

WORKSHEETS

For the course “Being Conflict Sensitive: Essentials”

Scenario: multiple perspectives

Your organization has supported the local district authorities to build a new drinking water system for a village in the district.

You are planning an inauguration ceremony of the water system.

Your local project officer visited some key local actors and invited them to attend the ceremony and say some opening remarks.

The project officer has reported back that he has visited each of the key actors individually.

They all declined to attend the ceremony.

They did not explain why.

Exercise: multiple perspectives

Split into groups. Each group considers one of the following key actors:

1. Head of the village where the water system was built
2. Head of the local water committee responsible for the management and maintenance of the system
3. Head of the local village women's committee
4. Head of the local health centre that will be directly connected to the water system
5. Head of the construction company that built the water system

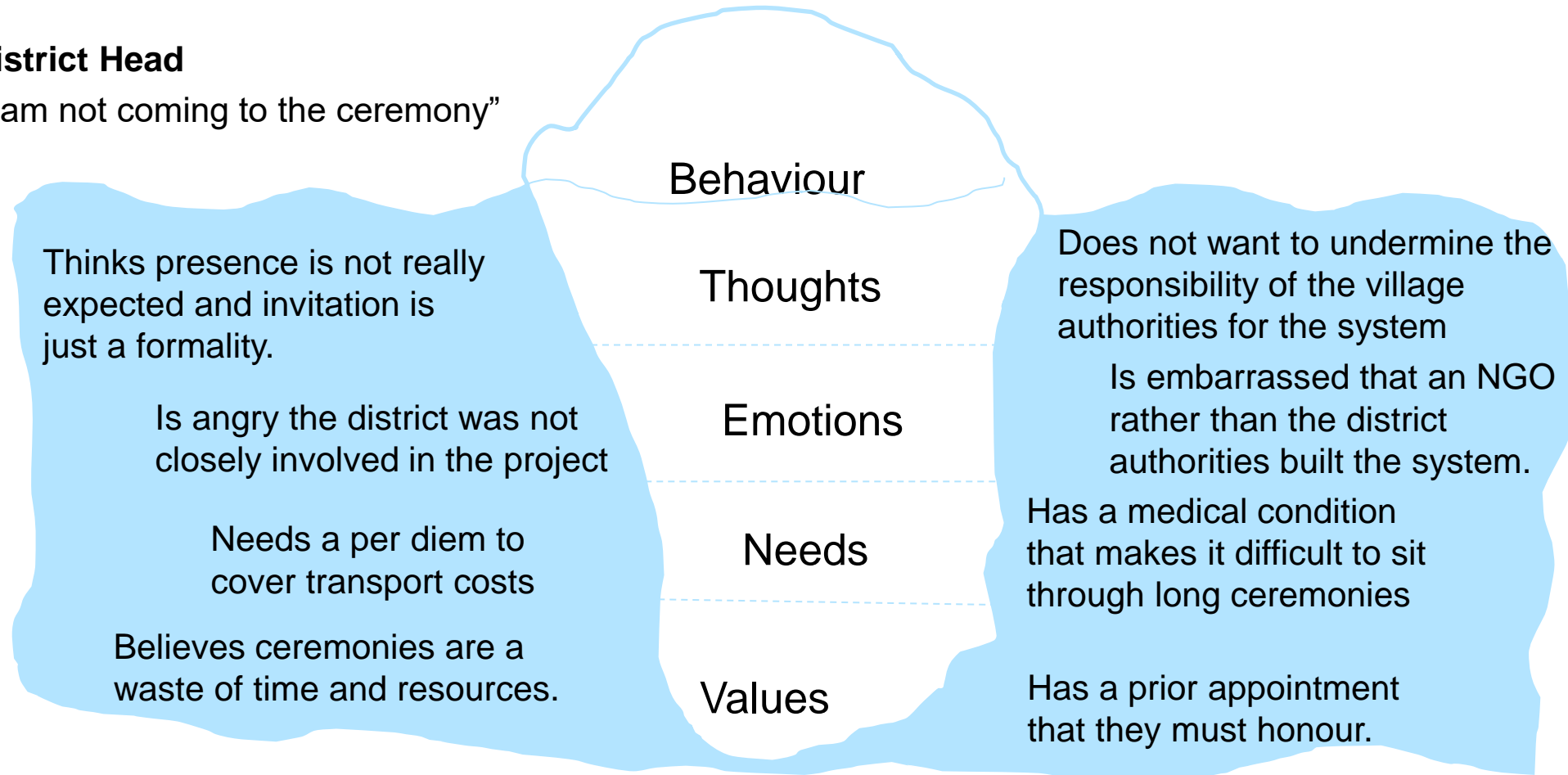
On a flipchart:

- Draw an iceberg.
- Above the water line write the key actor and “I am not coming to the ceremony”.
- Under the waterline write as many reasons as you can think of why that actor may be refusing the invitation to the ceremony.

Multiple perspectives exercise: example

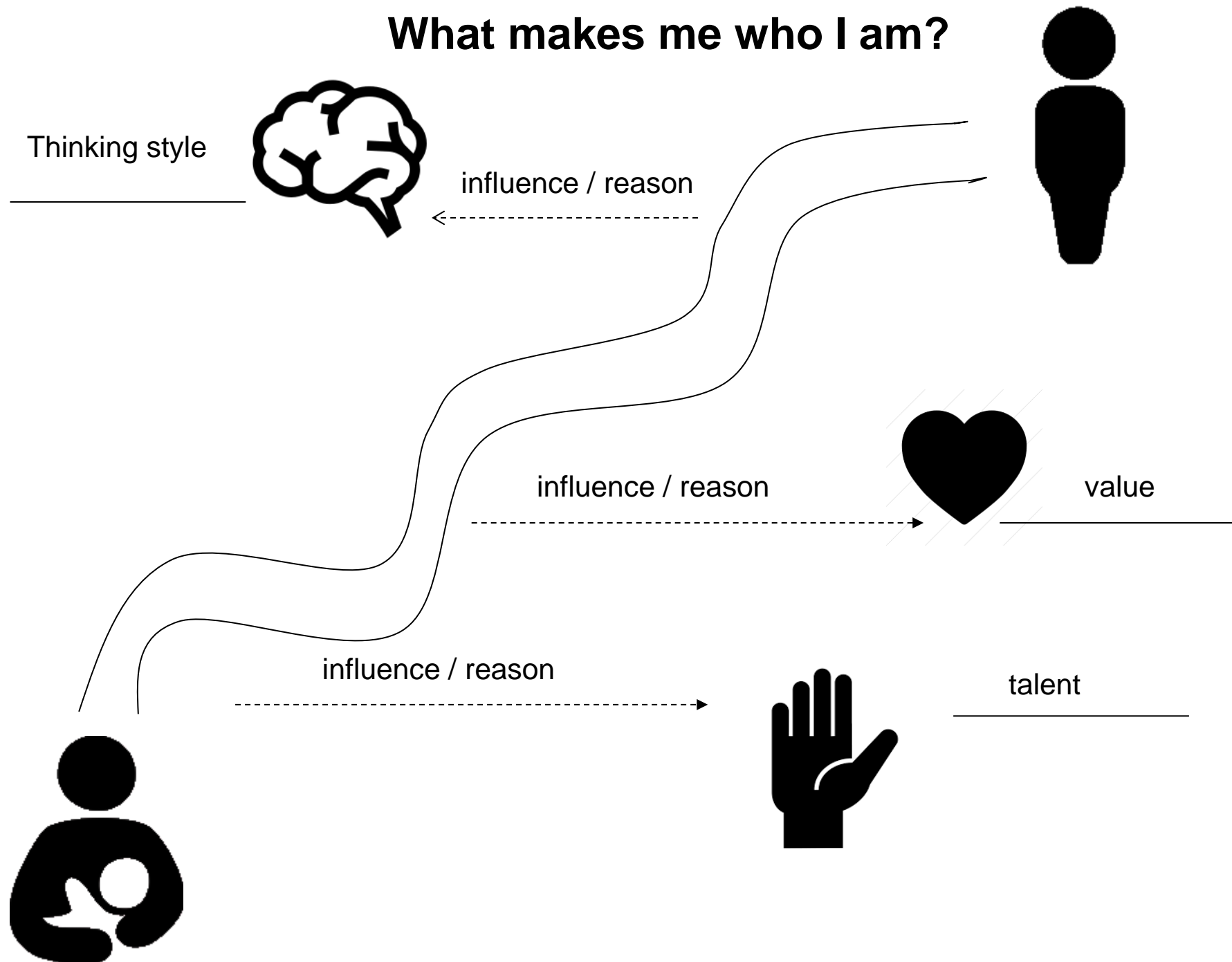
District Head

"I am not coming to the ceremony"

