



# Weinstein International Foundation

## MEDIATING A BETTER FUTURE™

ENHANCING CAPACITIES FOR IMPROVED ACCESS TO JUSTICE



## Judiciary of Zambia

### Judicial Conference 2019



Weinstein International Foundation  
MEDIATING A BETTER FUTURE™

**The Weinstein International Foundation is proud to support the Judiciary of Zambia in its efforts to enhance capacities for improved access to justice through sponsorship of the 2019 Judicial Conference.**

Established in 2018, the Weinstein International Foundation is a non-profit organization dedicated to help address the pressing need for mediation services around the world. Many foreign judicial systems are unable to provide fair, reliable, and cost effective ways of managing commercial and non-commercial disputes. This shortcoming impacts not only access to justice for a nation's citizens, but also the willingness of investors to provide capital in places that need it most.

Inadequate judicial systems undermine emerging institutions and create political security risks that impede countries from working together to manage cross-border, systemic and existential challenges, including: armed conflict, climate change, human migration and pandemic risks.

Something must be done to enable a more strategic approach to these and other challenges, both within countries and across borders. The Weinstein International Foundation believes that an important step is to provide trained mediators in and from the countries where these stresses exist.

The Weinstein International Foundation represents an exciting opportunity to help increase the number of trained mediators abroad, and support them as they promote mediation in their home countries. The Foundation draws on the now more than 100 Weinstein JAMS Fellows from over 70 countries, who have received mediation training in the U.S. These Senior Fellows form a core cohort of international mediators, who provide mediation services in their home countries, train others in mediation techniques, help develop legislation to promote mediation, and mediate public interest disputes in their own countries and across their regions.

**To learn more about the Weinstein International Foundation, please visit the Foundation website, which you will find at [weinsteininternational.org](http://weinsteininternational.org).**

Kind regards,

Hon. Daniel Weinstein (Ret.)  
*Founder, Weinstein International Foundation*



## JUDICIARY OF ZAMBIA • JUDICIAL CONFERENCE 2019

The annual Judicial Conference of the Judiciary of Zambia brings together adjudicators from across all the courts. This year, the Judicial Conference will take place December 17-19, 2019 at Avani Victoria Falls Resort in Livingstone. Seventy Judges of the Superior Courts, namely the Supreme Court, Constitutional Court, Court of Appeal and the High Court will attend. Other participants comprise fifty Magistrates from the Subordinate Courts and Local Courts, as well as thirty administrative staff.

The annual Judicial Conference is a very important occasion in the judicial calendar because it serves as a forum for adjudicators to address key issues affecting the administration of justice in Zambia. The conference also affords its adjudicators an excellent opportunity to consider the performance of the judiciary as the year closes, as well as plan for the future. This year, the conference theme is “Enhancing Capacities for Improved Access to Justice.” It will focus on areas that build on the competencies and tools of adjudicators from across the country.

### Conference Focus Will Include Mediation

Notable among the conference topics, is the subject of mediation, which the Zambian judiciary is using as a tool to combat case backlog and ensure the speedy settlement of disputes. With the support of the Weinstein International Foundation, fifty Magistrates will undertake an intensive three-day training workshop on mediation. Coming at a time when the judiciary has just extended court-annexed mediation to the Subordinate Courts, there is no question that the training will enrich court-annexed mediation in the country.

The conference will further allow participants to comparatively examine and benefit from mediation models from other jurisdictions. Additionally, Board members from the Weinstein International Foundation and its Senior Fellows will share mediation experiences from their countries.

Other important topics to be addressed at the conference, include: sentencing principles and considerations, such as the greater use of alternative sanctions to incarceration; the Anti Gender Based Violence Act and the related performance of fast-track courts. There will also be a discussion of notable court decisions, as well as the state of the Judiciary.

