rayon of Kyrgyzstan, Yangikurgan rayon of Uzbekistan	HIVOS Funding Amount: 4462 euro	Community Contribution: 1892, 5 euro Local State Administration: 1205 euro	completed
3	Resource-based conflict prevention: Reconstruction of water skvazhina in Toruk village, Kosh-Dobo village government.	Toruk village of Aksy rayon	HIVOS Funding Amount: 4867 euro	Community Contribution: 411 euro Local State Administration:	completed
DE				257 euro	
	GIONAL DIALOGUE AND DE		Surias A	N/a	acomplete d
4	Resource-based preventionconflictIrrigation canal enhancements (concreting) in Kara-Bak village government	Batken rayon Kara-Bak village government	Swiss Agency for Development and Cooperation \$41 000	N/a	completed
5	Construction of an open drainage system in Kara-Bak village	Batken rayon Kara-Bak village government	Swiss Agency for Development and Cooperation \$11 000	N/a	completed
PEA	CEFUL COMMUNITIES INI	FIATIVES			
6	"Road of Life" – reconstruction of the part of the transportation road Sogment-Gaz	Kyshtut village government	USAID \$2953	Batken rayon state administration did not contribute 250 liters of gasoline	Completed
7	"Kind Word" – school heating system reconstruction	Karatokoy secondary school of Bosadyr village	USAID \$480	Community contribution in labor and local gov't support	Completed
8	"Kelechek" – school and medical center repairs	Charbak village of Kyshtut village government	USAID \$4106	Batken Rayon Center of Employment 15 000 soms (not yet contributed)	Completed
9	"Clean water for Kara-Tokoi" –construction of drinking water pipeline net	Kara-Tokoi village of Suu- Bashy village government	USAID \$15 820	Community contribution in labor and local gov't support	In the process of implementation
1 0	Complete reconstruction of the school and kindergarden	Boz-Adyr village of Suu- Bashy village government	USAID \$20 201	Community contribution in labor and local gov't support	In the process of implementation
1 1	"John's clinic" – reconstruction of sewing factory	Charbak village of Kyshtut village government	USAID \$22 875	Community contribution in labor and local gov't support	In the process of implementation
1 2	Rehabilitation of the non- functioning school building	Kaitpac village of Kyrgyzkyshtak village government	USAID \$ 3399	Community contribution in labor and local gov't support	completed
1 3	Reconstruction of the part of the transportation road – Kadamjai-Kaitpas-Akturpak	Kaitpas village of Kyrgyzkyshtak village government	USAID \$2242	Community contribution in labor and local gov't support	completed

1 4	Reconstruction of hospital roof	Kyrgyzkyshtak village of Kyrgyzkyshtak village government	USAID \$4878	Community contribution in labor and local gov't support	completed
1 5	Reconstruction of school roof	Kyrgyzkyshtak village of Kyrgyzkyshtak village government	USAID \$11 329	Community contribution in labor and local gov't support	In the process of implementation
1 6	New School Construction	Kulunda village of Kulunda village government	USAID \$22 352	Community contribution in labor and local gov't support	completed
1 7	5 infrastructure projects are completed within the framework of the Civil Society Support Center in Batken oblast Technical Projects have been im	11 communities of Batken oblast	USAID, Counterpart Consortium and EU Total amount: \$ 24 567, 17	Community contribution in labor and local gov't support	All are completed

SECTION 2: GLOBAL AND REGIONAL NETWORKING INITIATIVES

Goals:

- 1. Develop local capacities to strengthen regional cooperation and development in the Ferghana valley through establishing a regional network of the Ferghana valley organizations (The Ferghana valley network funded by the Danish government through Danish Refugee Council)
- 2. To develop a common platform for effective action in conflict prevention from the community to the global level (The Role of the NGOs in the prevention of armed conflict, funded by the European Center for Conflict Prevention)

Accomplishments (qualitative and quantitative):

