

REFRESHER TRAINING ON CONFLICT MANAGEMENT, RESOLUTION, TRANSFORMATION & ALTERNATIVE DISPUTE RESOLUTION SKILLS FOR RELIGIOUS & OPINION LEADERS IN TIKA 1&2, 4&5 CLUSTERS, RHINO CAMP SETTLEMENT, ARUA DISTRICT.



CENU—2km along Arua Pakwach Road, Adjacent to NN Toyota Garage Arua
PO BOX 775 Arua (U), +256782 325134 / +256700 325134, cenuuganda@gmail.com



Everything happens for a reason, I think the conflict in South Sudan happened to bring us to Uganda for a purpose. I have really understood what peace and conflict is from this training and I have witnessed what peace really is from Uganda. We MUST practice it while here and transfer it to South Sudan when we go back.....a 21 year old participants' statements who presented a group session on negative impacts of conflict.

SUBMITTED TO PROGRAM OFFICER CONFLICT, ZOA WESTNILE PORTFOLIO

INTRODUCTION

ZOA West Nile is undertaking activities in Rhino Camp Settlement to reduce the risk of violent conflicts in the settlements. It is a component under the European Union Emergency Trust Fund project titled "Support to Support Program for Refugee Settlements and Host Communities in Northern Ugandan (SPRS-NU)." as a fulfillment its mandate to work with local partners, ZOA West Nile Portfolio contracted Community Empowerment Network Uganda (CENU) to undertake a four (4) days training for local actors (religious leaders, opinion leaders, leaders of vulnerable groups) in Tika 1&2, 4&5 clusters in Rhino Camp refugee settlements drawing participation from both refugee and hosting communities.

As leaders with keen, large following & key responsibilities in the settlements and the communities this training was aimed at enhancing their understanding on peace, mitigation strategies of conflict & violence and imparting practical skills on management, transformation & resolution of conflicts through Alternative Dispute Resolution mechanisms.

Justification of the training

Religious differences and religion per say caused some of the most violent conflicts in human history yet religion is the pillar of building peaceful and nonviolent societies. Navigating this paradox requires influencing the leaders of religion backed by the various other societal actors through such a training that drives them towards appreciating peace & nonviolence, enhancing their skills of mitigation of conflicts & violence and appreciating Alternative Dispute Resolution Mechanisms as a sustainable mode of resolving disputes in their communities and enlisting their support in preaching peace & nonviolence.

Looking at the humanitarian context, there are numerous conflicts centered around the limited resources, livelihood opportunities, gender & power relations, cultural, ethnic & religious divides, it is inevitable that this training had to be undertaken for these key section of actors in the settlement in order to deescalate some of the tensions and promoting peaceful co-existence.

TRAINING OBJECTIVES

Overall, the training objective was to refresh and enhance their understanding on peace, conflict & violence and equip them with skills of mitigation of conflicts & violence, resolution of conflicts through Alternative Dispute Resolution Mechanisms in their various communities.

Specifically, the training was to:

- 1) Share experiences & deepen participants understanding on peace building, conflict management, transformation, resolution & mitigation strategies, mechanisms of alternative dispute resolution (ADR).
- 2) Equip the participants with knowledge and Skills so that they can create awareness, educate and counsel individuals & communities for peaceful co-existence.
- 3) Clarify the role of religious and opinion leaders in peace building, conflict resolution using alternative dispute resolution (ADR) Mechanisms.
- 4) Come up with clear action plans that shall form their initiatives in their various communities to promote peace, resolve conflicts using alternative dispute resolution Mechanisms.

PARTICIPANT EXPECTATIONS, FEARS & FEAR NOTS

As the general practice, before the participants were taken through the various topics in this training, they were given a chance to enumerate their expectations, fears & Fearnots.

They raised mixed expectations with some touching the training objectives and content while others were general expectations, fears & fearnots as outlined below:

Training related expectations

- I. One of the participants expected to deeply understand the issues around conflict & violence
- II. We would like the facilitator to tell us the best ways of promoting peace particularly for violent communities of South Sudan
- III. What does ZOA mean and can ZOA how can ZOA help resolve conflicts in the settlements.
- IV. I expect to gain more knowledge on conflicts and more skills on how to better resolve conflicts in our communities.

