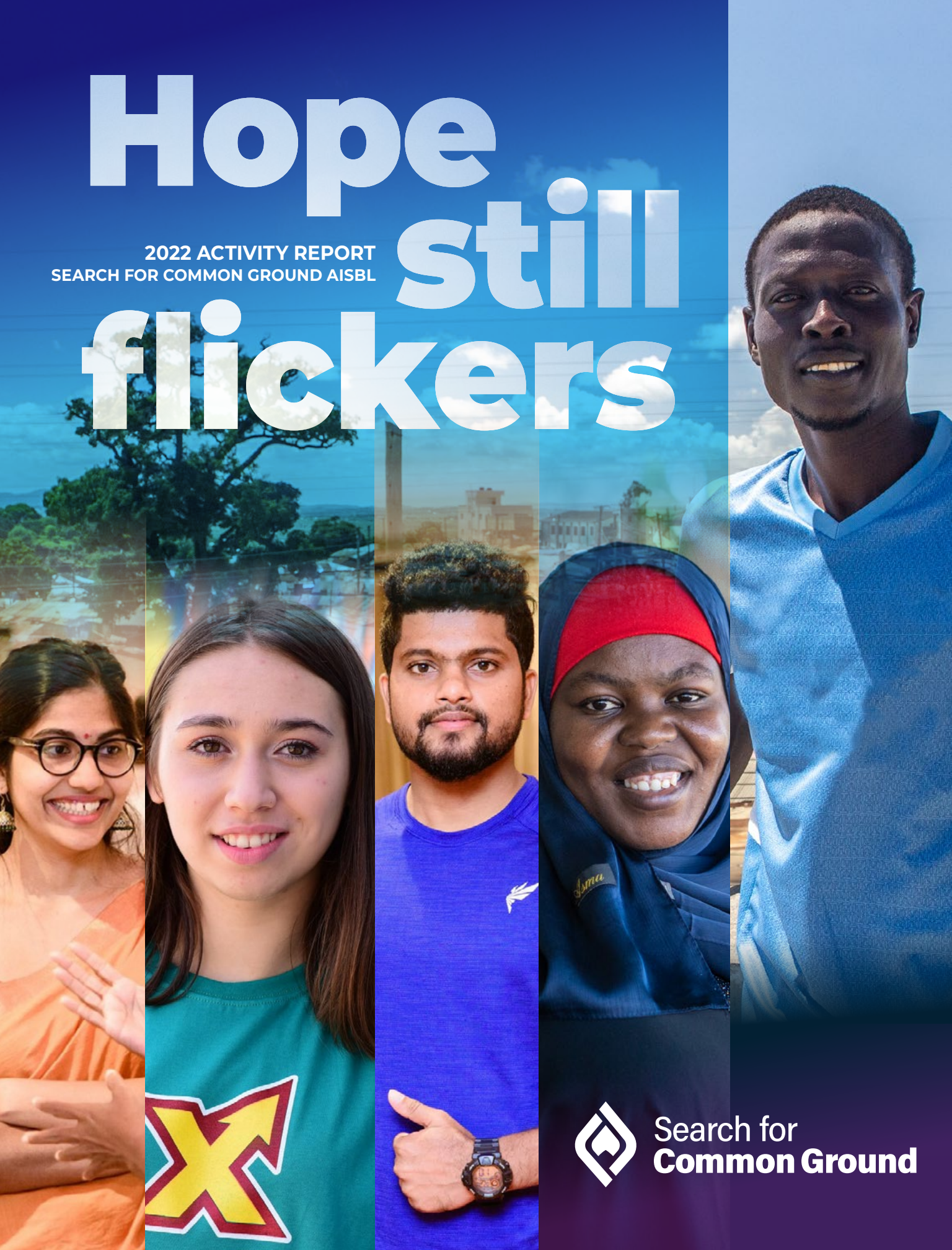


Hope still flickers

2022 ACTIVITY REPORT
SEARCH FOR COMMON GROUND AISBL



Search for
Common Ground

To Our Supporters

In today's world, keeping hope for peace alive can seem like a daunting task. 2022 has been a turning point for Europe: the war on Ukraine led to mass destruction, violence, and displacement of populations unseen on the continent since decades. Consequences are being felt way beyond Europe – from increased market prices, to shifting alliances, increased militarization, and to funding cuts for the world's many other crises.

Outside Europe, conflicts haven't stopped. Far from it. With active wars raging in Myanmar, the Democratic Republic of Congo, along with continuing civil unrest in Yemen, Mali or Lebanon, it can feel like we are caught up in a rising tide of violence and seemingly endless conflict. Around the world, new challenges are shaking the very foundations of many institutions upon which civil societies have been built. Everywhere, trust is eroding.

It may be hard to have hope in a world like this. But it's also been said the darkest hour is just before dawn. With that belief leading our mind and hearts, Search for Common Ground continues to work towards a brighter day when peace will prevail. And we are making progress.

In 2022, our peacebuilding efforts reached more than 27 million people around the globe – from Sri Lanka to Burkina Faso, from Afghanistan to Syria, from Palestine to the Central African Republic. In some of the world's most dangerous conflicts, we support acts of compassion and bravery in the work of heroic peacebuilders. Coming together from different backgrounds and religious beliefs, these peacebuilders all have one thing in common: they reject the cynical view that our divisions are too deep to overcome.

By working tirelessly towards change, our peacebuilders embrace the hope of common ground, helping former adversaries learn to trust each other while creating useful avenues for collaboration. With their hard work and diligence, we are still able to generate remarkable breakthroughs for peace. This year's report shows just how the results of their efforts remain transformative, turning enemies into allies, turning conflict into peace.

2022 was also a year of organisational growth and change. We opened new branch offices in Somalia, and Uzbekistan, in line with our ten-year strategy. At the global level, the Search for Common Ground family welcomed Marjorie Newman-Williams as new president.

While it's been a challenging and productive year for us, we also need to say that none of these achievements would have been possible without you. Whether you are a supporter, a partner in our programmes, a generous donor, or a frontline peacebuilder, you can be sure that your dedicated commitment to building a safer, healthier, and more just world is making a real difference. This report outlines some of our key progress and crucial programmes this year, all of which exist only because of the support of people like you.



Charline Burton
Executive Director of Search for Common Ground AISBL (Brussels)



Sandra Melone
Chairwoman of Search for Common Ground AISBL (Brussels)



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Afghanistan - Hope Still Flickers

From Zuhra Bahman - Afghanistan Country Director

In the weeks and months after the Taliban takeover, we could not recognise our city. The faces at the checkpoints we went through to reach our office changed. Everyone, especially women, felt fear and uncertainty about what was to come as our local cash reserves dwindled and the banks remained closed. Throughout 2022, despite the hasty international exodus following the takeover, Search for Common Ground stayed and continued to maintain a presence in the country. While it was possible the Taliban would decide to shut us down, we continued our work. We knew the need for peacebuilding did not disappear with the departing planes – if anything, it only became greater and more acute, with more at stake for ordinary Afghans.

Our office became a home for many civil society organizations and activists. As one of the only international peacebuilding NGOs active there, we have acted as a staging ground for these groups to mobilize their efforts to rebuild Afghan civil society. We took our direction from these local leaders – many now in charge for the first time – in meeting some of the challenges we were all facing. Together, we decided that breaking the cycle of violence was only possible through non-violent means. We determined that more engagement with the Taliban, rather than isolation, would yield results and that Afghans inside the country should lead this engagement.