*Hon. Lady Justice Mugeni Siwale Mulenga, Chairperson Training Committee,  
Conference Organizing Committee/Senior Fellow, Weinstein International Foundation*

## Board of Directors – Weinstein International Foundation



**Hon. Judge Ann Claire Williams (Ret.)** is Of Counsel at Jones Day, where she leads the firm's efforts in advancing the rule of law in Africa. Devoted to promoting the effective delivery of justice worldwide, Judge Williams has partnered with judiciaries, attorneys, NGOs and the U.S. Departments of Justice and State to design and lead training programs in Ghana, Indonesia, Kenya, Liberia, Nigeria, Rwanda, Tanzania and Uganda. In November 1999, Judge Williams became the first and only judge of color appointed to the United States Court of Appeals for the Seventh Circuit. Before she became a circuit judge, she served as a U.S. District Court judge for the Northern District of Illinois in Chicago from 1985 to 1999, where she mediated thousands of disputes that resulted in settlements between the parties. She retired from being a judge in early 2018. While on the bench, she was chair of the Court Administration and Case Management Committee of the U.S. Judicial Conference from 1993 to 1997, served on the Supreme Court Fellows Program Commission from 2005 to 2011, and served on the Judicial Branch Committee from 2009 to 2018. She was treasurer, president-elect, and president of the Federal Judges Association, which has a membership of more than 1,200 federal judges. In each of these positions, she was the first judge of color to serve. She is a Director of the Weinstein International Foundation Board and led the Weinstein International Foundation and Strathmore University Dispute Resolution Centre International Mediation Conference in Nairobi in May 2019, "How to Resolve Conflicts Through Mediation in Africa and Beyond," which focused on court-annexed mediation, mediation in criminal courts through guilty pleas, and mediation outside the court system.



**Mr. Leonardo D'Urso** is CEO and co-founder of ADR Center Global, one of the most respected mediation centers in the world. Since 1998, he has resolved more than 1,000 national and international complex civil and commercial mediations. With twenty years of full-time work in the field of ADR, Mr. D'Urso has been responsible for managing ADR Center's strategic activities, the opening of thirty-one Resolution Centers in Italy, and the creation of ODR Center, an innovative cloud platform that manages the mediation process. In 2017, Mr. D'Urso was designated by the Council of Europe as the Scientific Expert of the Working Group on Mediation within CEPEJ (The European Commission for the Efficiency of Justice). In that capacity, he undertook the Report on the Impact of CEPEJ Mediation Guidelines in the legislations of the 47 CoE Member States and coordinated the draft of the 2018 European Model Law on Mediation. He has managed complex capacity-building projects funded by international donors in Africa, Europe and Central America (Serbia, Turkey, Nigeria, Barbados and all EU Member States and North African countries). He is a Director of the

Weinstein International Foundation Board.

## Senior Fellows – Weinstein International Foundation



**Hon. Lady Justice Mugeni Siwale Mulenga** (Chairperson Training Committee, Conference Organizing Committee) has served as judge of the Constitutional Court of Zambia since its establishment in 2016 and is the current Chairperson of the Judiciary Advisory Committee on Training and Continuing Education. Prior to her appointment to the Constitutional Court, she served as judge of the High Court, where she actively promoted the use of mediation among litigants as a first option in resolving disputes. During her tenure at the Ministry of Justice, she served on various professional and state boards. Under the judiciary, she currently serves on the Advisory Committee on Court-Annexed Mediation and Delay Reduction and previously served on the Advisory Committee on Gender and the Advisory Committee on Court Operations and Administration. She is a trained mediator and arbitrator and holds an LL.M. in administrative and environmental law from Victoria University of Wellington and a LL.B. from the University of Zambia.

She is a member of the Law Association of Zambia, the Water and Sanitation Association of Zambia, the Zambia Association of Women Judges, and the International Association of Women Judges. She is a Senior Fellow of the Weinstein International Foundation and recipient of a Weinstein JAMS International Fellowship (2017).



**Hon. Justice Harrison Mutabazi** is a high court judge, who currently serves as Inspectorate of the Rwandan Supreme Court and judicial spokesperson for the courts. He is a member of the steering committee that oversees the implementation of mediation in the Rwandan courts and has served in this capacity as advisor to the Chief Justice of the Supreme Court of Rwanda. A member of the judiciary since 2003, Justice Mutabazi has trained and mentored judges and registrars of the intermediate court of Gicumbi and the high court of Musanze on mediation skills. He is the author of a graduate study on The Application of ADR Mechanisms in the Judicial Systems: The Case of Rwanda and Ghana. He has trained in mediation at the Straus Institute of Dispute Resolution at Pepperdine School of Law and in designing and implementing court-connected ADR programs at the Center for Negotiation and Dispute Resolution at UC Hastings College of Law. He received a post-graduate diploma from the Institute of Legal Practice where he also teaches, an LL.M. in International Criminal Law, and an LL.B. from the National University of Rwanda. He is a Senior Fellow of the Weinstein

International Foundation and recipient of a Weinstein JAMS International Fellowship (2015).





