



Bringing Villages to Normalcy, Upholding Traditional Values towards Reconciliation

Trainer's Manual

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Introduction

Our Country today is at a very special juncture after a three decades long war. As Sri Lankans it is our duty to steer this country towards a balanced, sustainable and rapid development, taking in to account the need to address the root causes of the conflict which can lead to reconciliation as well protecting our fauna and flora which gives life to our nation as well the geopolitical situation of the country.

Preamble

“Woman” is a person who has unparalleled strength, is not isolated in any given society or time. The modern woman is equipped with necessary international and local legislation for her protection. Women possess maximum strength and courage to make a complete human without being left out of human qualities. This exercise is to explore that possibility within the path of our traditional religious and cultural values of all great faiths.

Let's build a prosperous nation where skills and abilities are polished with attitudes which are embedded with humanity

1. Protecting fundamental rights through generational experience, practices, traditions and values
2. Socio – economic development through respecting the cultural values
3. Encouraging the political trend based on equality and justice

Creating a just society where all our citizens can enjoy

Objective

Bringing Villages to Normalcy, Upholding Traditional Values towards Reconciliation

Course contents

1. Protecting Women's rights – Experience from International and Local Discourses”
2. “Duties and responsibilities of Human Rights defenders within communities to protect human rights”
3. “A process of post war reconciliation– A human Rights perspective”

4. "Protecting women's rights - guidance from CEDAW convention
5. UNSCR 1325 and 1820 on Women Peace and Security.

Instructions to the Trainers

All persons who want to implement the program related to the subject of Women, Peace, Security, and Development, beforehand should read this Handbook in order to gain a basic understanding about the topic. Perusal of various handbooks on this topic would contribute to enhance knowledge and conduct this training in a successful manner.

Preparation for the Training

- The training will be conducted during a whole day and a suitable venue with the required facilities should be selected for this purpose. Availability of accommodation facilities for a few persons can be considered as an added advantage.
- Handouts, time table, reading materials, writing sheets, pens and other stationary items required for the trainees should be prepared in advance.
- Preparation of an expenditure budget for the program would enable to conduct the training program without any constraints (Annexure No.1).
- A Training Plan should be prepared in such a manner to implement the sessions in a proper order. Through this a clear link can be created between each session (Format: Sequence of the sessions and contents -Annexure No.2).
- Please ensure that only matters related to the topic are discussed at the training session. Prior preparation is essential in order to do so. Listen patiently.

Training Methodologies

The training program should entirely follow the participatory approach. During the sessions, activities such as ice breaks need to be carried out in order to motivate the participants. The Training Team should take every effort to obtain the contribution of participants through exercises, discussion and presentations.

- Building trust is important so as a trainer say things upfront, be honest (if you don't know about a particular subject admit that you don't know and mention that you will search and tell about it, be honest with your participants)

- You must keep an agenda, but remember sometimes questions keeps the session in a flow, you should give chances to questions to energize the audience (you don't need to do exercise necessarily)
- Anticipate the worst when you have an audience
 - At a situation like that we should seek for supporters and create a discussion among them
 - We should keep our position and purpose persistent from the beginning to the ending
 - Since we are talking about reconciliation and human rights we can face several negative questions
 - We should maintain our positions to prevent us going back or losing our position on a specific issue (you should not lose your focus)
 - In certain circumstances the entire audience can be hostile. During such situations you can be silent (you can stop but it is not because you don't want to confront the audience, but to make them think correctly- give them time to think)
 - At the end of the session/day you should go back and refer to the objectives that you wrote at the beginning of the day to see whether the objectives are covered or not.

Use of Audio Visuals

The graphs and visuals required for the program should be prepared in advance.

Session 01

Objective of the Day and Approach

Time: 30 minutes

Training Methodology: Individual Activity, individual presentation

Training Guidance

- Introduce an activity to enable the participants to introduce themselves to others. Material required for the activity should be kept ready in advance.
- There is a tension between the participants and the lecturer –take steps to break and ease the tension by opening up the space, this will lead to better communication

Objectives:

- Ask the participants to explain their objective in participating in this training program.
- Provide a soft card prepared before hand and a pen to each participant.
- Instruct them to write down their objective in participating in this training program. Allocate 5 minutes for this task. The cards should be displayed on the wall.
- At the end to the training program, you should ask the participants whether they have been able to achieve these objectives.
- At the next step, display the objective of the Training Program and explain its contents to the participants.

