

# Annual Report 2014

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## Colophon

Cover: In two exploratory missions to Ukraine PAX was surprised at the many local initiatives of rebuilding this war torn country  
Cover photo: Cinta Depondt, PAX  
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# 1. Statement of the Board of Directors

## Small steps towards peace

We would like to present you with the annual report of PAX peace movement. A very important date for the organisation was 29th January 2014, when IKV Pax Christi became known under the name PAX. This new name clearly communicates our goal: peace. The pay-off 'Peace. Are you in?' is a challenge to everyone, to contribute to peace in his or her own way. Worldwide, and close to home. PAX has and will always have its roots in the Christian tradition. This is the basis for our core values: human dignity and solidarity. PAX also remains closely affiliated with its parent organisations: the Interdenominational Peace Council (IKV), with six church communities, including the Roman Catholic church and Protestant church in the Netherlands, and Pax Christi Netherlands. Our faith-based constituency is extremely visible, particularly during the annual Peace Week, in which more than a thousand parishes and church communities and a still growing number of Embassies for Peace participate.

## Peace work as a necessity

Our peace work is more of a necessity than ever before. According to the conflict barometer, established by the Heidelberg Institute for International Conflict Research, there were 233 political conflicts in which some form of violence, including human rights violations, took place in 2014. In 46 of these conflicts, we are looking at partial or full-blown war situations. Civilians are often the target of violence, and victims of large-scale violation of human rights.

The number of countries in which the freedom of citizens is under pressure, in particular the freedom of speech, has risen further to 119, versus 101 in 2013. Repression, the systematic violation of human rights and war, interact and reinforce one another. Globally speaking, around



Palestinian residents in front of the UN School in northern Gaza after the area was hit by Israeli shelling on 30th July 2014

1.5 billion people live in a war zone or in a fragile or dysfunctional state, where violence is an everyday occurrence.

2014 was one of most violent years in recent history. Take the Middle East for example. The shocking uprising of ISIS has only served to further intensify the war violence in Syria, while minorities in Iraq have become displaced en masse. Moreover, the ongoing escalation of the Israeli-Palestinian conflict, culminating in a new war in Gaza, has affected our work. These developments have required strategic agility and great creativity from PAX and its partners.

For many years, we have seen how the mining of natural resources and minerals can result in violence and the violation of human rights. The report 'The Dark Side of Coal' was published in the summer, and subsequently the 'Stop Blood Coal' campaign was initiated. By doing so, PAX hopes to put an end to the Colombian 'blood coal' phenomenon.

PAX has called on Dutch energy producers to stop buying coal from the Drummond and Prodeco mining companies, until they make real efforts to bring about reparation for the victims of paramilitary violence. In the 'Dark Side of Coal' report perpetrators and witnesses have declared that these companies have provided financing and strategic information for the benefit of paramilitary groups, which are responsible for the estimated displacement of 55,000 people, 3,100 murders and more than 240 disappearances in the department of Cesar in the 1996 to 2006 period.

On the European borders, the Civil War in Ukraine has resulted in sky-high international tensions. PAX undertook two exploratory missions to the country in order to investigate whether there are possibilities for peacebuilding work. Here too, the protection of civilians is at risk. Moreover, the

Ukraine crisis has further weakened the capacity of the international community, and in particular the United Nations, to jointly act in the protection of civilians and execution of peacebuilding missions.

### Positive developments

Luckily we also have positive developments to report. An arms trade treaty, advocated by PAX for many years, came into effect in December and has been signed by 66 countries, with a further 67 countries having indicated their intention to do so. PAX also requested and gained international attention for the use of controversial and explosive weapons in populated areas. We also presented international guidelines for an investment prohibition in cluster munitions, and such a statutory prohibition now already applies in the Netherlands.

Furthermore, PAX was heavily involved in making the intergovernmental conference in Vienna on the humanitarian consequences of nuclear weapons a success. And the 'Stop Killer Robots' Campaign, founded by PAX, managed to have states expressing concern on this emerging weapon technology. By now, more than 75 states have expressed ethical, operational and legal concerns and are debating ways to address them.

PAX was able to achieve striking success in South Sudan. While the Civil War which broke out between the current president Salva Kiir and his former vice president Riek Machar at the end of 2013 continues to take its toll, PAX facilitated the peace negotiations between the South Sudanese government and the rebels led by General David Yau Yau. This peace treaty concluded on 9 May 2014, after being initiated by three South Sudanese bishops, is still in place and has resulted in greater security in the Jonglei State.

### Civil activism

Sustainable peace, security and human rights are not the responsibility of states alone, but also of civilians and local communities. Civilians in war zones and in fragile states can make their own contribution in terms of changes in politics and society. PAX supports such initiatives.

Civilians in our society can also make a contribution, by holding government bodies and companies responsible for international peace and security, and for respect for human rights. An important component of the PAX mission concerns civilian activism and the interaction of civilians in conflict-affected areas with our society here. Our Embassies for Peace in the Netherlands are a good example of this cooperation. In 2014, 71 embassies organised all kinds of activities.

This PAX annual report for 2014 is full of this type of small steps towards peace. After all, our vast experience in working in war zones has taught us that the overall aim of peace can only be realised by taking small steps to start with. In this annual report, we wish to justify our efforts to all those who have helped us take these steps. We are extremely grateful to anyone who supports our work, in any manner whatsoever.

Jan Gruiters, General Director

Freek Landmeter, Director

Spring 2015



In September, PAX launched a citizens' petition to collect 40,000 signatures, aimed at putting a national nuclear weapons ban on the agenda of the Dutch parliament



A young ambassador of 'We are all citizens' in Iraq during 'Have a cup of Coffee with an Iraqi', a special roadtrip programme in the Netherlands



**P**AX is a partnership between IRV (Interdenominational Peace Council) and Pax Christi. In 2014 the name of the organisation was changed from IRV Pax Christi into PAX. The IRV Board and the Pax Christi Members Council watch over the mission and identity of PAX. They contribute to the development of the vision and oversee the main policy lines.

PAX operates independently of political interests and is rooted in a living Christian tradition that is inspired by a prophetic call to peace and justice. PAX is supported by a wide group of involved citizens, social organisations and churches, including the Roman Catholic Church and the Protestant Church in the Netherlands (PKN).

## 2.1 Our Mission

Our mission represents the reason for our existence: PAX works together with involved civilians and partners in areas of war, to protect human security, to prevent and end armed violence and to build peace with justice.

- ◆ We believe that human dignity is the basis for peace and justice. Each and every person is entitled to a sense of dignity; so too 'the enemy' and 'the perpetrator'.
- ◆ We regard peace to be a task assigned to us all. It is essential to show solidarity with peace activists and victims of war violence.

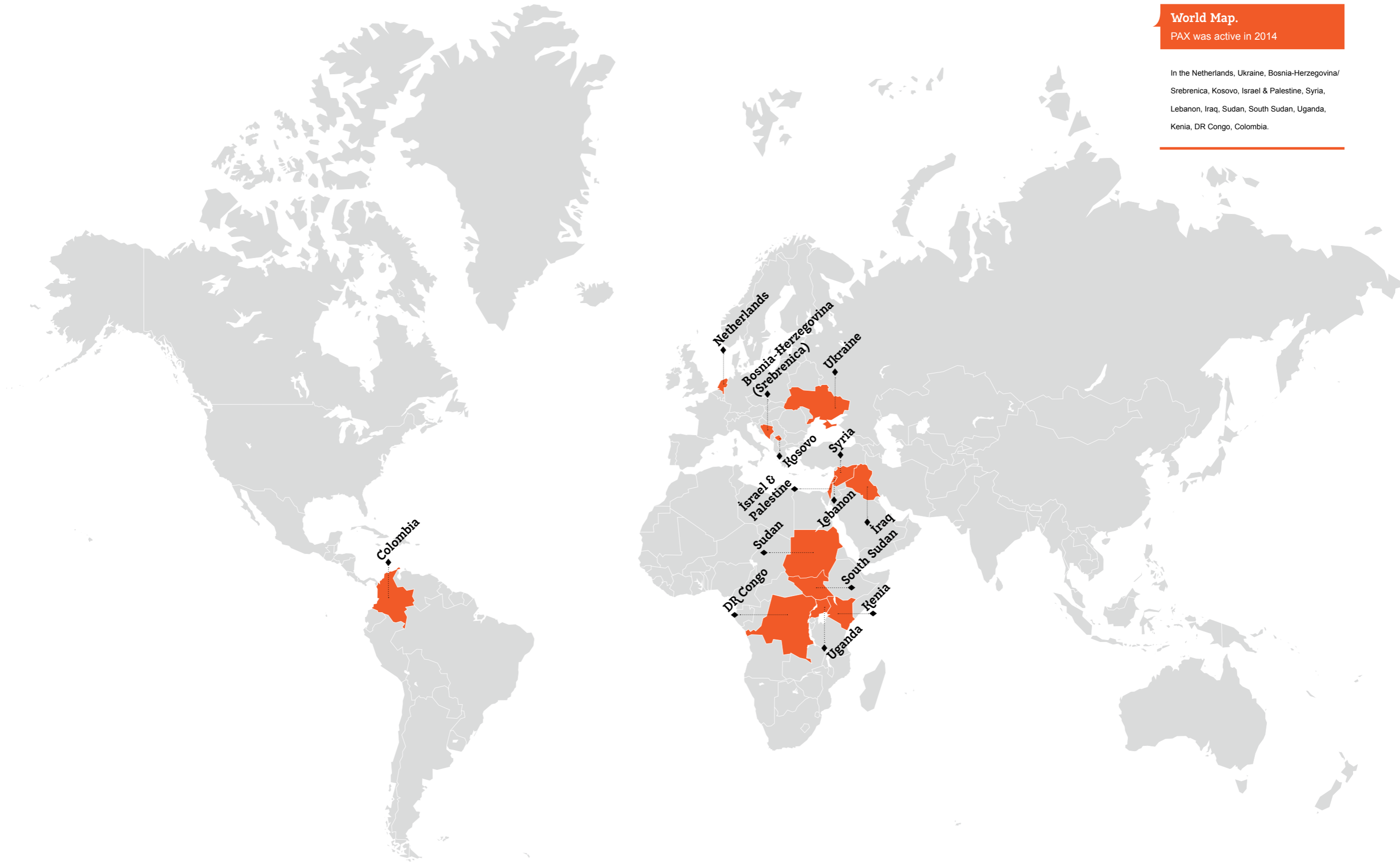
- ◆ We are convinced that righteous and democratic relationships, and respect for human rights are vital if we are to realise sustainable peace.
- ◆ Our assumption is that the international community is jointly responsible for protection of civilians who are threatened by widespread violations of human rights, war crimes and crimes against humanity.

