

Conflict Management and Peace Building Workshp

16-21 November 2008
Kathmandu



- Dr. Thaneswor Gautam and Mr. Rup Kumar BK

Introduction

Carl Duisberg Society Nepal (CDSN) is a non-governmental organization of Nepalese nationals who have studied and/or received training in Federal Republic of Germany under the scholarships of CDG and other agencies. CDSN activities are partially supported by InWEnt Germany in skill and product development activities. It stands now as a social enterprise and enjoy the Grand Celebration of Nepal German 50 Years Diplomatic Relation organizing various programs in Nepal.

Conflict Management and Peace Building Workshop was organized during 19-21 November 2008 with the financial support of InWEnt Germany and cooperation of many other organizations including German Embassy. Major objectives of the program were to provide knowledge and skills and contribute Nepalese society in the post-conflict situation. There were altogether 35 participants including regular observers and the program was realized as a successful one. Brief program report along with the annexes is presented below.

Day I: Opening Session

The workshop entitled 'Conflict Management and Peace Building' was inaugurated by Mr. Norbert Mayor chief guest and deputy chief of the mission. Mr. Kapil P. Upadhyay, President of Carl Duisberg Society Nepal (CDSN) presided the opening session where Dr. Bishnu Hari Nepal, conflict expert and past ambassador and Prof. Ananda Aditya were invited as the resource person and distinguished guests respectively. Then CDSN executive, DAAD and InWEnt representative Ms Sarita Pradhan, and all the guest and participants were addressed to be chaired.

Dr. Thaneswor Gautam, Program Coordinator, presented some remarks about the objective and methods of the workshop and the secretary of CDSN Mr. Prem Kumar Nakarmi delivered welcome speech. Dr. Bishnu Hari Nepal presented some of the Nepalese political events as the great examples for the word community in the field of conflict resolution. He also appreciated the program as an important landmark in the current skill building and understanding.

Distinguished guest of the program Prof. Ananda Aditya highlighted the importance of the program and added some remarks. He shared his expectation as the workshop may pave way to impart knowledge and skill in mitigating conflict and peace building. He further added that when there is will, there is the way and when there is the way, there is will also. The combination of head, heart and hands by every conscious citizen may prove synergy for establishing peace in the nation is expected.

The chief guest of the program and deputy chief of the mission Mr. Norbert Mayor conveyed the kind regards from German ambassador. He highlighted some of the German missions on conflict mitigation and resolving in Nepal. He remembered the day 16th November as the International Day of Tolerance of United Nations and the event an important parts of celebrating Nepal-German 50 Years Diplomatic Relation. The opening session ended with the vote of thanks and session adjournment by Mr. Kapil Upadhyaya the president of CDSN.

Day I: Workshop Session

The second half of the program was designed for mix-up, introduction of the participants, expectation sharing, and basics of the knowledge. Out of large number of the participants only 30 were selected as participants and others and all Carl

Duisberg Society executives and members as the active observers in the workshop sessions.

In the workshop session, Coordinator Dr. Thaneswor Gautam involved participants in introduction game linking their identity of origin and regional resource conflict. The participants introduced themselves along with their prominent specialty and resources availability but listened others comments as well.

Next session was the delivery of Dr. Bishnu Hari Nepal on conflict management. He introduced the concept of conflict, different types and modes of conflict, causes and available theories about conflict. He illustrated the 'Game theory' of conflict. He also presented the basic principle of conflict resolution as a) production; b) authority; c) accommodation; d) collaboration; e) compromise and f) competition.

Day II: Understanding Conflict, Violence, and Peace

Three components namely understanding theme of the conflict, nature of violence, and peace process were discussed. Principal resource person of the day Dr. Bishnu Pathak, writer of 'Politics of People's War and Human Rights in Nepal' delivered the session on 'Conflict and comparing the models of federalism'. Dr. Pathak began with the concept of conflict and violence then he presented the different types of federalism. He illustrated the cycle of conflict linking with his theme. During the session participants came to know the conflicting goal and approaches of federalism. He addressed the federalism neither as the panacea of national conflict nor the beginning of perpetual violence presenting some examples and facts of different parts of the world. Interactive and participant centric session with question-answer offered the opportunity to understand the possible alternative federal state models for new Nepal.

Second session of the day began after the tea break. Program coordinator and facilitator Mr. Rup Kumar BK attempted to map the perceived conflict of the participants using Meta cards and workshop materials. Participants shared their experience and how they tried to manage the conflict. Most of the participants addressed the conflict at personal, family, and group level.

