



Dynamique des Jeunes Leaders pour la Paix et le Respect des Droits Humains

DYJEPREDHU asbl

Dynamics of Young Leaders for Peace and Respect for Humans Rights

CHANGEMENT TRANSFORMATION IMPACT

Build bridges through social dialogue

April 2026

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PROJECT TECHNICAL PROPOSALS

I. Project Summary

1. Title of the project: Build bridges through social dialogue

2. Contact details:

- Name of the organization: Dynamic of Young Leaders for Peace and Respect for Human Rights, "DYJEPREDHU asbl" in acronym

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3. Organization Mission Statement

"Our mission is to bridge the divides in the Democratic Republic of the Congo by institutionalizing inclusive social dialogue as a fundamental pillar of governance. We empower the State, labor unions, and local communities to transform conflict into collaboration, ensuring social justice, sustainable peace, and a dignified future for every Congolese citizen."

Project Beneficiaries: Targeted Impact Groups

1. Direct Beneficiaries (Primary Targets)

These individuals and groups are the immediate participants in workshops, training, and mediation forums.

- **Trade Union Delegates & Workers:** Specifically those in the public sector (teachers, healthcare workers) who will gain formal platforms to negotiate wages and working conditions safely.
- **Community Leaders & Elders:** Local authorities and traditional leaders who will be trained as "Certified Mediators" to resolve land and ethnic disputes.
- **Women Peacebuilders:** At least 30% of trainees will be women, empowering them to take leadership roles in local security councils and peace committees.
- **At-Risk Youth:** Young people in high-tension areas (like North Kivu) who will be engaged as "Peace Ambassadors," providing them with an alternative to recruitment by armed groups.

- **Security Forces (FARDC & PNC):** Local police and military officers who will participate in civil-military dialogues to improve their relationship with the population.

2. Indirect Beneficiaries (Secondary Targets)

These groups benefit from the improved social climate and reduced conflict resulting from the project.

- **Internally Displaced Persons (IDPs):** Displaced families who can return to their homes more safely as local mediators resolve property and "returnee-occupant" disputes.
- **Small Business Owners & Market Vendors:** A stable social environment with fewer strikes and riots allows for consistent economic activity and safer marketplaces.
- **The Student Population:** Children and university students who benefit from uninterrupted academic years when teacher strikes are resolved through proactive dialogue.
- **The Congolese State:** Government institutions gain legitimacy and stability when they can resolve grievances through structured institutions rather than reactive crisis management.

Total cost of the project: US \$ 10,000

- **Bank account: Dynamique des Jeunes Leaders pour la Paix et le Respect des Droits Humains, DYJEPREDHU asbl**

Trust Merchant Bank S.A. (TMB)

Goma Agency -DRC

No. 1272-28000-23526760001-87

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Context and Justification: Strengthening Social Fabric in the DRC

I. Strategic Context: A Nation at a Crossroads (2024–2026)

The DRC is currently navigating one of the most complex periods in its modern history.

Following the 2023 elections, the country has faced a **dual-track crisis**:

- **Security Escalation:** The resurgence of the M23 group and the intensification of fighting in North Kivu have led to the capture of strategic hubs like Goma in early 2025, displacing over **7.8 million people**.
- **Institutional Transition:** The government is currently implementing the **National Strategic Development Plan (PNSD 2024-2028)**, which prioritizes job creation and social protection. However, the dissolution of peak-level dialogue bodies (like the CPDS) has left a "governance vacuum" in labor relations.

II. Justification for Intervention: Why Social Dialogue?

The justification for this project rests on the belief that traditional military and top-down political solutions have failed to address the root causes of instability.

1. Mitigation of Chronic Labor Unrest

Public service delivery in the DRC, particularly in health and education, is frequently paralyzed by strikes.

- **Problem:** Ministries often view unions as "politicized," while unions struggle with fragmentation.
- **Solution:** Institutionalizing dialogue creates a "risk mitigation" function, managing conflicts before they escalate into national crises and ensuring that agreements (like wage adjustments) are actually implemented.

2. Countering the Economic "Paradox of Growth"

While the DRC's economy is projected to grow by **5.3% in 2026**, this wealth is concentrated in capital-intensive mining.

- **Problem:** Extreme poverty remains high (over 70-80%), and inflation continues to erode the purchasing power of the masses.
- **Solution:** Social dialogue serves as a catalyst for "inclusive growth" by ensuring that workers' representatives have a seat at the table to negotiate fair income distribution and social security.

3. Restoring Social Cohesion in Conflict Zones

In the East, the "security vacuum" is filled by armed groups because communities feel abandoned by the state.

- **Problem:** Deep distrust between the population and the military (FARDC) hinders local security efforts.
- **Solution:** Localized **Civil-Military Dialogues** and **Village Peace Committees** act as frontline mediators, resolving land and ethnic disputes that are otherwise exploited by rebels.