- During the reporting period FTI has initiated the *Ferghana Valley Networking Initiative* to bring together organizations from neighboring countries of Uzbekistan and Tajikistan to work together on a variety of cross-border issues with the stated aim of countering the trend of escalating ethnic tension that is threatening to become irreversible as time passes. Unified by common history, culture and economic links, but recently divided into three independent countries and separated by political boundaries, the initiators clearly realized that local capacities should work together to resolve the common challenges.
- Two partner NGOs in Tajikistan and Uzbekistan had been identified to take the initiative further Association of Scientific Technical Intelligentsia (ASTI) of Hudjant in Tajikistan and "Ishonch" (Ferghana Regional Center of Social-Legal Support for Women and Children) of Ferghana in Uzbekistan. FTI, ASTI and Ishonch are the leading NGO-practitioners working to promote cross-border civil-society cooperation and dialogue. The three organizations formed a Regional Working Group and developed the project concept paper, outlining the objectives and possible activities. During the process, it was realized that the initiative required political, institutional and financial support from an international partner in order to get off the ground. In April 2003, FTI presented the Danish Refugee Council (DRC) with a direct proposal for a partnership, keeping in mind, that DRC had relevant experience and resources to offer.
- During the period from August till November 2003, 3 national meetings involving NGOs, local authorities and other relevant stakeholders have been conducted to contribute to an overall analysis of the situation in the Ferghana valley and assess the motivation among the local organizations to engage in regional cooperation. The national meetings has proved the interwoven nature of the problems identified in the Ferghana valley, which implies that solutions to any of the current conflicts would automatically affect positively or negatively all countries in the Ferghana valley.

Thus, participating NGOs realized that the ability for NGOs to collaborate with each other is very important. The NGO sector in the Ferghana valley represents considerable resources, which, if utilized properly, can contribute significantly to conflict prevention and peacebuilding at the regional level.

• The Regional Working Group (RWG) of the Ferghana Valley Network met late November 2003 together with DRC to discuss and prepare 2004 activities, the initial phase of the Ferghana Valley Networking

Initiative. The RWG analyzed the findings and results from the national meetings and prepared for the first regional meeting in the Ferghana valley in January 2004.

- The first regional meeting was held during the period January 19-21, 2004 in Osh with the participation of 21 NGOs from the Ferghana valley. The meeting was facilitated by an external consultant using an Open Space Technology. The participants discussed the key findings from the national meetings and organizational questions to formalize the network: code of ethics of the network, selection criteria of the network members, membership fees, network structure, involvement of state structures of three countries, regional thematic clusters formation, communication and exchange within the network, sustainability etc. The participants decided to prepare an inaugurating General Assembly in April 2004.
- The General Assembly is expected to decide on a 2004 annual work plan for the network, including on internal networking mechanisms, external relations and funding strategy.
- The Ferghana Valley Network is expected to be organized on the basis of thematic clusters, reflecting the most urgent and common problems in the Ferghana valley as identified during the national meetings in 2003 and further analyzed by the working groups established during the regional meeting in Osh, January 2004.
- The participants of the meeting agreed that the Ferghana valley network could develop into an effective structure to advocate for the solutions of the regional problems in the Ferghana valley.
- The Ferghana Valley Network fits and complements well to FTI's *Central Asian Regional project " The Role of Civil Society in the Prevention of Armed Conflict"* within the global initiative of the European Center for Conflict Prevention of Netherlands. FTI has been elected as a Regional Initiator for Central Asia, based on its active regional operations in conflict prevention and peacebuilding, sufficient organisational capacity and experience, active engagement with local, national, regional and international actors and leading role in the Ferghana Valley Network.
- This initiative aims to explore the role of civil society in conflict prevention and peacebuilding, to improve the interaction between Civil Society Organizations (including NGOs), the United Nations, regional organizations and governments, to strengthen regional and international networking between the partners in the conflict prevention process and to promote the development of a coherent body of research and theory what will help the conflict prevention community play its full part in international debate.
- On September 23, 2003, FTI organized the first working meeting of Central Asian NGOs in Bishkek to start the regional and national preparation processes. Representatives of 2 NGOs from 4 countries of Central Asia Kazakstan, Uzbekistan, Tajikistan and Kyrgyzstan participated at the meeting to discuss the Central Asian regional content of the Global initiative, interactions among UN agencies, government structures and Civil Society Organizations in the prevention of armed conflict and factors and threats of destabilization in Central Asia. 3 participants were from the Embassy of Switzeland in Tashkent and UNDP in Bishkek.
- FTI's regional partner organizations had been identified. They are Tashkent Center of Education (Uzbekistan), Institute for Development and Cooperation (Almaty, Kazakstan) and Committee on Democracy Development Processes (Dushanbe, Tajikistan). Partners will work together to identify a representation and participation from Turkmenistan.
- As a result of the meeting, the regional content has been agreed for the beginning stages. Participants stressed the importance of establishing and strengthening interactions with the UN agencies and governments, conducting a joint regional research to fully explore the role of civil society in conflict prevention and preparing national meetings in each country.
- Kyrgyzstan National meeting took place during January 18-19, 2004 in Bishkek. This meeting was integrated into the Central Asian regional conference entitled "Strengthening collaboration among state structure and law enforcement, international organizations and civil society to prevent armed conflict and proliferation of small arms and light weapons" in partnership with the Security and Peacebuilding program of International Alert (UK). Given the current challenging regional context (politico-military, socio-economic and human security aspects), there is a need to combine efforts to prevent armed conflict and proliferation and misuse of small arms and light weapons in the region. About 35 participants included representatives of Ministry of Foreign and Internal Affairs, Customs and Border officers of Kazakstan, Tajikistan and Kyrgyzstan; Deputies of the Parliament of Kyrgyzstan, OSCE, SDC and regional experts. The meeting discussed the key threats to security in the region and the impact that small arms and light weapons have on these conflicts.