- Explain the methodology followed in this training program and the manner in which the participatory training method is being carryout.

Session 02

Women's Rights

Time- 1 Hour 45 Minutes

Materials: White board, marker pens, flip charts, platignum, scissors, clips

Training Methodology: Group Discussions/Exercises/ /Presentations /Questions/ Video Clips

Guidance for the Training

- Introduce an individual activity to enable the participants to answer the questions, ask them to write in soft cards and then paste them on a display board.

1. Who is a woman?
2. What are women's rights?

Initiate a discussion with the participants based on their responses. Understanding the audience is important in discussing about women rights. (Time – Allocate 10 minutes per each question and provide them required soft cards and pens)

- Have to identify to who we are talking about 'women rights' and the topic of the training should be explained in simple words, use of English words will not be appropriate give the participants background.
- Following points should be made clear to the participants:
 - "Women's rights" refers to whether women have equality with the rights of men where women and men's capacities are the same.
 - Sometimes, "women's rights" includes protection of women where women are subject to special circumstances (such as maternity leave for child-bearing) or more susceptible to mistreatment (traffic in women, rape).
 - Under "women's rights" has varied through time and across cultures.
 - Even today, there is some disagreement about what constitute women's rights
 - Women's rights were human rights
- Discuss and explain briefly on important conventions and resolutions that exist at the international level:
 - The 1981 Convention on the Elimination of All Forms of Discrimination Against Women(CEDAW)
(CEDAW background and basic principles should be explained here)
Continuing inequality – the facts, why a separate convention was needed, history of CEDAW and the growth, CEDAW committee, optional protocols, and the CEDAW principles: Principle of equality, Principle of non-discrimination, Principle of state obligation, and the CEDAW articles in brief should be explained.

- United Nations Security Council Resolution 1325
- Summarize the points: what is included in Women's rights?
 - Civil rights, Economic rights, Marriage, divorce and parenthood rights and basic civil freedoms
- Address on the question Why "Women's Right"?
- Sri Lanka and Women's Rights

Explain on the following Laws, Policies and Plans that are in force in Sri Lanka in regards to women rights

 - Sri Lanka Constitution -1978
 - CEDAW
 - Women's Charter
 - Prevention of Domestic Violence Act No 34 of 2005
 - Children and Young Persons Ordinance (CYPO)
 - Child Rights Conventions (CRC)
 - United Nations Security Council Resolution 1325
 - Vagrant Ordinance Marriage Law
 - Pre School and Early Childhood Care and Development (ECCD) 2012
 - Penal Code
 - Establishment Code
 - Other Labor Legislations

It is important to discuss about the problems identified within these Laws, Policies and Plans, how they can be implemented properly, importance of implementing the recommendations discussed during the discussion

- Conclude the discussion by showing video clips (Meena's cartoons) and initiating a discussion based on the videos after the video screening to summarize the session.

Session 03

Human Rights

Time- 1 Hour 45 Minutes

Materials: White board, marker pen, flip chart, platignum

Training Methodology: Group Discussions/Exercises/ /Presentations /Questions/ Video Clips

Guidance for the Training

- Explain the concept of "Human Rights" and its Evolution to give a background about human rights and its development

Explain the following conventions and declarations related to human rights:

International level:

- Universal Declaration of Human Rights and its 30 articles
- Charter of the United Nations
- International Convention on the Elimination of All forms of Discrimination Against Women(CEDAW)
- Convention on the Right of the child
- UN specialized Agencies to safeguard HR