4. Alignment with International Standards and SDG 16

This project aligns the DRC with global commitments, specifically the **ILO's Decent Work Promotion Program (2021-2024)** and **SDG 16 (Peace, Justice, and Strong Institutions)**.

Project Objectives:

I. Global Objective (Overall Goal)

To foster sustainable peace, social justice, and national stability in the DRC by institutionalizing inclusive social dialogue as a primary mechanism for conflict resolution, labor stability, and participatory governance by 2028.

II. Specific Objectives (SMART)

1. Institutionalization of Permanent Dialogue Mechanisms

- **Target:** To re-establish and operationalize a **National Tripartite Council** (State-Employers-Unions) within the first 12 months.
- **Purpose:** To create a formal, legal, and predictable space for negotiations, ensuring that the **DRC Labor Code** is effectively applied and that labor disputes in the public sector (health, education) are resolved through mediation rather than strikes.

2. Strengthening Local Peace and Security Governance

- **Target:** To establish or revitalize **100 Village Peace Committees (CVPs)** and Civil-Military Dialogue forums in conflict-affected provinces (North Kivu, South Kivu, and Ituri).
- **Purpose:** To rebuild trust between civilians and security forces, reducing human rights violations and facilitating the peaceful reintegration of displaced populations.

3. Enhancing Economic Justice and Social Protection

- **Target:** To ensure the implementation of at least **80% of existing labor accords** (including the Mbudi agreement) through joint monitoring committees.
- **Purpose:** To improve the purchasing power of workers and extend health and safety standards to the informal sector, thereby reducing the "economic frustration" that fuels civil unrest.

4. Promoting Inclusive Participation (Women & Youth)

- **Target:** To achieve a **minimum 30% representation of women** and 20% representation of youth leaders in all national and provincial dialogue committees.
- **Purpose:** To move away from "elite-only" negotiations and ensure that the needs of marginalized groups—who are most affected by conflict and poverty—are integrated into national policies.

5. Building Mediator Capacity and Social Monitoring

- **Target:** To train **500 community mediators and trade union delegates** in advanced techniques of non-violent communication and conflict resolution.
- **Purpose:** To create a "nationwide network of conciliators" capable of identifying social tensions early and resolving them at the grassroots level before they escalate into violence.

III. Expected Key Results (Deliverables)

- **A National Charter for Social Dialogue** signed by all stakeholders.
- **A Digital Monitoring Platform** for real-time tracking of social tensions and strike actions.
- **Regular Annual Reports** on the state of social justice and labor rights in the DRC to be presented to Parliament.

Mission and Vision: Building Bridges through Social Dialogue

I. Vision Statement

"To build a **Democratic Republic of the Congo** where peace, social justice, and prosperity are rooted in the power of inclusive dialogue. We envision a nation where every citizen—regardless of ethnicity, gender, or social status—has a seat at the table, ensuring that national development is driven by consensus rather than conflict."

- **Key Focus:** Long-term stability, national unity, and the transition from a "culture of violence" to a "culture of consultation."

II. Mission Statement

"Our mission is to **institutionalize and professionalize social dialogue** across all levels of Congolese society. We serve as a catalyst for collaboration between the State, the workforce, and local communities to resolve conflicts, protect labor rights, and restore trust in public institutions."

To achieve this, we commit to:

- **Mediating:** Providing neutral, expert mediation for labor disputes and inter-community conflicts.
- **Empowering:** Training a new generation of mediators, women leaders, and youth ambassadors to lead peace initiatives.
- **Advocating:** Pushing for the implementation of fair labor laws and social protection for all, including the informal sector.
- **Monitoring:** Creating transparent systems to track social progress and ensure that government promises are kept.

III. Our Core Values (The "Bridge" Philosophy)

1. **Inclusivity:** No sustainable solution is possible without the participation of the most marginalized, particularly women and youth.
2. **Neutrality:** We act as an impartial bridge between conflicting parties to ensure fair and balanced outcomes.
3. **Accountability:** We believe that dialogue is meaningless without the concrete implementation of signed agreements.
4. **Resilience:** We are committed to local solutions that can withstand the complex security and economic challenges of the DRC.