In this spirit, the first partner to set foot in the Search for Common Ground office in Kabul after the Taliban takeover was Salima. As the leader of a local organization, she worked with us to provide employment opportunities, hygiene products, and peacebuilding interventions to women who fled from rural areas to Kabul, and who were now living in camps that were developed for internally displaced persons. Despite the threats and insecurities women faced in the early months

of Taliban rule, Salima reached nearly a thousand women, inspiring us to push through our fears and focus on what matters.

In the year since, many others have followed Salima's lead, and we now work with 22 civil society partners in 16 provinces, building community cohesion and providing protection to those that need it the most. Our work in Afghanistan has created far-reaching networks for youth and women to lead, and we have actively worked to ensure that humanitarian aid is not only conflict-sensitive but conflict-smart.

People like Salima show up every day, despite the odds, to make life a little better for the people around them. This resistance is dynamic, ranging from public protests to everyday acts of defiance, like a woman going to the shops dressed the way she wants. There are also artists creating revolutionary work, as well as tribal and religious elders negotiating for the freedom of civil society activists and journalists.

In February 2022, Charline Burton (executive director) and Shamil Idriss (CEO), visited Kandahar





and Kabul to see what the situation was like in person. They met with the People's Peace Movement, a local non-violent collection of student and youth groups, academics, peacebuilders, civil society activists, and women working in the civil service of Taliban-run ministries. They are all still here, fighting for a better life. While much of the world may have given up hope, they have not.

As the outside world is still paralyzed from the trauma of recent tragedies and frozen by intractability, the actual situation in Afghanistan is considerably more complex. Most importantly, the country's future is not written in stone. While there is certainly fear and tragedy, there is also

genuine hope and struggle. Mainstream journalists often contact us to be connected with women in desperate situations that meet a predefined narrative about the country's current challenges. Yet, they resist talking to people like Salima or listening to the remarkable stories of perseverance we witness all around us every day.

False narratives of desperation, lack of agency, and victimhood result in policies that negatively impact the nearly 40 million people living in Afghanistan. Meanwhile, we continue to encourage policymakers to engage with a wider variety of voices inside Afghanistan so they can witness the country's current state for themselves.

The restrictions on women and girls implemented by Taliban authorities in December 2022 are additional obstacles to creating a more peaceful future for the Afghan people. Women leaders play a vital role in shaping the future of the country, and it is crucial that they have the opportunity to gain the skills, knowledge, and structures necessary to do so. In an already fragile humanitarian crisis, any additional uncertainties can have devastating effects on the mental health and resilience of the young generation. It is especially important that women have access to education in order to ensure Afghan-led development.

Despite the challenges of the last year, Search for Common Ground continues to operate in Afghanistan. In the hopes of creating a more peaceful future, we attempt to engage with the Taliban on critical issues and urge the international community to do so as well. The Taliban are the de-facto authorities in the country, and their decisions impact the daily lives of Afghan citizens. Only by actively connecting with them and facilitating the

engagement of Afghans with the Taliban can we establish accountability around human rights, inclusivity, and good governance.

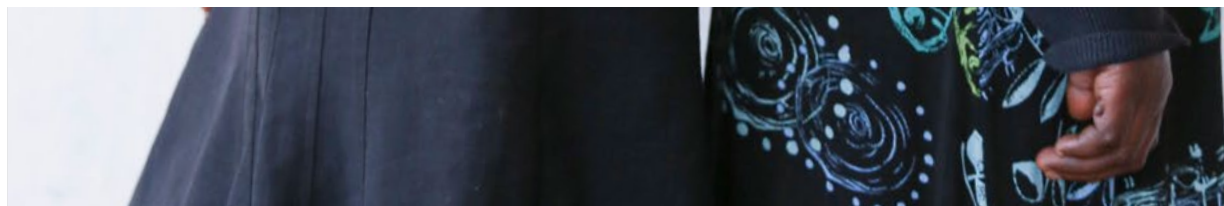
In this spirit, Salima and 14 of her peers at the Afghan Women Social Protection Organization (AWSPO) recently signed a contract with Search for Common Ground to deliver humanitarian and peacebuilding interventions in Afghanistan. This is a significant indicator of our approach working.

As the crisis in Afghanistan continues, the outside world must support those inside the country. Our peers and colleagues in Afghanistan have expressed a passionate commitment to come together and build something new, and it is our duty to assist them in those efforts. While this situation remains challenging, we believe that things can get better. It will be slow, it will involve sacrifice, and it will be a struggle, but hope still flickers.



Our Vision is Simple: Include Women, Change Everything

At Search for Common Ground, our vision is simple: include women, change everything. We know that gender inequality and violence fuel each other. The only way to build a healthy, safe and just society is for women to play a key role at every step. Inclusive policy is not just a women’s issue—it is a community issue.



Yet just 4.5 percent of aid in fragile contexts goes to projects centered on gender equality, according to the Organisation for Economic Co-operation and Development. Traditional actors dominate within this thin slice. At one point in 2018, women-led organizations were receiving 0.39 percent of aid focused on gender equality in fragile contexts.

Simply gaining a seat at the table is not enough. We need better models for funding and building the capacity of local groups. How can we move from representation to collaboration? What would truly-equitable partnership look like, with women-led groups treated as full collaborators and not just end-of-the-line implementers?

The global range suggests the size of the challenge—and opportunity. Peace takes many forms, but it always starts the same way: with equitable partnership.



Advancing women's economic empowerment in Burundi

Women's economic empowerment plays a crucial role in the recovery of conflict-affected societies and is a key condition for sustained community stability, peace, and nation building. Peace is more sustainable if women have a seat at the negotiating table, but meaningful participation in peace and political processes is not possible if the effects of women's economic realities are ignored. In Burundi, Search for Common Ground support women's access to employment and productive assets.

In Burundi, women often face a cruel paradox: they are the most impacted by high levels of violence yet the least likely to be included in any decision-making process. Especially young women have specific needs and face unique barriers to meaningful participation in society, from limited economic opportunities to a lack of agency in household decisions or being victims of gender-based violence.

Male allies

Through the Tuyage project (supported by USAID and by the Belgian federal government) Search for Common Ground is tackling the social norms that restrict the ownership of property and productive assets for women in Burundi. We engage young women to take leadership positions in associations and civil society organizations, providing them with a platform to share their optimistic views on empowerment and inspire other women. Through activities that utilize communication and the media, we seek to transform perceptions of women's rights and participation. Our activities systematically engage men, making the change sustainable and minimizing the potential negative backlash in the form of gender-based violence.

One of the challenges we have identified is transforming toxic masculinity into positive masculinity. Masculinity creates invisible rules that govern how men should (or shouldn't) behave, and it is defined by society, education, the media, and role models. In Burundi, men are taught to be self-reliant, strong, and unemotional, and the societal pressure to live up to these values, often leads to the perpetuation of harmful stereotypes. Positive masculinity is about overcoming this. Through this project, Search for Common Ground has created opportunities for men and women to jointly discuss concepts such as positive masculinity and concerns around household roles. Alongside our partner Catholic Relief Services, we organized the Smart Couple approach: Through home visits, couples get guidance on certain practices aimed at reducing social norms and cultural barriers that reduce women's access to economic opportunities, as well as the peaceful resolution of (marital) conflicts.

In 2022 we implemented an approach to complement the Smart Couple training: working with influential men in the community, to positively transform their attitudes towards women's rights and women's participation in the economy. Through this, we identify male allies to take leadership in, and advocate for, women's empowerment.



