

**Peace, reconciliation and  
reconstruction  
through Voluntary Service  
in regional co-operation**

**RUSAPE - SERENGETI FIVE (WORKCAMP)  
28/07 - 08/08 2003**

**HARARE (SEMINAR)  
08/08 - 17/08 2003**

**Co-ordinating Committee for International  
Voluntary Service  
and  
Zimbabwe Workcamps Association**



CCIVS



## CCIVS

The Co-ordinating Committee for International Voluntary Service (CCIVS) is an international non-governmental organization, which works towards peace, development and human rights through the promotion, development and co-ordination of national and international voluntary service.

CCIVS was created in 1948 under the aegis of UNESCO for the coordination of voluntary service worldwide. Over the following 50 years, CCIVS has expanded its membership from a Western European base to include youth movements in Eastern Europe and volunteer organisations in Africa, Asia, Arab countries and the Americas. Today CCIVS works with 242 member organisations and their branches present in more than 90 countries.

### ACTIVITIES related to the co-ordination

CCIVS primarily makes use of the following forms of activities :

- Co-ordination and promotion of activities of member organisations;
- Organisation of international and regional conferences, seminars, courses and workcamps;
- Presentation of the issues concerning the international voluntary service movement towards international organisations and various other fora;
- International solidarity campaigns and special joint actions of voluntary service organisation;
- Research and Publications;
- Information and documentation;
- Fund raising

### **THE OBJECTIVES OF CCIVS**

The objectives of CCIVS are related to the promotion and development of the voluntary service movement on national, regional and International levels in the contemporary world:

- The propagation and development of the aims of voluntary service and its educational impact both on the volunteers and the community in which they work
- The promotion and development of relations and co-operation with other voluntary service and Non-Governmental Organizations (NGOs)

The support of the United Nations Principles : co-operation and contribution to the implementation of the programs and the initiatives of the United Nations and its bodies on questions of common interest, especially to develop co-operation on a broader scale with UNESCO, striving for the realization of common initiatives and the contribution to each others programs.

### RELATION WITH UNESCO

After the decision taken by the 165th Executive Board of UNESCO in 2002, CCIVS obtained the status of « Formal Relations of Association ».

CCIVS gives its input to UNESCO on matters concerning its field of activity and works in particularly close cooperation with the UNESCO Section for Youth (UCJ).

UNESCO has supported several projects run by CCIVS members in recent years, such as a seminar in 2001 in Kinshasa, Democratic Republic of Congo on « Peace and Reconstruction through Regional Cooperation »

CCIVS also maintains contacts with Permanent National Delegations and National Commissions of the UNESCO Member States.

# **PEACE RECONCILIATION AND RECONSTRUCTION**

**RUSAPE – SERENGETI FIVE (WORKCAMP): 28/07/03 – 08/08/03  
HARARE – (SEMINAR): 08/08/03 – 17/08/03**

## **ACKNOWLEDGEMENT**

This Workcamp / Seminar would not have been possible without the support, advice and contribution of many different people. To those who have worked on this workcamp / seminar since August 2002, we take this opportunity to express our thanks.

We want to express our sincere gratitude to the following organizations, Zimbabwe Youth Council, Ministry of Education Sports and Culture and Ministry of Youth Development Gender and Employment Creation, whose cooperation has been invaluable. In particular we want to thank Zimbabwe Youth Council for their advice, constructive comments and suggestions as well as Serengeti Five and Chaneka Primary School for their extraordinary support during the Workcamp and Seminar.

Special thanks to the following organizations for sponsoring and funding the workcamp seminar, UNESCO, The Commonwealth Foundation, Danish Association for International Cooperation.

Special thanks to the facilitators: Iffy Latif, Wonder Phiri, Christiana F.Ayo Specks, Nigel Watt, Innocent Katsiga and Samuel Waddimba.

We would also want to thank the team of volunteers from East and Southern Africa, South Korea, Canada and the United States of America for their invaluable assistance and cooperation. Special thanks go to Samuel Waddimba, Fine Mpfu and Mr. David Jura who gave us guidance and advice during the workcamp/seminar.

