



Editorial

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Addressing growing challenges in N.W.F.P & FATA

Federally Administered Tribal Areas (FATA) and North Western belt of Pakistan holds a paramount position in global politics owing to its unique geo-strategic position and for having remained a historical centre of trade and great Gandhara Civilization for over thousand years and accounts for great geo-strategic value.

Governed under the FCR law having no direct national political and institutional presence, the area has remained mostly neglected and populations undeveloped for years. The plight of the region further deteriorated with Pakistan assuming the role of a frontline State in "War on Terror" in 2001 and consequently becoming open target of military extremism, violence, target killings and targeted attacks countrywide losing more than 25,425 citizens, majority from NWFP and FATA, over the last eight years (2003-10). The wave of violence and terrorism has not only triggered sense of insecurity and uncertainty among masses and affected socio-economic fabric of the society but has challenged general confidence in the State and government policies and institutions also which is in turn paving way for political instability. While the strategies to address the emerging challenges of eradicating violence and extremism and building a peaceful and just society might be varying from the state adopting proactive approach to ensure prevalence of law and justice, equal



opportunities, review of policies and practices to socio-economic and political integration of the marginalized and vulnerable groups in the main stream society, it is equally important to be resourceful in the knowledge and technique of understanding and managing conflicts especially in the conflict prone and post-conflict society like ours. Hence, growing challenges of combating violent tendencies call for formal integrated efforts that provide for building skills of the communities in general and of law enforcement and executing agencies in particular to help them understand, analyze and act for conflict mediation within their communities and capacitate them in non-violent conflict resolution techniques building upon traditional tools of mediation to avoid differences from escalating into violent confrontations as we see in the case of N.W.F.P & FATA belt of the region today.

This newsletter is an activity of the joint project of the (USIP) and SPADO for the capacity building of community stakeholders in the Conflict Resolution & Mediation Skills. The content of this publication is free for publication and reproduction with the source acknowledgement. Composed by: Amna Durrani
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Capacitating Communities as Actors of Peacebuilding

Pukhtoon socio-cultural set-up features indigenous tools of conflicts resolution and prevention- mediation or arbitration being one of the major techniques carried out through the institution of Jirga in the tribal set-up. Building upon the customary practices of non-violent conflict resolution and transformation, the idea of transmitting the meditation skills on wider scale in the communities, Sustainable Peace & Development Organization (SPADO) and the



United States Institute of Peace (USIP) came up with the idea of capacity building in the mediation and peaceful conflict resolution of community stakeholders and establishing such a network of conflict resolution facilitators and mediators who would work with their communities to resolve and prevent conflicts. "Training of Trainers in the Conflict Resolution and Mediation Skill" was the first activity of the project taking place in August 2009 in Islamabad. In the first stage of the project mapping and identification of individuals and organizations working on the promotion of peace and conflict resolution was carried

out. A pool of thirty-six individuals belonging from FATA and NWFP from academia, civil society organizations, religious scholars, media, government line departments and conflict resolution experts, committed to the cause of peace and conflict resolution were selected based on the criteria of belonging and or working within conflict-prone or pos conflict zones of FATA and NWFP, having experience of working with community groups and demonstrating commitment to taking initiatives for resolving conflicts emerging in their communities. One thirds of the participants comprised females from academia, government line departments and civil society.

Trainers from United States Institute of Peace (USIP) Ms. Linda Bishai and Ms. Nina Sughrue facilitated the training course.

Over the three training days the trainers taught skills on ways and techniques of analyzing conflict, getting familiar with different conflict styles, adopting appropriate and effective communication and negotiating styles and understanding and resolving problems to the peaceful solution. The training was interactive and



was delivered in a number of teaching styles including lecturing, power point visuals, case studies and simulations. The participants worked together in pairs and groups and sometimes individually on the assignments.

The trainees learnt that conflicts are not always negative and destructive rather they are very natural to human nature and reflected the existence of diversity in human thought that in turn governs behavior. Responding styles to opinions and attitudes though vary and thus differences are created. The facilitators also described how conflicts and differences are sometimes useful and creative means to explore more lasting and practical solutions to problems in hand. With the perspective of exploring the utility of the given tools and techniques in the local context the participants engaged in thorough discussions analyzing the recent and ongoing conflicts in FATA and NWFP.

Various stages of conflict were analyzed with the objective of developing the skill to analyze when it is high time to intervene for resolving a conflict through mediation.

Communication styles were identified and the need for adopting appropriate style in a specific set up was emphasized. Participants



were facilitated on how power relationship factor affected conflict resolution. Examples of conflicts from local context were taken and put into the given models.