"It changed a lot, and helped me feel valued as a woman. Nowadays, all family resources are managed in a joint way, responsibilities are shared, and the children's welfare is shared."

MBONIMPA DÉSIDÉRATE

Mbonimpa Désidérate (married with 5 children) lives in Ngozi. "Running my household has always been a full-time job", she says with a smile. "But besides that, I'm also working as a small farmer. I was responsible for all the finances within my family. I needed to pay for food and education, or medical costs when necessary. I was really struggling to get it all figured out. My husband wasn't really involved."

Together with her husband, Désidérate participated in a Smart couple-training. "It changed a lot, and helped me feel valued as a woman. Nowadays, all family resources are managed in a joint way, responsibilities are shared, and the children's welfare is shared." Her husband recognises the importance of his wife being economically independent. And thanks to his contribution to the family budget, Désidérate has money left to invest in her small agricultural business, which makes her a successful woman in the neighborhood.

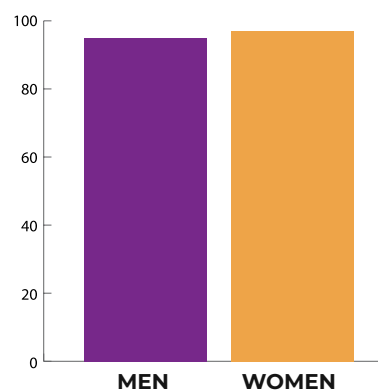


Measuring our impact

We started the Tuyage (“Let’s talk”) in 2018. A study conducted in the spring of 2022, assesses the current state of community perspectives on women’s economic inclusion and evaluates the impact of the Tuyage programme.

Quantitative surveys, focus groups, and in-depth interviews in 12 localities across six provinces in Burundi took place. We used this data to build a knowledge base for recommendations for the next phases of the programmes. Some of the key findings:

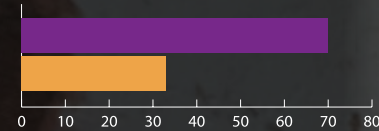
The attitudes of community members towards women’s economic inclusion are trending in a positive direction. Over **95%** of men and **97%** of women surveyed expressed support for women’s economic inclusion.



Men and local leaders were nonetheless resistant to women’s full empowerment, emphasizing that women must focus on household tasks and not challenge male social status.



Among women who participated in Tuyage, 73% felt economically empowered compared to 43% of non-participants,



and 70% reported increased monthly revenue compared to 33% of non-participants.



Women are seen as playing a greater role in economic activities than in the past:

65% of men surveyed felt that women were economically empowered and

97% felt that their economic inclusion was a positive thing for the community.



In interviews, men commented that women “are more and more active in the community and have income-generating activities that are prospering.”



Climate change fuels conflicts

The interplay between climate and conflict has become increasingly clear in the last decade. Whether it is Burkina Faso, Yemen, or Uzbekistan, we've seen significant overlap between the countries most affected by climate change and those most at risk of violent conflict. Climate change is a multiplier for violent conflict, and this will only intensify in the years to come.

In 2022, we continued to learn about this topic and share how we tackle natural resource-related conflicts by using the Common Ground Approach. Here are examples of how we brought together people across ethnic, political, religious, socio-economic, and other divides to address this pressing issue.

Peaceful Pastoralism In The Sudano-Sahel

Climate change is making life hard for livestock herders in drylands. From Nigeria to Mali, pastoral populations have had to adapt their routes to a changing climate. Where pastoralists have relied on grassy, arid savannahs for herding their animals in the past, these lands are under pressure due to long periods of droughts. Putting strain on customary approaches, livestock keepers are forced to constantly look for alternative places to find water and animal food, resulting in land disputes.

Search for Common Ground's programming directly targets farming and herding communities in the Sudano-Sahel, while also seeking to improve the broader security situation. In Mali, we provide leadership and social communication training to authorities, community leaders, local actors and security forces. These initiatives build trust between communities, and this is very valuable for solving incidents involving pastoralist populations.

"When crops are destroyed, it becomes violent," says Aminata. She is an assistant to the mayor in Banama. Each rainy season, this community, located on a transhumance route

to Mauritania, faces the same conflicts. *"The animals wander, leave the passageways and destroy crops and violence breaks out on both sides (herder - farmer)."* We created a peace club in Banamba to help the community prevent and resolve conflicts. Aminata became one of the club's peace ambassadors. *"We help parties resolve conflicts before they decide to go to the police or to resort to violence. We act as mediators to ensure that conflicts*

"The animals wander, leave the passageways and destroy crops and violence breaks out on both sides (herder - farmer)."

don't escalate. Recently, someone's cattle had eaten a farmer's crops. We brought the two sides together and asked the farmer to assess the losses. Eventually, both sides were able to come up with a peaceful way to solve their conflict without needing to escalate it."

But more importantly, Aminata helps to prevent such conflicts in the first place. *"We invite farmers, herders and members of the chamber of commerce to dialogues."* Aminata raises awareness about conflict prevention and facilitates access to information about specific regulations for farmers and herders. *"We have a rural charter that defines, among other things, livestock corridors to avoid this type of damage. The charter includes regulations for the movement of cattle, land use planning, and some pastoralism-oriented legal communal agreements."*



COP 27

In November 2022, Search for Common Ground took part in COP27, the yearly United Nations Climate Change Conference that brings countries and civil society organizations together to discuss and address climate change. We were present via two delegations. Through our Children and Youth team, Search gathered young leaders from across the Middle East and North Africa to ensure that their perspectives were heard in the global climate debate. Beyond this, Search for Common Ground was invited to be part of the formal Belgian delegation, and directly engaged throughout the conference with the Belgian Minister for Climate, Environment and Sustainable Development.

During COP 27, we hosted a side event on the link between loss, damage, and conflict. The discussion addressed questions such as: *How do peacebuilding organizations approach loss and damage in their efforts to mitigate conflict risks? What lessons have been learned and what solutions could be envisaged?* As one staffer noted during the event, “all of these collaborative efforts can snowball into activities of mutual trust, particularly safeguarding the environment.”



Lebanon: Water as a tool for solving political tension

In Lebanon, competition over access to water is an important driver of conflict. The country's water problems take two forms. First, climate change and the unsustainable use of water resources: Lebanon is suffering increasingly frequent droughts as well as overexploitation and pollution of groundwater and rivers. Second, years of mismanagement and the current fuel and financial crises have caused a public water service crisis, with Lebanon's water supply sector having come to the brink of total collapse and threatening access to safe and sufficient drinking water for much of the population. Moreover, political, personal, and sectarian tensions can exacerbate water-related conflict, and water stress and mismanagement can feed into further political and sectarian strife.

However, oftentimes cooperation over water projects can also reduce conflict over resources and transcend political enmity. Building on this, Search for Common Ground, together with American University of Beirut's Issam Fares Institute for Public Policy and International Affairs (AUB-IFI), sought to identify hotspots in Lebanon with high water-related stress. Water-related conflict risk, community-level resilience factors, points of division, key influencers, possible champions, and social connectors were identified. All this information was collected, leading to the development of key findings and programmatic recommendations, to maximize projects' potential for peacebuilding and social impact to mitigate future risks and reduce tensions, all in the context of climate change.



Digital Peacebuilding

For too long, narratives about digital technology have focused on the ways it contributes to violence and polarization. While these risks are valid, at Search for Common Ground, we know that developing and popularizing technology can also promote togetherness. Digital technologies offer a host of opportunities to bring communities together, foster positive interactions, and build social cohesion.