**Ms. Ugochinyelu Anidi** is a lecturer in law at the University of Nigeria where she specializes in family law and alternative dispute resolution. She has extensive training and experience in family law and ADR, having taught family law at the undergraduate level since 2011 and served as a volunteer family mediator at the Citizen's Mediation Centre at the Ministry of Justice of Enugu State, Nigeria. In 2010, she obtained an LL.M. in International Comparative Dispute Resolution from Queen Mary University of London and has since undertaken several family mediation and ADR training programs, including the 40-hour Advanced Divorce Mediation Program at the New York Peace Institute and the Mediating Disputes Course provided by the Harvard Program on Negotiation (PON). Ms. Anidi is currently concluding her doctoral degree at the University of Cape Town with a thesis that examines the application of mandatory divorce mediation to the dissolution of both customary and statutory law marriages in Nigeria through government-funded community-based mediation organizations. She is a member of the Chartered Institute of Mediators and

Conciliators of Nigeria (ICMC) and serves on the mediation panel at the Enugu State Multi Door Courthouse. At present, she is working on the establishment of a clinical mediation course at the University of Nigeria. By increasing the growth of mediation in Nigeria through improved instruction, Ms. Anidi hopes to support ADR institutions such as the multi-door courthouses by providing well-trained staff while ensuring the availability of mediation services for indigent members of local communities. Ms. Anidi is a Senior Fellow of the Weinstein International Foundation and recipient of a Weinstein JAMS International Fellowship (2019).



**Mr. Pat Mkhize** LL.B, LL.M., served as the founder/director and principal mediation trainer of Community Conflict Management and Resolution (CCMR) (1992-2007), an organization providing negotiation and mediation training to underserved rural leaders and youth to help empower their efforts to resolve disputes out of court. In addition, he is the founder/director and principal mediator of the Mandulo Foundation, a nonprofit organization he established in 2009 that further focuses on community development and access to justice initiatives. Mr. Mkhize is also a co-founder of the South African Mediators Association in family matters and has served as a consultant to the Ministry of Justice to support the introduction of court-annexed mediation pilot projects. In 1996, Mr. Mkhize was appointed to serve as a victim/offender facilitator by the Truth and Reconciliation Commission. He has provided mediation training to lawyers, educators, psychologists and social workers and has been invited by the South African Law Reform Commission to provide input on the introduction of mandatory mediation and mediator accreditation, among other topics.

Mr. Mkhize received an ADR Fellowship to the Gould Program on Negotiation and Mediation at Stanford Law School and trained at the Straus Institute for Dispute Resolution, Pepperdine Law. He is a Senior Fellow of the Weinstein International Foundation and recipient of a Weinstein JAMS International Fellowship (2014).



**Ms. Bernadette Uwicyeza** is the founding Secretary General of the Kigali International Arbitration Centre (KIAC), established in 2012. As Secretary General, she led the Centre's operations and strategic development. She stepped down from her managerial responsibilities at the Centre in 2015 to focus on mediation practice development in Rwanda. She now is an ADR Advisor to the Judiciary of Rwanda, in charge of a comprehensive program to implement mediation in the court system. In her role as ADR advisor, she organizes and facilitates mediation skills training for judges, registrars and members of the Bar Association and has assisted the judiciary in the design and implementation of a court mediation scheme well-integrated in the existing court system. She contributed to the review of the civil procedure code enacted in 2018 to introduce a mediation referral mechanism for all civil matters and, under the Centre for International Legal Cooperation project supporting KIAC capacity building; she prepared a comprehensive Mediation Bill in January 2019. She is now part of the consultants' team hired by the Institute of Legal Practice and

Development contracted by the Ministry to develop an Alternative Dispute Resolution Policy. Ms. Uwicyeza began her ADR journey in 2006, when she led the legal component of a World Bank project supporting investment climate reforms. As part of this project, she was involved in the promotion of ADR in Rwanda. She is an ADR-focused lawyer committed to change making in her personal and professional life. She is a Senior Fellow of the Weinstein International Foundation and recipient of a Weinstein JAMS International Fellowship (2016).



