



# **Coexistence, Development and Conflict Resolution**

**Training Provider**

**The Peacebuilding and Development Institute in Sri Lanka (PI-SL)**

25<sup>th</sup> - 27<sup>th</sup> October 2010

Ramada Resort Hotel Kalutara

**Language Medium : Tamil**

**Workshop Report**

Co-Trainers: Mr. Arumugam Sornalingham  
Ms. Simon Silva Sathyavarnie

**Both trainers were professional trainers and belong to the PDI-SL pool of Tamil language trainers.**

No	Participant Names	Designation
<b>Sewa Lanka Foundation</b>		
01	Mr. J. Jeyatheepan	
02	Mr. R. Vigneswaran	
03	Mr. S. Lorance	
04	Mr. K. Hariprasath	
05	Mr. S. Keetheswaran	
06	Mr. T. Pathmakanthan	
07	Mr. V. Sanchutahn	
08	Mr. K. Vijayakumar	
09	Mr. R. Pressana	
<b>Caritas Mannar</b>		
10	Rev. Fr. Luckston	Assistant Director
11	Mr. Selvin Nimalaraj	Project Coordinator
12	Mr. Nicholas Frank Thuram	Finance officer
13	Ms. Mary Rishani Coongle	Psychosocial Coordinator
14	Mr. Umakaran Daniel	Psychosocial worker
15	Mr. Benitas	Psychosocial worker
16	Mr. Thuram	Psychosocial worker
17	Mr. Bansean Piratheepan	Field officer
18	Mr. Ranjith Rajeswaran	Field officer
19	Mr. Anthony Jerald	Field officer
20	Mr. Rojes	Field officer
<b>SEEDS</b>		
21	Ms. Satheeswary Suppiah	Team Member
22	Mr. Gobalasamy Sachithananthan	Team Member
23	Mr. Suppaiyah Pratheepan	Field officer
24	Ms. Sujitha Suntharalingam	Field officer
25	Ms. Krushnadevi Suresh	Team Representative
26	Mr. Suppaiyah Chandrakumar	Team Representative
27	Mr. Kanagasabapathi Srijeyavarithaya	Team Representative
28	Ms. Selvarani Iyappan	Team Representative
<b>CTF (Community Trust Fund)</b>		
29	Mr. M. Zuhuri	Project Coordinator
30	Mr. S.M. Sarmil	Technical officer
31	Mr. M.S.M. Salji	Field officer
32	Mr. M.M. Ilmudeen	Finance & Admin Officer

33	Ms. A.U.M. Rejinol	Mobilize
34	Mr. Y.Y. Arafath	Mobilize
35	Ms. Dilani	Mobilize
36	Mr. Asan Saleem	Program Consultant

Objective of the training:

Facilitating co-existence and reconciliation in a post war context applicable to the project level work that is being done by the participants.

### **Introduction**

The training on Coexistence, Development and Conflict Resolution was entrusted to the Peacebuilding and Development Institute (PDI-SL), a Training/research and Capacity Building Institute focusing on research and trainings related to peacebuilding/conflict and development. PDI-SL works with a strong South Asian focus offering both specialized and tailor made trainings as both English language International courses as well as local language courses.

The training on Coexistence, Development and Conflict Resolution was a local language course that PDI-SL tailor made to suit the requirements of the land related post conflict project that was being carried out by SEDEC, Sewa Lanka, Community Trust Fund and SEED.

Prior to the course and the formulation of the curriculum several discussions were held with Fr. George Sigamoney and other project heads of SEDEC who took the lead in organizing the training about the core points that the training were to focus on.

SEDEC then helped PDI-SL to carry out the related assessments carried out in Vavuniya prior to the training to ascertain the needs of the project and project field level staff who would be the participants of the training. The first assessment involving project managers was done in Vavuniya by PDI-SL staff and the lead trainer Mr. Arumugam Sornalingham about two months prior to the training and the second assessment involving the participants themselves was carried out at the venue of the training, Ramada Resort Hotel Kalutara, on 25<sup>th</sup> October. The assessment of the participants focused on their expectations of the training, the skills they felt had to be acquired for their respective projects and new relevant knowledge that they felt they needed to gather.

### **Training Methodology**

The focus of the training was to provide a broad understanding about Conflict sensitive approaches to development, humanitarian assistance and peace building in the present context of post conflict development in Sri Lanka. Difficulties, challenges and ways of working around them were some of the basic areas that were covered at the beginning of the training.