Challenges and Lessons Learned:

- Currently there are 30 NGOs (10 from each country) from Kyrgyzstan, Tajikistan and Uzbekistan united in the Ferghana Valley Regional Network, in addition to FTI, ASTI and Ishonch. These NGOs have different levels of development: some are new beginners, some are more mature and well-established. This factor has certain minuses and plusses. Minuses are that the new and weak NGOs do not take initiatives and has a passive position.
- As a result of this passive position, leading NGOs has to control and push weaker NGO-members to be more initiative and cooperative. This factor creates a view where stronger NGO-members are dominating in all activities of the network.
- Networking is a new area of interrelations among the organizations of the Ferghana valley. There is not enough knowledge about "organization and culture" of networking.

• NGOs in the Ferghana valley are "NGOs funded from project to project". There is no institutional and organizational development funding support.

Follow-up activities:

- FTI's practical experience "on the ground" shows that the Ferghana valley needs a comprehensive regional conflict prevention program. FTI is confident, that the newly established Ferghana Valley Regional Network has a great potential to initiate and carry on such a program. In close partnership with other leading NGOs from all three countries, FTI plans to design a regional "NGO-initiated" conflict prevention program and intensively search for potential funding opportunities.
- The Ferghana Valley Regional Network is just "getting started" and going through the organizational issues. There is a lot to be done to achieve the set goals and objectives of the program. The program agenda will be dictated by regional development priorities, not by donor priorities only. The program will include both regional thematic projects and institutional development of the network-members.
- FTI and it's partners recognize the fact, that it won't be an easy process and it will require a sufficient amount of human and financial resources. Local NGOs have to improve their institutional capacity and move from the role of a cheap service-delivery organizations to regionally and internationally recognized partner role.

SECTION 3: SHORT-TERM COMPLEMENTARY PROJECTS Goals:

- 1. To promote intercultural relations and tolerance education through extracurricular activities in secondary schools of Aksy rayon (funded by Soros Foundation Kyrgyzstan)
- 2. To establish a culture of dialogue and constructive cooperation between law enforcement and civil society to open effective communication channels to prevent violence during crisis situations (funded by the US Democracy Commission)
- 3. To reduce the tension at the customs and border checkpoints of Kyrgyzstan and Tajikistan (funded by the American Bar Association Kyrgyzstan)
- 4. To provide analytical-consultative support to assess the potential for conflict in the south of Kyrgyzstan (funded by the German Technical Assistance program in Kyrgyzstan)

Accomplishments (qualitative and quantitative):

This section will focus on the efforts being undertaken by FTI to complement the long-term and large-scale projects of FTI in order to enhance impact and target more and key stakeholders to ensure a multi-party collaboration. All 4 projects had started during the year of 2003. 2 projects are part of FTI's Aksy Initiative.