Then the session was facilitated by Yogi Raju Adhikari a Ph D scholar from Dev Sanskrit University, Hardwar. He addressed the causes of all the conflict as latent factors and mainly the personal factors. He highlighted the ways of managing internal conflict by a) managing the vision of life; b) living in reality and c) adopting spirituality.

He emphasized on yoga and Pranayama as the necessary personal attributes for peaceful living. The session ended with queries from participants followed by the refreshment.

Day III: Workshop on Issues and Causes of Conflicts

The first session was facilitated by Mr. Rup Kumar BK from GTZ on ' Causes and Analysis of Conflict'. Participants were asked to write the causes of conflict they know till date based on their perception and cognition. The generated contents were pasted on the board classifying them into structural and personal causes of conflict. The facilitator engaged participants in presentation, debate, and discussion.

Later, participants were divided into four groups and were asked to identify the dominant types of conflict ongoing in Nepal. Many of the issues identified were related to political, cultural, and regional resources. Findings of the content analysis ranked the political, socio-cultural, and economic issues as first, second, and third respectively. Finally, the session was ended with facilitator's summary and concluding remarks on political, socio-cultural, economic, and human security issues with their latent causes at macro level and conflicting interest and goals with individual differences as the personal causes of the conflict at the micro level.

In the next interactive session participants were requested to identify the possible measures to manage the perceived conflict. Some of the measures driven from the participants were redistribution of the resources, cultural harmony, and nations restructuring.

After the refreshment the session related to role play exercise was designed by the Coordinator. The participants were divided into four different groups assigning each to discuss on different issues of conflict i.e. Resource conflict with the case of regional resource conflict for group 'A'; Role conflict with the case of stakeholders conflict in a private school for group 'B'; Goal conflict with the case of family-work balance for group 'C' and Socio-cultural conflict with the case of inter-caste marriage case for group 'D'.

Facilitator shared the norms and methods for the role play Provision of a team leader and a mediator in each group with their limited time for exercise and role play was defined. After the group discussion and planning each group presented their act on the stage about how conflict is generated and how it can be managed. The session was very attractive as the participants played very active and lively role play

demonstrating their talents. The session was highly appreciated by all participants and observers.

Day IV: Delivery and Workshop on Conflict Transformation

The session on 'Conflict transformation and peace building' was facilitated by Mr. Sudan Shivakoti, a conflict focal person at Support and Peace Process project of GTZ Kathmandu. He illustrated the different forms of violent, latent and nonviolent conflicts. The conflict transformation cycle was illustrated with some examples on how the cycle follows latent or nonviolent conflict to peace and consolidation. The visions of peace building needs were also justified focusing on the violence triangle and identifying the fact of direct violence as an outcome of interplay between structural and cultural violence. The participants raised different issues and queries regarding conflict in Nepal and the focus of donor communities. The session was concluded with the note on dynamism and complexity of conflict as it is perceived today may not be the issue for tomorrow.

Next session of the day after the tea break was facilitated by the Coordinator. All the participants were involved in the game initiated by the coordinator. The game was related to identifying the opportunity and being alert about the situation that may help to understand the context where they are working. Thereafter the coordinator summarized the learnings of the past sessions with some tips about learning and dissemination approaches. The focus of the facilitation was on appreciative and optimistic approaches to be followed by the agent in conflict management process.

Day V: Peace Building Process

The session began with the analysis of myths and realities for peace building by Prof Ananda Aditya. He shared the conflict as an inevitable and necessary but that should not evoke the war. There is the need of peace building education, socialization and mobilization. Education makes people aware and sensitive to peace; socialization acculturates the attitude and behavior; and mobilization puts that into action. For quick results on peace social mobilization is necessary. Along with the seven myths and realities of peace building he also introduced the risks inherent to peace process and threats to the peace process. He summed up the conflict as a desirable for development but that must be addressed before it goes into crisis.

Next session on 'Learning and Social contribution' by facilitator of Mr. Dhan Raj Chalise illustrated how learning is relatively the permanent change in the context of

conflict management. He further advocated that the knowledge learnt should be applied in the social development. The session ended with interactive discussions and feedback from the participants.

Day VI: Summary and Closing Session

Summary session started with the interactive discussion session facilitated by the coordinator followed by Dr. Bishnu Hari Nepal's value addition in the conflict management in Nepal. The Coordinator Dr. Gautam offered a plan for collaboration and networking for future programs. Participants were given opportunities to share their interest and to present some talents. Many of the participants took part in few minutes entrainment session as well.