Participatory training was the methodology used to look deeper into conflict sensitive approaches to development, humanitarian assistance and peace building. A notable point was that the participants had a key say in the shaping of the training through the 2<sup>nd</sup>

assessment that involved the designing of 'personal road maps' through individual and group exercises which were facilitated by the trainers.

The trainers guided the participants through the introductions to the key concepts around development and conflict looking at the two entities from the ground level point of the present socio-political and socio-economic post conflict scenario.

Coexistence and development were also key areas that were looked at by discussing key elements of coexistence, examining the importance of coexistence in development, understanding of cultural and social diversity, responses in conflict situations and looking in-depth at on-violent conflict resolution.

Lighter activities such as the showing of a film related to co-existence was also included so that the training will not be too tedious. The trainings were evaluated daily by the participants. This provided the participants to help the trainers address any shortcomings or vacuums in the training. It should be noted that the training was carried out keeping in mind that all the participants had been affected by the war and therefore emphasis was given to carry out some kind of healing method to the training at regular intervals for which exercises such as meditation and reflection were used.

PDI-SL which focuses strongly on aspects of gender in its conflict and development related programs focused on the gender aspect in this training as well. The aspects of gender that were used were those that were relevant to the projects carried out by the 4 community based organisations that the training catered to. The gender aspect was considered important especially as most of the ground level field workers were males who had to work extensively with a large number of females who were widows and single parents.

The last day of the training focused on gender, coexistence, peacebuilding and conflict sensitive planning as well as participatory monitoring. Training ended with a final evaluation that helped PDI-SL in finding out what was achieved by the participants in terms of skill acquiring and assimilation.

### **Daily Training Outline**

**Day 1:** Personal Road Maps - An individual and Group Exercise in which participants shared the important movements of their lives with the groups

**Day 2:** Conflict sensitive approaches to development, humanitarian assistance and Peacebuilding

- a) Introduction to key concepts
- b) Development and conflict
- c) Humanitarian assistance and conflict
- d) Peace building, coexistence and conflict

Coexistence and development

- a) Key elements of coexistence

- b) Importance of coexistence in development
- c) Understanding of cultural and social diversity
- d) Responses in conflict situations
- e) Non-violent conflict resolution

**Day 3:** Coexistence and development - continued

Gender, coexistence, peace building

Conflict sensitive planning Participatory monitoring - coexistence and peaceful living

**Day 1 – Self Introduction**

The Mandate and Objectives of the Peacebuilding and Development Institute in Sri Lanka (PDI-SL), the training provider for the Co-existence workshop were explained by PDI-SL representative Gayathri Puvimanasingham.

Co-trainer Ms. Simon Silva Sathyavarnie carried out the introduction to the workshop explaining the main objectives of the training.

After a session that was segmented for introductions which differed to the usual formal self introduction and in its stead carrying out the introduction in pairs with the two participants introducing each other. This method of introduction was used to create a background for a better participatory approach that was the main vein throughout the training.

Following the introductions an assessment was carried out among the participants in order to better frame the training.

Activity 1: Participants selected a person among the group and introduced his/her partner to others.

Activity 2: As part of the assessment the participants were asked to write few points about their own project, duties and responsibilities. They were also asked to write about their knowledge, ability and willingness to work on that project.

**Day 2**

Day two started with a 15 minute meditation session led by a participant.

Prior to the formal commencement of the training the welcome speech was made by Mr. K. Theivendrarajah and the Key note address by Rev. Fr. George Sigamoney, National Director of SEDEC/CARITAS.

**Expectations from the participants:**

Understanding of levels of Co-existence

Women headed households – Definition

Legal Approaches

Environmental Dimensions

Conflict between community level organizations

## Sustainable techniques for co-existence

Participants were asked to draw a graph depicting changes in their life according to their age. They were divided into groups to discuss why the graph is not a straight line and the reasons for the change. The groups came up with the following reasons.

