



Sindh Union Council and Community Economic Strengthening Support (SUCCESS) Programme



# Training Report: Peace Building & Community Cohesion



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## **Training Report: Peace Building & Community Cohesion**

**December 19-24, 2016  
Indus Hotel, Hyderabad**

## Acknowledgment

RSPN benefitted from the expertise of Dr. Amineh Hoti, Executive Director of Center for Dialogue and Action (CD&A), for the two-day training on 'Peace Building and Community Cohesion' in Hyderabad, organised and funded by RSPN. Inspired by Ms. Hoti's efforts on peace building RSPN has also developed a Community Awareness Raising Tool (CAT) on Peace Building and Community Cohesion to take the learning of these initiatives to scale under SUCCESS Programme.

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### Organised by

RSPN

### Prepared by

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## Contents

Overview.....	1
Training Objectives .....	2
Proceedings .....	2
Day 1 .....	2
Day 2 .....	6
Recognition .....	8
Training Materials.....	8
Feedback.....	8
Next Steps.....	8
Annex 1.....	9
Annex 2.....	10

## Overview

Peace and tolerance are the preconditions for development. Therefore, conflicts, be they inflicted by internal causes or influenced by external forces, are the most heinous predicaments for development. One of the most pressing issues today in Pakistan is that of security and peace. As RSPs work closely with communities they felt the need to start looking into how communities can keep peace. But keeping in mind the sensitive nature of the subject at hand, RSPs had so far taken cautious responses at this front. Having said that, both RSPN and RSPs appreciated the peace building efforts carried out by the communities on their own and provided them opportunities to showcase their efforts at national and provincial level forums time and again. Moreover, both RSPN and some RSPs, carried out peace building projects on through community institutions in the recent past. For example, SRSP implemented Strengthening Rule of Law in Malakand (SRLM), a holistic programme designed for improving rule of law, security and the justice sector in accordance with the recommendations of the Government of Pakistan's peace and development strategy for Malakand in collaboration with community institutions. Likewise, RSPN supported LSO Ittifaq Welfare Organisation to form Community Reconciliation Committees in 7 LSOs of Kohat and register them with the local Police Station.

Dr. Amineh Hoti, Executive Director, Center for Dialogue and Action (CD&A) registered under Trust Act 1860, F-8, Islamabad, made a presentation in RSPN BoD on Peace Building. Inspired by her ideas, RSPN decided to develop a Community Awareness Raising Tool (CAT) on Peace Building and Community Cohesion to take the learning of these initiatives to scale under SUCCESS Programme.

In this regard, a contract was signed between RSPN and the Centre for Dialogue and Action (CD&A). The objective of the contract was to equip a cadre of master trainers of RSPN/RSPs with the key tools of CD&A's course on peace building focusing on community cohesion, positivity, tolerance, compassion, pluralism, co-existence, and respect for humanity and dealing with 'diversity' in everyday life so that they can train the Community Resource Persons (CRPs) on the Peace Building and Community Cohesion CAT.

A two-day training was planned at Hyderabad on 22-23 December 2016. On the basis of mutual learning through this training, CD&A will develop the Community Awareness Toolkit (CAT) on Peace Building and Community Cohesion in collaboration with RSPN for further training at local level.

Dr. Amineh Hoti, Executive Director of CD&A was the resource person of the training while Mr. Ibrahim Hoti assisted her. The training was attended by PM SUCCESS SRSO, Dist. Managers, Training Officers and other relevant SUCCESS staff nominated by partner SUCCESS RSPs (21 pax in total) and M. Ali Azizi from RSPN (Total participants 22). (list of participants is given in annex-1).



**Image: Dr. Amineh Hoti facilitating the training on Day 1**

## **Training Objectives**

The main objective of the training was to train a cadre of Mater Trainers in RSPN/SUCCESS RSPs to train CRPs on Peace Building and Community Cohesion Community Awareness raising Tool (CAT). Other objectives include:

1. The master trainers of RSPN/RSPs are equipped with the key tools of CD&A's course on peace building focusing on community cohesion, positivity, tolerance, compassion, pluralism, co-existence, and respect for humanity and dealing with 'diversity' in everyday life.
2. They understand that Social Mobilisation, development and community cohesion are based on key ideas of peace building.
3. They are sensitized to current debates and ideas of how to implement peace building in communities they work with.
4. In the local socio-economic and cultural context of Sindh, develop key messages on peace building and community cohesion for the CAT.