In order to achieve this:

- ◆ We are inspired by support from churches, individual citizens and social organisations, and we involve them actively in our peacebuilding work. We organise and mobilise critical global citizenship. Our supporters and target groups participate in political campaigns. We continually look for new ways of keeping the peace movement alive.
- ◆ We work with our partners and allies in conflict-affected areas to de-escalate violence, to solve armed conflicts and to develop collective security and sustainable peace.
- ◆ We organise the political and social debate of peace and security, and we stimulate Dutch people and organisations to take a stand and to participate. In doing so, mutual relationships are formed, with involved citizens in the Netherlands and with our partner organisations.
- ◆ We support local communities and civil societal organisations who believe that peace is possible, who are willing to go the extra mile for the right to security and protection of civilians, and who work at sustainable solutions for conflicts anchored in international law.
- ◆ We join forces in international networks to exercise influence on the international policy of intergovernmental and supranational organisations, the policy of national governments and on the Dutch political system.
- ◆ We are a civil societal organisations which operates independently of political interests.◆

**World Map.**  
PAX was active in 2014

In the Netherlands, Ukraine, Bosnia-Herzegovina/  
Srebrenica, Kosovo, Israel & Palestine, Syria,  
Lebanon, Iraq, Sudan, South Sudan, Uganda,  
Kenia, DR Congo, Colombia.





Photographer Daniel Maissan traveled for PAX to South Sudan and Uganda. This photo was part of his exhibition for Serious Request 2014. Girls and women are often victims of sexual violence in conflict areas

# 3. Our work in war zones and political arena's

## 3.1 Security and Disarmament

There was a sharp increase in armed violence last year, including conflicts in Syria, Iraq, Ukraine, Gaza, South Sudan and Libya, with grave consequences for civilian populations. Civilians have suffered from the increased use of controversial weapons, the use of explosive weapons in populated areas and the use of banned weapons, including reports of cluster munitions use in Syria, South Sudan and Ukraine.

### Contrasting developments

Two contrasting developments have become apparent in the international discourse and action related to protection of civilians. On the one hand, the increased threat to peace and security seems to lead to growing support for military solutions to often complex political problems, which will not lead to effective human security, even though the military interventions are often justified under the guise of protection of civilians. On the other hand, the increased use of controversial and/or banned weapons and their proliferation highlights the need for stricter regulation and stimulates international debate. The use of cluster munitions by the Syrian state, for example, was condemned by over 140 states. Also the increased use and proliferation of drones is leading to more calls for transparency and regulation. The growing recognition that some weapons and technologies have unacceptable humanitarian consequences has reinvigorated the nuclear weapons discourse as well. In 2014, two conferences were held on the humanitarian impact of nuclear weapons, bringing 146 states to Mexico and 158 to Austria and resulting in a pledge to “fill the legal gap for the prohibition and elimination of nuclear weapons”. At the same time, the war in Ukraine will most likely lead to increased reluctance among some NATO allies to delegitimize nuclear weapons.



Killer Robot crew at a fair. PAX is co-founder of the Stop Killer Robots Campaign

## HIGHLIGHTS

### Citizens' initiative

In September 2014, PAX launched a citizens' petition to collect 40,000 signatures, aimed at putting a national nuclear weapons ban on the agenda of the Dutch parliament. In order to collect the signatures, PAX took to the streets, visiting markets, festivals and other events.

PAX has found support from Dutch celebrities such as Katja Schuurman, Jan Mulder and Henny Vrieten, religious leaders including Bishop G. de Korte of the Roman Catholic Diocese of Leeuwarden-Groningen, and reverend Karin van den Broeke, the chair of the Synod of the Protestant Church in the Netherlands, as well as from mayors all over the country. Internationally, 115 states have already banned nuclear weapons through national or regional arrangements. It is time for the Netherlands to join the majority and outlaw nuclear weapons.

### Killer Robots

Over the past decade, the expanded use of armed drones (unmanned armed vehicles) has dramatically changed warfare. Now rapid advances in technology are resulting in efforts that go even further. States and defence companies are developing fully autonomous weapons which will be able to autonomously select and fire on targets, without meaningful human control. PAX is a co-founder of the [Stop Killer Robots Campaign](#) aiming for a ban on the development, production and use of fully autonomous weapons. In February 2014, PAX issued the report: 'Deadly Decisions: 8 objections to killer robots' as well as an animated clip on Killer Robots, in the Dutch, English, Japanese, Swedish and German languages.



“For **religious leaders**, the ethical concerns arise from **core values** and principles of their **faith traditions** regarding human life. For Christians, **human life** is sacred and the dignity of the human person is the foundation of a **moral vision** for society...”

José Henriquéz of Pax Christi International at the Convention on Certain Conventional Weapons. Together with Pax Christi International PAX established an interfaith declaration in which religious leaders call for a pre-emptive ban on killer robots

Intensive campaigning and advocacy work has resulted in the killer robots issue gaining great traction among states and media. This led to a historic swift decision by the UN in the Convention on Certain Conventional Weapons (CCW), to adopt the issue and to start debates. Also at other UN forums (UN First Committee or the Human Rights Council) numerous states expressed their concerns on weapons without meaningful human control. PAX organised lobby and public meetings on the issue and spoke at several of these UN meetings.

Together with Pax Christi International, PAX established an interfaith declaration in which religious leaders call for a pre-emptive ban on killer robots. The declaration was signed, among others, by Archbishop Desmond Tutu and by the Latin Patriarch of Jerusalem, His Beatitude Fouad Twal. In November, José Henriquéz of Pax Christi International gave a [speech](#) in Geneva at the CCW on behalf of religious leaders, calling for such a pre-emptive ban.

#### Depleted Uranium in Iraq

Conservative estimates suggest that more than 440,000 kg of Depleted Uranium (DU) was fired in both Gulf Wars in 1991 and 2003 by the United States and the United Kingdom. As a result, it is likely that civilians were, and continue to be, exposed to toxic and radioactive DU because of the indiscriminate nature of the residues its use generates. In 2014, PAX published [a report on military scrap that is contaminated with DU in Iraq](#). PAX recommendations include more transparency on the use of DU and assistance from the international community for affected states.

PAX's research in Iraq into the effects of depleted uranium clearly put the issue on the international agenda. Since PAX started working on the issue in 2009, two resolutions on DU have gained



Scrap metal being recycled by Kurdish workers in Iraq

broad support in the UN General Assembly. Also the Iraqi government has called on the UN to work towards a treaty banning the use of depleted uranium.

#### Disinvestments in controversial weapons

PAX works on disinvestment by financial institutions from producers of controversial weapons, including cluster munitions and nuclear weapons. Our disinvestment reports and campaigns continue to demonstrate results. Our annual report [‘Worldwide Investments in Cluster Munitions: a Shared Responsibility’](#) is used in a number of international campaigns. Research and campaigning led to disinvestment legislation in 9 countries, including the Netherlands. The percentage of financial institutions investing in cluster munitions producers from countries that have signed the convention has been reduced from 48% in 2009 to 15% in 2014.

In several European countries, the [‘Don’t Bank on the Bomb’](#) reports have already had a demonstrable effect when it comes to investments in companies involved in the production of (parts of) nuclear weapons. In Austria, Belgium, Denmark, Germany, Italy, the Netherlands, Norway and Switzerland, banks and other financial institutions have changed investment policies as a result of the pressure they experienced from media, campaigners and politicians using the Don’t Bank on the Bomb analyses. For example, financial institutions in both Sweden and the Netherlands have revised their policies on investments in nuclear weapons producers after public pressure mounted following the publication of the Don’t Bank on the Bomb report. In addition, many financial institutions have reached out to PAX to discuss possible future exclusion policies.



Working for peace is also participating in conferences. PAX was present at the Humanitarian Disarmament Forum in Berlin

### Moving forward

In 2015, PAX will continue to push for stricter regulation or a ban on controversial weapons and for the strengthening of the protection of civilians. Specifically PAX will develop tools to monitor human security on the ground and find ways to link this information to policy-makers at the international level. PAX will continue to strengthen the regional and thematic links as is already the case in Syria, Iraq, South Sudan and Libya. An example is a new programme related to disarmament in the Horn of Africa, where the focus will be, amongst others, on reducing the use of explosive weapons in populated areas.

## Advocacy for peace

Influencing political decision-making is a core activity for PAX. In recent years, PAX invested in strengthening the quality and intensity of its advocacy by establishing a permanent advocacy presence with the Dutch government in The Hague, but also with the European Union (EU) in Brussels and with the United Nations (UN) in New York.

In capitals such as Berlin, London, Geneva and Washington DC as well, PAX is increasingly introducing its peace policy proposals. In these capitals, PAX cooperates with other international NGO networks, such as Pax Christi International, the European Peacebuilding Liaison Office and Crisis Action, to develop and strengthen policies to increase human security in the countries where PAX works and to promote the protection of civilians. In its international advocacy work, PAX cooperates with partners and civil society leaders in conflict-affected areas and regions, which includes inviting them to meetings in The Hague, at the EU or at the UN. Experience has shown that policy makers value information coming directly from people living in conflict-affected areas.

In 2014, PAX focussed its advocacy resources on the protection of civilians in Sudan and South Sudan, where violence against civilians continues day after day, even though the cameras are now focussed on other conflicts. PAX continued to conduct advocacy on Syria and intensified its advocacy on Iraq, which is suffering from a new wave of violence at the hands of ISIS and as a result of the responses of the government and international community. Humanitarian disarmament and arms control measures were promoted at both the policy level and in country-specific situations. Public advocacy campaigns were launched on nuclear disarmament, along with the campaign against blood coal in Colombia.

As can be read elsewhere in this annual report, these efforts have led to concrete results in several cases, such as recognizable effects on parliamentary positions and concrete actions by governments, as well as resolutions by the European Parliament and the UN Security Council.

## 3.2 Latin America

### COLOMBIA

The Colombia programme focuses on the follow up of the disarmament and demobilization of the paramilitary groups (2006-2008), including psychological support to victims of violence and dealing with the past initiatives on truth finding and reconciliation. Other focus points are the access to justice for rural communities in conflicted areas, and the strengthening of land rights of indigenous communities. PAX is active in the Cesar, Tolima, northern Cauca and Macarena regions.

### The Dark Side of Coal

Following nearly three years of research, PAX published 'The Dark Side of Coal' at the end of June; it is a study of the alleged involvement of the international coal mining companies, Drummond and Glencore, in the armed conflict in northern Colombia. In this report, perpetrators and witnesses declare that these companies have provided financing and strategic information for the benefit of the paramilitary organisation which is responsible for the estimated displacement of 55,000 people, 3,100 murders and more than 240 disappearances in the department of Cesar in the 1996 to 2006 period. Representatives of the victims requested explicitly that PAX undertake this study, in order to gain more attention for their situation and to reinforce their demand for compensation and reparation.