## **PARTICIPANTS**

<b><u>Members Present</u></b>	<b><u>Organisation</u></b>	<b><u>Country</u></b>
Steady Malepa	Botswana Workcamps Association	Botswana
Joe Jackalas	Botswana Workcamps Association	Botswana
Jeehyeon Park	Volunteer For Peace	Canada
Caroline Sakwa	Kenya Voluntary Development Ass	Kenya
Kory Masitha	Lesotho Workcamps Association	Lesotho
Christopher Misuku	Ayise/MWAI	Malawi
Claudia Rosa de Vasco	AJUDE/M.W.A	Mozambique
Octavio Estevai P,B. Saide	AJUDE/M.W.A	Mozambique
Estevo de Araujo	AJUDE/M.W.A	Mozambique
Leonid H.Marengo	AJUDE/M.W.A	Mozambique
Suraia.Tome Vacela	AJUDE/M.W.A	Mozambique
Christiana	Voluntary Workcamps of S/Leorne	Sierra Leone
Jasmine Sprinkle	Quaker Peace Centre	South Africa
Nstki Dinga	Quaker Peace Center	South Africa
Edilias. O.Lyimo	Tanzania Youth Exchange Network	Tanzania
Samuel Waddimba	East Africa Workcamps Association	Uganda
Peter Wei	Volunteer For Peace	United States
Thomas Banda	ZAVCODA	Zambia
Charles Bwembya	Youth Development Programme	Zambia
Enock Pedze	Zimbabwe Workcamps Association	Zimbabwe
Fine Mpofo	Zimbabwe Workcamps Association	Zimbabwe
Misheck Maravanyika	Zimbabwe Workcamps Association	Zimbabwe
Dorcas Jena	Zimbabwe Workcamps Association	Zimbabwe
Ranganani Kawazva	Zimbabwe Workcamps Association	Zimbabwe
Plaxedes Jaziel	Zimbabwe Workcamps Association	Zimbabwe
Kenneth Mandiyamba	Zimbabwe Workcamps Association	Zimbabwe
Persy Gwakunda	Zimbabwe Workcamps Association	Zimbabwe
Rungamirai Ncube	Zimbabwe Workcamps Association	Zimbabwe
Esther Banda	Zimbabwe Workcamps Association	Zimbabwe
Tatenda Samhokore	Zimbabwe Workcamps Association	Zimbabwe
Edmore Zviripi	Zimbabwe Workcamps Association	Zimbabwe

### **Absent**

Swaziland Workcamps Association

**PART 1: THE WORKCAMP**  
**(Rusape, 28/07/03 – 08/08/03)**

Zimbabwe Workcamps Association in collaboration with the Coordinating Committee for International Voluntary Services (CCIIVS), Danish Association for International Cooperation (MS), Commonwealth Foundation, Serengeti Five Training Centre and Chaneka Primary School, cooperated in organizing a seminar / workcamp which focused on Peace, Reconciliation and Reconstruction.

Most of the volunteers for the workcamp/seminar arrived in Harare between 25 and 27 July and were transferred to a lodge. On 28 July, all the volunteers travelled to Tandri Communal area (Rusape) about 182 km East of Harare the Capital City of Zimbabwe. In Rusape, five participants from Mozambique joined the team.

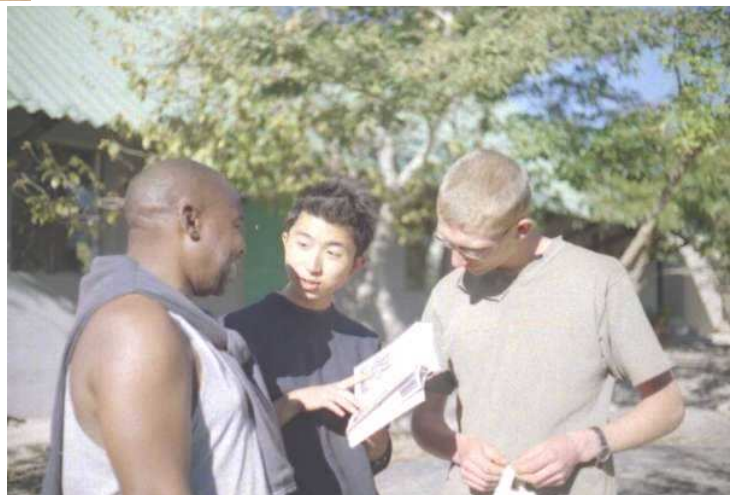
The Vice President for CCIIVS Africa Region, Mr. Innocent Katsiga welcomed all the volunteers from all over the world with some inspiring words about using the workcamp movement as an instrument for promoting the culture of peace. Mr. Katsiga gave the history of the workcamp movement in Africa and after that he declared the workcamp open.