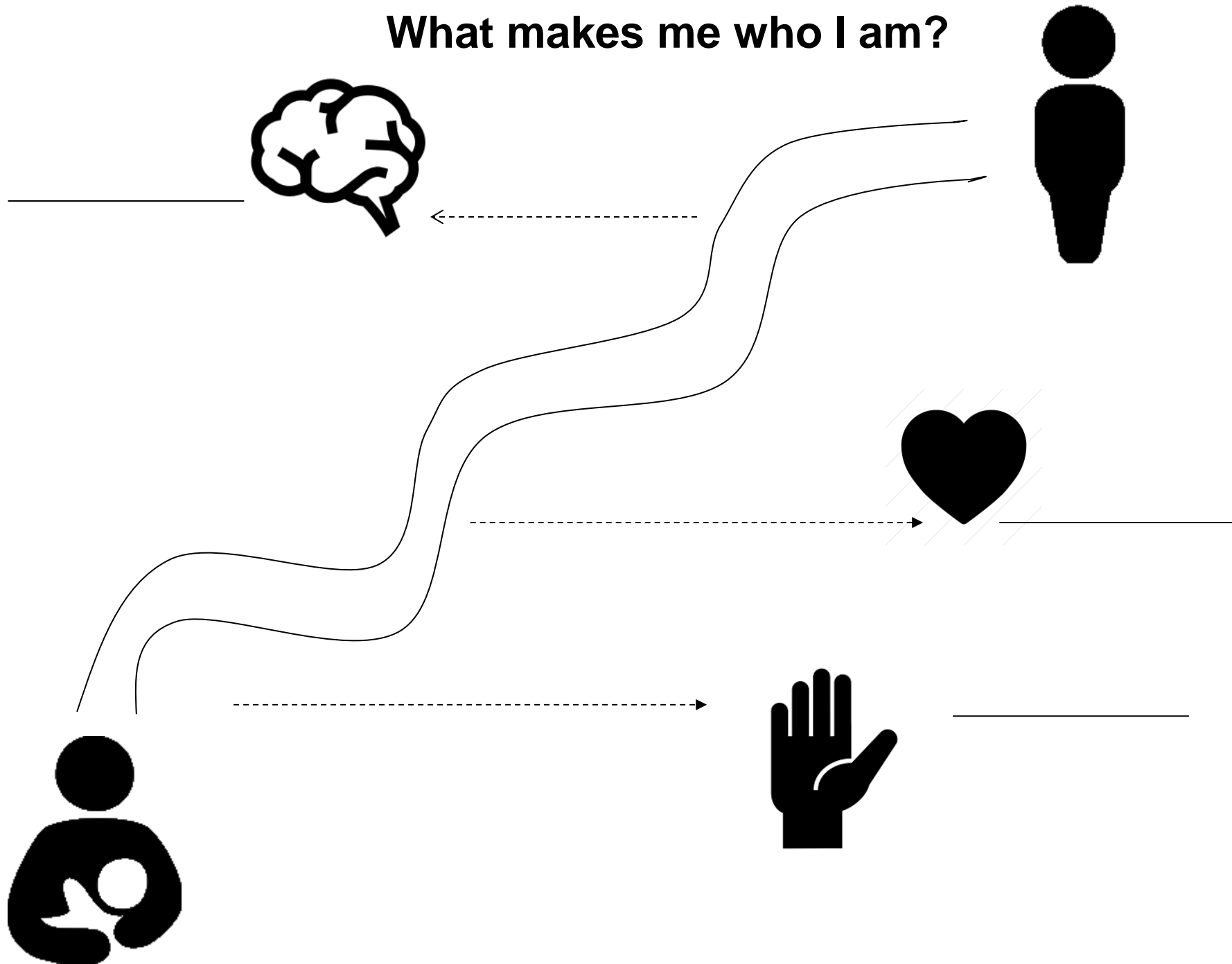


(Biess and Nolden, 2021, p. 37)

What makes me who I am?



What makes me who I am?



Exercise scenarios: Principles in practice

Respect: As part of a WASH needs assessment in a village, you would like to conduct a participatory assessment that ensures you get the input of all different groups in the camp. The village head says he will call a meeting for you. However, you are worried that he may not invite representatives of marginalized groups, or that not everyone may feel comfortable attending. How do you ensure your assessment includes all points of view without being disrespectful to the village head?

Accountability: A water tower that is part of a community water system your organization rehabilitated collapsed, damaging two neighbouring houses. The community is very angry and the affected residents are demanding compensation. Upon investigation you discover that the company you contracted to build the water tower took shortcuts in the construction and bribed the project supervisor not to say anything. What steps do you take to rectify the situation?

Fairness: your organization is planning to implement a market systems development project in the agricultural sector, working with groundnut producers, processors, sellers and buyers. You become aware of concerns in the targeted communities that your project is unfairly helping those working with groundnuts and discriminating against those in other agricultural sectors. What steps do you take to address these concerns?

Transparency: As part of a new PVE project, you will support training in religious literacy for young people. They will learn about the beliefs and practices of religions other than their own. What steps do you take to ensure that you and your partners are not accused of religious proselytization, i.e. trying to spread religion or even convert people?

Exercise instructions: Principles in practice

- 4 groups (1 for each principle: RAFT)
- 1 challenge / group