## **Proceedings**

### **Day 1**

The training was formally started with recitation from the Holy Quran. Mohammad Ali Azizi (MAA) described the background, purpose and future plans of the training and handed over the floor to Dr. Amineh.

Dr. Amineh started her session with her own introduction and then invited each participant to introduce herself/himself and to briefly explain her/his roles as peace builders, both in their personal and professional capacity. The staff said that they implement development activities through social mobilization approach, therefore all their words and actions

contribute towards community cohesions and peace building. They said that they also help the organized communities resolve their disputes over development projects, financial matters and even their inter-personal grudges through dialogue and reconciliation among themselves. They hoped that the training would help them understand peace building tools and techniques which they could use for improving their official work as well as furthering their role as peace makers in the society at large.

The exercise helped the Resource Person develop a fair idea about who the participants are and what are their source of personal motivation and professional obligations for attending the training.

Introducing her organization she said that the Centre for Dialogue and Action (CD&A) exists to create a learning environment where innovative strategies for capacity building and conflict resolution can be developed. CD&A seeks to foster dialogue that leads to positive (inter)action. CD&A believes that a change in mindset is possible; that we can reverse the current direction of social discrimination and community marginalization.

She then described the historical background and processes of Peace Building and Community Cohesion. She said that after the World War I and II, the world leaders realized the importance of tolerance, peace and co-existence. They established the UN system and its agencies, declared human rights in which they accepted equality of rights for each and every world citizen, human groups, cultures and nations. This paved way for resolving disputes and conflicts among different human groups and nations through dialogue, negotiation and arbitration instead of war and violence.



**Image: Role Play of debate by the participants**

She said that the key factors for promoting peace and tolerance are to accept diversity and pluralism, avoid stereotypes and labelling about your rivals, communicating with them with positive mode and tone and expect positive response from them. She emphasized upon positive thinking, honesty, forgiveness and friendship for promoting effective peace building. She also said that flexibility, providing second offer to others and using the strengths of others are also essential elements for fostering peace. She finally concluded by saying that Dialogue + Acceptance = Peace.

She then divided the participants into 2 groups and gave them a topic for argumentation. She asked both groups secretly to demonstrate intolerance and aggression in their argumentations. Within few minutes, the debate turned into a war like situation where members of both groups were practically shouting at each other. From this role play exercise, the participants learnt the importance of accepting diversity, mutual respect, empathy and dialogue in fostering peace, tolerance and harmony among human groups.

She then screened a video documentary about CD&A and its objectives and key functions. She tried to play another documentary on peace building but the DVD did not work.



**Image: Participants sharing their personal experience from the field**

She then divided the participants in four groups. Each group was given separate handouts containing training materials about Peace Building and Community Cohesion. They included a) Discovering Diversity, b) Empathy, Understanding & Respecting Difference with Compassion, c) Pluralism and Multiculturalism, and d) Conflict Resolution, Active Listening and Negotiation.

The groups were asked to first read the handouts individually, then discuss and debate them and prepare a summary of their collective learnings by relating them with the local context. Each group leader then presented their learnings in the plenary session and responded



questions and queries raised by the participants. This exercise enabled the participants develop a firm understanding about the real meaning of the technical terms like diversity, pluralist society, acceptance, positive thinking, dialogue, honesty, forgiveness, friendship, flexibility, sympathy, empathy, positive strengths of others etc. (see the leaflets given in the annexes for understanding proper meanings of these technical terms/phrases).