Antonio Calvo and Jerardith Nieto travelled to the presentation on 30th June 2014 in Nieuwspoor in The Hague on behalf of the victims. They presented the report to Minister Lilliane Ploumen of Foreign Trade and Development Cooperation. The next day, a public debate took place in the Humanity House, resulting in a heated discussion between the representatives of the victims and a delegate from the Glencore mining company.

### Publicity

PAX organised a press conference in Bogota in July. In October, following translation of the report into Spanish, it was also presented to the victims in Cesar. The study generated great attention in the local and alternative media channels in Colombia, but was disappointingly enough largely ignored by the main newspapers and government. The Drummond mining company made its presence known, and attempted to discredit the PAX report in various newspaper articles and own publications.

There was good-quality publicity in the Netherlands, thanks to a number of detailed articles in national newspapers throughout the year, including 'Dirty coal for the Netherlands' on 4th March in the Volkskrant, 'Power companies want to dump Colombian blood coal' on 18th November in NRC and 'Wrongdoings around 'blood coal' difficult to resolve' in Trouw on 27th November. The report also received television attention, with an item in Nieuwsuur on Sunday 29th June, as well as various radio interviews. Germany particularly published information on this subject in Die Zeit and the Süddeutsche Zeitung, alongside a number of radio interviews. PAX also worked on a TV documentary for the ZDF channel.

### Trade mission

In November, PAX and Minister Ploumen of Foreign Trade and Development Cooperation travelled with the five Dutch energy companies on a trade and coal mission to Colombia. A number of MPs and Dutch development organisations were also present. The delegation

## Colombia Blood Coal Campaign



On behalf of the victims, Antonio Calvo (left) and Jerardith Nieto (right) presented the PAX report 'The Dark Side of Coal' to Minister Lilliane Ploumen of Foreign Trade and Development Cooperation. PAX general director Jan Gruiters stood next to her.

In June, PAX published a detailed report on the human rights violations related to coal mining in Colombia. About 30% of coal used for Dutch energy companies originates in the Cesar region. Following an intensive public campaign, PAX succeeded in getting the "blood coal" issue on the political agenda in the Hague and on those of energy companies. Over 1400 consumers sent more than six thousand e-mails and numerous tweets to the directors of Nuon, Essent, Electrabel, E.ON and Delta, demanding that they cease purchasing blood coal until the victims have received reparation. In doing so, consumers of energy declared it to be unacceptable that these companies should purchase coal from the Drummond and Prodeco mining companies in Colombia. The PAX 'stop blood coal' radio commercials were also heard by 9.2 million people one or more times in July or November. In 2014, after years of fruitless dialogue, the Dutch government and the energy companies finally committed to the exploration of a reconciliation process between the victims and the mining companies. PAX regards this to be an initial gesture towards the victims. However, this commitment will only really gain value if the dialogue actually takes place and results in effective reparation.

Minister Ploumen was **disappointed** that Drummond **refused PAX** access to the mine, but did not want to miss the **opportunity** for a dialogue:

"As a **delegation**, we're 'all for one and one for all'. [But] there's a good reason for PAX being '**PAX for peace**' and so they said: 'We want to work **constructively** at the process and not get in the way'. We're here for the **dialogue** of course. We do so among ourselves and we want to do **the same** in **Colombia**."

Source: NOS Journaal, 25th November 2014



Rafael Arturo and Maira Marleny Mendez Barbosa (brother & sister). Their father was killed during a paramilitary action



Claudia Balcero is the former coordinator of the Victims' Movement in Cesar. Her husband was killed by paramilitaries. His remains have never been found

visited the Drummond mine and also spoke with victims and trade unions. However, PAX was denied access to the Drummond coal mine in Colombia. At the Dutch embassy in Bogota, representatives of the victims from Cesar informed the delegation of the consequences of the violence for their personal lives. The Dutch energy producers supported PAX's call for the reparation of the victims by a reconciliation process.

#### Various kinds of support

In Cesar, PAX and its partners have provided psychological counselling for traumatised next of kin, often women, of the victims killed in the armed conflict. They have also supported displaced farming communities in the establishment of victim organisations. PAX also cooperates with the Contraloria (National Audit Authority) to strengthen the environmental audits on coal mines in Cesar. The publication of the final reports led to discussions in parliament and the national press, and these publications are an important reference for local communities and local authorities in their dialogue with national authorities and extractive companies.

In the centrally located department of Tolima, PAX supported civil society organisations who stand up for their right to participate in decisions regarding future mining projects, which will put the security situation of the local population under pressure.

### 3.3 Middle East

#### ISRAEL AND PALESTINE

In the Israeli-Palestinian conflict, PAX and its local partners concentrate on areas where civil society organisations can provide added value.

#### War in Gaza

May saw the failure of negotiations between the Palestinian Liberation Organization (PLO) and Israel, facilitated by the US Minister of Foreign Affairs John Kerry. From 8th July, Israel launched a war on Gaza. According to the Israeli government, the purpose was to stop rocket fire from Gaza to Israel and to destroy the tunnels excavated by Hamas. By the time a ceasefire was negotiated on 26th August, the OCHA UN refugee organisation reports that more than 2100 people had been killed in Gaza. For that matter, UN reports show the majority of the Gaza dead and wounded to be civilian victims. On the Israeli side, 72 people died, who with the exception of six persons were all military forces.

#### Ask your supermarket

In October, 663 consumers sent 2,652 e-mails to Dutch supermarkets, requesting that they no longer sell products sourced from Israeli settlements in the occupied Palestinian territories. In response to these requests, the supermarkets stated that they were unwilling to make political choices and therefore would not boycott any products. At the same time, most supermarkets indicated that they did require more clarity from the Dutch government regarding the legal status of imported products from the occupied territories.

Member of Parliament Harry van Bommel (SP) tabled a motion for a prohibition on the import of products sourced from the occupied territories in Palestine. This motion was unfortunately unsuccessful. The consumer support for the Supermarket campaign was however proof that PAX and its Israeli partners are not alone in its stance that products from the territories declared by international law to be illegally occupied do not belong on the supermarket shelves.

#### Palestinian state

PAX has been advocating recognition of the Palestinian state since 2010. A majority of the UN General Assembly accepted Palestine as a non-member state in 2013. Following the failure of the latest peace talks, the Palestinian state decided to join various UN organisations and international treaties. With a view to the inequality of the parties, PAX lobbied for legal and political reinforcement of the entitlements of the Palestinian Authority.

#### Arab Peace Initiative

Together with Israeli and Palestinian partners, PAX was involved in a project for promotion of the Arab Peace Initiative (API, 2002). PAX and these partners jointly organised a meeting in the European Parliament in Brussels regarding the role of the European Union with regard to the API. A study has been published on the 'European Union as a peace actor'.

#### IRAQ

The year 2014 posed many challenges for Iraq, with a significantly deteriorating political and human rights situation. In the midst of a deepening political crisis, the so-called 'Islamic State' group (ISIS) managed to control large swaths of the country, leading to an enormous displacement crisis. Minorities living on the plain of Ninewa have been targeted specifically. Since the

### Gaza Manifesto 'Now is the Time for real Peace'



In August, PAX took the initiative to ask people to sign a manifesto addressing the governments of the Netherlands and the EU, on the need for an approach that takes into account and counteracts the imbalance of power between Israel and Palestine. This manifesto also requested an EU ban on import of products sourced from the illegal Israeli settlements on the West Bank. It was signed by 3,804 people and presented to the Dutch Parliament in The Hague in October. In line with its position aimed at creating a more symmetrical situation on the ground, PAX lobbied for the recognition of the Palestinian state by the Netherlands government. This point was discussed thoroughly in Parliament. Although the government has yet to recognise Palestine, its position did shift, as the Minister of Foreign Affairs now no longer regards recognition as the final outcome of a peace process, but rather as a means by which to positively influence that process.



Kulluna Muwatinun: activities with and for young people

establishment of an international coalition that set up a military campaign to target ISIS, the conflict has internationalised even further. This current crisis has posed challenges to the implementation of the programme, but PAX, partners and participants underline all the more the urgency to address sectarian tensions, to advocate minority rights protection, to work on the role of women in peace and security, and to promote the role of civil society in public debate and policy development. This commitment is affirmed by PAX's high variety and number of activities towards inclusiveness and respect for diversity.

### We are all citizens

The Kulluna Muwatinun ('We are all citizens') programme was strengthened through the award of a grant by the European Union in the middle of 2013 which led to an expansion of programme activities, especially in regards to capacity building of young people who are key actors in the project. As additional capacity building workshops were implemented, this enabled young activists to continue to hold regular dialogue sessions and launch local awareness campaigns on diversity and minority rights across 17 governorates during 2014. They were especially energized to raise the issues and concerns of minority groups, as serious violations were committed by ISIS after June 2014. The implementation of awareness campaigns was strengthened by a media campaign launched towards the end of the year in the form of weekly radio programmes broadcast via an Arabic and a Kurdish radio station. Diverse materials supporting research and documentation on minorities and capacity building of young academics to research diversity in Iraq are also part of the programme.

## Gender, Peace and Security



Wars and conflicts impinge differently on men and women. That is why it is important that both sexes are included in conflict mediation, negotiations and dialogue. Including women can make an important contribution to addressing security concerns of women in society, but is also part of a broader and inclusive community approach to security.

### Women against violence

As part of the Dutch National Action Plan 1325, the 'Women against Violence' programme in Iraq and Palestine started in 2014. The programme seeks to strengthen (young) female leadership and women's security. Women's networks have been formed. They have addressed local women's security issues through mapping, reporting and monitoring of cases of violence against women, but also through radio broadcasts and TV shows and regular meetings with local security stakeholders and local authorities. In Iraq, where the programme has been implemented in Kirkuk and Basra, PAX partners have actively promoted the participation of women in the police force. A more gender-sensitive environment has thus been created in the police force.

Lobby efforts addressing gender, peace and security were mainly conducted jointly with the Dutch gender platform. PAX was involved in consultation for the NATO action plan that was launched in September 2014, and played a role in joint advocacy efforts for the NATO top in London, the UNSCR 1325 week and the implementation of UNSCR 1325 in the mission in Mali. Among other efforts, these have resulted in the strengthening of the role of the Netherlands in the implementation of UNSCR 1325 and, more generally, in awareness of the active role which women can play in attaining sustainable peace and security.

## Recognition of the threat of genocide



Yezidi refugees

During the summer of 2014, PAX received first hand information on the situation of the Iraqi Yezidi communities in the Sinjar region being besieged and threatened to be slaughtered by ISIS. Even before this news reached the main media, PAX was able to formulate a message on the situation consciously using the expression “threat of genocide”, that could be delivered to international institutions including the UN and White House. That wording was also used by several international actors, including president Obama.

### Basra Network

In Basra, a network of around 20 civil society organisations supported by PAX, the ‘Basra Network for Peace and Development’, was able to hold meetings on human rights in conflict and international humanitarian law for youth who had enlisted to join militias. Also, the network organised a series of public debates discussing an inclusive approach to ‘the ISIS crisis’, diversity issues and the unity of the state.