Social cohesion is the glue that holds society together – particularly in the face of toxic polarization. Its promotion isn't just a matter of restricting harmful content and regulating digital spaces. We recognize the vast potential of digital technologies to foment solidarity and prevent polarization and violence, and we understand that only through concerted, cross-sectoral efforts, we can transform the potential of digital technology into a force for good.

Our work around the world reflects the changing dynamics of conflict and the role that technology can play in both preventing and causing conflict. In this section, we shine a spotlight on some of our initiatives in the digital space.

Kenyan Elections

In post-independence Kenya, violence has been a defining feature of election cycles, and in recent years, social media platforms have played a growing role in this. In Kenya, platforms like Facebook and Tiktok now pose far greater risk than mainstream media in terms of spreading hate speech and misinformation, which fuel conflict.



Due to the increased risk of election-related violence throughout Kenya's 2022 elections, Search for Common Ground and its partner organizations Human Rights Agenda (HURIA), Muslims for Human Rights (MUHURI), Kiunga Youth Bunge Initiative (KYBI), Ijara Women for Peace, Tana River Peace, and Reconciliation and Development Organisation (TRPRD) began implementation of an 18-month European Union-funded program.

The program's goal was to empower local-level actors to serve as an early warning and intervention mechanism to strengthen resilience to election-related violence during critical electioneering periods, both in the campaign and after the elections were conducted. The project targeted the Kenyan counties of Garissa, Lamu, Tana River, Kilifi, Kwale, and Mombasa, aiming to respond to increasing election-related tensions and conflicts which can incite violence and lead to radicalization and membership in extremist organizations.

While support for election-related violence is relatively low, Search addressed attitudes and online behaviors that lead to conflict in the target

counties. The spread of propaganda and hate speech, especially via social media (Facebook, WhatsApp, TikTok), remains a significant challenge in these communities. To counter this, civil society and community-based organizations played a key role in mobilizing people to engage in peaceful activities that promote social cohesion and peaceful co-existence among communities in the target counties during the latest election cycle.



We-Gital Heroes- Youth In Digital Peacebuilding



The We-gital Heroes - Youth in Digital Peacebuilding project empowers young people to address the drivers of dangerous speech by developing coordinated and effective responses to counter online hate speech, misinformation, and incitement to violence. Launched in 2022, this 18-month project was designed to strengthen collaborative action among participating youth in Sri Lanka and improve sharing with regional practitioners to address the issue of online hate speech.

Over the past decade, Sri Lanka has experienced varying levels of dangerous hate speech and violence resulting from the deep ethnic and religious divisions that remain after the civil war. Since 2018, Search for Common Ground has been promoting positive alternative narratives through social media and developing the capacities of young people to identify and counter hate speech. Our two initiatives, WT2: Work Together Win Together or We Lanka (implemented in two phases from December 2018 to June 2021), and the Cyber Guardians: Empowering Youth to Combat Online Hate Speech in Sri Lanka project (March 2019 to March 2020) were both built upon by the new We-gital Heroes Youth in Digital Peacebuilding project.

Search for Common Ground used the “3C approach” of content creation, countering, and championing, focusing on digital edutainment, mentorship, a collective group approach, and regional expansion to engage in peacebuilding work. Through capacity building, soft skills training, and gamification within the digital space, integrating mentorship and

coaching sessions to analyze dangerous speech and design positive messaging campaigns that engaged a broader regional network of organizations, Search was able to meet young people where they are and bring them together across divides.

For this continuing project, Search for Common Ground aims to establish a digital learning, networking, mentorship, and professional



development platform for youth (ages 18-29) who are interested in addressing dangerous hate speech online. To accomplish this objective, Search for Common Ground will hold consultations with regional stakeholders and develop an online platform that contains the tools and resources that these young people need. Search for Common Ground also seeks to partner with youth to collaboratively design and implement social media that will work to counter hate speech through positive messaging campaigns. In order to do so, Search for Common Ground hopes to conduct capacity training for We-gital Heroes,

train more mentors, and conduct more mentoring sessions. Ultimately, Search wants to expand this collaboration, learning, and sharing among a regional community of practitioners, thus countering dangerous speech through regional learning exchanges and a lessons-learned document the project can pass on for future activations.

Eventually, the We-gital Heroes project aims to produce a regional consultation report developed with findings that inform Search's project focus and approaches, a digital edutainment platform, and networking opportunities in addition to virtual dialogues with youth from different ethnic and religious backgrounds. We aim to train 379 youths in countering hate speech, with 20 mentors trained to support We-gital Heroes along with 20 mentoring sessions producing 10 youth led-initiatives. At the conclusion of the project, we will inform other regional practitioners how they can lead more projects that are similar to it.

On the strength of our learnings from the We-Gital Heroes and this initiative, Search for Common Ground developed a training curriculum for digital community stewards on building social cohesion in online communities and gathered 17 emerging digital leaders from 10 countries in Dubai for the global pilot of a training initiative to build healthy, safe, and just online spaces.



CONNEXUS

ConnexUs is a powerful global learning and networking platform that connects people working in conflict-affected settings. The platform's goal is to improve access, collaboration, and impact among practitioners, researchers, donors, and other stakeholders in social impact sectors in conflict-affected contexts. With a rapidly growing community of over 256,000 annual visitors and 2,900 registered members, ConnexUs provides an engaging and dynamic space for people and organizations to connect, learn, and grow.

ConnexUs users are empowered to share and discover resources, events, job opportunities, and much more on a diverse range of topics spanning from Youth, Peace & Security to Climate Change & Conflict to Digital Peacebuilding. The ConnexUs Resource Library features over 3,000 community-sourced resources, making it easy to contribute and access knowledge. ConnexUs Thursday Talks are interactive webinars that showcase best practices, innovation, and collaboration on social impact in conflict-affected settings. The platform also offers thematic action areas, which provide valuable digital community spaces for resources, knowledge, and connections, facilitate access to the latest resources, foster collaboration among people and organizations working on related issues, and promote holistic and sustainable solutions.

ConnexUs is widely used in over 133 countries worldwide and is available in four languages: Arabic, English, French, and Spanish. The top 10 countries utilizing ConnexUs are the US, India, Nigeria, Bangladesh, Kenya, Algeria, Pakistan, the UK, Iraq, and Tanzania. Find out more and join the community at www.cnxus.org.



The Digital Peacebuilders Guide

In 2022, Search launched the Digital Peacebuilders Guide.

This guide contains a collection of peacebuilding ideas and actions from organizations around the world responding to how technology creates new challenges and offers new opportunities to increase collaboration, connection, and inclusion.

This interactive guide is intended to strengthen the ability of global peacebuilding teams to design and implement digital peacebuilding projects by using the common needs and goals of peacebuilders as entry points. We don't do digital peacebuilding for its own sake; we all have reasons why and need to know more about the how. In 2022, the guide had over 7,000 unique users around the world.

<https://cnxus.org/digital-peacebuilders-guide/>

In the Sahel, many layers of structural difficulties and conflict come together. Burkina Faso, Mali, and Niger are facing a combination of armed conflict, political tensions, displacement, drought, and hunger. Recognizing the transnational nature of instability in the region, Search for Common Ground has adopted an approach that recognizes both the country-specific conflict dynamics, but also the cross-border conflict dynamics. The limited presence of state services and authorities in some areas of the Sahel, the multiplication of national and foreign military activities, and the rapid deterioration of the security situation in the area, contribute to local frustration and increase the risk of community tensions over natural resources. This insecurity, combined with land degradation and cattle theft, have led many young people to join illicit trafficking networks in search of making a living. Through the “Mugina Gobe” project in Niger, Search for Common Ground set out to provide other alternative pathways for young people. By involving young people in all kinds of community centered activities, they gain more responsibility and feel connected to their community.