Acknowledging that effective conflict prevention and resolution requires a multi-instrumental and multi-party approach, FTI recognizes the fact that promoting the development of a "unified communication space" is very important.

FTI has developed "Aksy Initiative" program as a follow-up of a previous short-term project after the Aksy tragic events in March of 2002. FTI was able to find a financial support for 2 out of 3 projects in Aksy, targeting two actors: law enforcement and the youth in Aksy. Below is the key information about these projects.

• The highlight of the year 2003 was the fact, that *FTI initiated a link with a new actor* – **law enforcement of the country** *-and established positive links* with them. It is a fact, that law enforcement is one of the **key** actors in preventing violent conflict. But, in the light of the Aksy bloodshed in March of 2002, one can say that incompetent law enforcement can also create a situation for violent conflict. In response to the negative consequences of the Aksy tragedy, FTI has initiated two projects during the year of 2003:

1. Project: "Dialogue.Trust and Law in Aksy"
Partners: Aksy rayon law enforcement and NGO
"Pravo i Luydi" in Aksy
Goals: To build dialogue between law enforcement
and civil society in Aksy rayonAn
Fc
consultations, law resource center in Kerben,
publication of informational bulletin "Ishenim"
Donor: US Embassy Democracy
Commission

Project: Cooperation between civil society and law enforcement during civil disruption.
Partners: Ministry of Interior, National Security Service, 5 human rights and oppositions NGOs
Goals: To establish a culture of dialogue and constructive communication channels to prevent violence during civil disruption.
Activities: training seminars, thematic round tables, development of a training manual, form a mixed training team of partners etc.
Donor: Ministry of Foreign Affairs of Switzerland

- This partnership started to build *a positive ground for attitudinal and behavioral change* of law enforcement and civil society in Kyrgyzstan. The practical experience within the framework of these two projects showed that the partners achieved a mutual understanding of each other. The process from the very beginning and up to now demonstrated that attitudes and behaviors can change into a positive power.
- The project "Dialogue, Trust and Law in Aksy" started in August 2003. To date results include, but not limited to, a fully functioning informational legal resource center in Kerben (under FTI Aksy office). During 6 months of operations, about 350 local residents of Kerben village used the services provided by the center: free access to informational-legal data base "Toktom" and legal literature and periodicals and free legal consultations. This center serves as one of the means of providing access to the local population for information on legal issues. Other means include publication of informational bulletin "Ishenim" (Trust), "Open Door Days" and mobile consultations in the remote rural communities.
- *Transfer of knowledge and skills* is being addressed by training seminars on different topics such as conflict prevention and management and technical topics for law enforcement officers etc. Trainers are FTI staff and Aksy rayon law enforcement professionals. The project utilizes locally available resources.
- To ensure a broad participation of interested parties, FTI organized series of 5-6 working meetings for law enforcement representatives, OSCE, Swiss Agency for Development and Cooperation, NGOs and civil society organizations to discuss partnership possibilities and content of the project.
- "Borderless World" project in partnership with a tajik NGO "Ittifok" has contributed to reduce the tension at the cross-border communities of Kyrgyzstan and Tajikistan. Targeted activities included monitoring of human rights violations when crossing customs checkpoints and border points, upgrade of the professional level of the officers and provide information to the population of the cross-border communities of Kyrgyzstan and Tajikistan.

