

Concept Paper
“Women Training and Empowerment for Peace Building”
(WTEPB)
in Gilgit Region

INTRODUCTION

Association of Global Humanists and Ethics (AGHE) will undertake a project called “Women Training and Empowerment for Peace Building WTEPB” in Gilgit region which will be of four month duration. The project will be focused on providing training and education of conflict prevention, conflict resolution and peace-building to the local working and non working women in Gilgit region. It is expected that through the providing peace education knowledge to the women that it will be possible to have a direct and positive effect on peace building efforts of the Government and the Aman Jirga (Peace Committee).

Each member of the Women Core Group 1 and of the Mohalla Peace Committees 2 of women will be expected to successfully participate in the three days training programs of WTEPE project. These training programs will provide basic information and skills required for conflict prevention, conflict resolution and peace-building process on adult teaching methods. The women who will demonstrate proficiency during the initial training program/s will be invited to participate in an advanced training program to learn conflict management and resolution.

AGHE will operate the project with its volunteers and members. In addition, a Project Committee made up of the Women Core Group 2 will operate to provide overall sanctioning of the project activities. Periodic Evaluation will be conducted to assess the value of the training programs on the women.

BACKGROUND

Throughout history, women have both contributed to conflict and been very effective at resolving it. There is a tendency to view women as peaceful because they are less likely than men to initiate or participate in violence. There are also extremely compelling examples of women successfully working towards lasting peace and reconciliation. According to peace building theorists, peace building required focusing on the family before extending to the wider society. So the Peace builders must call for calm,

forgiveness, and reconciliation at the family level therefore the family is the first unit of concern. The traditional societies like the Northern Areas assigned to women the role of educator. Such education is the type that starts from the cradle and was effected by means of a variety of activities in which the children participated. Peace is not born but made and that the culture of peace in traditional societies was implanted in a child through responsible upbringing and socialization undertaken and supervised by mothers. UN Secretary-General Kofi Annan once stated that

“For generations, women have served as peace educators, both in their families and in their societies. They have proved instrumental in building bridges rather than walls.

AGHE organized a women's Seminar on peace under the theme “Role of women in Peace building”. Northern Areas of Pakistan have been suffering a bad sectarian violence for last one year and the armed conflict has a hidden, dramatic and disproportionate impact on women and children of the region. Through out the conflict women’s perspectives, experiences and capacities as peace-builders remain largely ignored and under-utilised outside the family context. The Seminar was an important part of a continuous effort of AGHE to mobilize women and men for the transformation of different communities away from expressions of armed conflicts and violence towards a culture of peace and non-violence. This process, initiated by the AGHE with organizing a peace walk with the motto “Sustainable Peace for Sustainable Development” on International Volunteers Day 5 December, 2005. The Walk was lead by Malik Maskin Speaker the Northern Areas Legislative Council and president of “Aman Jirga” Peace Committee. In the Seminar the women developed a cumulative Women’s Agenda (action plan) **3** for peace building activities in the town. The action plan reflected the strategic thinking of the participants as well as outlined concrete actions to be implemented. Some volunteer women were also identified for Core Group **1** which will facilitate and monitor the activities of the pilot project for next four months. But real challenge to implement the project is, financial resources, which are required to carry out the project activities. This is the reason and background to develop the project proposal.

OBJECTIVES OF THE PROJECT

Our project will assist and empower 250-300 women in the target communities to take a measurably more active role in the peace building process at Mohallas level as well as at the region level and greater involvement in conflict prevention efforts and process in Gilgit region. Some other subsidiary objectives of the projects are:

- More than three hundred women will learn basic concepts of peace building process and conflict management skills.
- All the women will be able to educate and advocate peace at their family and Mohalla level.
- All the activities of the projects will be documented which might be helpful for the stakeholders in future.
- A manual will be created for use of law and order agencies and trainers for future similar projects.

FOCUSED GROUP OF THE PROJECT

There will be two different focused groups for this project

- The first and primary focused group will be the female teachers from different private and government schools and colleges of the town. Reason behind focusing this group is their direct greater impact on thousands of young children and their indirect contact with hundreds of families and parents.
- The second focused group of the project will be women from different Mohallas and communities. This group will also included college and university students (female).

Both the focused groups are important and will be essential components of the project. It is expected that significant learning regarding peace building will take place for the both groups.

MANAGEMENT STRUCTURE OF THE PROJECT

A project committee will be made up to deal over all managerial matters and issues. A full time project coordinator will be hired on full salary who will be responsible for supervision of the project activities, day to day operations including purchase of material and financial management and regular reporting to the project committee, as well as to the funder. Two supporting staff members will be hired to assist the project coordinator in intimation and other office works.