**Ms. Hauwa Yakubu** LL.B. B.L, MCI Arb, is a Solicitor and Advocate of the Supreme Court of Nigeria and the Head of Division (Abuja) and Assistant Chief Registrar at the National Industrial Court (NICN) and the immediate past Deputy Director of the National Industrial Court of Nigeria (NICN) Alternative Dispute Resolution Centre, the first court-connected mediation centre in the Nigerian Judiciary. She is a seasoned mediation trainer since her accreditation as a mediator and responsible for establishing and overseeing the effective operations and administration of the NICN Alternative Dispute Resolution Centre nationwide. She was called to the Nigerian Bar in 2003 after obtaining her LLB Hons degree in the year 2000. She is a Member of the Chartered Institute of Arbitrators (MCI Arb)(UK); Fellow with the Institute of Chartered Mediators and Conciliators, Nigeria (ICMC); Accredited Mediator with the Center for Effective Dispute Resolution, London (CEDR); Member, Nigerian Bar Association; Member, International Bar Association. She is a certified mediator with practical experience mediating cases at a private law firm, where she worked in litigation for over five

years. She brings her in-depth knowledge of labor law disputes and administrative matters to her mediations. Ms. Yakubu is a Senior Fellow of the Weinstein International Foundation and recipient of a Weinstein JAMS International Fellowship (2014).



## MEDIATION DEVELOPMENTS IN NIGERIA

Mediation as a tool for resolving disputes peacefully has existed in Nigeria from time immemorial. The formal concept of mediation as an ADR mechanism and alternative to litigation, however, is still a relatively new, growing concept. Mediation and other forms of ADR have been given constitutional support as a means of settling disputes. Specifically, Section 19(d) of the Constitution of the Federal Republic of Nigeria (CFRN) 1999 (as amended) provides for settlement of disputes by arbitration, mediation, conciliation, negotiation and adjudication. Some of the states that are major commercial centers, such as Federal Capital Territory, Enugu state, Kano state, Delta state, Rivers state, Cross River state and most significantly Lagos state, have laws regarding mediation.

Mediation has received judicial notice in Nigeria in a number of cases, among which is the case of FOLARIN & ANOR VS IDOWU AND ORS. [2013] LPELR-22123 (CA), where the Court of Appeal, the second highest court in Nigeria, held that any settlement agreements made pursuant to contractually imposed mediation must be enforced by the courts and will be binding on the parties who have endorsed or agreed to it.

### Institutional Mediation Requirements

In spite of these successes, there is a shortage of general legal requirements for mediation proceedings in Nigeria. Instead, the regulations that guide the individual institutions provide specific requirements to be followed for mediation within those institutions. The most prominent mediation institutions in Nigeria are the Lagos Multi-Door Courthouse, the Abuja Multi-Door Courthouse, the Kano Multi-Door Courthouse, National Industrial Court of Nigeria's ADR Centre, the Lagos Court of Arbitration and the Citizens Mediation Centre.

The multi-door courthouse is a court-connected ADR centre which offers different forms of ADR processes. These centres are independently run and managed, but are attached to a specific court, usually the State High courts. There are three ways in which a matter may be brought before a multi-door courthouse: by court referral, by the parties walking into a multi-door courthouse themselves, and by direct intervention by the workers of a multi-door courthouse.

### Some of the Notable Multi-door Courthouses in Nigeria Include:

**LAGOS MULTIDOOR COURTHOUSE (LMDC):** This is the multidoor court ADR centre in Africa, established on the 11th of June 2002. The first mediation case at the LMDC took place in December of 2002 and was successfully resolved within 3 hours, having been on-going in the courts for over three years. In another case, a former vice president, the late Dr. Alex Ekwueme, was involved in a dispute in Lagos for 17 years in a sale of land in his capacity as chairman of an investment corporation. When the matter was referred to the LMDC for mediation, it was resolved in one day.

**MOHAMMED UWAIS ALTERNATIVE DISPUTE RESOLUTION CENTRE (ABUJA MULTI-DOOR COURTHOUSE (AMDC)):** Established in October of 2003, the AMDC attends to over 100 walk-in cases yearly, excluding court referred cases.