General expectations

- I. Most of the participants expected to be given certificates at the end of the training.
- II. They expected to be provided T-Shirts labeled with training subject.
- III. One of the participants complained that they are usually not given handouts to sustain the knowledge they have acquired.
- IV. They generally expected good facilitation from the facilitator

Fears

- I. We fear that as the funeral of one of our colleagues needs us to attend especially the religious leaders, it will eat into our training time
- II. We fear the ongoing distribution of food and nutrition products might interfere our training.
- III. The weather might also affect our training and the long distance of the participants from the training venue might delay arrival.

Fearnots

- I. We are sure we shall learn a lot from this training and be better at the end of the training.
- II. We are sure we shall cooperate with the facilitator for a smooth training.

TRAINING METHODOLOGY

- We undertook Participatory lectures and Brainstorming sessions to deliver training content, stimulate interest, build active participation, share experiences, demonstrate what they have learnt, create maximum training impact.
- Sessions of group discussion to generate participant's deeper understanding, reflections & self-analysis, offered an opportunity for deeper sharing of ideas, experiences on issues surrounding peace & conflict in the settlement.
- Exercises generated the level of understanding of the content delivered.
- Sharing of personal experiences presented an opportunity for the nationals to learn land related practices from South Sudan and vice Versa.
- Question and Answer sessions engaged the participants in active debate, probed understanding and was a useful tool of needs assessment throughout each stage of the training.
- Role plays & training game time activities kept the participants active, focused and concentrated throughout the training.

TRAINING OUTPUTS

Output summary

Category	Tika 1&2		Tika 4&5		Total
	Male	Female	Male	Female	
Refugee					
National/host community					
Total participants					

Total number of participants expected were 36 of which 36 turned up.

Total number of participatory lectures were 09 and 09 participatory lectures were delivered

TRAINING PROGRAM

The planned content of the training was delivered as guided by the program outlined below.

THE RELIGIOUS LEADERS CONFLICT & ADR TRAINING PROGRAM 3 rd -6 th OCTOBER 2017		
TIME	ACTIVITY	RESPONSIBLE
9:00am	Arrival and Registration	ZOA TEAM
9:30am	Welcome and Introductions	ZOA TEAM

9:35 – 9:40am	Official Opening Remarks	ZOA TEAM
9:40- 10:00 am	Expectations, Leadership, Objectives, Ground rules, Administrative issues.	Facilitator/ZOA
10:00 -10:20am	HEALTH BREAK	
10:20- 10:40am	Definition of concepts (Conflict/Violence, Non-violence, Peace, Religion), Crosscutting issues of religion & peace	Facilitator
10:40 – 11:40am	Levels, Causes, Costs/Effects of Conflict	Facilitator
11:40 – 12:30pm	Group work and Presentations	Facilitator
12:30 – 1:00pm	Reflections and Sharing Experiences	Facilitator
1:00 – 2:00pm	LUNCH BREAK	ZOA /HOTEL
2: 00 – 2:30pm	Basic conflict Context Analysis	Facilitator
2: 30 - 3:00pm	Group work & Presentations	Facilitator
3:00 - 3:30pm	Reflections and Sharing Experiences	Facilitator
DAY TWO PROGRAM		
8:30am-9:00am	Registration	ZOA TEAM
9:00 – 9:30am	Recap of day 1	facilitator
9:30 – 10:00am	Basic Concepts of Alternative Dispute Resolution (ADR)	Facilitators
10:00 -10:20am	HEALTH BREAK	ZOA/ Hotel
10:20 -11:00am	Basics of Arbitration skills	FACILITATOR