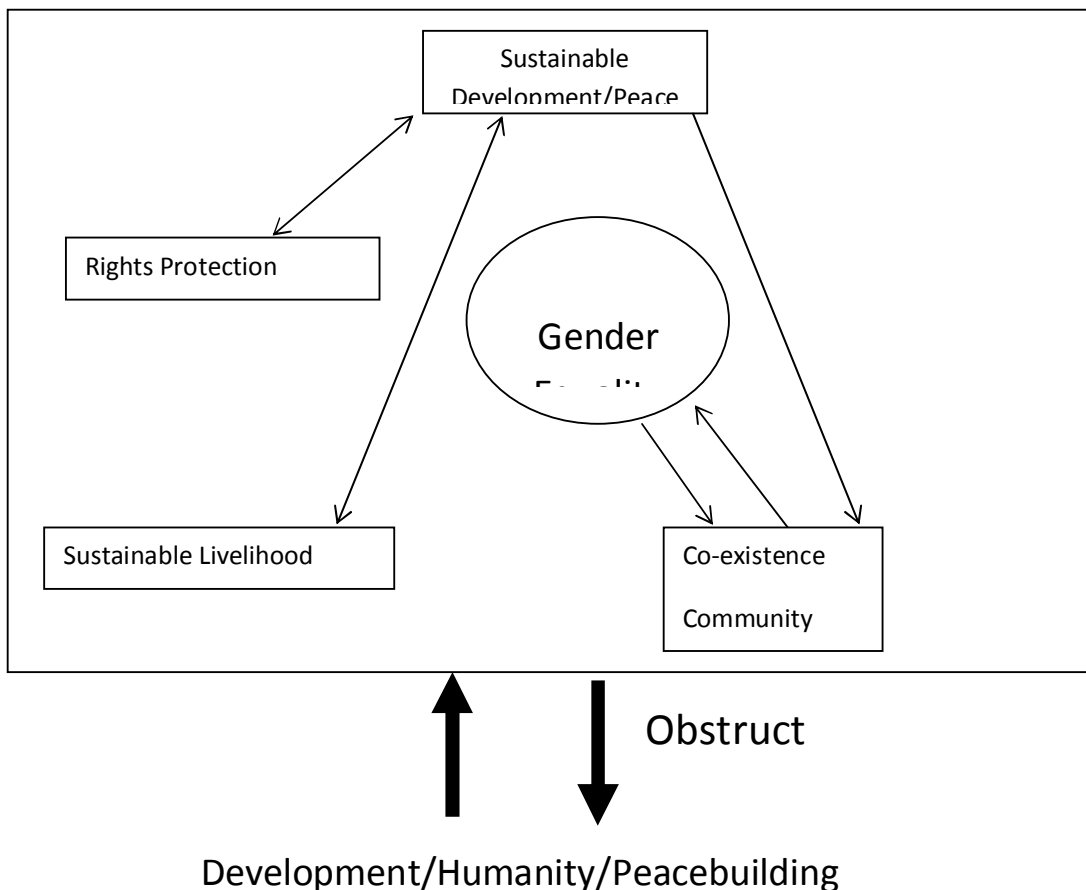
- Teen Age mistakes
- War Surrounding
- Job Redundancy
- Conflict in the working place
- Displacement

Almost all the participants said that they lost had their childhood due to the war.

## Introduction to Conflict

In introducing the overall phenomena of conflict it was explained that conflict is an unavoidable aspect of everyday life. It was explained that the conflict could be with oneself, others, or an organization. The overall objective of this phase of the training was to explain that conflict is an inevitable aspect of life experience.

## Developmental Interventions



**Tools were used to simplify the understanding of conflict within us, around us and in a wide range of situations ranging from domestic to political.**

The training used a background analysis of how Ethnic Identity and Authority/Power becomes a vehicle for conflict.

The various steps that follow from an original point of conflict was highlighted and was referred to in Tamil language as a 'sculpt exercise'.

The next stage of the training was the grouping of participants according to their own organization to discuss about their projects. They were also asked to explain how they would look after the welfare of their community after 5 years. The grouping was carried out according to organization with the organizational objective clearly mentioned. The time frame for reaching these objectives was cited as five years as against the projects carried out. Caritas Mannar focused mainly on a gender aspect on how to improve the decision making powers, education and community participation of women. The objectives of the Community Trust Fund (CTF) focused on the change that they could enforce, given the post conflict situation, to the area (territory) where the project was based. The five year objectives of SEED were focus on rights and needs and creating awareness in communities about these two elements. The projects of Sewa Lanka centered around rights with main focus on economic right (economic freedom), Job security, Health, Education, Gender and Culture within the socio political background of a post war situation.

### **Caritas Mannar**

Organisational objective

Building a sustainable community where women could be self sufficient and equally treated.

Women headed house holds after 5 years.

- women should be able to make their own decisions and act on it.
- They will educate their children equally without and gender discrimination.
- High level of participation in community level.
- Less superstition.
- Women will be able to face challenges.
- Gender discrimination banned.

### **Community Trust Fund CTF**

Objective:

To change Sorrapuri to heaven..