Second component of the training comprised formation of groups and assignment of themes for preparation of modules for the follow up training by the trainees. The purpose of this exercise is to engaging trainees to the practice of real life problems

analysis and solution and being able to develop strategies of replicating them into their cultural and local context. All the trainees have been divided into seven groups where they would be working together on their given assignments for preparing modules on lines of frameworks taught during the course and using indigenous approaches for resolving conflicts from the local cultural context. The group formation was carried out keeping in view geographical proximity of the participants. Seven groups would be developing modules on the following themes:

- a. Conflict Analysis
- b. Conflict Styles
- c. Communication Styles
- d. Negotiations

“In coming times, as paradigms of decision-making will be shifting from State to the communities more, the need for the skills and techniques in the context of resolving conflicts through mediation will too acquire substance, hence initiatives aiming at preparing communities for this role in present times is an appreciable step”.

*Dr. Fazlur Rehman
Peacebuilders Pakistan
Mediator*

- e. Mediation
- f. Problem Solving
- g. Agenda Development

In order to maintain coordination and follow up among the group members, meetings were held with the entire group from time to time. Trainees also shared their problems and progress during this course of time.

Establishment of Conflict Mediators' Network

The group has formally been organized into a network of facilitators. The network has formally been named as "Network of Peacebuilders' Pakistan" with the vision that with continuous and persistent facilitation the network will grow at the national level playing its role as skilled human resource in the area of peace and conflict resolution in the volunteer and professional capacity. All members of the network have been linked through an email list. The group posts discussions and relevant materials and resources related to peace and conflict resolution are shared on



the discussion board through email list. A

network coordinator based in Islamabad has been formally engaged to coordinate network activities and maintain follow-up.



Islamic Resources Focusing on Peace and Development

Contributed by Habib Ahmad

Mr. Habib Ahmad is working with an international organization in Swat. He shared this abstract of his article highlighting in-depth instructions of Islam with regard to peace building. This is an abstract, the complete article, he said would include case studies and simulations aimed to bring an actual image of the theory and practice in the society and especially in the post-conflicted zone with Islamic perspective.

"The basic philosophy of all religions is based on peace and development. In the entire human history truth, sincerity, honesty, fair dealings and justice are always termed as decent behavior while falsehood, dishonesty, leg pulling, corruption, injustice and other crimes are looked down upon by all religions of the world.

People's opinions on different issues differ. This is not against human nature. God made human beings that way. Disagreeing on certain issues is not sinful. Conflict comes in at the point of our reactions. The purpose

of religion is to build the capacity of its followers and teach them patience. The Holy Quran says about the softness and gentle behavior of the holy prophet Muhammad Peace be Upon Him "He was at the height of excellent behavior".

Conflicts and wars also have certain rules and limitations as mentioned in the Geneva Convention and other International Human Rights and Humanitarian Law. The code of conduct in times of conflict and war is already determined by Almighty Allah in all his Books which He revealed on Messengers/Prophets from time to time. Muhammad (Peace Be upon Him) had practiced the rule and principles of a victorious in letter and spirit while He conquered Makah (Holy City) fourteen centuries ago. He not only set the Standard Operating Procedures for war but also set a code of conduct for the victorious, and taught on rules for dealing with women, children, the old.

Islam explain the word Fesad (internal disorder created by miscreants), which is mentioned together with its derivatives in approximately fifty places in the Quran and which means "rebellion, destruction, famine, murder, ruin, warring, disbelief, plunder". Islam emphasizes to eliminate Fesad first and then fight with other enemies, as it would ruin Islam and Muslim society. Hence, Islam does not like any kind of state within a state and a state must have its own law. Besides, there are a number of religious practices and institutions that ensure social justice, such as zakah (almsgiving), saddaqah (charity) and waqf (Islamic institutions to assist the poor and provide services to the needy). Islam ask its followers to struggle against oppression by doing good and supporting

needy groups and individuals in society, and it would certainly lead to empowerment of the weak segments of the society which will ultimately bring peace.

The Network of Peacebuilders by SPADO Pakistan

Contributed by Talib Jan

The word, "Peace" was almost going out of the mind of most of the people living in this beloved country until at the start of 21st century. However, it is the same word, which has created a lot of space in the mind of every Pakistani now after the US war on Iraq and Afghanistan. At the end of a connected chain of events, this beloved country has been turned into a war and conflict zone. A person leaving his home in the morning remains uncertain about his return in the evening. Given the prevailing scenario and state of affairs, the initiative from SPADO to create a network of professionals, peace lovers, and peace practitioners is indeed an initiative worth praising. But, there is a need for more united and concerted efforts to create awareness among the public at large to bring back peace to this part of the world and should work together for the restoration of peace.

"We need to initiate serious efforts for peace building in our society. I believe these skills would help me a long way through my organization-Peace Foundation Pakistan in promoting the practices of building peace through mediation skills"
*Maqsood Ahmad
Mediator PP.*

This network must be expanded to 110 districts the country in the real sense.