Youth: Countering Mistrust, Resentment, and Social Division in the Sahel





Peace Ambassador

Boubacar, a young farmer from Tchintabariden in the Tahoua region of Niger, created a gardening cooperative to revitalize the agricultural sector in this primarily pastoral region. When the government relocated the cooperative to a 20-hectare site, shared with another cooperative, tensions arose. *"We had another way of working."* As time passed, mutual incomprehension increasingly strained their cohabitation, exacerbated by a growing lack of water. *"The water was no longer sufficient for the 20 hectares. So we formed a union and proposed to work together on 6 hectares and share the profits."* But mutual mistrust hindered the cooperative's progress. Boubacar found himself in a difficult situation, torn between his cooperative and his family ties with members of the other cooperative. As a result, members of his cooperative accused him of favoritism when he tried to mitigate conflicts.

Search for Common Ground addressed both relational and structural issues. As water was at the heart of the community's needs and a source of conflict, the project addressed this challenge first.

"Search for Common Ground replaced the pumps, allowing for

the supply of the 20 hectares. They also fenced off the plot to protect it from livestock and equipped it with solar panels," Boubacar adds.

Boubacar received furthermore other valuable tools. He teamed up with the other cooperative's leader to become a peace ambassador, receiving training in conflict transformation and mediation. Together, they learned to identify and analyze the causes and triggers of conflicts, implement preventive actions, and transform conflicts peacefully. With these new skills, the two cooperative leaders joined forces to sensitize their members to conflict transformation and the importance of dialogue. *"This has helped to clarify things and to divide the tasks. This allowed us to set up collaborative frameworks like a site management and maintenance committee."* These efforts have spread beyond the farm, with the peace ambassadors scaling up their efforts to include the entire community. *"Water was a problem for the whole community, and people blamed the authorities for not solving it. But the dialogues highlighted the efforts made. It calmed the community and inspired other young people to become peace ambassadors."*



"Fake news can inflame conflicts"

Amid conflict, the right information can save lives. With the growth of new social media users across the Sahel, existing conflict dynamics are increasingly manifesting. Sahelians are entering a complex digital space. To stem these risks, digital literacy, responsible media consumption, and conflict-sensitive use of online tools among the Sahelian population, especially through digital empowerment of youth, is indispensable. In Mali, Search trains media professionals (journalists, bloggers, ...) to step in when fake news feeds on turmoil to divide and conquer.

"I didn't know how to check information or even what it was for," says Lamissa, a 25-year-old blogger from Bamako. Lamissa makes his living doing what he loves most. Writing, without taboos, about the subjects he is passionate about: politics, governance and peace. As a blogger he works for an online platform

that includes a section closely related to journalism. *"We have this info/intox page, where we check news."* At first, this section doesn't particularly grab Lamissa's attention. But when he joined the Search project and had the opportunity to deepen his knowledge on fact-checking, he realized how important this expertise is and how it could help him improve his work. *"My editor once rejected an article of mine because I had written 'we heard that'. He told me that it wasn't credible, that it was a rumor. If I had been trained at the time, it would not have been necessary to even reject my article. I would have acted more cautiously and researched the information."*

Lamissa learned also about writing with a conflict sensitive approach in mind. *"It called me to greater responsibility. Words can inflame, false information can lead to violence and cause panic. The more journalists and bloggers participate in fact-checking, the better for our communities."*



"It called me to greater responsibility. Words can inflame, false information can lead to violence and cause panic."

Visit of 5 Youth Advocates to Brussels

As part of the Just Future Alliance, a strategic partnership with the Ministry of Foreign Affairs of the Netherlands, Search for Common Ground is supporting diverse young people from fragile and conflict-affected contexts. We help them have their voices heard in international decision-making spaces. We organized a selection process to identify 7 promising young activists from different countries: Afghanistan, Burundi, Mali, Niger, South Sudan and DR Congo. The identified youth became part of the Just Future Youth Advocacy Network. From March 2022, they were invited to a series of online learning and introduction sessions to help them connect with each other, explore advocacy approaches, set a joint advocacy goal and identify a priority advocacy target institution. In October 2022, five of them traveled to Brussels, to complete their advocacy training sessions in-person, learn more about the EU as their prioritized advocacy target, build their networks, and engage with key EU stakeholders on their joint priority (support to youth-led efforts) and specific issues in their own countries.



EU Youth Action Plan

In October 2022, the EU launched its first-ever Youth Action Plan for external action. This policy framework recognises young people as drivers of positive change, whose views and actions are determinant to help shaping a more democratic and peaceful world. Thanks to our recognised expertise on Youth, Peace, and Security (YPS) and experience helping diverse youth inform decision-making, including via the EU YPS Coalition, we were able to raise the priorities and insights of young peacebuilders and activists from our networks in the development of the Action Plan. Working with youth-led and youth-serving partners, we were able to ensure that some key aspects were reflected in the document, such as: training of EU-staff on YPS, more holistic protection of youth shrinking civic space, and a youth-informed pilot funding initiative (10 million euros) for youth-led efforts.



“During my stay in Brussels, I learned how to do advocacy in a better way. When I came back to South Sudan I passed on this knowledge, I trained youth and women on how to achieve their advocacy project. The experience of working with other engaged young people, and being for the first time in Europe, felt good.”

Anna Maneno, South Sudan

Just Future is a 5-year Alliance program implemented in 6 countries, and is funded by the Ministry of Foreign Affairs of the Netherlands. Search for Common Ground works together with consortium partners: Cordaid, the Women's International Peace Center (WIPC), the African Security Sector Network (ASSN), the West Africa Network for Peacebuilding (WANEP) and the Liaison Office (TLO).

The Peace Impact Framework

For too long, the peacebuilding field has struggled to articulate our impact on conflict.

Why does this matter?

- 1. We don't know if we're making the right investments in peace.** Across the sector, we have struggled to develop a common language for understanding peace and how we measure it.
- 2. Practitioners get little say in setting strategies and standards.** And people affected most by conflict get even less say. We have reliable data, but little clarity on whether it is valid for people's lives and what they want to see change.
- 3. Donor reporting is the priority.** Evidence is focused on short-term project cycles and outputs instead of learning and accountability that may be required in dynamic conflict settings for long-term change.

