

Capacity Building of Southern Sudan Commission and CSAC Bureau
(States and GoSS levels)

TOT in Conflict Transformation and Participatory Rural Appraisals Training
15^h - 26th February 2010

1. Introduction:

After more than 21 years of war in Southern Sudan, recovery is taking place with the hope for sustainable development and peace. The legacy of decades of war left a legacy of millions of small arms, inter- and intra-community conflicts, mistrust, divisionism, psycho social problems and the need for a broader recovery, reconstruction, and reconciliation in Southern Sudan.

On 27th June 2006, the President of the GoSS, appointed members of the Southern Sudan Peace Commission (SSPC) with the task "to promote peace amongst the people of Southern Sudan and to consolidate the peace ushered in by the Comprehensive Peace Agreement". The SSPC has been active in delineation/charting the contours of its political, organizational and institutional mandates through definition of its functions and responsibilities by establishing 10 State offices and building its capacity to address conflicts in Southern Sudan.

As a key contribution towards a more responsive governance, strengthened rule of law and improved recovery/development planning within the Comprehensive Peace Agreement (CPA), UNDP has engaged, through its Community Security and Arms Control (CSAC) project in the Crisis Prevention and Recovery Unit (CPRU) to support the Government of Southern Sudan in its efforts to build confidence, stability and security for communities. The three main outputs of this project are:

- 1) The GoSS Community Security and Arms Control (CSAC) Bureau is formally established and operational
- 2) Improved security environment allows for development at the community level in Southern Sudan

- 3) The capacity of the Southern Sudan Peace Commission is enhanced in supporting peace building, conflict transformation and mitigation.

In 2007, Southern Sudan Peace Commission developed a five-year (2007-2011) Strategic plan which clearly defines the direction of SSPC to pursue concrete steps in taking leadership of peace building and conflict resolution in Southern Sudan. The Key objectives of the plan *inter-alia* include:

- Consolidating , monitoring and promoting the CPA
- Building unity in cooperation with partners in pursuit of community and national reconciliation and healing
- Transforming conflict by the development of an early warning and rapid response mechanisms
- Cross border peace building within the region
- Advocacy and networking in the field of peace building, good governance and participatory democracy.
- Building the capacity of the Commission and traditional structures in pursuit of peace.

With key mandate in what remains a very fragile peace, SSPC has already supported and facilitated several broad based peace conferences in Southern Sudan (Greater Equatoria, Greater Upper Nile and Greater Bahr El Ghazel). Coordinated efforts of different organisations in Peace Building work in Southern Sudan and supported capacity building of its staff. UNDP, CSAC project has seconded a Technical Adviser to the Southern Sudan Peace Commission to support capacity building and institutional development efforts so as to consolidate the work of SSPC.

Given the broad scope of the work of the TA SSPC, as well as the need for a more coordinated approach in peace work, a two week ToT training for all State Directors of the Peace Commission and CSAC Inspectors at State levels is proposed to take place in Juba from the **15th - 26th February 2010**. The training will also target staff from the CSAC Bureau and Staff of the Peace Commission at its

headquarters. This training aims to support the work of SSPC and CSAC Bureau in Peace building processes by building on pre-existent knowledge and developing skill-sets to assist in the direct work at the State levels of various stakeholders. The training aims at strengthening the knowledge base on conflict transformation and participatory techniques of information gathering and to build a cadre of conflict transformation trainers within the Southern Sudan Peace Commission and CSAC Bureau.

The training most importantly aims to bring to the fore the conceptual understanding of conflict transformation, challenges encountered in transforming conflicts relating it to practical experience in Southern Sudan and giving basic skills to participants on participatory assessment .