- A thankful community to the organization.
- A self sufficient community
- All three communities will be living in harmony.
- People will be living in their own permanent houses.
- Living standards will be high.
- Area sub roads will be developed.

- Special market settings and systems.
- Increased number of CBO's eg. Women unions, RDS, cultivation centers.
- Development in the cultivation centre.
- Individual job training centers.
- Village hospital services.

**SEED:**

Objective:

Heading towards a democratic, fertile and equal community(The right to live with dignity)e

- People will have all the rights to live.
- Independent living style
- Sufficient basic needs
- After 5yrs this community will be a role model.

**Sewalanka**

Independently fulfilling their need.

- Ability to solve conflict situations independently.
- Women headed house holds living standards will be high.
- Facilities for to Market the self production.
- Knowledge on Nutritious food.
- Increase number of jobs for different abilities.
- Decrease in culture
- Complete knowledge in basic needs
- Strong CBO's
- A good out come of compulsory studios.
- Due to the Aawareness on Women rights, myths

After disusing their own projects the trainer discussed about the Need based approach. And rights based approaches.

**External environment scanning or analysis.**

Under this topic participants discussed the positives and the negatives of the external environment.

Disadvantages

1. Militarization
2. Inequality service providing
3. No unity between communities
4. Political interference
5. Contest for jobs
6. Mutual beliefs

## Advantages

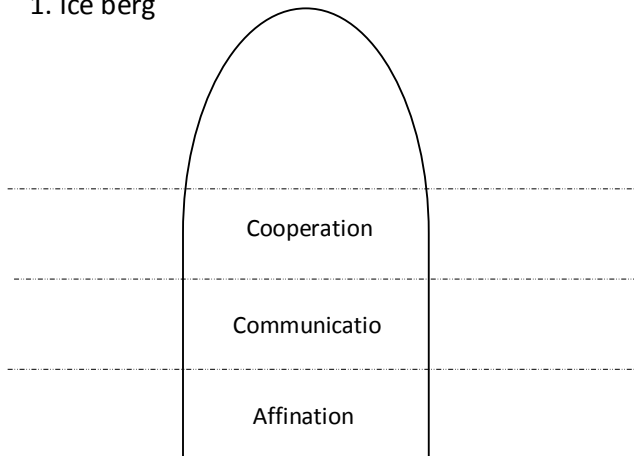
1. Understanding between the communities
2. Resettlement of Muslims
3. War experience
4. Inland Development
5. Peace
6. Awareness workshops

## Third day

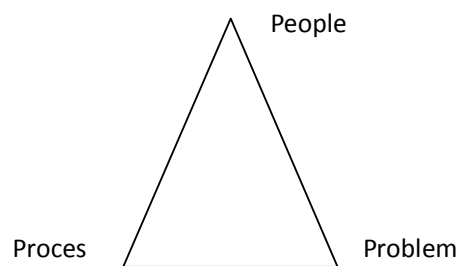
### Conflict Analysis Tools

#### Conflict analysis environment

##### 1. Ice berg



##### 2. Conflict Triangle – 3P's



## **Followed by group discussion and Presentation**

### Group 1

Group 01 looked at what they saw as Lack of Unity between communities.

\*People which consisted of :

Tamil, Muslim and Singhala communities

Village level organizations, CBO's, Gov.Organizations and NGO's

Religious based organizations

\*Problems

Cast

Culture

Inequality

Majority dominates the minority

Resource

Child abuse

Land problems

Domestic violence

Dowry

Religion Victim

And they explained the process using role plays.

How long the people have to wait for decision.

Casualty→Offender→R.D.S→Religious structure/organizations→GS→Land officer→District secretary→Police→Lawyer Courts

### Group II

Group II looked at

**People which consisted of :**

CBO's

Religious heads

Armed groups

Private organizations

Gov. Employees

**Process**

No gatherings

Competition for recourse ration

Business competition

No support for public/community work

**Problem**

No communication

High authority power

Past bad memories

Discrimination

### Group III

People which consisted of Neighbouring villagers

### Problems

Different opinions between Gov. and Non Gov Employees

Conflict between villages and village people

Conflict between CBO's and people

Bad image on organizations

### Process

No collection of data/ information

No direct help

No communication between Ngo's

No awareness programmes, seminars were held.