The first day at Tandri communal area was for formalization with the volunteers getting to know each other as well as their surrounding environment. This workcamp was focusing on reconstruction of Chaneka Primary School as well as the upgrading of environmental projects at Serengeti five. The group was divided into two, one working at Chaneka Primary school and the other at Serengeti Five nursery. The two groups were rotating on a daily basis so as to give everyone a chance to work on both projects.

At Chaneka Primary School, the volunteers renovated the floor for four classroom blocks as well as create some leisure programmes with the school children. The work was quite challenging, as they had to remove the old floor first then put in a new floor.

At the nursery the volunteers were grafting, budding, port filling, making compost with different materials, harvesting oranges and moving of new nursery plants onto a new area that had been cleared.

On the next page some pictures can be found of the workcamp. More pictures are available on the internet: <http://groups.msn.com/zimcamp>



## **PART 2: SEMINAR PRESENTATIONS AND DISCUSSIONS**

**Harare, 08/08/03 – 17/08/03**

### **PROGRAMME**

#### **DAY 1: Saturday 9 August 2003**

Welcome and Opening Ceremony

Session 1: What was Positive and Negative about Serengeti Five Workcamp

Session 2: What is Peace, Reconciliation and Reconstruction

Individual topic: Inequalities between tribes in Botswana

Evening Session – Drama

#### **DAY 2: Sunday 10 August 2003**

Session 1: Workcamps as an Instrument for Peace, Reconciliation and Reconstruction

Session 2: Workcamps in Africa

#### **DAY 3: Monday 11 August 2003**

Excursion

#### **DAY 4: Tuesday 12 August 2003**

Session 1: Individual Topics:

- Reconciliation situation in Mozambique after 16 Years of Civil War
- Child Abuse

Session 2: Group Discussions on various topics

Session 3: subregional structures

Session 4: HIV/AIDS Discussion

#### **DAY 5: Wednesday 13<sup>th</sup> August 2003**

All day session: WHAT IS CONFLICT?

#### **DAY 6: Thursday 14<sup>th</sup> August 2003**

Morning session: Individual topics:

- Unemployment in Zimbabwe and the way forward
- Resource Mobilisation

Afternoon Session: MEDIATION

#### **DAY 7: Friday 15<sup>th</sup> August 2003**

Session 1: Leadership

Session 2: Resolutions for after the Seminar

Session 3: Evaluation of the Workcamp/Seminar on Peace, Reconciliation and Reconstruction

## **DAY 1: Saturday 9 August 2003**

### **Welcome and Opening Ceremony**

Mr. Katsiga, welcomed all the volunteers to the seminar and he highlighted the focus of the seminar on Peace, Reconciliation and Reconstruction and also to bring together young people from East and Southern Africa to share their experiences on issues of Peace, reconciliation and reconstruction. He went on to introduce the facilitators of the day who were Mr. Iffy Latif and Mr. Samuel Waddimba. Later on the participants introduced themselves and stated their expectations, which varied from recommitting themselves to the workcamp movements, peace education, conflict transformation, conflict management, HIV/AIDS, role of youth in conflict prevention and transformation of violent to non-violent conflict.

Iffy Latif presented a paper on why conflict resolution is so important. He pointed out areas that are in conflict at global level namely Africa, Asia, Middle East and Europe. He stated the effects of war on both ordinary citizens and the leaders e.g. deaths, rape, refugee increase, disability, splitting of families and destruction of infrastructure. Whenever there is a conflict women and youth are usually the hardest hit.

### **Session 1: What was Positive and Negative about Serengeti Five Workcamp**

After presenting the key paper the facilitator made a reflection on what happened at the workcamp in Rusape. Participants were then divided into three groups and their task was to come up with the good things and bad things that had happened at the workcamp.

### **Report Back in Plenary**

#### **Positive**

- Interaction with community.
- New friends in the camp
- Cultural exchange
- Acquiring new skills
- Being considerate
- Having a shared goal
- Excellent country reports

#### **Negative**

- Lack of transparency and accountability
- People good at talking rather than working
- Small groups in a big family
- Lack of consultation and creativity
- No feedback on daily activities
- Speaking of mother tongues
- Hard work

Generally these were the common points from the three groups.

### **Session 2: What is Peace, Reconciliation and Reconstruction**

The participants were further divided into three different working groups. Group one was focusing on the question “what is peace”, group two focused on “what is reconciliation” and the last group was focusing on “what is reconstruction”.

## **Report Back in Plenary:**

### **What is Peace?**

The group defined peace as – freedom from oppression that is physically, intellectually, mentally, socially, politically, religious and economically. The group also looked at some of the negative and positive conflicts in Africa. Liberia, Democratic Republic of Congo and Rwanda, Burundi are examples of negative conflicts where human life was lost and people are still fighting. Zambia, Mozambique and South Africa where they have managed to transform violent to non-violent conflicts.