**KANO MULTI-DOOR COURTHOUSE (KMDC):** Established on the 20th of January of 2009, it is entirely funded by the Kano State Government. A notable case involved two kano-based businessmen over a debt of N12.9m. When the matter was referred to the KMDC, it was resolved in one sitting, and both parties were able to re-build their commercial relationship.

**THE JUSTICE ENO OTU MULTI-DOOR COURTHOUSE (AKWA-IBOM MULTIDOOR COURTHOUSE(JEOMDC)):** The Justice Eno Otu Multi-Door Courthouse was established on September of 2008. It is the first in the South-South geopolitical zone of Nigeria to have embraced the multi-door court concept.

**ENUGU MULTI-DOOR COURTHOUSE:** A recent establishment, it began operations on the 17th of December 2018 and has so far taken on 180 cases within five months of its establishment.

### Progress of Court Annexed Mediation

The power to establish court annexed mediation programs by a specific court is usually provided for by the enabling law. For instance, Section 254C (3) of the 1999 constitution of the Federal Republic of Nigeria, (as amended by the Third Alteration Act, 2010) gives the National Industrial Court the power to establish an ADR centre within the court premises on matters which jurisdiction is conferred on the court by the constitution. So far, it is the first court the constitution has given such powers to establish an ADR centre within the court premises. Also in existence is the Court Of Appeal Mediation Centre, established on the 28th of June 2018, which has its legal foundation in the court of appeal rules, Order 16 Rule 1(1).

The National Industrial Court ADR Centre Instrument, 2015 by Article 2(1) established the ADR centre; the centre shall among other things be responsible for the resolution of disputes by applying mediation and conciliation mechanisms of ADR; the applicable rule to the proceedings in the ADR centre is the National Industrial Court ADR Centre Rules, 2015. The National Industrial Court pursuant to order 24 of the National Industrial Court of Nigeria (Civil procedure) Rules 2017 provides that the President of the court or Judge may refer matters to ADR centres established within the court premises.

### Differences Between Multi-door Courthouse and Court Annexed Mediation

For a multi-door courthouse, parties may agree to refer their dispute to the multi-door courthouse for resolution. In court annexed mediation however, mediation is by direction of a Judge, by the agreement of both parties, by the application

of one party, or by applying directly to the president of the court. Also, the multi-door courthouse is all encompassing because it includes: arbitration, early neutral evaluation, mediation and other hybrid processes. Court annexed mediation, on the other hand, is usually dependent on the provision of the specific law.

For instance, the National Industrial Court of Nigeria ADR Centre Instrument, 2015 by Article 2(4) provides that resolution of disputes shall be conducted by applying mediation and conciliation mechanisms only. In the case of special courts with specific jurisdiction, it will relate only to the matters treated in that court. Regardless of the differences, multi-door courthouse and court annexed mediation are both aimed at the promotion of mediation and other alternative dispute resolution mechanisms in Nigeria.

In mediation, parties are given the opportunity to reach solutions which are mutually acceptable, and may be beyond the scope the court may arrive at. Confidentiality is ensured. Documents, statements and pieces of evidence tendered during ADR sessions at multi-door courthouses are confidential and protected from disclosure for all purposes. This preserves the positive business and personal relationships between disputants, helps make quicker decisions, saves cost, and simplifies the procedure.

### Reducing the Backlog of Cases

The practice of mediation under the mediation centres has reduced the backlog of cases in Nigeria as well the number of new cases that go to the courts. The openness to mediate or adopt other ADR mechanisms is becoming stronger and stronger with the passage of each day. Mediation has become a viable option for resolving commercial, civil and family disputes within the shortest possible time. Most agreements in commerce today have a clause referring parties to mediate.

Soon, the courts in Nigeria will no longer be where the resolution of disputes begin. Instead they will be where disputes end, if alternative methods of resolving a dispute have failed. Some states in Nigeria have made mediation a precedent. For example, a pre-action protocol form is required to be filed in Lagos state stating that an alternative dispute mechanism has been tried before resorting to the court. It is our hope that this development spreads across all 36 states in Nigeria.