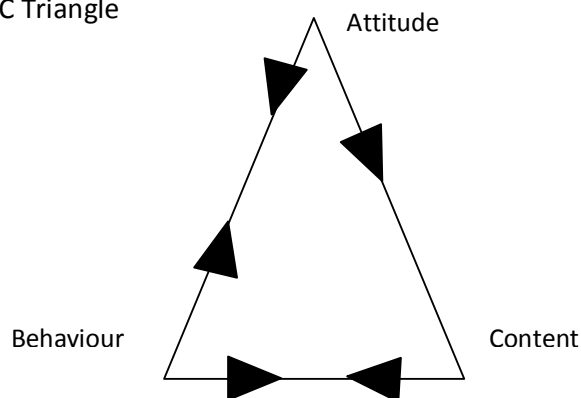
### 3. Growth of Conflict

The growth of conflict was seen as highlighted by the lack of resources.

Two or more people → argument → fighting → unable to come to a common ground/threat/menace → consequence/effect → Conflict

### Conflict Analysis

ABC Triangle



### Challenges encountered in the resettlement programme.

Militarization, Inequality between ethnic groups, Human rights violation, Child Abuse, Sexual Abuse, No mutual trust, No unity between communities, Job competency

## **Steps to Conflict Resolution**

Win -→ Loss

Loss-→ Win

Loss-→ Loss

Win-→ Win

Understand the situation-→ Identifying the problem-→ finding/identifying solutions-→ considering the consequence of the solution and taking appropriate decisions-→ taking action-→ Evaluate

## **Conclusion**

The training carried out in Kalutara for SEDEC, Community Trust Fund (CTF), SEEDS and Sewa Lanka proved that there is a concrete need for local language trainings that will be directed at capacity building at grass root level. PDI-SL hopes that it will be able to carry out more trainings of this calibre in the future as well with the above mentioned organisations.

## **Participant comments / Follow up carried out weeks after the training**

*K. Prasath*

*Sewalanka*

*Agriculture officer/social mobilizer*

*“These are some of the key things that I learnt from the PDI-SL training carried out for us. How to identify a problem. Where does the problem start. How deal a problem between two parties.*

*Now I'm able to handle practical problems explaining why the problem happened to each party so that they can find a solution.*

*Following is one example where I concretely used the my learning :*

*There are three organizations in my village that provide facilities such as water pumps and provide help in constructing water pumps and houses. The official authority at village level is the Grama Sweveka (GS) who has the list of what the people should get. But the rule is that the beneficiaries will not get both a house and a water pump at the same time. In this example I am narrating one beneficiary started protesting loudly in front of the GS office complaining that he has not got the waterpump and the help in house construction.*

*If the GS unable to handle the situation he shout and chase the people and this will affect the beneficiary's family when they go to obtain letters for their children's school admission*

*etc..... Now with the clear instructions from the training on how to handle practical situations like this I am able to go and talk to the beneficiary explaining why their name is not in the list convincing them to wait and clear, firmly but politely – with kindness make them understand the situation.*

*I found the training useful also because it showed us the short film 'Kitchen' where I learnt about child labour/child abuse."*

*Dineshan*

*SEEDS*

*Field Worker*

*"What I learnt was how to build peace more effectively among communities without discrimination. The training focused on practical methods of working on the following aspects: Respect their own religion and culture. Respecting their opinions. Avoid conflicts. Problem solving and how to work with the community.*

*I learn how to understand the problem better, by looking at placing myself in the conditions of the people I am working with.*

*I work with 334 families. They all are with different needs. Their understanding is different. This workshop help me a lot to think and identify a problem. Mainly where does a problem starts. All the topics were suited well to our work.*

*The explanation way of the PDI-SL training is very good. The trainer of PDI-SL used small stories as examples. These ones are easy to remember always. All most all the topics are related to my work. The sessions are really practical. I use these sessions in my day to day work.*

*The Gandhi Movie and the short film Kitchen taught me a lot.*

*Also I really enjoyed the session Team building that was very useful for my work. I use those points when I work with my colleagues. How to help each other in our work place understand others problems helping them to over come the problems.*

*The training is really worth because it was designed in a way where we handle situation in the field level as well as in the workplace. Especially in our work place and in our personal life's too".*

*Comments from Trainers*

*“All the participants were active and their participation is high. They contributed their maximum during the group discussions. They had lot of practical experience. Most of them directly affected by the war.*

*The participants were from Vavuniya and Mannar. They are in the development process. They work a lot on development.*

*They wanted to know how they can bring women into projects. They want the women to work with new technologies. There is a need for gender sensitization. Due to lack of time we could not discuss more on Gender issues. There is a need for follow up trainings on this subject.*