Finally there was a closing ceremony chaired led by Mr. Kapil Upadhyaya, CDSN President as session chair, Chief Guest Ms. Sarita Pradhan representing InWEnt and DAAD from German Embassy, distinguished guest Prof. Aditya, Chief Advisor of SOSREF representing co-organizer and resource persons' community, and many other dignitaries as Immediate Past President Mr. Sushil Bhattarai, General Secretary Mr. Prem Kumar Nakarmi, and Treasurer Mr. Digvijaya Mishra of CDSN.

Mr. Rup Kumar BK presented the program proceeding thereafter Prof Aditya shared the key note speech sharing confidence of the learning to be used in society as the participants learned some vision, knowledge, and skills for transforming conflict in the field settings.

Ms. Chanda Neupane and Mr. Lal Bahadur Thapa representing the participants shared their happiness to be the part of such useful program. They assured to implement the knowledge and skill acquired at the workshop in practice. They valued the organizers effort to serve the best and resource persons' effort in their delivery and knowledge dissemination.

Mr. Sushil Bhattarai the immediate past president of CDSN shared some examples of ongoing political conflict transformation in the country viewing as the world class landmark. He also wished the knowledge to be used to contribute in conflict mitigation and management.

Letter of appreciation was awarded to those contributing actively during the entire session by the session chair to Mr. Rup Kumar BK and Mr. Kula Raj Devkota. Certificates were awarded to all the participants by Mr. Kapil Upadhyaya, Ms. Sarita Pradhan, Mr. Prem Kumar Nakarmi, Mr. Digvijaya Mishra, and Mr. Sushil Bhattarai.

After session adjournment by the chair of the session and refreshment with photo sessions the coordinator activated all participants few minutes for special feedbacks and program evaluation using scientific instrument.

Feedback from the Participants: Some Results

Participants were given a brief questionnaire to make the program evaluation with and some open space for qualitative feedback to the organizer. The questionnaire was administered within in five minutes time to collect participants confidential rating about the various dimensions of the program with the statement of how satisfied are you in the following aspects of the program. The five dimensions were contents and skill delivered, event team’s behavior, facilitators’ quality, readings and material support, and tea and food support. The following table shows the descriptive result of the survey.

Table: Survey Results of the Program Evaluation by the Participants

Labels	N	Minimum	Maximum	Mean	Std. Deviation
BEH_ORGA	29	4.00	5.00	4.7931	.41225
FACILITA	29	3.00	5.00	4.6207	.56149
KWN_SKIL	29	2.00	5.00	4.3793	.67685
TEA_FOOD	29	2.00	5.00	4.2759	.88223
MATERIAL	29	2.00	5.00	4.0345	1.05162
Valid N (listwise)	29		Average	4.4207	

- KWN_SKIL = Knowledge and skills learned
- BEH_ORGA = Behavior of the event organizer
- FACILITA = Facilitators / resource persons’ quality
- MATERIAL = Materials/Handouts/Stationery distributed
- TEA_FOOD = Tea and Food Support

Data generated using 5 point Likert type scale anchored by: 1=Highly dissatisfied, 2=Slightly dissatisfied, 3=Neither/nor 4=Slightly satisfied 5=Highly Satisfied

Above results showed satisfactory response from the participants in general. Most satisfied part of the program was the behavior of the organizers and participants were quite impressed from the facilitators/resource persons. Besides, they expressed their positive response in all the components but the materials distributed stands close to ‘slightly satisfied’ and knowledge-skill delivered and tea-food support were rated moderately by the participants. In summary the average mean is at the moderate level with the mean of 4.42 therefore the program seems successful.

Besides organizer team received confidential appreciations and concerns from the participants. All the participants expressed their happiness and few participants have made comment as Time is limited and more practical is expected. Furthermore, Second hour of the day 2 to 5 PM would make job holdedrs easier. Some also expected refresher course in the regular basis after the training/workshop.