2. Expected Outcomes:

It is anticipated that the training will:

- Contribute to the further development and enhancement of the skill-sets required by the SSPC and CSAC Bureau to support an effective and sustainable conflict transformation process.
- Enhance the understanding of conflict transformation within the African context, and within the context of Sudan;
- Develop the skills which are essential for participants in carrying out positive and effective conflict transformation programs and activities;
- Create a learning environment for participants to help them understand the conflict transformation process in greater depth and, through this, better understand the importance and the impact of their role in the overall consolidation of peace;
- Enhance the skills and knowledge of government institutions(Peace Commission and CSAC Bureau) to conduct participatory needs assessment using Participatory Rural appraisal techniques

3. Training Overview:

Date: **15th – 25th February 2010**

Participants: **34 (20 SSPC staff, 10 CSAC Bureau Staff, 2 War Veteran Commission Staff and 2 University of Juba Institute of peace Students)**

Venue: **to be identified**

4.2. Training skills:

Participants will go through a process of learning good facilitation and training skills and learn various training methods relevant to conducting conflict transformation course. This session will examine various training and facilitation techniques, communication skills and how to plan and conduct training programs.

4.3. Conflict and peace:

Participants will be exposed to the understanding of Peace and conflict and relate this understanding to their own personal and societal experience. This will be approached at both theoretical and practical levels.

4.4. Conflict Analysis /Understanding conflict dynamics and conflict phases

This section aims to help participants understand the circle of conflict and be able to assess and understand the different phases of conflict, starting from preventative to the post conflict phase. This session will give participants the opportunity, through the mapping exercise that participants will carry out, to assess the situation in Jonglei state and, through discussions and the interactions that will ensue, will seek to develop a shared understanding of conflict and responses to conflict systems.

4.5. Understanding of conflict transformation

This session sets the tone of the training and seeks to assimilate and prepare the participants on the modalities of conflict transformation. This session will answer the how, the why and what of conflict transformation in broad strokes as these questions will be delved into more detail in future sessions.

- **Understanding and addressing the issues of identity in conflict transformation**

This session serves to underscore the dynamics of identity, its significance and challenges in fuelling and resolving conflicts.

- **Structural Violence in conflict transformation:**

Considering the fact that the establishment of a strong rule of law and justice system play a significant role in addressing conflicts- participants will be exposed to appreciate their roles in enforcing a strong rule of law and justice system.

- **Personal transformation – a good start for conflict transformation!**

This session will explore personal transformation principles as a key issue in addressing a wider community conflict transformation process. Participants will assess the impact of conflict in their personal lives, discussing trauma and personal healings in preparation for their roles in society larger peace building efforts.

- **Coherence, Coordination and Cooperation in conflict transformation**

This section will examine cooperation, coherence and coordination in the context of conflict transformation. Participants will be given the opportunity to bring their perspectives to the table and through strategic sessions create opportunities of cooperation in this context. Through this process, participants can gain an enhanced understanding of the diverse and complex process involved in conflict transformation and is better equipped to understand how various actors can better coordinate and / or cooperate. Joint analysis and exchange of information to bring about commonalities will drive this strategic session.

4.6. Diplomacy, Negotiation and conflict resolution:

One way of achieving peace is for contending sides in a dispute to reach a mutually acceptable agreement among them. In the course of seeking to achieve agreements and resolve dispute, the contending parties typically try to obtain the most favourable outcome possible for their side. Participants will be

lead through a process of understanding and practicing skills in negotiation and conflict resolution.

4.6. Elections in Post-Conflict Context:

This session will focus mainly on elections and election related violence and the need for approaches on how to deal with these and ensure that the consolidation of peace is sustained in the process. This session will examine the stakeholders involved, the risks during elections, the conditions for success and failure as well as the entry points and interface between elections and peace processes/ agreements and how to provide sustainable electoral assistance. Case Studies will be utilised to provide examples of how institutions can be developed to prevent election-related violence. This very case specific to Southern Sudan as the process remains quiet poignant.

4.7. Participatory Rural Appraisal Skills

In this session, the participants will be equipped with skills for using Participatory Assessment Techniques (using PRA tools in a conflict sensitivity environment) aimed at facilitating communities to identify and prioritize their articulated security, needs.