- Go for a walk and discuss how to address your challenge, focusing on your principle and taking into account everything else we've discussed so far (incl. other principles), by
 1. Brainstorming
 2. Choosing the most convincing solution
- Appoint a reporter (avoid usual suspects): share what has been your challenge and how you'd address it
- Appoint a reviewer (to share short feedback on another group's solution: 1 thing liked, 1 suggestion for improvement)

Non-violent communication scenarios 1

1. A is a parent and B a teenager. The teenager is out late with friends and comes home to a worried parent.
2. A is a programme manager and B is the project officer. A needs to submit the annual project report today and has asked the project officer for the necessary progress reports but hasn't received them.
3. A is a construction project supervisor and B is the head builder. The supervisor visits the construction site and finds that only half of the promised construction has been completed.
4. A is head of the local women's association and B is the representative of an organization implementing a water project in the village. A was not invited to a community meeting deciding where the new points would be placed.

Non-violent communication scenarios 2

5. A is supervisor and B is a team member. They are meeting for the annual appraisal meeting. A is not happy with B's performance because B has not met their objectives set for the year.
6. A is a finance manger and B is the finance focal point of the project partner. They are meeting to discuss why the project partner has not submitted their financial reporting.
7. A is an employee and B is their male team leader. A is requesting to work only half time for the next month due to urgent family commitments even though the project is behind on its implementation schedule.
8. A is the parent of an arrested protestor and B is the police officer in charge of the police station where the protestor is detained. A is requesting for her child to be released.

4 essentials for a conflict sensitive me