Learning from the Program

Program organizer team identified the theme very important in the present situation as the country is undergoing through political transformation and there are conflicts in society. Carl Duisburg Society Nepal realized the synergic effect of collaboration with other likeminded organization as Social Science Research Foundation (SOSREF) which contributed significantly in design and implementation of the program. The civil society and resource persons are happy to work with in very limited transportation cost if the theme is interesting and they view its importance in society. CDSN learnt to send the proposal for such related program to InWEnt and other related organization in future and contribute in the knowledge and skill building activities in Nepal. Such program not only contributed the society but also empowered its members. In this utmost occasion few members of CDSN took part as the participants and many as the observer to provide such opportunities to outsiders to build the image of CDSN in days to come. The participants' and resource persons' team came closer and assured to contribute at their level based to the non-profit-making organization CDSN understanding its objectives to support the Nepali Society.

Annex 1

PROGRAM SCHEDULE

Conflict Management and Peace Building Workshop, Kathmandu, 16-21 Nov. 2008

Program Organized by Carl Duisberg Society Nepal (CDSN) with

Co-organizer Social Science Research Foundation (SOSREF) and Sponsorship of InWent Germany

Day-1: 16 Nov. 2008

9.30-10.00: Registration

10.00-10.45: **Opening Session**

- Session chair by Mr. Kapil P. Upadhyay, CDSN president and dignitaries call to the dais-2 Minutes
- Program inauguration lightening the lamp by Chief Guest Mr. Norbert Meyer, DCM, German Embassy-followed by Mangal Dhun -5 Minutes
- Welcome by Mr. Prem K. Nakarmi, Secretary, CDSN-5 Minutes
- Program Highlight by coordinator Dr. Thaneswor Gautam-5 Minutes
- Remarks by Resource person: Dr. Bisnu Hari Nepal, Former Ambassador to Japan-5 Minutes
- Remarks by SOSREF Chief Advisor: Prof. Anand Aditya - 5 Minutes
- Remarks by Chief Guest -10 Minutes
- Vote of thanks and session adjournment by President of CDSN-8 Minutes

10.45-11.30: Refreshment with Tea

11.30-13.00: Session-1: Ice Breaker and Issue Identification by Dr. Thaneswor Gautam and 'General Introduction to Conflict Management' by Dr. Bishnu Hari Nepal

13.00-13.30: Refreshment with Lunch

Day-2: 17 Nov. 2008

10.00-11.30: Session-2: Understanding Conflict, Violence, and Peace; With Special Reference to Comparing Models of Federalism –Dr. Bishnu Pathak

11.30-11.45: Refreshment with Tea

11.45-13.00: Session-3: Group Work, Discussion, and Conclusion – Mr. Raju Adhikari

13.00-13.30: Refreshment with Lunch

Day-3: 18 Nov. 2008

10.00-11.30: Session-4: Analyzing Conflict and Causes – Mr. Rup Kumar BK

11.30-11.45: Refreshment with Tea

11.45-13.00: Session-5: Group Work, Discussion, and Conclusion – Dr. Thaneswor Gautam

13.00-13.30: Refreshment with Lunch

Day-4: 19 Nov. 2008

10.00-11.30: Session-6: Conflict Transformation and Peace Building – Mr. Sudan Siwakoti

11.30-11.45: Refreshment with Tea

11.45-13.00: Session-7: Group Work, Discussion, and Conclusion – Mr. Kul Raj Devkota

13.00-13.30: Refreshment with Lunch

Day-5: 20 Nov. 2008

10.00-11.30: Session-8: Theory and Application of Conflict in Nepal– by Prof. Anand Aditya and Learning and Social Contribution by Dhan Raj Chalise

11.30-11.45: Refreshment with Tea

11.45-13.00: Session-9: Group Work, Discussion, and Conclusion – Mr. Dhan Raj Chalise

13.00-13.30: Refreshment Lunch

Day-6: 21 Nov. 2008

- 10.00-11.30: Summary Session-10: Conclusion and Feedback, Evaluation, and Future Planning – Mr. Sushil Bhattarai, Mr. Kapil P. Upadhyay, and Dr. Thaneswor Gautam
- 11.30-11.45: Refreshment with Tea
- 11.45-12.30: **Closing Session**
- Session chair and call dignitaries upon the dais-5 Minutes
 - 1) Presentation of Report led by Program Coordinator-10 min.
 - 2) Certificate / Token of Appreciation distribution by Chief Guest - 15 min.
 - 3) Remarks from participants a) Female-2 b) Male - 2 in 10 min
 - 5) Remarks by Chief Guest - 10 min.
 - 5) Vote of thanks and session adjournment by chair - 5 min.
- 12.30-13.30: Refreshment with Lunch

Annex 2 (Find Attached)**1. List of Participants and Observers**

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2. Original Bills
3. CD including Photos, Video, and some Readings
4. Readings