DR. Amineh said that Pakistan is a plural society, and we have centuries old rich experience of acceptance and co-existent. Sindh is the land of Sufis who always preached peace and respect for others. We should acknowledge these values and cultural practices and try to further promote them nationally and internationally. For that we should feel proud of our cultural values, learn from our National Heroes like Quid-e Azam, Sir Syed Ahmed Khan, Allama Iqbal, Shah Abdul Lateef Bhitai and the like and educate our communities on their ideas of respect for others, honesty, forgiveness and friendship. She appreciated the work of RSPs in community cohesion and peace building across the rural areas of Pakistan. She noticed that Social Mobilisation which is a community owned and driven approach for development and which emphasizes on the willingness of the people for development, dialogue, consensus building, inclusion of marginalized groups and engagement of all stakeholders for local development is the most effective tool for peace building and community cohesion.

The participants were then asked to prepare a personal and organizational goal as peace maker as part of their homework at night and present in turn in the plenary session next morning.

At 4:30pm, the participants were taken to visit the shrine of Shah Abdul Lateef Bhitai at Bhit Shah, a one-hour drive from Hyderabad. The participants were asked to try to discover the real meanings from the poetry of Shah Bhitai in the light of their recent learnings on peace building and community cohesion during their visit to his shrine. The participants offered prayers for Shah Bhitai and his disciples, explored the history, architectural beauty and sophistication of the tomb and the adjacent Mosque and returned back to Hyderabad with unforgettable memories of the entire visit.



**Image: Participants at the shrine of Shah Abdul Lateef Bhitai**

## Day 2

After a brief review of the previous day learnings, the participants were asked to present their key learnings from the training and how they would like to use them as peace keepers in their personal and professional domains.

At this point, MAA asked the participants to list down the practical causes of conflicts in the communities, so that they can mention relevant and specific activities in their personal peace building future plans. They mentioned the following factors that cause conflicts at community level:

1. **Religious/sectarian sentiments:** cause people to believe that only he/she is right and all others who believe differently are wrong and hence they are easily declared as non-believer (Kafir)
2. **Cast/Tribe:** aggressive affiliation with own's cast and tribe creates prejudices against members of other casts and tribes
3. **Property rights:** disputes arise over property rights among family members, especially when women are denied their property rights by their male relatives. Similarly, conflicts arise when powerful tribes/groups try to deprive the weaker tribes/groups from their right of common/ communal property
4. **Water rights:** disputes erupt because influential land owners try to deprive other farmers from their due water rights and tail end land owners do not get enough water to irrigate their farms
5. **Political affiliations:** at the time of local government and National/Provincial Assembly elections, people become politically charged and rivals groups clash with each other
6. **Hierarchical/Class conflicts (Vadera vs Hari):** where the land lord do not pay the due share of the tenants and often treats with them like animals.
7. **Control over savings and other CO/VO/LSO resources by their leaders:** results in financial disputes and mistrust among members
8. **Mismanagement of saving by CO leaders:** creates financial disputes among members
9. **Prejudices of community leaders towards their relatives and friends:** cause mistrust and conflicts among members
10. **Dominance/Dictatorship of local leaders:** exclude majority of members from decision making process which results in mismanagement of the community institutions, favouritism and embezzlement of community funds
11. **Group interests:** detract the rival groups from the path of fair play and justice
12. **Men's undue interference in women CO/VO/LSO affairs:** deprive women from taking active role in their institutions, creates mistrust and misunderstanding among members
13. **Inter-family disputes:** over land, business, marriages, inheritance etc.
14. **Robbery:** the robbers run away and the local people start accusing each other
15. **Members falling under 24 and above PSC in SUCCESS Programme:** as they see that they have little benefits from the project investments because under SUCCESS Programme most of the investments are meant for members holding PSC of less than 24.

The participants then presented their personal plans. Some of their plans included:

1. Conduct a day-long training on peace building and community cohesion for the other field staff of SUCCESS using the training materials provided by Dr. Amineh.
2. Raise awareness among CO/VO/LSO members about the importance of peace building and conflict resolution through self-help measures while attending their meetings and conducting training
3. Include a session in CMST/LMST and CRP training on peace building
4. Gain further skills for conducting effective dialogue and conflict resolution measures
5. Use CO/VO/LSO platforms more actively for peace building
6. Use religious teachings of respect to humanity, love, friendship, forgiveness etc. to promote peace and harmony
7. Learn relevant Hadith and sayings of Imams and use them in community training on peace building
8. Use selected stanzas from Shah Abdul Lateef's poetry for peace building
9. Conduct awareness raising sessions with local religious leaders on inter-communal harmony
10. Develop peace within ourselves and be a role model for others
11. Study Tasawuf deeply and internalize its teachings of respect to others, acceptance, friendship and love
12. Practice Tasawuf in daily lives
13. Engage all relevant stake holders in promoting peace and harmony
14. Justice brings peace, so promote justice and challenge injustice in the society
15. Share the learnings of the training with all SOs using the training materials provided by Dr. Amineh



**Image: Presentations of personal plans by participants**

## Recognition

After completion of the training sessions, certificates were distributed among the participants by Dr. Amineh Hoti.

## Training Materials

The English and Urdu versions of CD&A's 4 booklets on themes of

- Discovering Diversity
- Empathy, Understanding & Respecting Difference with Compassion
- Pluralism and Multiculturalism
- Conflict Resolution, Active Listening and Negotiation



**Image: A participant receiving her certificate from Dr. Amineh**

## Feedback

The participants appreciated both the contents and delivery method of the Training and assured to deliver the training to their SMT staff so that they also benefit from the Training.

Dr. Amineh thanked the participants and RSPN for providing her the opportunity to conduct this training. She said that she enjoyed the training specially the visit to Bhit Shah a lot. She also thanked the participants of and said that they are now peace builders and they must play their due role both in their individual capacity as well as professional obligation.

MAA thanked the participants for their active involvement and enthusiasm they showed about the training. He also thanked Dr. Amineh Hoti and Ibrahim Hoti for their facilitation and sharing the training materials both in English and Urdu.

## Next Steps

MAA said that Dr. Amineh Hoti and RSPN will develop a Community Awareness Tool (CAT) on Peace Building and Community Cohesion and share with SUCCESS RSPs. The master trainers of this training will train the CRPs and the CRPs will deliver the training in CO meetings.

## Annex 1

Orientation Training of RSPs SUCCESS Program Staff on Peace Building and Community Cohesion			
December 22 & 23 , 2016 - Indus Hotel – Hyderabad			
List of Participants			
Sr #	Name	Organization	Designation
1	Abdul Samad Pulpoto	TRDP	HRD Coordinator
2	Nasreen Khan	TRDP	DM Jamshoro
3	Ali nawaz Nizamani	TRDP	DM Dadu
4	Nadeem Rorshan Shah	TRDP	Taulka Coordinator
5	Zafar Khaskheli	TRDP	PO HRD
6	Abdul Hameed Samejo	TRDP	SO-CB
7	Shafique Ahmed	NRSP	SPO-HRD
8	Syeda Memoona Zeb	NRSP	Com. & Doc. Officer
9	Dr. Abdul Majeed Memon	NRSP	PO-MHI
10	Ms. Fozia Khaskhelli	NRSP	DPO-Tando Allahyar
11	Jalilullah Khokhar	NRSP	DPO-TMK
12	Khalid Jarwar	NRSP	CBO
13	Nazar Hussain Joyo	NRSP	DPO-Sujawal
14	Tashkeel Abbas	NRSP	CBO
15	Mir Muhammad Wadho	NRSP	CBO
16	Asad Jatoi	SRSO	DM KSK
17	Hamid Magsi	SRSO	DM LRK
18	Samina Barkat	SRSO	TC
19	Muslim Qureshi	SRSO	TO LRK
20	Habibullah Panhwar	SRSO	TO KSK
21	Jamal Mustafa Shoro	SRSO	PM SUCCESS
22	Dr. Amineh Hoti	C&DA	Director
23	Ibrahim Hoti	C&DA	Son of Dr. Amineh
24	Asad Ejaz	RSPN	Admin & Proc. Officer
25	M. Ali Azizi	RSPN	SSM