Lobby efforts on an international level were launched with the organisation of two trips enabling partners and key activists to meet with representatives of the European Union, European Governments, the United Nations and other international organisations. In February, a delegation conducted several visits in Geneva and Brussels and attended a seminar targeting the European Union in particular. Another delegation in October participated in the pre-session of the Universal Periodic Review at the Human Rights Council for Iraq in order to share recommendations on the rights of minorities and met with other key representatives in Brussels. During this review of the human rights record of Iraq, recommendations proposed by our delegation were presented by representatives of embassies we had visited.

### Coffee with an Iraqi

Two young ambassadors of the ‘We are all citizens’ programme participated in a special road-trip programme in the Netherlands (‘Have a cup of Coffee with an Iraqi’), raising awareness of young Dutch people about the current situation and threats posed by ISIS to minority groups living in Iraq.

### Local partners

The severe deterioration of the security situation across Iraq affected the work of PAX’s Iraqi partners. Despite these challenges, local partners continue to pursue their activities and maintain a great stake in the development of the Iraq programming. Some of the partners have even been displaced following military developments but have managed to continue their activities in displacement. This means the implementation of the Iraq program is ongoing and on-track.

### SYRIA

PAX’s Syria programme aims at contributing to the transition of Syria in a free and democratic country where all citizens regardless of religious or ethnic background or gender enjoy equal rights. As this transition process has turned into a war, PAX calls for measures to protect civilians.

### Violence against civilians, civilians against violence

The war in Syria became increasingly gruesome in 2014. Civilians were trapped between the violence of the Assad regime on the one hand and that of ISIS on the other. Civil society organisations and activists continued to work as an alternative for these violent forces. While Western attention shifted from the atrocities of the Assad regime to those of ISIS, partner organisation Kesh Malek initiated the ‘#SameShit’ campaign, to make it clear that Assad and ISIS are two sides of the same coin. They both need to be tackled if we are to see a free and democratic Syria. Due to Kesh Malek playing a key role as a civil society group in Aleppo and the group working hard to develop as an organisation, PAX extended the cooperation in 2014. Besides its support via the ‘Adopt a Revolution’ campaign for the Mustafa Qaraman school, PAX now also provides Kesh Malek with institutional support and cooperates more intensively in campaigns and advocacy.

PAX has contributed to the international debate on Syria. In the Syria Alert policy letters and meetings at the United Nations in New York and the European Union in Brussels, various subjects were put on the agenda, such as the use of starvation as a weapon of war, and the use of barrel bombs and other explosive weapons in residential areas. At the end of 2013, early 2014, alarming reports were received from the Yarmouk refugee camp, the camp for Palestinian refugees in Damascus, which has been completely shut off from the outside world by the Assad regime. People were dying of hunger and a lack of medical attention, because food and medication could not be brought into the camp.

In June, PAX issued a [Syria Alert](#) on the local ceasefires, in which it was reported that these had only taken place following gross human rights violations, that they often hardly lead to improvement of the humanitarian situation and that they should not be seen as part of a political solution. A [new Alert](#) followed in December, in which PAX related the plans of the United Nations Envoy to Syria, Staffan de Mistura, to reach a ‘Freeze’ in Aleppo. It formulated the main conditions required to arrive at such a freeze of the current situation.

PAX has requested the attention of the Dutch people for the Syrian situation on a number of occasions in 2014. In March, PAX organised a visit by Kesh Malek activist Maha Ghrer, who visited a number of Dutch schools in order to gain support for the schools project in Aleppo. She also spoke at a number of public activities, but which three years of uprising in Syria was commemorated on 15th March. On 5th May, PAX organised a performance by the Syrian-Dutch

## Starvation as a weapon of war in Syria

At the end of 2013, PAX received first-hand information about people starving to death in Syria - not as the consequence of a natural disaster, but as a deliberate strategy of Syria's dictator Assad against besieged communities. PAX was one of the first to call for international recognition of "starvation as a weapon of war", which is a war crime, and supported an international so-called Thunderclap campaign, specifically focused on ending the starvation policies in the Yarmouk camp. That campaign reached no less than 34 million people by social media and contributed to a condemnation of "starvation as a weapon of war" in resolutions of the UN Security Council and of the European Parliament, all demanding humanitarian access. The ensuing diplomatic pressure helped the UN gain access to deliver food parcels to the besieged Yarmouk camp in Syria, saving some people from starvation, at least temporarily.

musician Gharib at the Liberation Festival in Utrecht. During the peace week in September, a dozen or so Embassies for Peace paid attention to the Syrian conflict. In November, PAX organised a public commemoration service for more than 200,000 people killed in the conflict.

### LEBANON

In Lebanon, the effects of the conflicts in the region were very tangible in 2014. There were a number of violent incidents, the worst of them being an attack by the Lebanese government on the town of Arsal, where tens of thousands of Syrian refugees live following the conflict with armed Islamic groups from Syria. Tensions also continued between various population groups in the Lebanese communities, who identify with the various political parties in Lebanon and Syria. Together with partner Alef, PAX worked in a number of neighbourhoods, teaching people of different religious backgrounds to deal with conflicts. A teaching programme was offered at a number of schools, to discuss the human rights and conflict solution, and pupils have worked together on activities for the benefit of their own neighbourhoods. In 2015, the project is being continued with other groups of residents from these neighbourhoods.

### Syrian refugees

In 2014, the number of Syrian refugees in Lebanon topped 1 million. This put enormous pressure on basic facilities, and resulted in tensions among the host communities. Partner organisation Alef published a report in which it advocates searching for more sustainable long-term solutions for the Syrian refugees, within the frameworks offered by international law. According to Alef, this means that there must be recognition of the massive scale of refugees arriving. This has made it not only a Lebanese but also an international issue.



Syrian activist Marcell Shehwaro and PAX director Freek Landmeter at a public commemoration service in The Hague for the more than 200,000 people killed in the conflict



Syria flash mob with PAX's representative in New York Alexandra Hiniker (right)



## 3.4 Africa

### HORN OF AFRICA

In 2014, PAX initiated a new programme aimed at improving security and legal order in the Horn of Africa, in partnership with the Dutch ministry for Foreign Affairs. Security and legal order are the vital preconditions for stability and sustainable development in a region which is consistently characterised by chronic crises. The programme continues the work already undertaken by PAX in Sudan, South Sudan, Kenya and Uganda.

### SUDAN

The situation in Sudan remains as atrocious as ever. Although the war in Darfur is no longer world news, it continues unabated. Since the separation of South Sudan in 2011, a new war has erupted in the south of Sudan, in the states of South Kordofan and Blue Nile. The Sudanese air force bombs its own citizens in these regions almost on a daily basis.

PAX supports Sudanese civil society organisations, who are establishing local peace processes in these areas in order to combat the divide and rule political game played at the local level. At the same time, we work together with Sudanese partner organisations to develop a peaceful future vision for the country. PAX also facilitates a Sudanese-governed process between various political actors in order to assist in realisation of the ideal of a peaceful and democratically organised Sudan.

### SOUTH SUDAN

Upon the independence of South Sudan on 9th July 2011, many hoped that the country could become democratic, stable and prosperous. However, without addressing the young nation's violent past, latent conflicts and grievances between the South Sudanese themselves, a political fight over power in December 2013 was to result in widespread ethnic killings and revenge killings, which has had a devastating impact on South Sudanese society.

### Peace talks in Addis Ababa

Neither the negotiations between the South Sudanese government and the Opposing SPLA in 2014, nor any of the ceasefires agreed upon, has been able to deliver peace. Few people have confidence that the regional IGAD-led mediation in Addis Ababa in Ethiopia will deliver the comprehensive solution which is needed in order to address the root causes of the conflict.

Once the talks started in January 2014, PAX travelled to Addis Ababa in February and March 2014, to monitor the process and to advocate a more lasting peace agreement which will lead to:

- ◆ Truth, justice and reconciliation within the South Sudanese society. Reconciliation should not be organised from the top and imposed on citizens, but rather be built from the bottom up, in close collaboration with churches.
- ◆ A nation-building process where the division of power within the transitional constitution will be addressed through an inclusive national (political) dialogue and constitutional review process. The goal is to help establish a more solid democratic foundation and to bring guarantees for upholding basic rights in South Sudan.

## Peace agenda for South Sudan



Beneficiaries waiting at a food distribution on the UNMISS-compound in Malakal

After the devastating South Sudan war broke out in December 2013, PAX and its local partners worked together to ensure that civil society would be able to make its voice heard in the negotiations process, by organising a presence in Ethiopia. PAX proposed an agenda for peace, including the need to complete the review process for a new constitution guaranteeing the civil rights of all inhabitants; reform of the military and security sector; and justice for past crimes. These themes were adopted by several actors, including the Ethiopian negotiations team, and were reflected in the final peace agreement.

### Protection of civilians

Recognising that protection of civilian activities must respond to the stated needs of civilians in order to enhance the effectiveness and sustainability of protection in the long term, PAX called for the United Nations Mission in South Sudan (UNMISS) to strengthen its engagement with communities. This call was reflected in the November 2014 UNMISS mandate renewal.

PAX also succeeded in its lobby for a UN Security Council condemnation of the use of banned cluster munitions. This was a considerable accomplishment, due to Russia, the USA and China, who are not party to the Cluster Munition Convention, nevertheless speaking out for the first time in the Security Council against the use of such munitions in South Sudan.

- ◆ Major reform of the South Sudanese armed forces, which is currently a loosely constructed army harbouring different factions that are fighting each other.

PAX believes that if these root causes are not addressed, then South Sudanese civilians will continue to face violent conflict for the foreseeable future.

In January, PAX supported a group of 27 South Sudanese women travelling to Addis Ababa in neighbouring Ethiopia, in order to participate in the peace talks for South Sudan there. This group, known as the 'South Sudanese Women Cry for Peace', consisted of experienced peace activists from various ethnic and religious backgrounds. PAX believes strongly in the importance of hearing the voice of South Sudanese civil society groups, such as these women and also young people, in the peace talks. Their involvement is a vital precondition if sustainable peace is to be achieved in South Sudan.

### Peace in Jonglei

Before the outbreak of conflict in December 2013, one of the strongest armed rebellions in the country was led by David Yau Yau in Jonglei State. From mid-2013 through early 2014, PAX supported the South Sudanese Church Leaders Mediation Initiative by organising and facilitating mediation meetings between Yau Yau and South Sudan's government officials to bring peace back to the area around Akobo in Jonglei State. On 9th May 2014, the Government of the Republic of South Sudan and Yau Yau's South Sudan Democratic Movement - Cobra Faction signed a peace agreement.

PAX was able to deploy its expertise in conflict mediation and logistic support of the negotiations. Minister Lilliane Ploumen of Foreign Trade and Development Cooperation offered financial and political support.