4.8. The role of State Director, CSAC Inspectors, women, elders, State governments and local leaders in conflict transformation

Through a participatory approach, participants will examine their roles and that of their institutions in conflict transformation. Mainly this training will attempt to examine the advocacy role the key players can play in conflict transformation.

4.9. Action plan and follow up:

Participants will be facilitated to come up with an action plan to be implemented in line with their roles in conflict transformation. The Peace Commission and line State ministries, UN agencies, NGOs will support the

participants to implement their action plans as part of the recovery process of the State.

Program: Time Table

10-14th /02/2010		
Arrival of State participants		
Day 1 Monday 15th/02/2010		
Introduction and setting ground rules/expectations/norms/tradition /culture of the group	Participants are set into the training mode, exploring their expectations for the training.	15/02/2010 8:30 -9:30 am
Opening training	Opening of the training Session • Chairperson SSPC	9:30 am-10:00am
Tea Break 10:30 – 11:00 am		
Introduction to training methods	Facilitation skills, communication skills, planning/organising a training program, training concepts, and methods of trainings discussed with participants- Areas of comfort zones identified.	15th/02/2010 10:00 am- 1:00 pm am
Lunch Break 1:00pm-2:00 pm		
Training methodologies continues	Skills and knowledge in learning and facilitation discussed with participants, using their practical knowledge base.	15th/02/2010 2:00 pm – 3:00 pm
Practicing training methods and skills	Groups prepare a training program and present in a plenary Wrap up day 1- (Evaluation)	15th/02/2010 3:00 pm-5:00pm
Day 2 Tuesday 16/02/2010		
Recapitulation	Groups present the recap for the day with Key cultural practices set applied – inspirational sayings for peace	16/02/2010 8:00am – 8:30am
Practicing training methods and skills	Groups continue to present training programs in a plenary	16/02/2010 8:30am-10:30 am
Tea Break 10:30am- 11:00 am		
Group discussions on training methods and facilitation skills	Facilitator will wrap up the session with key issues and needs of training and skills required.	16/02/2010 11:00am-1:00 am
Lunch Break 1:00pm-2:00pm		

Introduction to Conflict transformation training	Facilitator introduces key concept while brainstorming on the way participants understands the concepts Conflict, peace (negative and positive peace)- Peace building, Peacemaking, Conflict Resolution, Conflict Containment, Conflict Transformation etc.	16/02/2010 2:00pm- 3:00 pm
Conflict transformation	Group work / Case studies and role play (Wrap up of day 2- Evaluation)	16/02/2010 3:00pm-5:00pm
Day 3 Wednesday 17/02/2010		
Recapitulation	Recap of day two	17/02/2010 8:00 am-8:30am
Exploring issues of Identity in conflict	Participant discusses issues of Identity in Southern Sudan as one of the causes of inter-intra tribal conflicts. (Brainstorming)	17 /02/2010 8:30 -9:30 am
Case Study of Identity as a cause of tribal conflicts	Case study is presented to participants to identify identity issues in conflict	9:30 am-10:00am
Tea Break 10:30 – 11:00 am		
Structural causes of conflict	Participants discusses structural violence as the primary cause of disgruntlement and identify the role of duty bearers in mitigating structural violence	17/02/2010 10:00 am- 1:00 pm am
Lunch Break 1:00pm-2:00 pm		
Personal transformation principles – a key to conflict transformation	Through self reflection exercise, participants explore options of personal transformation	17/02/2010 2:00 pm – 3:00 pm
Psychosocial support and trauma processing	Participants will go through a trauma processing exercise to heal self in preparation to conflict transformation Wrap up day 3- (Evaluation)	17/02/2010 3:00 pm-5:00pm
Day 4 Thursday 18/02/2010		
Recapitulation	Groups present the recap for the day with Key cultural practices set applied – inspirational sayings for peace	18/02/2010 8:00am – 8:30am
Psychosocial support cont.	In groups participants develop psychosocial support skills and assist group members with healing processes	18/02/2010 8:30am-10:30 am
Tea Break 10:30am- 11:00 am		
	Facilitator will wrap up the session with key issues and needs of training and skills required.	18/02/2010 11:00am-1:00 am
Lunch Break 1:00pm-2:00pm		