Another new project of the year 2003 is called "For Multicultural and Democratic Society in Aksy"

Goal: To promote intercultural relations and education through extracurricular activities in 6 target schools of Aksy rayon. Partners: -Department of Education of Aksy -Department of Uzbek Cultural Center -Department of Slavic Diaspora in Aksy -Association of Teachers "Club of Dialogue" Donor: Soros-Foundation Kyrgyzstan Youth in the southern cross-border communities is a vulnerable actor and can be pulled into conflict at all levels by interested parties. It is vitally important to create relationships and friendships among the youth of different ethnic groups living in Aksy rayon of Kvrgvzstan.

lifferent activities had been carried out during the

reporting period. 6 clubs of "Tolerance and Friendship" are working in 6 target schools of Aksy rayon. 5 training seminars on Intercultural Tolerance, Building a Constructive Dialogue and Communication, Team Building and Leadership, Lessons on Peacebuilding, School Negotiations were given to the students of 6 target schools in Aksy rayon. (total: 305 students).

- To ensure that the project activities will be *sustained in the long term*, Public Initiative Group has been established. The 11 members of the Group are the representatives of 6 target schools and the project partners.
- *To build trusting relationships* among different ethnic groups in Aksy, cultural and sports activities have been carried out. National cultural festivals and fairs are part of this kind of activities. In November 16 2003, the project partners organized a celebration of an International Day of Tolerance in Kerben. The program included an exhibition of children's paintings under the theme "Peace in the Eyes of Children" and an essay contest "The World I Want to Live In". 8 best paintings were selected out of 87 paintings from 8 schools of the Aksy rayon. 8 best essays out of 52 won the prizes.

• In order to promote active participation and integration of elderly in community initiatives to prevent violent conflicts in cross-border communities of Kyrgyzstan and Uzbekistan, an 18-month pilot project is about to start in Aravan rayon of Osh oblast and Aksy rayon of Jalal-Abad oblast.

Challenges and Lessons Learned:

- FTI has gained a practical experience of working with a new and key actor in conflict prevention law enforcement agencies of Kyrgyzstan. It was not easy to start up the whole process of partnership, FTI did face challenges. Key NGOs and civil society groups in the country wanted to view this partnership as a part of the OSCE scandal project for law enforcement in Kyrgyzstan. FTI was able to communicate a clear distinction between the OSCE project and FTI-initiated project.
- Given the internal management system (half-militarized) of the Ministry of Interior and National Security Service, challenges occurred in the logistical area: identifying the right officers in the agencies to achieve the project goals and objectives, to provide a full participation at the training seminars etc.
- Despite these challenges, FTI was able to build a communication channel with law enforcement of Kyrgyzstan. FTI aims to enhance this communication to build a long-lasting cooperation in the area of conflict prevention for the years to come.

Follow-up activities:

- FTI plans to closely work with the project partners to and 5 human rights and opposition NGOs jointly with the representatives of Ministry of Interior and National Security Service to develop a long-term partnership project. Funding sources need to be identified.
- It is also important to continue strengthening support of the high level government officials and of Ministry of Interior and National Security Service to ensure a smooth operations and effectiveness of the activities. Without their support, the project will not achieve it's goals.
- FTI will assess the possibilities to cooperate with other similar projects to ensure the project will not duplicate, but complement other efforts in the area.

SECTION 4: ORGANISATIONAL AND INSTITUTIONAL DEVELOPMENT

Goals:

1. To become a sustainable and strong organization with highly professional staff 2. To develop alternative sources of funding

Strategy Development:

- There have been no major changes in the mission and existing policies of the organization. A new document "Mechanisms of separating projects into independent entities" has been adopted by the Management Board of FTI in December 2003.
- In line with FTI's strategic vision, two projects of FTI "Ambassadors of Goodwill" and "Radio Salam" have been separated into independent organizations. This change has been reflected in the Organizational Structure of FTI. This change has also affected the composition of the Management Board of FTI. FTI staff elected two new members of the Management Board to replace two representatives of two separated projects.
- FTI Batken regional office has become an official legal branch of FTI with more expanded authorities.
- Peace and Conflict Impact Assessment methodology has been developed by FTI's international volunteer and is in the process of implementation. The process includes different stages such as Conflict Analysis, Institution Analysis, Stakeholder Analysis and Impact Analysis.
- **Internal planning**: Quarterly Management Board meetings of FTI serves as a regular structured space for reflection and analysis of all important aspects of program and organizational development issues, including strategic planning, project management support etc. Based on the experience, FTI plans to start implementing mid-year-reflection and end-of-year evaluation meetings with a broad participation of staff members. During 2003, FTI was not able to have a General Staff Retreat due to tight schedules.
- Monitoring and Evaluation: 2 major project evaluations had been carried out during the summer months of 2003. Civil Society Support Center staff in Batken carried out internal evaluation of 8 projects within the program of maintaining interethnic stability in Batken oblast. The evaluation concluded that 7 out of 8 projects had been successfully completed, 1 project is not fully completed given the partner organization's unreliability. Overall, the evaluation showed that the goals of the projects had been achieved and reduced the potential for conflict in the target cross-border communities. This is particular because they addressed the