### **What is Reconciliation?**

The group defined reconciliation as – the ability to compromise willingly, to care about the next persons needs, forgive and forget the past and work on a better future. The group also looked at some success stories of reconciliation in Africa namely the government of national unity in South Africa, government of Zimbabwe after the armed struggle in 1980 and the transitional government in the Democratic Republic of Congo.

### **What is Reconstruction?**

The group described reconstruction as – building relationships practically, emotionally, physically as well as putting ideas into action implementing both short and long-term plans. The group also looked at positive reconstruction programmes taking place returning refugees from refugee camps to their respective countries. In Botswana the government is putting infrastructure where the Bushman live, reconstruction taking place in Mozambique after years of civil war and sound management of the available resources.

## **INDIVIDUAL TOPIC: Inequalities between tribes in Botswana**

Steady Malepa gave a brief report on inequalities that exist in Botswana. Traditionally the five main tribes were getting the lions share of Botswana's economy and this has been in place since 1966. The government rectified this imbalance by making each tribe have a representative in the house of chiefs. This has managed to transform potential tribal violent conflict into non-violent conflict.

### **Evening Session – Drama**

Situation One: A man is HIV positive but unfortunately still promiscuous and is hiding his status from family including his wife, employer and church leaders but he however told a close friend.

Situation Two: A dictator president who stayed in power for thirty years after a twenty year armed struggle for independence. People were killed, tortured, overworked and no talks about succession.

Situation Three: Two tribes were in conflict for a long time with different culture and traditions. Social interaction and power sharing not working. The two mediators have got to mediate and reconcile these groups.

## **DAY 2: Sunday 10 August 2003**

### **Session 1: Workcamps as an Instrument for Peace, Reconciliation and Reconstruction**

Mr. Katsiga welcomed the guests of the day, who included, Mr. Darlington Muzeza representing Ministry of Youth Development, Gender and Employment Creation (Zimbabwe Youth Council, National Chairman), a group of German students from Action Humane Welt and Mr. Nigel Watt representing the CCIVS.

Nigel Watt gave the history of the workcamp movement from a humble beginning soon after the World War One. Pierce Cerosole who invited people to reconstruct Esnes village, which was destroyed by World War One, organized the first workcamp. Participants came from Austria, Britain, Germany, France and USA, and the workcamp lasted for twenty months. Organisations that were present were Social Civil International (SCI), Movement Christian for Peace (MCP) which later became Youth Association for Peace (YAP).

The Coordination Committee for International Voluntary Services (CCIVS) was founded under the Aegis of UNESCO to coordinate activities of voluntary organizations. CCIVS organizes and promotes voluntary service activities in co-operation with local communities as well as international organizations as a means of fostering greater confidence between people of different social, cultural, political, religious backgrounds by working, learning and living together.

### **Session 2: Workcamps in Africa**

In North Africa, workcamps began in Morocco and Algeria. Algeria's workcamps were mainly reconstruction after colonization by France. Later the workcamp movements spread into Ghana, Kenya and Togo. In Southern Africa, Lesotho the oldest workcamp movement, then Swaziland Workcamp Association and Botswana Workcamp Association. Later on in the early 1990s Zimbabwe Workcamp Association, Mozambique Workcamp Association and Zambia Voluntary Workcamp Association were formed.

Representatives from the different workcamps presented their respective organizations and the following challenges were aired out:

- Power struggle
- Lack of management skills
- Lack of government support and political support
- Founder member syndrome
- Terrorism in East Africa
- HIV/AIDS killing the potential members
- Lack of motivated volunteers
- Political instability
- Lack of donor support

Generally all the workcamp volunteers were in agreement that workcamps are an important instrument of peace, reconciliation and reconstruction as they bring together people from different backgrounds to learn and live together. As it were, the participants had an opportunity to live and work together for two weeks in Rusape.

### **DAY 3: Monday 11 August 2003**

Apart from providing a space for participants to relax and unwind during the tight schedule of the seminar-workcamp a guided excursion offered them an overview of Zimbabwean society on the struggle for independence. The volunteers were accorded the opportunity to visit the National Heroes Acre. The National Heroes Acre is a place where those who played a vital role for Zimbabwe politically, socially and economically are laid to rest. The volunteers had the opportunity to listen to the President, Cde Gabriel Robert Mugabe, giving an address about the reconciliation process in Zimbabwe post independence era.