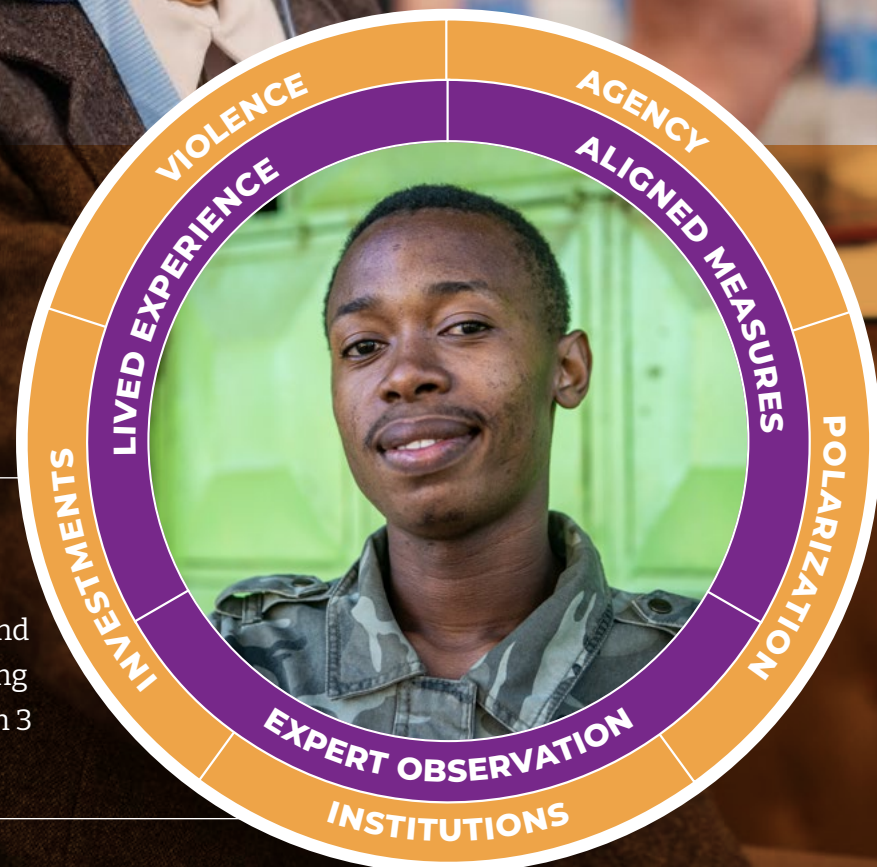
We have a wealth of research, experience & input from a wide variety of experts across the world. We need an approach that harnesses that experience & expertise & creates a structure by which these people can interact & engage with each other so the evidence they are producing propels us forward.

Over the past 6 years, Search for Common Ground has consulted over 180 organizations and government agencies and 90 local research/practitioner organizations in 45 countries. We asked: what approaches made sense to them, what were the barriers to speaking to impact, and what they wanted to see change about evidence in our field.



The Peace Impact Framework

From these consultations, Search for Common Ground has developed a framework to better understand and articulate the impact of peacebuilding programs. This framework is built on 3 core pillars, across 5 key themes.



PILLAR 1: Lived Experience

Violent conflict is constantly changing, and we need a structure that allows us to learn about conflicts from those who experience them. Peacebuilding programs need to be grounded in the needs of the communities with whom we work. This grounded accountability, allows us to design and implement programming that is context specific and directly meets the needs of the community.

PILLAR 2: Aligned Measures

We need a starting point and a common base that can be tracked consistently to understand our engagement with peace.

VIOLENCE

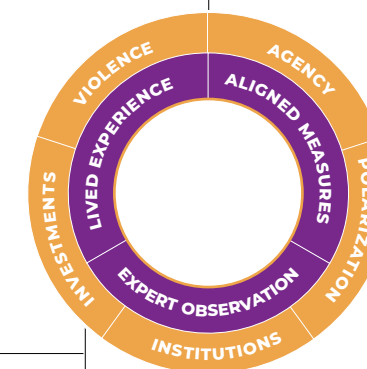
% of the population that feels safe walking alone around the area they live (SDG 16.1.4).

Conflict-related deaths per 100,000 population (SDG 16.1.2).

INVESTMENTS

\$ value of time and resources invested into identified priorities to support peace. (Social Return on Investment research).

Imports and exports of arms. (SIPRI)



AGENCY

% of the population that believes they can make a positive difference in the area they live (AfP's Eirene Peacebuilding Database, Mercy Corps).

% of the population that takes action to influence the things they care about.

POLARIZATION

% of people who believe they are perceived as less than human in their society because of their group membership (Dehumanization Index, Beyond Conflict).

% of population that is willing to use violence to advance their group interests (SCORE Index, World Values Survey).

INSTITUTIONAL LEGITIMACY

% of the population who believe decision-making is inclusive and responsive (SDG 16.7.2).

% of the population that are satisfied with services they seek from authorities. Types of services and actors can be identified in Pillar1.

PILLAR 3: Expert Observation & Reflection

We need an adaptive system to identify new outcomes that can help us better determine the early and intermediate signs of progress. The process is about documenting the concrete changes taking place in a conflict in real time so that our field can identify relationships between actions and outcomes.

Right now, 70 local, national and international organizations across 30 countries are implementing the Peace Impact Framework in their work. Through this collaborative effort, we will better be able to develop a shared understanding and shared story of the impact of peacebuilding program.

Polarization

KENYA & NIGER

In the Lamu and Garissa Counties in Kenya, Search for Common Ground has been implementing programming to empower community leaders and relevant government counterparts to jointly address issues of radicalization and terrorist recruitment in at-risk areas. This programming has significantly reduced polarization in these counties, as demonstrated by the full participation of women in security matters and decision-making. Women have become the agents of change on matters related to violent extremism, which has greatly helped to strengthen collaboration and coordination not only amongst the community but also with security actors which has led to rapid responses to address violent extremist attacks and the implementation of prevention measures.

In Niger, training on the Common Ground Approach at Innovation Camps have strengthened the capacity and resilience of young people in potential conflict scenarios, while enabling them to develop communal action plans for



peacebuilding, social cohesion initiatives, and income-generating activities. These camps have helped to build trust and relationships between young people from different ethnic groups, as well as trust and relationships with the authorities. This improvement in trust and relationships between young people and their peers, alongside the authorities, supports the increased involvement of young people in the decision-making processes in their communities.



Agency

SRI LANKA



Post-war Sri Lanka has yet to recover from the effects of an ethno-political conflict, further impaired by the economic crisis, political turmoil, and the Covid-19 pandemic. Communities contend with unhealed scars of mistrust, unaddressed grievances, and widespread inequalities. They remain deeply divided along religious, ethnic, and linguistic identities, further polarized by other social, cultural, gendered, and economic factors. Women and girls face specific issues that hinder them from fully achieving their potential. Some of these barriers include low levels of political representation, inequalities in the labor market, lack of upward leadership mobility, imbalances in skills development, high rates of gender-based violence (GBV), and gendered social norms. These constraints have slowed down the overall growth of the nation.

Understanding this, alongside partner organizations, Search supported the establishment of District-level Women in Leadership and Learning (WILL) clubs in Kurunegala, Jaffna, and Ampara to work with tri-women leaders in politics, economics, and civil society. At the district level, women leaders attended training on how to

influence informal and formal political processes related to post-conflict peace, reconciliation, and economic development. The village-level training prioritized business skills and financial literacy to advance women's economic empowerment. After completing these training sessions, the clubs were requested to design and implement peacebuilding and economic development initiatives.

Following their participation in our training on leadership, a total of 35 action-oriented recommendations, public statements, and plans were presented in the council, which were produced by the elected women leaders in the local council in collaboration with constituents, community leaders, and CSOs. Women leaders now have increased agency, working more closely with their constituents to address their needs and enhancing the profile of women leaders within their constituencies.

Each village-level 'WILL' club has around 20 to 25 members, with 16 clubs across the country. To date, the project has engaged over 300 women who were trained and continue to benefit through WILL clubs.



Violence

NIGERIA

In **Nigeria**, Search for Common Ground has established Community Response Networks to reduce incidences of crop destruction and promote increased collaboration between local peace platforms and security actors.