MAIN ACTIVITIES OF THE PROJECT

WTEPB project will carry out three different types of training programs

Training and Orientation program for The Core Group and Mohallas' Peace Committees of Women

1. One day orientation for the Core Group 2 members
2. Two day orientation for the women members of Mohallas, Peace Committees.

Training Programs for Lady Teachers

1. A three days course for lady teacher on peace building will be offered to different enthusiastic teachers from different private and government schools. Approximately 35 teachers will participate in the course.
2. An advanced course will be offered to those teachers who will demonstrate proficiency during the initial training program to learn conflict management and resolution.

One Day Awareness Course for Women at Mohalla Level

1. One day awareness course will be offered to the women at Mohalla level. These courses will be organized for the twelve Mohallas 4 separately with coordination of responsible member of the Core Group and Mohalla Peace Committee. Approximately twenty five participants will attend the course from each Mohalla.

EXPECTED RESULTS OF THE PROJECT

Expected outcomes of the project will be:

- About three hundred women will be trained in peace building and conflict management .
- After four month the Mohallas Peace Committees of women will be able to participate in the peace building process more effectively.
- The Mohallas Peace Committees will able to carry out such activities by their own.
- Generally the women will learn about conflict management which will enable and empower them to resolve the conflicts at their family level.
- The teachers will be able to teach peace by enriching the curriculum at their school level.
- After successful completion of the project, this project might be replicated in other areas of the region.

Indicators of the success

- Number of women who complete the training and orientation programs.
- Successfully establishment of twelve Mohalla peace committees of women.
- Participation level of Mohallas women in the programs.

MONITORING, EVALUATION AND REPORTING

The AGHE aspires to the highest quality of financial management, control, and accountability. The WTEPB project will adopt the same values with regard to pecuniary matters. A project committee made up of the Women Core Group 2 will operate to provide overall sanctioning of the project activities. All the financial transactions will be recorded in accordance with standard accounting practice. The AGHE office will take overall responsibility for financial management. Secondly, this project will be monitored and evaluated based on the expected results listed above. Indicators have been chosen which will provide signs of progress. Progress report will be submitted to the funder every month. As a part of final evaluation, all the participants will be asked to respond to a questionnaire asking them what learned during the project. The questionnaire will

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highlights the lesson learnt, the challenges encountered, and the suggestion for improvement. These information will used for a broader evaluation of how the project met its overall objectives. An individual from the outside the organization will assist with final evaluation.

TIME LINE

Activities	Week	Week	Week	Week	Week	Week	Week	Week
	1-2	3-4	5-6	7-8	9-10	11-12	13-14	15-16
Hire coordinator & Staff	X							
Confirm the Project Committee	X							
Up date work plan	X							
Developing material and manuals		X						
Orientation for the Core Group		X						
Orientation for the members of Mohallas' peace Committees			X					
Training for the lady teachers				X				
Awareness Course for the Women of Mohallas*					X	X	X	
Advance Course of Conflict management						X		
Reflective Seminar for C.G** and MPC***								X
Submission of report								X

*Course will be conducted in three Mohallas in one week ** The Core Group*** Mohalla Peace Committee of Women.

BUDGET

S. No.	Activities/Expenditures heads	Pak Rs.
1	Salary of the Project Coordinator 15,000/month X 4	60,000
2	Salary of Two supporting staff Members 2,500/month/each X 4	20,000
3	Developing training material and manuals	20,000
4	One Orientation Program for the Core Group (15 participants) Training Material + Refreshment + Pick and Drop of the participants	12,000
5	Two day Orientation Program for the members of Mohallas' peace Committees (25 participants) Training Material+Refreshment +Pick and Drop of the participants	50,000
6	Three Day Training Course for the lady teachers (25 participants) Training Material + Refreshment +Pick and Drop of the participants	80,000
7	One day Awareness Program for the Women of Mohallas (in twelve Mohallas)(approximately 20 participants in each program) Training Material+ light Refreshment for 240 participants	50,000
8	An three Advance Course of Conflict management for the women Training Material + Refreshment +Pick and Drop of the participants (30 participants)	80,000
9	Reflective/Follow up Seminar for 50 participants Training Material + Refreshment + Pick and Drop of the participants	40,000
10	Four monthly meetings of the project committee stationeries + light refreshment	6,000
11	Miscellaneous	15,000
12	Honorariums of resource persons for trainings * 2000/day/resource person X 10 days** X 2Persons	40,000
	Sub Total	4,730,00
	15% admin cost	70,950
	Grand Total	5,439,50

* Two resource persons will be hired for each training module

** Total number of days of all modules