## Annex 2



# RURAL SUPPORT PROGRAMMES NETWORK

## Orientation Training of RSPs SUCCESS Program Staff on Peace Building and Community Cohesion

By CD&A Markaz-e-Ilm, Islamabad

Date: 22- 23 December 2016, Venue: Indus Hotel, Hyderabad

S. No	Topic	Objective	Time	Methods	Facilitator
<b>Day One (Time Start 9:00 am to 5:00 Pm)</b>					
1	Recitation from Holy Quran		9:00 – 9:05		M. Ali Azizi
2	Introduction	Participants and facilitator know each other	9:05 – 9:20	Self-introduction	Participants/ Facilitator
3	Opening remarks	To frame the importance and key ideas of the program	9:05 – 9:20	Interactive discussion	M. Ali Azizi
4	<ul style="list-style-type: none"> <li>- Context</li> <li>- Diversity</li> <li>- Pluralism</li> <li>- Understanding – Empathy – Sympathy - Compassion</li> <li>- Unity</li> <li>- Conflict Resolution</li> </ul>	Participants are able to: <ul style="list-style-type: none"> <li>- Understand the global/national/local context for peace building and community cohesion</li> <li>- Describe Diversity, Pluralism, Empathy, Sympathy, Compassion etc. in simple phrases</li> <li>- Express what transformation these ideas will bring in their thoughts and actions</li> </ul>	9:40 – 10:40		Dr. Amineh Hoti

5	Tea break		10:40 – 11:00		
6	Continue the previous session	Same as above	11:00 – 1:00		Dr. Amineh Hoti
7	<b>Lunch and Prayer break</b>		1:00 – 2:00		
8	Different Perspectives – read 4 CD&A booklets in 4 groups, present and discuss materials to include in Community Awareness Raising Toolkit (CAT) for communities	Participants are able to: <ul style="list-style-type: none"> <li>- Understand the various community cohesions themes properly</li> <li>- Select material to be included in CAT from the contents of the booklets</li> </ul>	2:00 – 3:00	Group Work & exchange ideas	Participants
9	Watch JIE documentary and discussion		3:00 – 5:00	-Screen documentary -Discussion	
10	Home work		5:00 – 5:10		
11	Trip to Hyderabad to see interfaith or holy site and fish	Participants are able to: <ul style="list-style-type: none"> <li>- Acknowledge importance and beauty of cultural diversity</li> <li>- Develop deeper sense of empathy</li> </ul>	6:30 – 9:00	Exposure visit to a Temple/ Church or a Muslim holy site	Participants/ Facilitator
<b>Day Two (Time Start 9:00 am to 5:00 Pm)</b>					
12	Discussion and summary of yesterday's key points	Revision of previous day learning	9:00 – 9:30	Interactive discussion	Dr. Amineh
13	Seeds of Peace (5 min CD&A documentary)		9:30 – 9:45	Screen documentary	Dr. Amineh
14	Presentations by participants on his/her challenges and how s/he thinks s/he can overcome them and change his/her world?	The participants are able to practically relate their training learning with their real life challenges	9:45 – 11:45	Each participant presents 5 minutes	Participants
15	Way forward	Participants are able to plan their	11:45 – 12:00	Interactive discussion	M. Ali Azizi

		next courses of actions			
16	Presentations of Peace Builder's Award to participants and pictures		12:00 – 12:15	Distribute certificates among participants	Dr. Amineh/ Participants
17	Group Picture		12:15 – 12:20		M. Ali Azizi



SUCCESS Programme is based on the Rural Support Programmes' (RSPs) social mobilisation approach to Community-Driven Development (CDD). Social Mobilisation centers around the belief that poor people have an innate potential to help themselves; that they can better manage their limited resources if they organise and are provided technical and financial support. The RSPs under the SUCCESS Programme provide social guidance, as well as technical and financial assistance to the rural poor in Sindh.

SUCCESS is a six-year long (2015-2021) programme funded by the European Union (EU) and implemented by Rural Support Programmes Network (RSPN), National Rural Support Programme (NRSP), Sindh Rural Support Organisation (SRSO), and Thardeep Rural Development Programme (TRDP) in eight districts of Sindh, namely: Kambar Shahdadkot, Larkana, Dadu, Jamshoro, Matiari, Sujawal, Tando Allahyar, and Tando Muhammad Khan.



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