Project Implementation Schedule: Year 1

| Phase | Months | Key Activities | Expected Deliverables |
|--|------------------|---|---|
| Phase 1: Setup & Institutional Launch | M1 - M3 | <ul style="list-style-type: none"> • Recruitment of the project management team. • Stakeholder mapping (Unions, State, Employers). • High-level launch workshop in Kinshasa. • Establishment of the National Tripartite Council secretariat. | <ul style="list-style-type: none"> • Project office operational. • Official MOU signed by social partners. • Stakeholder database. |
| Phase 2: Capacity Building & Training | M4 - M6 | <ul style="list-style-type: none"> • Training of 500 community mediators and union delegates. • Development of the Social Dialogue Digital Monitoring Platform. • Workshops on "Women in Mediation" in North & South Kivu. • Design of conflict resolution toolkits. | <ul style="list-style-type: none"> • 500 certified mediators. • Beta version of the digital platform. • Training manuals distributed. |
| Phase 3: Community & Local Deployment | M7 - M9 | <ul style="list-style-type: none"> • Revitalization of 100 Village Peace Committees (CVPs). • Launch of "Civil-Military Dialogue" forums in the East. • First provincial-level tripartite negotiation rounds. • Awareness campaigns (radio/local media) on social justice. | <ul style="list-style-type: none"> • CVPs operational on the ground. • Recorded reduction in local tensions. • Radio broadcasts in 4 national languages. |
| Phase 4: Monitoring, Evaluation & Scaling | M10 - M12 | <ul style="list-style-type: none"> • Mid-term evaluation of the impact on strike actions. • National Conference on the implementation of Labor Accords. • Launch of the Annual Report | <ul style="list-style-type: none"> • Impact assessment report. • Annual Charter updated. • Strategic roadmap for Year 2. |

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| | | <p>on Social Justice in DRC.</p> <ul style="list-style-type: none"> • Planning for Year 2 expansion. | |
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Detailed Timeline (Gantt Perspective)

- 1.**Q1 (The Foundation):** Focuses on "Political Buy-in." Without the State and Union leaders' agreement, the bridge cannot be built.
- 2.**Q2 (The Skills):** Focuses on "Technical Readiness." We give people the tools to talk instead of fight.
- 3.**Q3 (The Field):** Focuses on "Grassroots Impact." This is where we move from Kinshasa offices to the realities of the provinces (Goma, Bukavu, Kalemie).
- 4.**Q4 (The Accountability):** Focuses on "Results." We prove the dialogue worked by showing fewer strike days and more settled local disputes.

Project Budget: "Bridges through Social Dialogue" (Pilot Phase)

| Section | Activity / Item | Detailed Description | Unit Cost | Total Cost (USD) |
|---------------------------------------|------------------------------|--|-------------|------------------|
| 1. Advocacy & Launch (15%) | Stakeholder Mapping | Identification of 30 key influencers (Unions, Police, Elders). | \$300 | \$300 |
| | Inception Workshop | Venue, catering, and materials for 30 participants (1 day). | \$1,200 | \$1,200 |
| 2. Training & Tools (30%) | Expert Facilitator | Honorarium for a Senior Mediator to lead a 3-day training. | \$400 / day | \$1,200 |
| | Participant Logistics | Transport stipends and lunch for 25 trainees over 3 days. | \$20 / pax | \$1,500 |

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|-------------------------------------|---------------------------------|---|---------------|-----------------|
| | Mediator Toolkits | Printing of handbooks and ID badges for recognized mediators. | \$12 / pax | \$300 |
| 3. Field Operations (30%) | Dialogue Forums (x4) | Bi-monthly town-hall meetings between civilians and security. | \$400 / event | \$1,600 |
| | Mobile Mediation Units | Fuel and motorbike rental for rapid intervention in hotspots. | \$150 / month | \$900 |
| | Micro-Cohesion Grant | Funding for one small community-led symbolic peace action. | \$500 | \$500 |
| 4. Communication (15%) | Radio Outreach | Partnership with local stations for weekly 30-min talk shows. | \$80 / show | \$960 |
| | Print & Visual Media | Design and printing of 100 posters and 1,000 flyers. | \$540 | \$540 |
| 5. M&E & Admin (10%) | M&E & Reporting | Data collection, field surveys, and final impact report. | \$600 | \$600 |
| | Contingency | Emergency fund for price inflation or security logistics. | 4% of total | \$400 |
| TOTAL | | | | \$10,000 |

Key Budgetary Notes (Justification):

1. **Section 1 (Advocacy):** The goal is to secure a "Social Peace Protocol" right at the start. Without the official blessing of local authorities, field work is impossible.
2. **Section 2 (Training):** Instead of large salaries, we invest in **skills**. We transform 25 volunteers into "Certified Community Mediators" who remain in the neighborhood after the project ends.
3. **Section 3 (Operations):** This is the most critical part. It funds the **physical meetings** between groups that usually don't talk (e.g., local police and frustrated youth).

4. **Section 4 (Communication):** Uses radio, the most powerful tool in DRC, to ensure the "dialogue culture" reaches thousands of people beyond the direct participants.
5. **Section 5 (Accountability):** A small but vital amount to document that the \$10,000 actually changed something, which is essential to attract a \$100,000+ grant later.

Done in Goma, April 15, 2026

For DYJEPREDHU asbl


Christian AHADI BEN MASONGA
EXECUTIF DIRECTOR, HUMAN RIGHTS ACTIVISTI