community-identified needs from the grassroots perspective and involved participatory approaches in all phases of the projects.

- Civil Society Support Center in Batken went through a major organizational development evaluation by the Counterpart Consortium/Bishkek. The subjects of the evaluation were strategy, financial sustainability, external relations, services provided, human resources, internal systems and structures, management and leadership.
- Peaceful Communities Project field staff was engaged in the Ferghana Valley Field Study conducted by an external evaluator of the Mercy Corps within the USAID –funded "Central Asia Conflict Mitigation program". This study examined the approaches taken to reduce the conflict potential and the context in which community mobilization is taking place, including measurement of impact and questions of sustainability for projects, relationships etc.
- **Reporting:** FTI Management Board approved internal reporting schedule based on the recommendations of FTI staff and requirements of donors. In accordance with the schedule, office directors submit quarterly reports to Bishkek office each quarter to develop semi-annual and annual reports of FTI. Some projects submit monthly both narrative and financial reports directly to the donors to be in compliance with donor policies.
- **Human Resources:** Currently FTI has 36 full-time staff working in a strategic office in Bishkek and 4 field offices in Batken, Kerben, Leilek and Osh. There have been no major changes in the staff composition. As a result of 2 projects' separation into an independent entity, the number of staff has decreased from 52 to 36.
- Two new staff members were hired to work in FTI's project in partnership with German Technical Assistance program (GTZ) in Batken. As a part of the program "Regional Cooperation and Stability in Central Asia and Afghanistan", these two staff members will provide consultative-analytical services to assess the conflict potential in the south of Kyrgyzstan.
- As a part of PCIA, an analytical team of FTI has been established. Members are 5 staff members from all 5 offices of FTI.
- New international volunteer from Belgium started one-year assignment with FTI. The volunteer and FTI jointly developed assignment objectives to fulfill during one year. FTI has obtained a positive experience of working with international volunteers and intends to continue it's international volunteer program in the future.
- One major transfer took place due to the start of a new project implementation. Grants Manager from FTI Batken Civil Society Support Center was transferred to Kerben Regional Office as a director of the office to oversee the program implementation in Jalal-Abad oblast.
- The first in the 6-year history of FTI staff appraisal had been carried out in 4 field offices and the strategic office in Bishkek. The results are being finalized at this stage and they will be presented at the General Staff Retreat in April. Based on the results of the staff appraisal, we plan to identify the perspectives for staff development for the next year and develop a training program for the staff. We are committed to develop a Training Continuum to upgrade the staff knowledge and skills in the area of conflict management on a regular basis.
- Staff keeps working on their personal and professional development. 5 staff members participated in different programs outside of Kyrgyzstan:

-Two staff members (both are women) has achieved significant accomplishments: one staff member has participated in a 11-week Women Peace Makers program hosted by San-Diego University in the US, as one of four finalists of this international program. The second staff member has participated in a 6-week John Smith Fellowship program in the United Kingdom, which included university academic program and 2 professional job attachments at the UK organizations working in the area of conflict transformation and peacebuilding (International Alert and Responding to Conflict).

-Three staff members participated in exchange and training programs hosted by JICA, ABA and GTZ in three countries: Japan, Germany and Check Republic.