*Hauwa Yakubu, Senior Fellow  
Weinstein International Foundation*

## A HIGHLIGHT OF MEDIATION DEVELOPMENTS IN SOUTH AFRICA

Within traditional societies and communities, local leaders and chiefs have facilitated the settlement of disputes in their respective jurisdictions through the use of non-adversarial methods for centuries. In these cases, for example, a fine paid by the perpetrator would be used to buy the goat to be consumed by everybody, including the perpetrator in the court yard. The aim of these methods is to promote reconciliation while sustaining peace and preserving coherence in the tribe.

### The Development of Modern Mediation

The field of mediation began in South Africa first developed during the 1970's and primarily involved labor cases when disputes began to emerge as a challenge to the Apartheid laws. Since that time, mediation has been fairly established in labor, community and family cases.

In 1984, the Department of Justice introduced the small claims court and legislation enabling "Mediation in Certain Civil Cases". This legislation was intended to provide faster resolution of minor civil cases that fell within the magistrate courts' jurisdiction due to their long delays in prosecution and overcrowded dockets. The legislation was understood as an innovation to enable broader access to justice, particularly for the more destitute members of the community. The legislation stipulated that mediators would have to be qualified and practicing lawyers, a requirement that became an obstacle for the implementation of mediation as there were few trained mediators who also were practicing lawyers. This legislation was ultimately not successful, since some stakeholders objected to the requirement that mediators should be practicing attorneys.

In 1987, the Department of Justice introduced the "Mediation in Certain Divorce Matters Act", the main objective of which was to appoint a family advocate to mediate between the parents in order to promote and protect the interest of the minor child during and post-divorce. The family advocate also served to assist the spouses in separating spousal problems from parental responsibility of the minor child. This act is still in place but is currently under review.

In 1988, some professionals, including myself, formed an association known as the "South Africa Association of Mediators (SAAM)". SAAM's main objective was to train family

mediators to partner with Government to promote, non-adversarial dispute resolution relating to family matters. I wrote few articles, in this area, like "Conflict Resolution - An African Style" (published by NAME) and "Mediation: An old Family Practice Dressed as New."

### Court-annexed Mediation Pilot Project

In 2015, the Minister of Justice introduced a court-annexed mediation pilot project in the magistrate courts to promote the efficient resolution of disputes prior to filing litigation with the court and as part of the court processes. Subsequently, the Ministry of Justice invited trained and experienced mediators to apply for accreditation as court-accredited mediators. The Mandulo Foundation, which I established in 2009, is an accredited provider for the court-annexed program and as the Foundation's principal trainer, I am accredited to provide training for court-annexed mediators.

My accreditation as a mediation trainer by the Ministry of Justice was influenced by my exposure during my Fellowship project in the U.S. which introduced me to various forms of mediation approaches, often referred to as "evaluative mediation" and which is not generally used in South Africa.

In 2017 and 2019, The South African Law Reform Commission invited stakeholders, such as myself, to provide input regarding the envisaged Introduction of an Alternative Dispute Resolution system, including the accreditation of mediators, the entity that should be responsible for regulating mediators' professional conduct, and the introduction of mandatory mediation.

*Pat Mkhize, Senior Fellow  
Weinstein International Foundation*







## MEDIATION UPDATE IN RWANDA

A major shift toward mediation is happening in Rwanda. Several innovations are responsible for this turn from the former adversarial litigation mindset. Foremost is a court-based mediation project of the Rwandan Supreme Court, funded by the JAMS Foundation. The project resulted in the amendment of the civil procedure code in April 2018 to allow mediation in all disputes either by a judge, a registrar or a private mediator at the choice of the parties. In addition, the project initiated a series of mediation training events for judges, litigators and in-house counsel with the support of Edwards Mediation Academy.

The Supreme Court initiated a pilot program in the commercial court under the leadership of two Senior Fellows of the Weinstein International Foundation: Inspector of Courts and Judicial Spokesperson, Harrison Mutabazi, and Bernadette Uwicyeza, coordinator of the project. Two workshops conducted in July of 2018 and January of 2019 to assess the program demonstrated that registrars and judges are mediating cases to the satisfaction of the parties. Edwards Mediation Academy and the Weinstein International Foundation offered to continue supporting the program over the next six months to consolidate its achievements thus far.