In following up the agreement, PAX and its local partner, the South Sudan Action Network on Small Arms also provided financial and logistical support to the Monitoring and Verification Team which was established as a compliance mechanism to the ceasefire in May 2014. PAX continues to monitor the implementation of the peace agreement in the Greater Pibor Administration Area in Jonglei State.

### Bishop Paride Taban

In December 2014, Bishop Emeritus Paride Taban visited the Dutch Parliament together with PAX, to share his insight into the current conflict and to press home the message that development equals an enhanced chance of peace. The Bishop's message came in response to Dutch Minister Ploumen's decision to cut direct support to the South Sudanese Government, impacting development aid to the country. According to the Bishop, it has become apparent in South Sudan that where people enjoy the fruits of development, they are less inclined to take up arms.

In relation to, and especially the escalation since December 2013, Bishop Paride Taban stated that the current conflict or war in South Sudan is not simply a power struggle, but also a conflict of revenge. As there has been no effective internal healing process since the previous wars, Bishop Taban strongly recommended that Minister Ploumen would also use aid to invest in reconciliation and trauma healing, to help the people of South-Sudan reach sustainable peace in the future. As reconciliation, (trauma) healing and addressing revenge is not included in the IGAD negotiations as such, the Bishop does not believe that the IGAD process as it stands, can

## Women's leadership



Police officer Marcelina Moses Simangi fights sexual violence and was one of the first women to join the police force in South Sudan in the 1980s

In South Sudan, PAX works with several organisations to strengthen women's leadership skills, to raise their participation in political decision-making and in handling security issues. This programme's long-term objective is to make women's lives safer and to increase their influence on the political decision-making process. In 2014, PAX and its partners focussed on training of potential and existing female leaders and supporting the partners in advocacy to promote the participation of women in decision-making processes.

### South Sudan

PAX published a series of articles on strong women in South Sudan on the One World online platform. Grace William Bakata provides psychosocial support to women who have been the victim of sexual violence and Mary Mathew has realised her ambition to become a sergeant major in the fire services. Police officer Marcelina Moses Simangi fights sexual violence. She is head of the Yambio Police Special Protection Unit, as well as head of the association of police women in Western Equatoria. Marcelina participated in the Women Leadership training organised by PAX and was one of the first women to join the police force in South Sudan in the 1980s. She explains in the article that it was by no means easy for her, as the security forces are still very much a male dominated world.



South Sudanese church leaders, among them bishop Paride Taban (third from left), after signing the peace agreement for Jonglei on 9th May 2014

deliver a real, lasting and sustainable peace. To succeed, reconciliation needs to become an integral part of the peace process.

### **BORDERLANDS SOUTH SUDAN, UGANDA AND KENYA**

The Cross-border Peace Coordination Committee (CPCC) was formally created in June 2014 and empowered to do joint advocacy, manage and resolve conflicts in their respective corridors as one of the successful outcomes in addressing the perennial insecurity in the region. The strategy of building networks and promoting interfaces between communities, Civil Society Organisations (CSOs) and governments works in our joint quest to have peaceful borders. The Committee, which comprises Churches, CSOs in collaboration with governments from South Sudan, Uganda and Kenya, is better posed to end or minimise conflicts in the region. The formation meeting was well hosted by local partner LOPEO in Lokichoggio, with PAX providing advice and workshop presentations on local governance and extractives.

Joint collaboration across borders and formation of CPCC enabled local partners to mobilise, hold meetings and resolved the issue of a group of Dodoth warriors who had relocated to South Sudan after running away from a disarmament exercise in Uganda. The criminal elements from the Dodoth community had taken advantage of porous borders to steal livestock from the Turkana of Kenya and hide them within the Toposa community in South Sudan, and vice versa, thus defeating the Human Security in the Borderlands objectives, and regional actors became involved to eliminate cross-border conflicts and cattle rustling. This cattle trade had taken on serious dimensions, was spoiling an already fragile peace between Jie and Dodoth in Karamoja, and creating suspicion and tensions amongst communities living along borders, with Dodoth



A Turkana girl gives water to camels from a hole dug in a dry river bed near Kenya's border with Uganda

warriors stealing livestock at will. The voluntary relocation of Dodoth elements back to Uganda was received with a sigh of relief by all peace actors in the region who jointly contributed to a peaceful process. Although the Dodoth have gone, more efforts will be needed and coordination through bi-annual CPCC meetings and collaboration in the coming year, to heal these communities and ensure the void left by one group of raiders is not filled by another.

Partly due to this process, peace dialogues have been achieved between the Toposa and Didinga (November 2013) and between the Didinga and Ketebo communities in February 2014.

### **DR CONGO**

This programme takes place in the north-eastern province of Orientale in the Democratic Republic of the Congo, a province twelve times the size of the Netherlands. In Ituri, PAX started working on reconciliation between communities and security within the communities, and subsequently also on resolution of conflicts concerning land. Increasingly, gold mining has been included in the programme, also as a security issue.

### **Gold mining**

PAX undertook three [investigations of gold mining in the DR Congo](#) in 2014. The largest gold deposits of Africa can be found in the north-eastern province of Orientale. The gold winning by the international gold mining company Anglo Gold Ashanti in Ituri was investigated, and an investigation into the winning of Kibali Gold (a joint venture between Anglo Gold Ashanti and Randgold) was initiated in the Haut Uele district. December saw a further field study into the gold winning in the Kilo Gold concession.

## Chiefs in Congo



In May, PAX and local partner Reseau Haki Na Amani organised exchanges between the female Dutch mayor of Vlagtwedde and the chiefs of Ituri

Chiefs are the mayors of Congo. Their municipalities are called chiefdoms or sectors. Many of them, but not all, are hereditary rulers in small kingdoms. As the guardians of tradition, they usually receive recognition and respect from the local population. This position is confirmed by Congo's administration, in which they function at the lowest level of the administrative government.

Today chiefs play an important role in land management. They can decide on the usage rights of certain plots of land and can also be decisive in conflict mediation, in the security of communities and traditionally also in local justice. The latter role has diminished, since it has been formally abolished by the government. All in all, chiefs are pivotal in the relationship between communities, and between government and communities. However, their relationship with the population is neither transparent nor democratic. A number of chiefs however thirst for more knowledge on how to manage their chiefdoms better and in a more democratic way.



Traditional gold mining in DR Congo

So far, the majority of gold winning is done by the local population, with the aid of relatively small-scale tools. This traditional method of mining often takes place under abominable working conditions and in remote areas, controlled by the army or by armed groups. However, industrial mining often entails repression of the local communities.

PAX plans to conduct a further three investigations into gold winning in the year to come. Furthermore, we aim to establish a pilot project of gold diggers' committees in order to improve the position of the miners and to reinforce the rights of the local communities in the various districts of the north-eastern province. The results will be used to establish a broader debate with a number of local partners regarding the future and the organisation of gold mining, intended to result in a bottom-up stabilisation strategy by the UN and the Congolese government in the province.

### Training Chiefs in Ituri

For the past three years, PAX has been training chiefs in better leadership of their communities, together with our local partner Reseau Haki Na Amani. In May, exchanges were organised between the Dutch mayor of Vlagtwedde and the chiefs of Ituri. The mayor's presence created unusually open discussions among and with the 45 chiefs of Ituri on how to deal with the historical conflict within their communities, how to work democratically with a council, as well as ways of more effectively integrating gender in the administration of chiefdoms and sectors. The Chiefs felt stimulated to start reforms in their chiefdoms, even before the introduction of decentralisation and local democracy coming with the local elections in November 2015.

## 3.5 Europe

### UKRAINE

Right from the beginning of the year, it was clear that the uprisings and political upheaval in the Ukraine were only the start of a larger and much more violent conflict. This conflict was inflamed by Russian interference, but also fed by more deeply embedded internal problems: corruption, mistrust, lack of connection and unresolved past issues.

#### Exploratory missions

Concerned about the escalation of violence, and reacting to a call for involvement of the peace movement, PAX conducted an initial exploratory mission to the Ukraine in spring. Analysis of the findings of this trip and the ongoing escalation of the conflict, which soon became the bloodiest in Europe since the Balkan wars, resulted in a second mission in September. Two directions were considered, in which PAX might make a clear difference: dialogue and local government.

- ◆ Working towards a peaceful dialogue between various groups in the Ukraine society. Acceptance of such a peaceful dialogue and development of skills thereto are essential factors in restoring connections and trust within society. PAX has also concentrated on the dialogue between the various Christian churches and other religions in the Ukraine.
- ◆ Improvement of the quality of local government and of the relationship between local authorities and civilians. This includes democratic governance at the local level, active involvement of civilians and a constructive approach aimed at mutually solving local problems and thus reducing the potential for conflict. Successful experiences at the local level are also important for the government reforms to be implemented throughout the Ukraine.

Based on the conclusions of these trips, the possibilities for development of a programme are being researched, in collaboration with Dutch, Ukrainian and other European partners. For now, the focus lies on the eastern regions of the country, in the provinces of Charkov and Donetsk, where the tensions have run the highest, without losing sight of the importance of dialogue and exchange between people from various regions of the country.

#### Debate

In the Netherlands too, PAX became involved in the debate on the Ukraine crisis and the role played by Russia, which is closely connected. In cooperation with the Max van der Stoep Foundation, we organised an expertise meeting on Russia in October, which studied various scenarios.

On a number of occasions, PAX has requested attention for the use of cluster munitions in the war in the Donbas region in eastern Ukraine. In a reaction to the Dutch budgets for Foreign Affairs, Foreign Trade and Development Cooperation in 2015, PAX lobbied for the provision of support to the citizens of the Ukraine. However, the Ukrainian government requires critical monitoring, particularly in the field of human rights violations and reforms.

Insight gained during the two exploratory trips was shared with the Embassies of Peace in various areas of the country during the Peace week in September, and in interviews with readers of the *Nederlands Dagblad* and *Friesch Dagblad* newspapers.



Slavyansk activists in the province of Donetsk, where the tensions have run the highest

### KOSOVO

There has been conflict between Kosovo and Serbia for many years. Serbia refuses to recognise the independent status of its former autonomous province, since 2008. The Kosovar government has little or no authority in North Kosovo, where many Serbians live, while the Serbians in the south have poor expectations of the Kosovar political system, which is after all dominated by the Albanian Kosovars. In the divided city of Mitrovica in North Kosovo, PAX supports local peace initiatives with the aim of improving the relationship between the various communities.

In April 2013, Serbia and Kosovo reached an agreement regarding North Kosovo, under supervision of the European Union, but the civil society was not consulted. The dialogues and outcomes were determined by political interests, much more than the daily needs and interests of the communities. Together with its partners, PAX advocates more openness and a serious involvement of the Kosovo civil society.