In recent years, Nigeria has seen repeated and increasingly common instances of violent conflicts between farmers and herders. Both groups seek access to the region's fertile land, the former for crops and the latter for grazing and pasture. This dynamic is compounded by factors which have led to increased tensions over resources, including climate variability, environmental degradation, socio-political upheaval, and open-grazing prohibition laws that are viewed by herders as contrary to their interests. These conflicts, which started as low-level clashes confined to a few rural communities, have since spiraled into a deadly crisis that is inflaming ethno-religious hostilities locally and nationally. The Middle Belt region has numerous minority groups, which give it a heterogeneous, multi-cultural, multi-ethnic, and multi-linguistic character. This diversity has been manipulated and exploited by various actors within the conflict, including both farmers and herders, dividing communities along ethno-religious lines and disrupting the delicate ecosystem of diversity in the country.

Before the establishment of the Community Response Networks, there were a significant

number of Farmer/Herder clashes on the issues of crop destruction and night grazing. With the establishment of Community Response Networks, local communities began to take responsibility for resolving conflicts around Farmer/Herder clashes and this has resulted in an all-time reduction in night grazing and general crop destruction. This reduction is based on the implementation of shared laws and regulations, alongside the increased awareness of young herders on the dangers of night grazing and grazing during rainfall.

In a recent monitoring report, a participant shared: "Community Response Networks members have committed to making this community peaceful and with the work that we have done, farmers can go to sleep knowing that their farmlands are safe. Some farmers who were afraid of farming on some lands that are far from the communities have even gone ahead to till the soil as they feel peace has returned."



Institutional Legitimacy

JORDAN

Youth continue to be amongst the most marginalized groups in **Jordan** with unemployment and exclusion from decision making being two major challenges. The importance of addressing youth needs and increasing their participation in local and national governance became a central concern for Jordan notably with the deterioration of the situation following COVID-19. The National Youth Strategy (2019-2025) and the Kings' decree are two major steps taken to support young people and increase their presence in decision making.

Responding to this, Search for Common Ground implemented a project titled "Promoting Constructive Relationships between Youth and Local Authorities in Jordan". The overall objective of the project is to strengthen youth participation in local governance by developing their skills to collaborate and negotiate with local authority members in order to achieve positive change on community-level issues.

As a result of our programming, the perception of local authorities' towards youth participants have positively and significantly improved, and vice versa, resulting in increased trust between local authorities and young people. Local authorities are now aware of the value of engaging young people within their respective municipalities/ministries, and this has increased the legitimacy of the local authorities.





Investments

LEBANON

Lebanon is witnessing a political and economic crisis that has been exacerbated by the Covid-19 pandemic. As a result, Lebanese and non-Lebanese residents are facing one of the most difficult periods since the end of the Lebanese Civil War in 1990. As a result, prolonged periods of isolation, economic insecurity, social unrest, and restricted access to medical and social services have deepened power inequalities and created the opportunity for violence against women and girls (VAWG) to continue and for new forms to occur. Findings from research conducted in 2020 indicate that online sexual harassment and blackmailing of women nearly doubled during the Covid19 lockdown in Lebanon.

Mass media and social media can play a transformative role in societies in bringing attention to gender, women, and girls' issues and influencing public opinion on gender related matters, such as sexual and gender based violence (SGBV). Search for Common Ground implemented a series of activities that targeted the media professionals including coaching sessions and several training sessions on the Common Ground Approach, gender, and "media for social change". Following these activities, participants were requested to write film proposals based on their new knowledge and experiences garnered from the training and site visits. After attending all the training and coaching sessions, the film students proposed thirteen scenarios

of which Search for Common Ground and ABAAD selected five for funding which addressed a variety of social issues contributing to SGBV. The content produced was highlighted by all actors as strong and positive starting points in shifting societal attitudes towards gender, VAWG, and SGBV in communities in Lebanon.

Following the production of this content, as a result of the increased visibility and awareness of their work through this project, participants were able to access further investment and funding opportunities to support their work.



Leadership

Our AISBL Board of Directors

As of July 1, 2023

Sandra Melone (chairwoman)
President & Founder, Neagu
Djuvara Cultural Association

Patrick De Wolf
Managing Partner
Daldewolf

Shamil Idriss
CEO
Search for Common Ground

Dirk-Jan Koch
Chief Science Officer, Ministry of
Foreign Affairs, The Netherlands

Dr. Alexandros Spachis
Ambassador Of the
European Union (Ret.),
Secretary General, European Business
Council For Africa & The Mediterranean

Ingrid Stange
Founder and Chair of Partnership
for Change and the Pfc
Social Innovation Fund

Our AISBL leadership

Charline Burton
Executive Director

Agnieszka Komoch
Director of Administration and Finance

Inge Brees
Policy and Outreach Manager

Hilde Deman
Sr Manager, Global Programmes

Louis Le Masne
Manager, Global Affairs and
Partnerships

Annelies Van Erp
Press and Communications Manager

The Global Leaders of Search for Common Ground

Shamil Idriss
CEO of Search for Common Ground

Marjorie Newman-Williams
President

Beatrice Abouya
Regional Director, West Africa ad
interim

Rebecca Besant
Executive Director, Preemptive
Love Coalition

Naglaa Elhag
Regional Director Middle East and
North Africa

Mike Jobbins
Vice President, Global Affairs and
Partnerships

Wasim Khan
Vice President of Finance

Adrienne Lemon
Director of the Institutional
Learning Team

Rajendra Mulmi
Regional Director, Asia

Jacqueline Oburu
Vice President, HR and Administration

Nealin Parker
Executive Director,
Common Ground USA

Sharon Rosen
Global Director of Religious
Engagement

Global Board of Directors

As of July 1, 2023

Adam Berrey
Board Chair

Lesly Black
Philanthropist

Kathleen Cravero
Adjunct Professor, Cuny
School Of Public Health
Former Assistant Secretary General For
Conflict Prevention And
Recovery, UNDP

Abigail E. Disney
Filmmaker, Philanthropist, Activist

Timothy Feige
Former Senior Vice President And
International Insurance
Group Executive,
Prudential International Insurance

Laurie Franz
President, Five Together Foundation

Isameldein "Isam" Ghanim
President, Childfund

Jeremy S. Goldberg
President, Leagueapps

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Former Chief Executive Officer,
Richmond Federal Reserve

Genghis Hadi
Co-Founder And Managing Principal,
Nahla Capital

Shamil Idriss*
CEO, Search for Common Ground
* Ex-Officio Member

Lisa Kadin
Philanthropist

Karen Karniol-Tambour
Co-Chief Investment Officer For
Sustainability, Bridgewater

Laurie Michaels
Founder, Open Road Alliance

Jason "Propaganda" Petty
Poet, Political Activist, Husband,
Father, Academic & Emcee

Elizabeth Riker
Senior Partner, New Profit
Innovation Fund

Ingrid Stange
Founder and Chair,
Partnership For Change
and the Pfc Social Innovation Fund

Lakshitha Saji Prelis
Director, Children & Youth Programs

Maxwell Saungweme
Regional Director, Central
and East Africa ad interim

Michael Shipler
Vice President, Strategy and Program
Quality

Lena Slachmuislder
Senior Vice President of Programs

UK Board of directors

As of July 1, 2023

Shamil Idriss
CEO, Search for Common Ground

Jeremy Purvis
Member Of The House Of Lords

Rebecca Timms
Professional Support Lawyer

Zander Woollcombe
Director, Woollcombe Consulting

Financial Breakdown

AS OF DEC 31, 2022

All amounts in this report are stated in EURO unless otherwise noted.