### Mediation Training to Build Capacity

In partnership with Edwards Mediation Academy, the Rwandan Bar association has undertaken a capacity building program in mediation and mediation advocacy for lawyers. The program includes an introductory mediation and mediation advocacy session, followed by a 40-hour online mediation skills course offered by Edwards Mediation Academy at a discount rate to members of the Bar Association. Face to face coaching is also provided by a local mediation training facilitator. During the course, participants are given the opportunity to reflect on their practice in their own legal and cultural context and also build connections for future cooperation. The third offering of the course, started in June, has been conducted with a group of judges from different courts to allow practice sharing.

In order to create a more enabling legal environment for mediation, a draft comprehensive mediation Bill has been prepared. Currently under consideration, it is expected to reinforce the foundational principles of mediation and support the development of a well-functioning private practice mediation. Meanwhile, the Rwandan Supreme Court Chief Justice has issued practice directions to guide mediation in court.

### National ADR Policy Project

Under the supervision of Senior Fellow Anastase Nabahire, the Ministry of Justice has initiated a national ADR policy project with the goal of developing an informed ADR comprehensive plan and a coordinated approach to its implementation at both local and national levels. Many Rwandans, whether members of the public or members of the legal system, believe that mediation is one of the treasures of their culture. They are determined to create their own unique Rwandan mediation brand, while incorporating contemporary principles of mediation and lessons learned from practices worldwide. It is expected that the ADR plan will help to mainstream mediation at all levels of Rwandan society.

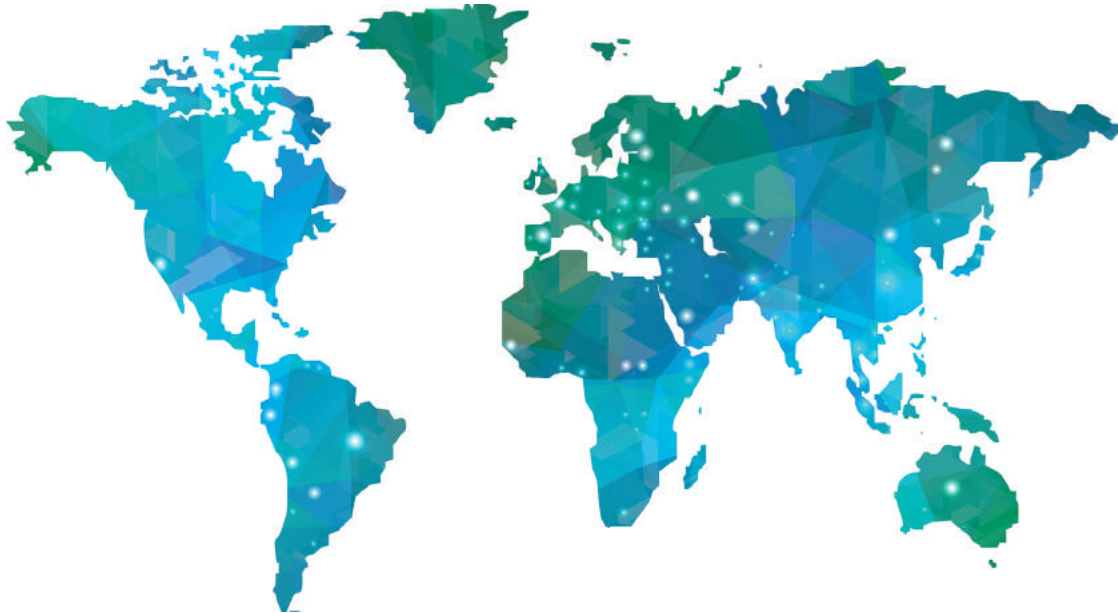
There is no doubt that Rwanda is bringing its contribution to “Mediating a Better Future” to our communities. As a result, Rwanda is now poised to provide mediation for all disputes at every level of society.

*Bernadette Uwicyeza, Harrison Mutabazi and Anastase Nabahire, Senior Fellows, Weinstein International Foundation*



## WEINSTEIN INTERNATIONAL FOUNDATION WEBSITE

We invite you to view the Weinstein International Foundation Website to learn more about the Foundation and its key initiatives. By viewing the website, you can learn about significant mediation developments around the world. You will also learn about the backgrounds and achievements of our accomplished global network of Senior Fellows. You can access the website here: [www.weinsteininternational.org](http://www.weinsteininternational.org).



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