At the end of June 2014, PAX and its local partners presented a report in Mitrovica and in Brussels: 'North Kosovo in 2020 - Future histories in the making'. This report details four plausible future scenarios, along with recommendations aimed at the governments in Pristina and Belgrade, the European Union and the civil society, based on dialogues with civilians in North Kosovo. By publishing 'North Kosovo in 2020', PAX hopes to contribute to thinking about and working towards a liveable future for all communities in this European region.



'Marš Mira' (Peace March) from Wassenaar to The Hague was organised for the second time at the Srebrenica Remembrance on 11th July



Former Dutchbat headquarters in Potocari becomes a memorial centre



PAX reports four plausible future scenarios for North Kosovo

## SREBRENICA

The focus and activities of PAX's Srebrenica programme especially contribute to dealing with the past and gaining justice for victims. This is also highly relevant for the community-based security.

### Srebrenica Remembrance

The tragedy of Srebrenica was once again remembered in The Hague on 11th July. Nineteen years earlier, more than 8000 men and boys were slaughtered by Serbian and Bosnian-Serbian troops after the fall of the enclave, which was under the protection of Dutch UN military forces. More than 400 people listened to the impressive speech 'Politicians, please recognise our failure in Srebrenica' by former MP Bert Bakker, who chaired the Srebrenica parliamentary committee of inquiry in 2002 and 2003.

Prior to this year's remembrance service, the 'Marš Mira' (Peace March) from Wassenaar to The Hague was organised for the second time. Around 160 people joined in this 11 km march, which is symbolically related to 11th July 1995. The National Srebrenica Remembrance is an initiative by PAX, the BiH Platform, the Stari Most political committee, IZB Selam, the Association of Survivors of the Srebrenica Genocide and Mladi BiH.

### Burial

In Bosnia, 175 of the victims found near Srebrenica were buried in Potocari Cemetery, in the presence of their families, on 11th July. Three Dutchbat veterans also attended. The Dutch delegation further comprised representatives of the Human Citizens' initiative, PAX and the media.

### Political discussion

The contacts with Members of Parliament have been continued, also with a view to furtherance of the political discussion regarding public apologies for Srebrenica. The ruling of the Supreme Court of September 2013 is particularly important. After all, it has now been determined that the Netherlands really was responsible for the death of three men at least. Successive politicians have always categorically rejected such responsibility.

### Potocari Memorial Centre

Together with staff members of the Potocari Memorial Centre (PMC), PAX has enjoyed a constructive dialogue with the Dutch embassy in Sarajevo regarding further development of the Memorial Centre. The project proposal for realisation of the second phase was approved in May. The programme takes account of suggestions provided by the Dutch ambassador in Bosnia-Herzegovina, Dutchbat veterans, survivors of Srebrenica and other local parties. This programme will be implemented by PAX, in collaboration with the Kamp Westerbork Memorial Centre. ♦

## Peace Activism 2.0



Social media campaign #SameShit from Kesh Malek in Syria: ISIS or Assad?

Peace Activism 2.0 is PAX's answer to the question how to connect to the young activists who aim to work for peaceful change in their societies and who manifested themselves once more in the popular uprisings in the Arab world and Eastern Europe. Within Peace Activism 2.0, PAX focuses on a new generation of activists, using new tools and methods.

The three main goals of PAX Peace Activism 2.0:

- ◆ To promote and support effective peaceful activism
- ◆ To innovate and create new tools and methods for peaceful activism
- ◆ To connect a new generation of activists and to revive the peace movement

### Activist Hive

To support this group of activists, and to join the action, PAX developed the Activist Hive in 2014, an online and offline community, in which activists can experiment and co-create in the Activist Lab, learn and teach in the Activist Academy, and join forces to develop concrete action. The Hive is supported by an online platform and a (social) media strategy, including the Activist TV.

In May, the Activist Academies kicked off in Beirut, Lebanon. 20 Activists from the Middle East, Caucasus and Europe focused on issues such as mass mobilisation, internet security and using cameras and social media to report on street protests or other forms of public action.

In total, five peace activism campaigns were supported in the starting year 2014. Some of these activities were organised as part of the Adopt a Revolution campaign of PAX.

- ◆ Safe Soldiers for a Safe Armenia: an Armenian multimedia campaign from Peace Dialogue NGO to focus on the issue of the large amounts of non combat related deaths in the Armenian Army ([www.safesoldiers.am](http://www.safesoldiers.am))
- ◆ #SameShit: a social media campaign from the Syrian activist collective Kesh Malek (Checkmate), making the point that despite the enormous attention in the international media for ISIS (Islamic State), in the Syrian war Al Assad is still a bigger threat to the people in Syria than the ISIS is (or at least equally evil).
- ◆ Syria Commemoration: a public ceremony in The Hague, in front of the Dutch Parliament, to commemorate the 200,000 people who have been killed during the three years of violence in Syria.
- ◆ Coffee with an Iraqi: A road trip with an old-timer Volkswagen van in the Netherlands with two Iraqis, a Shia and a Yazidi. During stops in public spaces, people could drink a cup of coffee and put any questions they had to the two Iraqis, about the situation in Iraq and for example about ISIS.
- ◆ A Christmas message to Marcell: a guerilla piano and opera performance in Amsterdam Central Station, to send a message of peace and respect to Marcell, the Syrian leading activist of Kesh Malek and to all Syrians.



Messages waiting to be released on  
Srebrenica Remembrance Day



# 4. Our work in the Netherlands

**A**fter a year of preparations, the name of the working organisation *IKV Pax Christi*, which had been formed in an amalgamation of the *IKV* and *Pax Christi* organisations in 2007, was changed to *PAX* on 29th January 2014. This name change was very much in keeping with the need for the peace organisation to appeal to 'everyone', based on a Christian tradition. The *IKV* Board and the *Pax Christi* Members Council continue to exist, and to monitor the mission and identity of *PAX*. In order to put the new name *PAX* and the content of the peacebuilding work in the spotlight, we developed the communication concept: '*PAX. Peace. Are you in?*' with a new corporate style and logo.

The name change was celebrated with a very popular event in Club Trouw in Amsterdam. During a varied programme, there was a performance by Ambassador for Peace Tim Akkerman, among others, and guests could view the '65 Years of Peace in Motion' exhibition.

Various campaigns and activities has been undertaken in order to attract attention for the peacebuilding work of *PAX* and to involve and mobilise people for peace, like 'Stop Blood Coal', 'Syria' and the 'Nuclear Weapons Petition'. We also campaigned against the violence in Gaza and against products sourced from the Israeli occupied territories in Palestine, the illegal settlements. Moreover, *PAX* is co-founder of the [Fair Banking and Insurance Guide](#).

The number of Embassies for Peace increased to 71, a growth of 16 versus 2013. These local *PAX* support groups are particularly active around the annual Peace Week period. Together with other local initiatives, they organised more than 400 activities throughout the Netherlands this year. In 2014, also a new online mobilisation tool was developed, with more than 36,000 peace activities as a result.



Once the interview with former US drone pilot Brandon Bryant at the Night of Peace ended, visitors still had many questions

## OWN MEDIA

The new corporate style has been clearly and effectively translated into our website. In 2014, we welcomed 38% more (unique) visitors in comparison with 2013. The name change and the 'Stop Blood Coal' and 'Abolish Nuclear Weapons' campaign have contributed significantly to this increase.

The English website was further optimised in 2014, and news reports were translated more regularly. This website's visits also showed a rising trend.

The monthly *PAX* e-mail newsletter was also updated in the summer, making it more professional. At the end of 2014, the newsletter had 5,500 subscribers. 'Action Alerts' were also sent. These are brief, activating e-mails, in which we encourage people to participate in *PAX* activities.

The new online mobilisation tool helps *PAX* to reach its supporters effectively and quickly. A fine example of this was the Gaza - 'Now is the Time for real Peace' - Manifesto. Although started in the middle of the year, we already reached around 29,000 people in 2014 with the mobilisation tool. They could also be requested to participate in new activities.

De 'vrede.nu' was renamed into '*PAX* magazine' in 2014, with the third edition of this three monthly magazine once again traditionally being distributed as a Peace newspaper during the Peace Week. The standard circulation of the magazine remained stable, with an extra in the Peace Week.

## MEDIA COVER

Paid publicity was deployed, particularly concerning the name change, both online (Facebook, YouTube, Advertorials, online banners and Google ads) and offline (TV, Socutera commercial

and stopper adverts). Advertising also took place online and offline for themed campaigns; 9.2 million people heard the 'Stop Blood Coal' national radio commercials one or more times in July or November and 4.2 million people heard the radio commercial concerning the Peace Week and Abolish Nuclear Weapons at least once. We also had 'Stop Blood Coal' advertorial on 176 local radio stations.

The (unpaid) media reach of PAX rose strongly in 2014. PAX was very clearly put on the media map, with a doubling of the number of name mentions in print media and a substantial increase in the cover by radio (to 78) and by TV (to 27). The strategic deployment of social media increased the number of PAX followers on Facebook, Twitter and YouTube to more than 16,000.

## We can't do peace alone!

### AMBASSADOR DAY

On 21st May, PAX organised the annual Ambassador day for loyal and new members, donors and active volunteers throughout the Netherlands. They followed a plenary programme covering the theme of disarmament and were then able to follow various workshops on nuclear weapons, local politics and the effective use of (social) media and fund-raising. There were performances by PAX campaigner Krista van Velzen, military historian Christ Klep and Ambassador for Peace Tim Akkerman. The day was attended by 130 people, including many new, and young faces.

### AMBASSADOR FOR PEACE

2014 saw a successful cooperation with singer Tim Akkerman as a national Ambassador for Peace. His year as an ambassador started on 29th January during the launch event for the new name. He also inspired all those who attended the Ambassador Day with his song 'Brave of our Hearts', which he wrote especially for PAX.

### LIBERATION FESTIVALS

We were present at the liberation festival in The Hague on 5th May. At our stand, peace messages were written and signed. Ambassador for Peace Tim Akkerman was interviewed on the main stage, where he performed in the evening. PAX could also be found at the liberation festival in Utrecht.

### NIGHT OF PEACE

The Night of Peace attracted 300 visitors, many of them young, to De Balie debating centre in Amsterdam for a varied programme this year. Guest speakers included philosopher Hans Achterhuis, as well as Nico Koning. Former US drone pilot Brandon Bryant was also interviewed. In the total missions carried out, he and his team killed more than 1600 people. This evening he explained the diabolical dilemmas with which he was confronted. Amnesty International, the Red Cross and the Amsterdam student association for international relations (SIB) contributed to the programme.

### CHECKPOINT CINEMA

On 30th October PAX organised another Checkpoint Cinema, in which guests were interviewed on the basis of film fragments. On this evening, the focus was on the peace movement during the cold war and the fall of the Berlin Wall, 25 years ago. This was linked to peace activism



PAX campaigner Krista van Velzen collecting signatures for the Abolish Nuclear Weapons Petition

in modern-day Syria. Three (former) activists were interviewed: Mient Jan Faber (former IKV secretary), Jacek Czaputowicz (former dissident from Poland) and Marcell Shehwaro (contemporary Syrian peace activist).