11:00 – 11:40am	Basics of Negotiation skills	FACILITATOR
12:30 – 1:00pm	Group work and presentations	Facilitator
1:00 – 2:00pm	LUNCH BREAK	ZOA /HOTEL
2: 00 – 2:30pm	Basics on reconciliation Skills	Facilitator
3:00 – 3:30pm	The Role of religious & opinion leaders in Peace building, Conflict Resolution and community healing.	Facilitator
4:00- 4:30pm	Evaluation & Closure Day 2	ZOA TEAM
DAY 3 PROGRAM		
8:30am-9:00am	Arrival and Registration	ZOA TEAM
9:00 – 9:30am	Recap of Previous Day	Facilitator
9:30 – 10:00am	Fundamental basic elements of Mediation Skills	Facilitators
10:00 -10:20am	HEALTH BREAK	ZOA /HOTEL
10:20- 11:00am	Stage 1: Introduction.	Facilitator
11:00 – 1:00pm	Stage 2: Description.	Facilitator
12:30 – 1:00pm	Group Reflections and Experience Sharing	Facilitator
1:00 – 2:00pm	LUNCH BREAK	ZOA/HOTEL
2: 00 – 2:30pm	Stage 3: Problem-solving.	Facilitator
2: 30 - 3:30pm	Stage 4: Agreement	Facilitator
3:00 – 3:30pm	Group Role plays and Experience Sharing	Facilitator

3:30 – 4:00pm	Communication Skills and Building trust and tolerance	Facilitator
4:00- 4:20pm	Group work on Listening Skills	Facilitator
4:20- 4:30pm	Evaluation of Day One and Closure	ZOA TEAM
DAY FOUR PROGRAM		
8:30am-9:00am	Arrival and Registration	ZOA TEAM
9:00 – 9:30am	Recap Day 3	Facilitator
9:30 – 10:00am	Resource Based conflicts – Situational perspective of the Refugee camps	Facilitator
10:00 -10:20am	HEALTH BREAK	ZOA /HOTEL
10:20- 10:40am	Land conflicts and their impact on refugee and Host Community	Facilitator
11:40 – 12:30pm	Customary tenure Issues in Uganda.	Facilitator
12:30 – 1:00pm	Reflections and Sharing Experiences	Facilitator
1:00 – 2:00pm	LUNCH BREAK	ZOA /HOTEL
2: 00 – 2:30pm	Envisioning a peaceful and coexistent community and Action Planning	Facilitator
2: 30 - 3:00pm	Group Presentations	Facilitator
3:00 – 4:00pm	Evaluation, Closure and Logistics	Facilitator/ ZOA

KEY ISSUES NOTED

- There is no interfaith collaboration between the different religious denominations at play in Tika Zone. All peace building efforts in the communities are adhoc and isolated. It therefore becomes difficult to sustain the peace building efforts in the communities and given the sensitive nature the positions these leaders hold in the communities, it is a serious oversight.
- There are still existing weaknesses in the community relations between ZOA and the zone. Sections of the community haven't fully grasped the peace & conflict programming of ZOA as such they are searching for a deeper understanding of ZOA's efforts.
- The potential of these religious & opinion leaders and their institutions in building peaceful communities and promoting peaceful co-existence hasn't been fully tapped.
- The integration of the peace & conflict interventions to sustain efforts of building a peaceful settlement needs more attention.

KEY ACHIEVEMENTS

- Completion rate was 100% as 50 reported on day 1 and 50 completed on day 3 in both clusters.
- The group at the end of the first day of training identified the lack of an inter religious council as a very serious gap in promoting peace and managing conflicts in Tika Zone hence immediately advocated for a meeting to form one for Tika

Zone which was done at the beginning of the second day of training

- At the end of the three days, participants expressed total satisfaction with the training as evidenced by statements of the group leader and other members of the group. End of training evaluation revealed that the participants were more enlightened, confident on peace & conflict issues and charged for action.
- There were action points at the end of the training by the participants on how to implement ideas gathered from the training. On the basis of these action plans, the team will be monitored to see the extent to which they are creating impact in terms of peace building, conflict management, transformation & resolution.

ACTION PLANS

We are going to form MDD & cultural groups to raise awareness & sensitize the communities on land & conflict matters. We agree to undertake weekly shows a

The cluster cabinet team is going to organize training for the lower level community to increase the knowledge on land matters and conflict. We agree to undertake these starting from October, 2017 and the responsibility is for the Group leader.

We will undertake sensitization campaigns with followers and general community on land & conflict matters from October 2017 to be overseen by the group leader.

We shall form land advocacy teams in our clusters to advocate for peaceful resolution of land disputes from October 2017 overseen by the group leader.