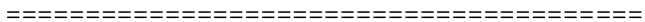
Together we can and together we must make a difference.

Conflict Resolution: Peace through the Power of Communication
(An extract from the article of Nathan C Funk "Peace Paradigms: Five Approaches to Peace")

"The third paradigm, conflict resolution, offers a highly pragmatic approach to peace through the development and refinement of skills for analyzing conflicts and responding to them with effective strategies of communication and negotiation. Where protagonists of world order concern themselves primarily with macro-level, structural issues such as distributive justice and the institutionalization of international cooperation, practitioners of conflict resolution focus more on processes of interaction among individuals and groups and on the relationships that characterize them. According to the conflict resolution paradigm, conflict is natural at all levels of human interaction and organization, from the interpersonal to the interethnic and international. Although it can cause estrangement and great human suffering, conflict does not inevitably lead to violence, and is often necessary for major changes in relationships and social systems (e.g., the American civil rights movement). Peace, then, is understood as a continuous process of skillfully dealing with and, whenever possible, preventing or transforming conflict. To manage and resolve conflicts effectively, we must become aware of our attitudes towards conflict and our habitual conflict management styles (competitive, collaborative, avoidant, submissive, etc.), so as to attain to greater freedom to define our own responses in a proactive and coordinated (as opposed to reactive and incoherent) way. Such awareness increases

our chances of achieving "win-win" rather than "win-lose" or "lose-lose" solutions. We learn to understand and work with our own emotions, to generate openness to more authentic communication, and to control processes that might otherwise lead to escalation.

To respond effectively to conflict, conflict resolution theorists and practitioners underscore the importance of cooperative, non-adversarial processes for problem solving and relationship building, which are often conducted with the assistance of an external third party or mediator. These processes direct attention to underlying interests and human needs (e.g., security, identity, bonding, control, development) beneath superficial positions and demands, and highlight the significance of culture in human interactions. They affirm the importance of empathy, creativity, and "shared positive power" ("power with" rather than "power over") in all conflict resolution processes, whether between individuals, groups, or states. They also underscore the potentially positive role of non-official processes of dialogue and engagement in today's major international conflicts, most of which involve powerful feelings of ethnic and communal identity. Proponents of the conflict resolution paradigm, then, approach peace through direct interaction with the "other." "If you want peace," they suggest, "train for the processes of peace. Develop skills for communication and coexistence."

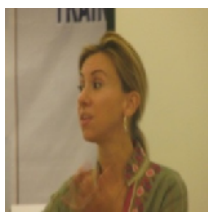


Trainers' Profile



Linda Bishai

Linda Bishai is a senior program officer in the Education and Training Center/International, where she focuses on secondary and university education in international relations, conflict resolution, human rights and peace studies. She is responsible for curriculum development and developing faculty and teacher workshops throughout the United States and in conflict zones, especially the Sudan.



Nina Sughrue

Nina Sughrue is a senior program officer in the USIP Education and Training Centre. She coordinates training programs that help government officials, military and police personnel, and representatives from various international organizations and non-governmental employees improve their conflict management skills. She has conducted trainings in Afghanistan, Colombia, Egypt, Jordan, India, Iraq, Kyrgyzstan, Pakistan, Poland, Sudan and Turkey and with Israelis and Palestinians.

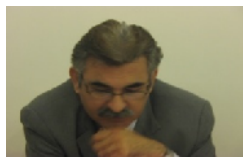
Mediators' Profile

- 1. Dr. Fazlur Rehman

Dr. Fazlur Rehman is the Provincial Donors/NGOs Coordinator in PERRA and UNDP and is based in Abbotabad.



- 2. Dr. Inamullah
- Mr. Inamullah is faculty member at Kardan Institute of Higher Education in Kabul, Afghanistan.

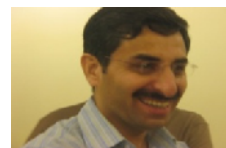


- 3. Habib Ahmad
- Mr. Habib Ahmad is working with Qatar Charity as Program Coordinator in Swat.



- 4. Mr. Raza Shah Khan

Mr. Raza is the Executive Director, Sustainable Peace and Development Organization and is based in Islamabad.



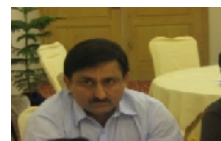
- 5. Ms. Shad Begum

Ms. Shad Begum is the Chief Executive Association for Behavior and Knowledge Management and is based in Peshawar.



- 6. Mr. Inam Khan

Mr. Khan is the Project Specialist in USAID and is based in Islamabad.



7. Attia Hanif

Ms. Attia Hanif is a freelance researcher and HR consultant and is based in Lahore.