### PEACE FLIGHTS

Each year, hundreds of parishes and church communities pay attention to the Peace Week. In many churches, a peace dove is regularly the focal point of the celebration, whereby the name of a peace worker at home or far away, is honoured. This allows the church communities to focus concretely on the peace week in the world, and gives a sense of alliance. The experience of last year was that the concept of the peace dove, which flies out to a peace activist as a sign of solidarity, generates great enthusiasm within the church communities. Recipients of the doves also reacted enthusiastically, via e-mail or twitter. In 2014, PAX expanded the number of peace flights to approximately 70 church communities and reached more than 125 destinations.

### SERIOUS REQUEST

When the theme of the Dutch Serious Request radio event 2014 'Girls and women who are victims of sexual violence in conflict-affected areas' was announced, photographer Daniel Maissan wanted to make his own report on the subject. PAX enabled Daniel to travel to South Sudan and Uganda for the purpose of reporting. In Uganda, he also received assistance from War Child in putting together this story. His trip resulted in the beautiful exhibition 'Hope for a generation', which ran from 24th November 2014 through 28th February 2015 in De Gang photo gallery in Haarlem. ♦



Tim Akkerman was PAX's national Ambassador for Peace in 2014. He wrote the song 'Brave of our Hearts' especially for PAX. Thank you Tim!

# 5. Fundraising

## 5.1 Private fundraising

Private fundraising is an important source of income for PAX. It comprises the annual collection during the Peace Week, contributions from members and donations from donors and beneficiaries, gifts and inheritances. In 2014, PAX received € 742,172 from own fund-raising, thanks to 6,800 committed and loyal members and donors.

### GIFTS

The donors and members of PAX were approached four times with a request for a structural or occasional donation in the past year. During the annual collection in the Peace Week, PAX once again received a generous contribution from its supporters. The warm endorsement of PAX was also apparent in the 'Ask a Friend' campaign, in which members and donors recommended that their friends and family support PAX. This campaign resulted in 666 new friends for PAX.

### INHERITANCES

PAX regularly receives an inheritance or bequest, for a total sum close to € 80,000 in 2014. We are very grateful for the fact that people entrust us with an inheritance or bequest, and have developed a strategy and policy to handle this very conscientiously. This was communicated with our supporters via PAX Magazine and a brochure was developed, to explain how PAX deals with inheritances.

## Working together for peace



Ms. A. Th.J. Wesselink-Steenhof, Doorn

"I still remember well how we were active as a group in our parish in the 1970s. We conducted intense debates on the road to peace, in which many people participated. It was in the middle of the Cold War. I can also remember the first cooperation with the IRV. We began a little cautiously but our cooperation soon became much more natural. We formed a wide group of people, in which background hardly played a role. Working together towards peace, that is what binds us and motivates us. I believe this to be so important that I have made a reservation for PAX in my will."

Ms. A. Th.J. Wesselink-Steenhof, Doorn

## 5.2 Institutional fundraising

In the complex environment in which PAX operates, partnerships take priority. In 2014, we welcomed new partners on board our mission and strengthened our relationship with existing partners.

The Ministry of Foreign Affairs decided to work with PAX on a substantial three-year programme for the Horn of Africa. In alliance with Amnesty International, PAX was selected by the Ministry of Foreign Affairs as a strategic partner in the area of 'lobby and advocacy' for the 2016 - 2020 period.

### CURRENT AND NEW PARTNERS

PAX welcomed new partners such as the Joseph Rowntree Charitable Trust, which will provide valuable three-year support for our 'Don't Bank on the Bomb' programme. The Sigrid Rausing Trust funded our 'Stop Explosive Investments' programme with € 45,500 in 2014 and will continue to support PAX's Security and Disarmament programme for a further three years. Our vfonds partner continued to back activities which have achieved remarkable success in raising public awareness for our topics in the Netherlands. We are also pleased with the backing from the Adessium Foundation for further professionalisation of our communication department and for our disarmament programme.

In 2014, PAX boosted its investment in fund-raising, with the aim of developing new markets in the Netherlands and further afield.

### DUTCH POSTCODE LOTTERY

Since 2011, PAX is a partner of the Dutch Postcode Lottery. Thanks to the lottery's loyal participants, many activities contributing to society on a national and international scale have been made possible. In 2014, the Postcode Lottery once again supported PAX's peacebuilding work with the sum of € 500,000.

The current cabinet has indicated its wish to modernise the Dutch government policy on gambling. We hope that the proposed amendments will leave the Dutch Postcode Lottery sufficient leeway to continue their successful fund-raising at this level. After all, PAX would be unable to realise an important number of its initiatives without this lottery.

## 5.3 Complaints

PAX has a complaints processing procedure for speedy and conscientious processing of complaints or dissatisfaction among all stakeholders. This is published on our website. We record complaints in our donor relationship management system. Complaints processing is part of the CBF's external audit and the procedure for ISO certification.

In 2014, we received and processed 91 complaints, versus 39 in 2013. The increase in the number of complaints was mainly to do with the name change from IKV Pax Christi to PAX on 29th January. Letting go of the 'Christi' from the name gave many reactions in particular. Besides critical, there were also positive reactions from supporters who appreciated the fresh, new name for the Dutch peace movement. All complaints were personally handled, while there was further

'Proud to support people who stand up for peace'



Judith Lingeman, Charity Manager of the Dutch Postcode Lottery

### Why does the Dutch Postcode Lottery work with PAX?

"The mission of the Postcode Lottery is to achieve a better world for people and the planet. We raise funds to support charities that are dedicated to a world in which all people, animals and plants can live healthily and are treated justly and with respect. PAX's aim to bring about peace, reconciliation and justice in the world fits perfectly within our mission. We are proud to be able to support PAX in bringing together people who have the courage to stand up for peace."

### How does the Dutch Postcode Lottery work with PAX and the other charities?

"The Postcode Lottery is the Netherlands' largest charitable lottery. Thanks to our 2.5 million Dutch lottery players, we are able to support the work of PAX and over 90 other charitable causes with an annual un-earmarked contribution and project support. Since 2012, we have been able to support PAX to the tune of 2 million Euros. Additionally, we aim to promote awareness for the work of our beneficiaries."



In 2014, the Dutch Postcode Lottery once again supported PAX's peacebuilding work with the sum of € 500,000

e-mail exchange with a number of respondents. A number of telephone calls were also made; personal meetings were organised.

Further, four complaints were aimed at the 'Stop Blood Coal' campaign. Another four complaints concerned our investigation of the investment policy of pension funds. The complainants were of the opinion, this was not a task for a peace organisation. There were also complaints about not being able to reach PAX (due to a faulty telephone line), or the legibility (small font) of fund-raising mail. All complaints were handled according to the procedure and, where applicable, efforts were made to improve to the situation and prevent further complaints. ♦



PAX personnel and friends at the launch of the new name on 29th January 2014

# 6. Personnel

**Table 1.**  
Key personnel statistics

	Number or percentage 2014	Number or percentage 2013
Total number of personnel	102	90
Full-time equivalent	89.4	79.5
Number of full-time personnel	58%	38%
Number of part-time personnel	42%	62%
Personnel entering/leaving employment	22/10	10/8
Number of personnel with regular contract	55.9%	61.1%
Absenteeism due to illness	4.0%	3.3%
Education budget as % of the gross wage sum	1.7%	1.8%
Trainees	6	6
Volunteers	54	67

## COMPOSITION OF WORKFORCE

On 31st December 2014, PAX employed 102 people, 14 of whom were permanently employed abroad. In total, these employees fulfilled 89.4 FTE, divided into 76.6 FTE in the Netherlands and 12.8 FTE abroad. Many of the employees work part-time in the Netherlands: 63% has an employment contract of 0.9 FTE or less.

## VOLUNTEERS

There are regularly brief assignments available at PAX for trainees and young, newly graduated volunteers. The interaction between their refreshing ideas and newly gained knowledge, and the many years of experience in peacebuilding work of our internal colleagues results in mutual respect, transfer of knowledge and a great deal of pleasure. We very much appreciate these volunteers and trainees. Furthermore, there are many volunteers who work without reward in our programmes and our peacebuilding activities. These include volunteers who support our organisation at a high level, such as the members of the Supervisory Board, members of the PAX members Council and those of the Interchurch Peace Council. Moreover, there are many more volunteers who work without reward for PAX, by being active in an Embassy for Peace, for example.

## EDUCATION

In 2014, an amount equal to 1.7% of our total wage sum was used for training and for courses for personal development of our personnel. Of this, 37% was used in centrally organised training courses, such as the Emergency Services and WC, as well as safety training. The remaining 63% was deployed for training for the purpose of personal development of employees.

## EMPLOYEE SATISFACTION SURVEY

An employee satisfaction survey was conducted among our personnel in September, in which 85% of all employees took part. First and foremost, this survey showed that 90% of the PAX employees is generally very satisfied with their work and that 92% is satisfied with the working atmosphere at PAX. The content of the work was also greatly appreciated by 88% of the employees. There were however also points of attention, such as the working pressure and the development and career opportunities for the personnel. We wish to develop the latter in more detail, particularly by creating more time for personal and job-related training and courses. The organisation has since initiated the follow-up of all results of the survey, involving all employees.

## OCCUPATIONAL HEALTH POLICY

By implementing an effective Occupational Health policy, PAX aims to provide a safe and healthy working environment, by meeting the statutory requirements on the one hand and by contributing to good working conditions by ensuring the safety and health of its employees, on the other.

## Workplace surveys

Workplace surveys were conducted for all new employees in 2014, while a further 7 workplace surveys were conducted on request.

## Absenteeism due to illness

The percentage of absenteeism due to illness was equal to the national average of 4% in 2014.





PAX was present at the national liberation festival on 5th May in The Hague

### SAFETY POLICY

In 2014, efforts were made to increase safety awareness when travelling. PAX is active in conflict-affected areas after all. In order to carry out this work as effectively as possible, employees must work and travel in these areas. Seeing as this work and this travel are not always without risk of danger, all employees and their superiors must determine the risk entailed while preparing for the trip. Moreover, all persons travelling for PAX must undergo a safety training beforehand. The crisis management team was also trained in 2014.

### COMPANY EMERGENCY SERVICES

In 2014, all Company emergency services (CES) employees complied with their certification requirements. There was registration of which SEC employees were present in the building on a daily basis, in order to be able to take direct action in case of calamities.