- **Financial Resources:** During the reporting period, there have been no income generating projects. FTI has set a long-term goal to develop alternative sources of funding and is currently working on identifying potential income-generating projects to become less dependent on external grants. To begin with, in December 2003 FTI has bought 20 goats to start up a goat-breeding farm under Batken branch of FTI.
- FTI continued to implement its current 3 projects funded by SDC, USAID, Counterpart International and Soros Foundation. A new long-term project has started in May 2003 funded by HIVOS (Netherlands). Other new projects in 2003 include:
 - 2 regional and global networking initiatives funded by Danish government through Danish Refugee Council and funded by European-based donors through the European Center for Conflict Prevention.
 - 18-month pilot project in partnership with a Kyrgyzstani NGO "Umut" and HelpAge International (UK) funded by the European Commission.
 - 12-month project funded by Soros Foundation-Kyrgyzstan
 - 6-month project "Borderless World" funded by the American Bar Association (in cooperation with a tajik NGO "Ittifok" and customs checkpoints and border officers of Kyrgyzstan and Tajikistan)
- Most importantly, FTI had a successful grant application to the United States Institute of Peace and accepted the grant in the amount of \$38 000 to implement the Ferghana Valley Conflict Management Training program for FTI and it's uzbek and tajik partners in the Ferghana valley.

10-day training program will be conducted by Trainers of Responding to Conflict (UK) and consists of two components: 1) 5-day conflict management training for 25 representatives of FTI, 2 NGOs from Tajikistan

and 2 NGOs from Uzbekistan. 2) 5-day Training of Trainers for 10-15 selected potential trainers of the Ferghana valley multi-ethnic training team.

As a result of this training, participants will increase their theoretical knowledge and skills in conflict management, form a Ferghana valley Training Team to carry out future training continuum and produce a Training Manual based on the training materials. The training will take place during June 14-26, 2004 in Osh.

- In February, 2003 FTI has purchased its permanent office in Bishkek. It was possible thanks to our internal funds accumulated from 2 sources such as training services of FTI staff and monthly 3% fees of the staff salaries for several years.
- In January 2004, FTI's main donor the Swiss Agency for Development and Cooperation hired the external auditors to audit accounts of the Kyrgyzstan-Tajikistan project. The audit examinations concluded that the accounts of the project are consistent.
- Major purchases: Leilek Regional office of FTI bought a car Niva VAZ –2121 to be used for the project site visits (Regional Dialogue and Development project)

Challenges and Lessons Learned:

- Given the increasing presence of international organizations in Batken oblast such as TACIS, GTZ, ACTED, LARC etc, FTI Batken office experienced a huge staff turnover: staff members had left and is leaving for other jobs offering much higher salaries. The composition of Batken office staff has changed dramatically. Newly hired staff members are less experienced and need to be trained in conflict management. As a local NGO, we cannot compete with international organizations Employee Salary and Benefit packages.
- FTI faces challenges in the area of organizational and institutional development. Most donors do not fund these areas of NGO development. Jumping from one short-term grant to another grant limits NGO's potential to become a sustainable organization, NGO keeps remaining at the level of donor project implementer.
- FTI has been experiencing challenges in the area of staff conflict management knowledge and skills. The training seminars offered within different projects and programs are not consistent and do not fully meet our expectations. During 6 years of operations, FTI staff went through 4 modules in conflict management conducted by Randa Slim, a strong expert in conflict management. Up to date, it has been the only effective and consistent training program FTI staff had. FTI has a strong commitment to develop a Training Continuum to consistently upgrade technical skills in conflict management.
- The initial reporting format of FTI was approved at the Management Meeting in May 2003. It was mostly based on one of the donor's sample reporting format. In practice, FTI staff found it to be very complicated.