Coherence, coordination and cooperation in conflict transformation	What is coherence and coordination in conflict transformation Roles of various actors	18/02/2010 2:00pm- 3:00 pm
Plenary	Group work / Case studies and role play Closure of Day 4 and evaluation	18/02/2010 3:00pm-5:00pm
Day 5 Friday 19/02/2010		
Recapitulation	Recap of day 4 – presentation of evaluation of day 4	19/02/2010 8:00 am-8:30am
Introduction to diplomacy, negotiation and conflict resolution	Understanding diplomacy, negotiation, mediation and conflict resolution	19/02/2010 8:30 -9:30 am
Diplomacy, negotiation and conflict resolution cont.	Cont.....Role play and case studies	19/02/2010 9:30 am-10:00am
Tea Break 10:30 – 11:00 am		
Conflict transformation in a post-conflict era..... State building and peace building	Peace building and State building Organisation of government through elections- Case studies – Roles of State and community peace architecture in mitigation of election violence - Elections 2010, - How state directors can assist in conflict mitigation Referendum 2011	19/02/2010 10:00 am- 1:00 pm
Lunch Break 1:00pm-2:00 pm		
Election in post conflict transformation	Election cont.....	19/02/2010 2:00 pm – 3:00 pm
Elections- in post conflict settings cont.	Elections cont..... Wrap up day 5- (Evaluation)	19/02/2010 3:00 pm-5:00pm
Day 6 Saturday 20/02/2009		
Recapitulation	Groups present the recap for the day with Key cultural practices set applied – inspirational sayings for peace	20/02/2010 8:00am – 8:30am
Introduction to PRA techniques	PRA training and Techniques and methods	20/02/2010 8:30am-10:30 am
Tea Break 10:30am- 11:00 am		
PRA techniques cont....	PRA Techniques cont.....	20/02/2010 11:00am-1:00 am
Lunch Break 1:00pm-2:00pm		
PRA techniques cont.....	PRA Techniques cont.....	20/02/2010 2:00pm- 3:00

		pm
PRA techniques cont.....	PRA Techniques cont..... (Wrap up of day 6- Evaluation)	20/02/2010 3:00pm-5:00pm
Day 7 Monday 22/02/2009		
Recapitulation	Groups present the recap for the day with Key cultural practices set applied - inspirational sayings for peace	22/02/2010 8:00am - 8:30am
PRA techniques Cont....	PRA training and Techniques and methods	22/02/2010 8:30am-10:30 am
Tea Break 10:30am- 11:00 am		
PRA techniques cont....	PRA Techniques cont.....	22/02/2010 11:00am-1:00 am
Lunch Break 1:00pm-2:00pm		
PRA techniques cont.....	PRA Techniques cont.....	22/02/2010 2:00pm- 3:00 pm
PRA techniques cont.....	PRA Techniques cont..... (Wrap up of day 6- Evaluation)	22/02/2010 3:00pm-5:00pm
Day 8 Tuesday 23/02/2010		
Recapitulation	Recap of day 6	23/02/2010 8:00 am-8:30am
Role of State Directors/Inspectors and local peace architectures in conflict transformation, community security (women, elders, traditional leaders, state governments)	Brain storming and group work in identifications of roles of State Directors and Inspectors in conflict transformation and State building	23/02/2010 8:30 -9:30 am
Roles	Continuation of role of key players	9:30 am- 10:00am
Tea Break 10:30 - 11:00 am		
Role of key players	Group work and plenary session	23/02/2010 10:00 am- 1:00 pm
Lunch Break 1:00pm-2:00 pm		
Role of key players cont.	Group plenary cont.	23/02/2010 2:00 pm - 3:00 pm
Planning - drawing plans and report writing	Introduction to planning for conflict transformation Wrap up day 7- (Evaluation)	23/02/2010 3:00 pm-5:00pm