### WORKS COUNCIL

Regular and congenial consultations were held between the Board and Works Council in 2014. Besides recurring subjects such as the annual plan, budget and accounts, the following subjects were discussed for information, advisory and approval purposes in 2014: Social Plan, Strategic Multi-year Plan, Advice request external adviser, Internal selection procedure, Strategic Partnership, Mid-Term Review, Social Framework, Employee Satisfaction Survey and Advice request organisational development. ♦

# 7. Corporate Social Responsibility

Corporate Social Responsibility plays an important role at PAX in two ways. Firstly, we tackle companies, financial institutions and government bodies regarding their behaviour, particularly when it comes to the exploitation of natural resources. This exploitation process can after all contribute to violent conflicts and to human rights violations. Examples include [Drummond \(coal mining\) in Colombia](#) and [Lundin Petroleum \(oil drilling\) in \(South\) Sudan](#). Via the Fair Banking and Insurance Guide, PAX tackles institutions in terms of investments in weapons.

Secondly, we pay keen attention to the effects of our own operations on people and the planet. The PAX principle is: *Practice what you preach*, also in the choice of suppliers. When choosing our bank, for example, the deciding question is whether banks invest in arms production and trade. Coal mining in Colombia, which has entailed violation of human rights, assassinations and land confiscation, determined our choice of green energy provider. Any materials and equipment purchased are assessed in terms of their use of conflict-free minerals and resources, while low energy consumption and the environmental burden also plays an important role of course.

In 2014, the CO2 emission of PAX was once again critically examined. It became apparent that:

- ◆ 3% of the emission is caused by commuter transport using public transport (100% of the employees travel by train, bus or bike to their work). A limited percentage can be won here in terms of time and the environment, by applying the 'new way of working' even more consistently.
- ◆ 5% concerns paper consumption. By replacing the old printers, the use of paper can be more effectively monitored and steered. This resulted in a saving of at least 20,000 sheets of paper in 2014, and this declining trend continues.
- ◆ 5% concerns heating. Considerable savings were realised back in 2013, by installing double glazing and insulation in our premises. Any further reduction will be very limited.
- ◆ 87% of the emission is caused by air travel, an average of 400 trips per year (outward and return, which is necessary in order to maintain intensive personal contact with our partners in conflict-affected areas. Reduction is not possible, as this would be at the expense of the quality and effectiveness of our peace-building work.
- ◆ Where reduction is not possible, we have opted for CO2 compensation. The contract with the Climate Neutral Group was renewed as of 1 January 2015. The choice fell upon a wood oven project in Kenya, to replace traditional cooking on an open fire. This wood oven uses less fuel, which will reduce the CO2 emission. This project is related to our own work in the region, and by choosing this project, we can better visualise the impact of our CO2 compensation, at the end of 2015.◆

# 8. Summary of Accountability Statement

In accordance with the guidelines of the Central Agency for Fund-raising (CBF) and the Code for Good Administration of Charities, the Supervisory Board and the statutory directors of PAX formulate an accountability statement concerning:

- ◆ the way in which a distinction is made between the monitoring, management and execution functions;
- ◆ the way in which the effectiveness and efficiency of expenditure is optimised;
- ◆ the way in which the relationship with interested parties is optimised.

## **DISTINCTION BETWEEN MANAGEMENT AND SUPERVISION**

The PAX board comprises a statutory Board of Directors, in the form of a General Director and a Director, who jointly determine the policy and have final responsibility for daily management. The Supervisory Board supervises the Board of Directors, the efficient deployment of people and resources, and follows the organisation and its results critically at the strategic level. Part of this strategic level monitoring is also the assessment of the degree to which PAX fulfils its statutory objective (peace mission) and meets the values described in the strategic multi-year plan.

The Board of Supervisors exercises supervision through:

- ◆ Assessment of the strategic multi-year plan and the multi-year budget and discussing them with the management (approval authority lies with the Pax Christi Netherlands Association and the Interdenominational Peace Council, whose tasks include monitoring the mission and identity of the working organisation);
- ◆ Approval of the annual plan, which formulates the organisation's targets for the coming year, and the financial annual budget;
- ◆ Discussion of the contextual interim reports by the Board of Directors regarding realisation of the organisation's targets for the current year;
- ◆ Discussion of the implemented financial policy and the situation with regard to realisation of the expenditure versus the cost estimates and the prognosis of the results, with the management;
- ◆ Approval of the annual report and annual accounts. Self-evaluation and improvement of monitoring.

The Supervisory Board met five times in 2014 and conducted one self-evaluation in a separate meeting. In February 2014 a special brainstorming session was held strategic multi-year framework for 2016 - 2020. The supervision in 2014 was in accordance with a framework based on the criteria:

- ◆ The mission of PAX;
- ◆ The continuity of the organisation;
- ◆ The way in which risk control/management takes shape;
- ◆ The degree to which the organisation is financially efficient;
- ◆ The social climate must be healthy within the organisation;
- ◆ Active involvement and support of stakeholders in policy formation.

In addition, the Supervisory Board regularly focused on the application of "Dialogue and Dissent", and on strategic partnerships for 'lobby and advocacy'.

### **EMPLOYMENT CONDITIONS AND REMUNERATION**

The Supervisory Board is also the employer of the Board of Directors. The Supervisory Board has established a Remuneration commission for that purpose. PAX's remuneration policy must comply with all the statutory frameworks and the conditions of the CBF Charities Hallmark. The remuneration of the Board of Directors is way below the level of the VFI Advisory scheme for Remuneration of Directors of Charities. Please refer to the Annual accounts 2014 for a more detailed explanation of the salaries of the Board of Directors.

The Supervisory Board members offer their services on a voluntary basis, and do not receive any form of remuneration, holiday or attendance bonus. All expenses, such as travel expenses, are reimbursed on the basis of costs actually incurred. Please refer to PAX Annual Accounts 2014 for a more detailed specification.

### **EXTERNAL SUPERVISION**

PAX is not only subject to supervision by its own Supervisory Board, but also to external supervision:

- ◆ KPMG (accountant audit and audit control and management)
- ◆ ISO Certificate 9001:2008
- ◆ the Central Agency for Fund-raising (hallmark)
- ◆ ANBI

### **RELATIONSHIP WITH STAKEHOLDERS**

The PAX stakeholders are our partners in the conflict-affected areas where we work, the members and donors, our beneficiaries and employees. Please refer to the relevant sections of this annual report for a description of our relationship with these stakeholders. ◆

# 9. Composition of Board of Directors & Supervisory Board

**Table 2.**  
Composition of statutory Board of Directors

Name	Position / secondary function
Jan Gruijters	<ul style="list-style-type: none"> <li>◆ General director and Chairman of the PAX Board of Directors</li> <li>◆ General director and board member of Pax Christi</li> <li>◆ Director of IKV (Interdenominational Peace Council) and member of the IKV Board</li> <li>◆ Member of the Stikav board</li> <li>◆ Member of the Steering group for the Security and Rule of Law</li> </ul>
Frek Landmeter	<ul style="list-style-type: none"> <li>◆ Director of PAX</li> <li>◆ Director and board member of Pax Christi</li> <li>◆ Member of the Stikav board</li> </ul>

**Table 3.**  
Composition of Supervisory Board

Name	Position / secondary function
Marieke de Wal	<ul style="list-style-type: none"> <li>◆ Managing Director of the Partnerships Resource Centre, Rotterdam School of Management, Erasmus University</li> <li>◆ Vice-chair of the Continental Supervisory Board of Solidaridad Nederland</li> </ul>
Carla Kuijpers-Groensmit	<ul style="list-style-type: none"> <li>◆ Former director of Students service at the University of Utrecht</li> <li>◆ Deputy Chairperson of VVE Leeuwschild</li> <li>◆ Secretary Rotaryclub Utrecht West</li> </ul>
Wieger Bakker	<ul style="list-style-type: none"> <li>◆ Director of Management and Organisational Sciences Bachelorship at the University of Utrecht</li> <li>◆ University Professor at the Management and Organisational Sciences Department</li> <li>◆ Chairman of the Board of the Moving Culemborg Foundation</li> <li>◆ Member of the Executive Committee of Inter University Centre in Dubrovnik, Croatia</li> </ul>
Peter van der Veer	<ul style="list-style-type: none"> <li>◆ Manager at the Municipality of Veenendaal</li> </ul>
Marina van Notten	<ul style="list-style-type: none"> <li>◆ Partner in Profonte - advice (for idealistic purposes)</li> <li>◆ Board member of the Vondelpark conservancy</li> </ul>
Sander Smits van Oyen	<ul style="list-style-type: none"> <li>◆ Director of Social Venture Capital (SOVEC)</li> <li>◆ Board member of various SMEs in Ghana</li> <li>◆ Board member of the Bo Hjelt Foundation</li> <li>◆ Member of Advisory board of Aviation Cosmetics BV</li> <li>◆ Member of the Board of Stichting Munipa</li> </ul>

**Table 4.**  
Resignation schedule for Supervisory Board

Name	Date of appointment	End of first term	End of second term
Marieke de Wal	02-07-2010	02-07-2014	02/07/2018
Carla Kuijpers-Groensmit	10-05-2010	10-05-2014	10/05/2018
Wieger Bakker	01-03-2012	01-03-2016	
Peter van der Veer	01-03-2012	01-03-2016	
Marina van Notten	01-03-2012	01-03-2016	
Sander Smits van Oyen	29-05-2013	29-05-2017	

# 10. Key figures 2014

Please refer to PAX Annual Accounts 2014 (source key figures) for a more detailed specification.

**Figure 1.**  
Statement of income 2014.  
All sums in euros (€).

Grants from Dutch government	9,500,720	
Grants from Dutch government for alliance parties	2,830,211	
Grants from other institutional donors	1,551,493	
Private fundraising	742,172	
Income from third parties	500,000	
Interest and investment income	65,684	
Other income	25,900	
<b>Total income</b>	<b>15,216,180</b>	

**Figure 2.**  
Statement of expenditure 2014.  
All sums in euros (€).

Human Security and Human Rights in Fragile States	5,508,725	
The Freedom from Fear Alliance parties MFS II liabilities	2,830,211	
Human Security and a voice in Repressive States	2,777,132	
Security & Disarmament	1,258,549	
Networks for conflict prevention and peacebuilding	565,642	
Partners in Masterpeace project	250,000	
Networks for peacebuilding	213,725	
Strengthening civil society	128,399	
<b>Spent on behalf of the objective</b>	<b>13,532,383</b>	
Cost of management and administration	765,781	
Cost of institutional donor fund-raising	320,236	
Cost of private fund-raising	146,772	
<b>Total Expenditures</b>	<b>14,765,172</b>	

**Table 5.**  
Efficiency benchmarks

	<b>Actual 2014</b>	<b>Budget 2014</b>	<b>Actual 2013</b>
Spent on objectives (in relation to expenses)	91.70%	91.10%	89.40%
Costs of private fundraising	19.80%	25%	17,5 %*
Costs of management & administration	5.20%	6.40%	7.10%

\*Rectification on Annual Report 2013



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