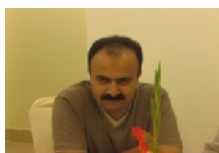


8. Dr. Zia-ur-Rehman

Dr. Zia-ur-Rehman Farooqi is the Chief Executive, NIDA Pakistan and is based in Besham.

9. Amjad Ali Shah

Mr. Amjad Ali Shah is faculty member at Kardan Institute of Higher Education in Kabul, Afghanistan.



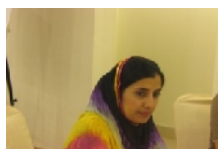
10. Maqsood Ahmad Salafi

Mr. Salafi is the Chief Executive of Peace Foundation, Frontier Peace Council and is based in Peshawar.



11. Ms. Saima Gul

Ms. Saima Gul is the faculty member Department of International Relations and is based in Peshawar.



12. Syed Mujahid Hussain Shah

Mr. Shah is the Director Trainings with Tehreek-Minhajul Quran and is based in Abbotabad.



13. Dr. Omer Farooq

Dr. Omer Farooq is the faculty member in Kardhan Institute of Higher Education in Afghanistan.



14. Shehzad Naif

Mr. Shehzad Naif is the Program Manger Sustainable Peace & Development Organization Peshawar.



15. Memoona Tirmizi

Ms. Memoona Tirmizi is the Education Coordinator with Save the Children and is based in Swat, N.W.F.P.



16. Tanveer Malik

Mr. Malik is the Country Director, SHED Pakistan and is based in Islamabad.



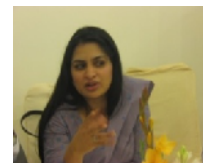
17. Kokab Shahnawaz

Ms. Kokab is the legal advisor with District Disaster Management Authority (DDMA) and is based in Haripur, N.W.F.P.



18. Sofia Noreen

Ms. Sofia is working as a Project Manager, with National Commission on the Status of Women and is based in Islamabad.



19. Amir Hamza Marwan

Mr. Amir Hamza is faculty member at the Department of Journalism University of Peshawar.



20. Arif Khalil

Mr. Arif Khalil is working as Program Manager with Helping Hands and is based in Islamabad.



21. Wajid Ali Shah

Mr. Wajid Ali Shah is the Protection Coordinator from Save the Children and is based in Swat.



22. Ali Askar

Mr. Askar Ali is the faculty member of Social Anthropology Department at the University of Peshawar.



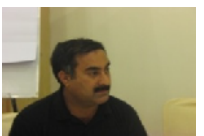
23. Shaukat Yusafzai

Mr. Shaukat Yusafzai is the Deputy Secretary Environment in the ministry of Environment, Govt. of N.W.F.P.



24. Mr. Jehanzeb

Mr. Jehanzeb is the Regional Manager SPAARC and is based in Peshawar.



25. Mr. Naveed Akbar

Mr. Naveed Akbar is working as Deputy Director PACT radio and is based in Peshawar.



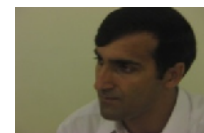
26. Sobia Zafar

Ms. Sobia Zafar is the Program Manager with SHED Pakistan.



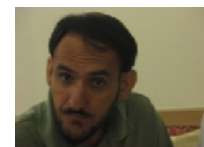
27. Said Afzal Shinwari

Mr. Said Afzal Shinwari is working with Community Appraisal and Motivation Program (CAMP) as a Program Officer and is based in Peshawar.



28. Talib Jan

Mr. Talib Jan is the Executive Director Indus Social Welfare & Development Organization and is based in Kohistan.



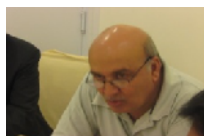
29. Muhammad Tahir

Mr. Muhammad Tahir is working with SABAWOON- a non-profit organization and is based in Peshawar.



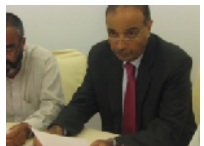
30. Brig. Retd. Saad Khan

Brig. Saad Khan is associated with FACIP as Political Conflict Expert and is based in Peshawar.



31. Sikandar Ali

Mr. Sikandar Ali is associated with FACIP as a Peace & Conflict Coordinator and is based in Islamabad.



32. Maryam Khan

Ms. Maryam Khan is the Peace Ambassador of President Human Rights Committee and is based in Islamabad.

33. Hina Banoori

Ms. Hina Banoori is working as a volunteer with SHED Pakistan.

34. Amna Durrani

Ms. Amna Durrani is working as Network Coordinator at the SPADO and is based in Islamabad.



35. Imran Inam

Mr. Imran Inam is the executive director of the Community Research and Development Organization and is based in Peshawar.

36. Jehan Sher

Mr. Jehan Sher is working with CARAVAN as director response and emergency.