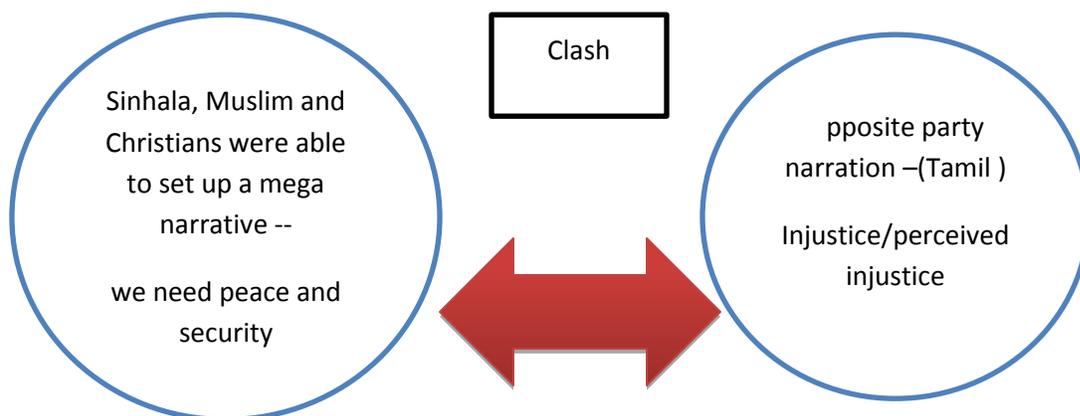
National Level:

- Ratification OF UN Human Rights Conventions by Sri Lanka - show them that Sri Lanka has signed and ratified several human rights conventions and hence state is responsible in safeguarding human rights of the civilians
- Make the participants aware about the National Human Rights Laws and Institutions and Recent Developments in the Laws related to fundamental Rights in Sri Lanka
 - Here the difference in fundamental rights and human rights should be clearly explained
 - Explain how people can obtain help when their fundamental rights are violated and what are limitations in fundamental rights

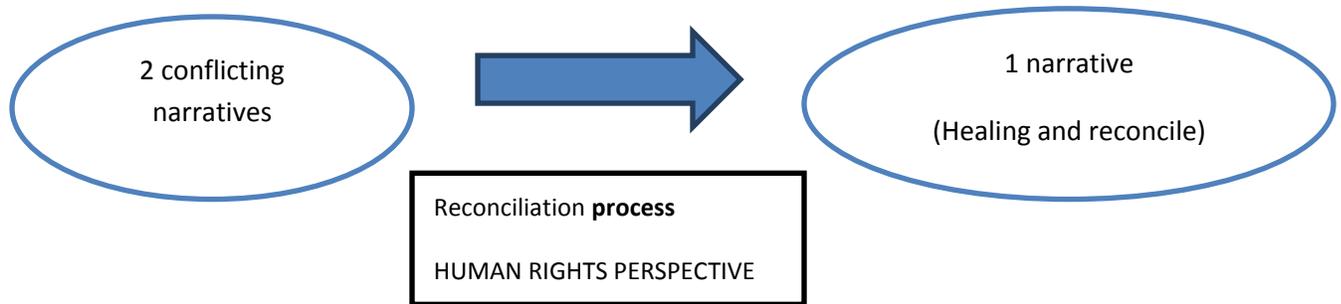
• **Conflicting Narratives and the use of human rights perspective**

In addressing the issues in the post war period, make the participants understand that Sri Lanka has not come to normalcy since we have not addressed the root causes of war; we are in a hidden conflict even in **post war** there is a conflict

Explain the issue of conflicting narratives as follows:



- Narratives exists means conflict exists even if the guns are silenced
- Although one narrative is suppressed one still exists
- Reconciliation – bringing the conflicting narratives to one agreed narrative



- Should keep in mind that when using this human rights perspective
 - We might not be able to come to one narrative but we should listen to them and try to reconcile
 - We should go in a process, during the process parties will realize
 - Mediation is important, but we lack this mediation in SL
 - Invisible rights will also come forward
- Explain that there is a part that is projected in the war. An edited part is released to the media. We come to conclusions as soon as we see the clip. We see biasness when these things are uploaded or when comments are posted.

Activity:

Take the Wariyapola incident (A girl slapping a boy in the public) or any other incident that is related as an example of conflicting narratives and see whether these conflicting narratives or parties

- can be /should be reconciled?
- what are the expected outcome?
- what are the non- negotiable?

Divide the participants in to 3-4 groups and allocate 30 minutes for this task to discuss and present their ideas.