STATEMENT OF FINANCIAL POSITION

| | 1.06749 | | 1.1324 | |
|---|-------------------|-------------------|-------------------|-------------------|
| | 2022 | | 2021 | |
| | EUR | USD | EUR | USD |
| Exchange rate | | | | |
| CURRENT ASSETS | | | | |
| Cash and cash equivalents | 4,569,771 | 4,878,185 | 9,600,383 | 10,871,474 |
| Grants and contracts receivable | 4,917,473 | 5,249,353 | 3,023,172 | 3,423,440 |
| Advances and Other receivable | 379,669 | 389,801 | 648,645 | 734,526 |
| Pledges receivable | 0 | 0 | 0 | 0 |
| Advances | 0 | 0 | 0 | 0 |
| Due from SFCG Affiliate | 490,328 | 523,420 | 2,661,524 | 3,013,910 |
| Prepaid expenses | 9,454 | 10,092 | 3,884 | 4,398 |
| Total current assets | 10,366,695 | 11,050,852 | 15,937,608 | 18,047,747 |
| FIXED ASSETS | | | | |
| Furniture and fixtures | 431,533 | 460,657 | 364,415 | 412,664 |
| Office equipment | 345,183 | 368,479 | 411,670 | 466,175 |
| Software and computer equipment | 79,939 | 85,334 | 50,615 | 57,316 |
| | 856,655 | 914,471 | 826,700 | 936,155 |
| Less: Accumulated depreciation and amortization | -329,694 | -351,945 | -269,687 | -305,394 |
| Net fixed assets | 526,961 | 562,526 | 557,013 | 630,762 |
| OTHER ASSETS | | | | |
| Deposit | 0 | 0 | 2,500 | 2,831 |
| Total other assets | 0 | 0 | 2,500 | 2,831 |
| TOTAL ASSETS | 10,893,656 | 11,613,377 | 16,497,121 | 18,681,340 |
| LIABILITIES AND NET ASSETS | | | | |
| CURRENT LIABILITIES | | | | |
| Accounts payable | 27,230 | 29,068 | 61,825 | 70,011 |
| Accrued liabilities | 68,171 | 72,772 | 6,780 | 7,678 |
| Other payroll liabilities | 208,076 | 222,119 | 211,128 | 239,081 |
| Refundable advances | 6,606,757 | 7,052,647 | 12,449,888 | 14,098,253 |
| Provision for Loss | 657,293 | 701,654 | 472,646 | 535,224 |
| Other Long Term Liabilities | 525,431 | 560,892 | 555,483 | 629,029 |
| Total liabilities | 8,092,958 | 8,639,152 | 13,757,750 | 15,579,276 |
| NET ASSETS | | | | |
| Net Assets | 2,720,963 | 2,904,601 | 2,129,015 | 2,410,897 |
| Changes in Net Assets | 79,735 | 85,116 | 610,356 | 691,167 |
| Total net assets | 2,800,698 | 2,989,717 | 2,739,371 | 3,102,064 |
| TOTAL LIABILITIES AND NET ASSETS | 10,893,656 | 11,628,869 | 16,497,121 | 18,681,340 |

STATEMENT OF ACTIVITIES

| | 31 Dec. 2022 | 31 Dec. 2021 |
|-----------------------------------|-------------------|-------------------|
| SUPPORT AND REVENUE | | |
| Total Grants and Awards Revenue | 23,628,192 | 28,290,202 |
| Contribution from US | 1,585,287 | 1,638,572 |
| Overhead Recovery | 2,023,388 | 2,401,630 |
| Other Income | 247,647 | 506,218 |
| Total Support and Revenues | 27,484,513 | 32,836,621 |
| EXPENSES | | |
| Program Expenses | 20,320,240 | 25,701,961 |
| Sub Grantee Expenses | 3,924,364 | 3,595,480 |
| Cross charges global services | 2,543,676 | 2,335,273 |
| General Management and Operations | 448,535 | 359,068 |
| Business development | 167,964 | 234,483 |
| Total Expenses | 27,404,779 | 32,226,265 |
| CHANGE IN NET ASSETS | 79,735 | 610,356 |

FINANCIAL TRANSPARENCY

Search for Common Ground's identification number in the Transparency Register is 809274824592-30.

The Transparency Register is an online tool to allow European citizens to see what interests are being represented at Union level and on whose behalf, as well as the financial and human resources dedicated to these activities.

Full copies of Search for Common Ground's annual accounts are available from the Belgian National Bank at <https://consult.cbso.nbb.be/>

Quote company number 0453.975.341

Search for Common Ground AISBL's projects are supported by the following

The Governments and Development Agencies of:

- Belgium Directorate General for Development cooperation and Humanitarian AID (DGD)
 - British Foreign Commonwealth Office, British Government (FCO)
 - Dutch Government
 - European Union/ European Commission
 - French Ministry for Europe and Foreign Affairs
 - Federal Republic of Germany
 - Irish Government
 - Norwegian Foreign Ministry
 - Swedish International Cooperation Agency
 - Swiss Department of Foreign Affairs
 - The Ministry of Foreign Affairs Finland
-

Foundations, Giving Programs, and Corporate Supporters:

- International Organization for Migration (IOM)
- United Nations Development Programme (UNDP)
- United Nations International Children's Fund (UNICEF)
- United Nations Secretary-General's Peacebuilding Fund (UNPBF)
- PATRIIP Foundation



In 2022 Search for Common Ground opened new offices in Somalia and Uzbekistan. These are important milestones, opening new opportunities for Search for Common Ground's work in Central Asia and the Horn of Africa. We are looking forward to opening a new office in Benin, Mozambique and Chad in 2023, and Ivory Coast and Guatemala in 2024 from where we can extend our footprint and tackle the most challenging conflicts of the world.

We will continue to innovate and evolve. Year after year we strive to strengthen our professionalism and our impact - all this without losing sight of our core values such as the human interaction with the participants of our programs and the wellbeing of our staff. Putting collaboration at the heart of all our activities we will keep centering our work on unlocking the power of youth in conflict settings, tackling the online spread of disinformation and engaging with religious actors. In 2023, the Peace Impact Framework will remain at the center of our work, and we will keep collaborating with the peacebuilding community, academics, and policy-makers to measure the impact of our work and the value of peacebuilding investments.



**LOOKING FORWARD:
PERSPECTIVES FOR THE FUTURE**



Report on integrity

Integrity and respect are core values for us. We foster an organizational culture based on respect and accountability. It's what makes us credible, trustworthy partners in communities around the globe. It's what enables each one of us to do our job with integrity. At all times, we strive to create an environment where abuse and harassment are absolutely not tolerated. We protect victims as well as witnesses, so that they feel comfortable coming forward with reports. We commit to investigating breaches of our Code of Conduct seriously and transparently. We condemn any form of attack on integrity (abuse, fraud, corruption) both within our organization and among partners or in the context of interventions that we finance.

The Code of Conduct and Safeguarding Training are required elements of each Search's onboarding. In addition, refresher courses about key topics are released each year. In 2022, 81% of Search's global staff completed an online Code of Conduct Refresher course. A Code of Conduct acknowledgement and Conflict of Interest disclosures are collected from staff annually, when they are also reminded of Search's commitment and options for raising any concerns.

We are a signatory to the Integrity Charter of the Belgian Development Cooperation Sector. The Charter contains important basic principles on how organizations should work on maintaining their integrity. This includes having an ethical code, organizing courses on integrity, having an anonymous reporting system and contact persons designated to report any integrity violations. The integrity Charter emphasizes the importance of both financial as well as moral integrity. Search is committed to this Integrity Charter and to an organization-wide culture of integrity. We provide the necessary support, help, training, tools and procedures to achieve this.



Search for
Common Ground

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BELGIUM