Follow-up activities:

- Given the recent staff turnover, FTI Management Board decided to develop a system to back-up the key positions in the organization. Based on the principle " there are no irreplaceable people, a system should be developed and applied to avoid the problems FTI is facing now due to staff turnover. Individual coaching and cross-training should become a tradition in FTI.
- FTI realizes the need to develop a systematized approach to monitor and evaluate program implementation and organizational development processes. Mid-year and end-of year evaluations need to be incorporated into FTI's strategy. There is a need to increasingly involve not only FTI staff, but it's partners and beneficiaries in the process.
- There is a need to streamline internal reporting system and adopt a "culture" of professional report writing. FTI staff will review it's current reporting system, including style of writing and quality of information and make improvements to reflect the accomplishments, successes, challenges and future plans for FTI in a more professional manner.
- FTI plans to arrange an ongoing international volunteer recruitment process. The previous online advertisement has proved to be a very effective way of reaching out to qualified candidates in different countries.
- FTI plans to work hard to identify potential funding sources to implement a Conflict Management Training Continuum for it's staff. There is a need to upgrade staff skills in the area of Organizational Development as well.
- Next year we will need to apply Peace and Conflict Impact Assessment into FTI's programming area. The first round will be very basic, but FTI plans to apply the methodology in it's full scale.
- Newly established analytical team of FTI needs to develop it's functions and development plan for 2004-2005.
- FTI Regional offices in Aksy and Leilek need to improve office conditions. Regional office in Aksy has been experiencing electricity shutdowns very often, which affected the condition of the office equipment negatively. There is a need to obtain an independent electric power supply.

ATTACHMENT

The Program Calendar: One Year Highlights in the Life of FTI

What? (process)	Why and Where?
January, 2003	
US Embassy Democracy Commission Grant Awarded to implement a 12-month project "Dialogue, Trust and Law in Aksy"	A follow-up project of 11-week project after the Aksy tragedy in March of 2002. The goal is to build a constructive dialogue between law enforcement and civil society in Aksy rayon.(part of <u>the Aksy Initiative of FTI)</u>
February, 2003 Submission of the grant application to the US Institute of Peace	To upgrade conflict management knowledge and skills of FTI and it's partners in Uzbekistan and Tajikistan in the Ferghana Valley
March, 2003 FTI leads the Central Asian Regional Initiative "The Role of Civil Society and NGOs in the Prevention of Armed Conflict"supported by the European Center for Conflict Prevention (Netherlands)	This is a two-year integrated global program of research, consultation and discussion to take place all over the world. FTI is a regional initiator for Central Asian region.
April, 2003 Start of the new phase of the "Kyrgyzstan-Tajikistan: Early Conflict Prevention at the communities' level" component of the Regional Dialogue and Development program	To prevent tension, disputes and conflicts at the cross- border communities of Kyrgyzstan and Tajikistan in the Ferghana Valley
May, 2003 HIVOS grant awarded to FTI to implement a long-term conflict prevention project in Jalal-Abad oblast (potential "Kyrgyzstan-Uzbekistan project)	To continue FTI's initiatives in Aksy rayon to tackle the identified development needs between cross-border communities, including early warning and early response in the light of the Kyrgyzstan-Uzbekistan border delimitation and demarcation.
June, 2003 Forming partnerships with Responding to Conflict (UK) and International Alert (UK)	FTI achieves an agreement with Responding to Conflict and International Alert to build long-term partnership in the area of conflict prevention work.
July, 2003 Forming partnerships with the Danish Refugee Council (DRC)	FTI has invited DRC to become an international partner in the Ferghana valley regional networking initiative. Mutual agreement is achieved.
August, 2003 Discussions with the Embassy of Switzerland in Tashkent about a pilot project with law enforcement of Kyrgyzstan	FTI and SDC agrees to implement a short-term pilot project to prevent future violent conflicts between law enforcement and local population during civil disruption in Kyrgyzstan
September, 2003 US Institute of Peace grant awarded to FTI to start a conflict management training project in the Ferghana valley	The project is to start in April 2004 and will promote
European Commission grant awarded for a partnership project with NGO "Umut" and HelpAge International(UK)	active participation and integration of elderly in community initiatives to prevent violent conflicts in the communities of the Ferghana valley FTI officers in Aksy and Osh will work in the project.
	FTI Leilek staff has implemented the project in 14

"Borderless World" project started in Leilek under the financial support of the US State Department (through American Bar Association)	partnership with the border and customs checkpoints officers to reduce the potential for interethnic conflicts at the border and customs checkpoints
	FTI will work with regional partners to build a common platform for new regional initiatives on cooperative conflict prevention
October, 2003 Ferghana Valley Regional Network start-up process	