Session 04

U.N. Security Council Resolution 1325 on Women, Peace and Security

Time – 1 Hour. 45 Minutes

Training Materials : Flip Charts, Zoop cards, white boards, markers, handouts.

Training Methodology : Discussions / Lecturers/ Group Exercises

Training Guidance

- Remind them the earlier introduction given with regard to the UN Security Council, its objectives and services.
- Explain that this was not an idea developed by western countries and the original idea in this regard was presented by Asian countries. Provide them with International examples

to explain them that during armed conflicts, particularly the security of women faces is threatened in almost all parts of the world and you also can mention that violence against women has been used as a weapon of war in some armed conflicts.

- Show them taking international examples that how women took the leadership using their very special skills in protecting women and resolving conflicts.
- Mention the unique contribution made by women towards the peace process of Sri Lanka. Example: Gender Sub Committee.

Four pillars of UNSCR 1325

1. Participation of women in decision-making and peace processes.
2. Gender perspectives and training in peacekeeping
3. The protection of women.
4. Gender mainstreaming in United Nations reporting and implementation mechanisms

Conduct a discussion particularly highlighting the objectives and goals of the above.

Subsequently, divide the participants into 04 groups.

1. Participation
2. Prevention
3. Protection
4. Rebuilding and Reconstruction

Allocate separate topics for all four groups and ask them to write down the manner in which the UNSCR 1325 being practically implemented in the Sri Lankan Society.

- Allocate 15 minutes for this task.
- For presentations each group will be allotted 3 minutes.
- Carry out a comparison and analysis of answers given by the participants during Session 2 with regard to the 04 topics and points highlighted by them in this Session.
- The following matters need to be discussed at this session:
 - Comparison of 1325 with Article 12(4) of the Constitution.
 - How can UNSCR 1325 be adopted in Sri Lanka?
 - According to the area connect UNSCR 1325 to the post war situation
 - Explaining the benefits of full implementation of UNSCR 1325 to the people.
 - Summarize the entire session by discussing the issues presented by the participants By doing so,

Relate the Story " Of a women traveling from the north tip of the Island to the Southern tip adorned with fine jewellery" with 1325 which highlights women, peace and security. Tell them that this is an effort made towards that goal.

The participants need to understand that all above is very much related to the content of UNSCR 1325

Subsequently distribute the Handouts

- As a Trainer take step to match the points presented by the participants or questions raised during the discussion to the initial objective of the day.

Evaluation and Conclusion

Annexures

Annexure 1 Estimates of Expenses

Description	Unit	No. of days	Unit price	Total
<u>Travelling Expenses</u>				
Organizers	x x	x	xxxx	xxxx
Resource Persons	xx	x	xxxx	xxxx
Participants	x x	x	xxxx	xxxx
Tea -Morning/Afternoon	x x	x	xxxx	xxxx
Accommodation & Food	xx	x	xxxx	xxxx
Lecture Hall Charges	xx	x	xxxx	xxxx
Communication Charges	x	x	xxxx	xxxx
Stationary	xx	x	xxxx	xxxx
Coordination Fees	xx	x	xxxx	xxxx
Fees for Resource Persons	xx	x	xxxx	xxxx
Fees for Interpreters	x x	x	xxxx	xxxx
Rapporting	x x	x	xxxx	xxxx
Payment For Assistants	xx	x	xxxx	xxxx
Total		x	xxxx	xxxx

Annexure 2

Format of the Daily Work Plan

- 9.00 a.m – Inauguration and Welcome
- 9.00 a.m to 9.30 a.m - Session 1
 - * Introductions and Explaining the Objectives
- 9.30 to 11.15 - Session 2
 - *Women’s Rights
- 11.15 a.m 11.30 p.m – Tea Break
- 11.30 a.m 01.15 p.m – Session 3
 - *Human Rights
- 1.15 p.m to 1.45 p.m –Lunch
- 1.45 p.m to 3.30 p.m – Session 4
 - *UN Security Council Resolution 1325
- 3.30 p.m to 3.45 p.m – Evaluation and Conclusion
- 3.45 p.m to 4.00 p.m - Tea