### **DAY 4: Tuesday 12 August 2003**

#### **Session 1: Individual Topics**

##### **Reconciliation situation in Mozambique after 16 Years of Civil War**

Esteveo Araujo gave a brief presentation about reconciliation process in Mozambique after years of civil war. He pointed out that the two major political parties are working together for the common good of the country. The two major political parties consult each other when a major national decision has to be made.

##### **Child Abuse**

Kenneth Mandiyamba pointed out that child abuse is a major problem in the Zimbabwean society. A lot of young children are abused in a number of different ways namely child labour, sexual abuse, denied right to education, emotional abuse etc hence increasing the number of homeless children in the country. In the long run this will cause conflict as these children lack proper parental guidance.

#### **Session 2: Group Discussions on various topics**

Participants were divided into several groups, which then reported back in plenary

##### **i) Is voluntary service just for the educated or town people?**

The group answered yes and no. Yes in the sense that because there are a lot of obligations to be met in order to participate in the voluntary service such as financial means to afford travel costs in the case of international participants but that doesn't necessarily mean that only those with money can participate due to the following reasons: Travel costs can be subsidized, some of the costs can be covered by voluntary organisations to allow participation by everyone and can be located in rural areas to involve community members.

##### **ii) What (if any) is the value of foreign volunteers (African or non-African)?**

The participants raised the following points to answer the question. Learning of practical skills for example speaking English, cultural exchange, creation and exchange of different views and opinions. Another point raised was the fact that there are economic benefits for instance currency earned through tourism that takes place after the workcamp.

##### **iii) How can volunteers be encouraged or motivated (pocket money, prizes)?**

Points raised by the group included educational credit for students who have participated in voluntary work. Voluntary work practical experience should be taken as a qualification for some subjects for example Sociology. Participants should be given certificates to motivate and encourage them.

#### **iv) How can voluntary services be better known nationally or internationally?**

The group came up with the following suggestions, which include creating a website, volunteers should raise awareness at home, school, colleges and universities, distributing pamphlets to the community, possibly start a club like a sports team with uniforms and posters.

### **Session 3: subregional structures**

#### **Regional Structures in Africa**

There are four regional structures namely UMAV for North Africa, UWAVWA for West Africa, EAWN for East Africa and SAWC for Southern Africa. In this report we will focus on East Africa and Southern Africa who were fully represented.

#### **East Africa Workcamps Network (EAWN)**

Founded in 1996 and is a regional network covering ten countries currently operating in Kenya, Tanzania and Uganda. Plans are underway that in the near future it will cover Somalia, Sudan, Burundi, Eritrea, Ethiopia, Djibouti and Rwanda.

#### **Role of the Network**

- To enhance cooperation in East Africa.
- Exchange of volunteers within the region.
- Capacity building e.g. training and workshops.
- Establish and maintain links with other regional networks and the rest of the world.

#### **Mission Statement**

To work for an Eastern African region where people live in peace and voluntary work for development.

#### **Southern Africa Workcamp Cooperation**

SAWC was founded in 1995. It succeeded BOLESWA (Botswana, Lesotho and Swaziland Workcamps Association). SAWC is made up of Zambia, Botswana, Zimbabwe, Mozambique, Lesotho, Swaziland, South Africa, Namibia, Democratic Republic of Congo and Malawi. The role of SAWC is just the same as that of EAWN.

#### **Challenges facing East and Southern Africa**

- Staff turnover that lead to collapse
- Lack of appropriate skills
- Political instability in the region
- Lack of funding
- Lack of regional coordinating office /permanent structure(refer Southern Africa)
- Surviving on few resources.

### **Session 4: HIV/AIDS Discussion**

The afternoon session was reserved for HIV/AIDS discussion since it is one of the major causes of conflict in families, communities and at national level. The participants highlighted some of the causes and how to manage the crisis. Mr. Sam Waddimba from Uganda gave a presentation on the success story of how Uganda managed the AIDS crisis.

## DAY 5: Wednesday 13<sup>th</sup> August 2003

### All day session: WHAT IS CONFLICT?

The role of culture and tradition in conflict transformation?

The roles of youth in conflict resolution, peace building and reconstruction

#### **What is conflict?** (Brainstorming)

- Disagreement between people caused by differences in interests
- Misunderstanding
- Unresolved dispute
- Divergence of ideas

**Mr. Samuel Waddimba** defined conflict as: When two or more parties have a dispute or misunderstanding, which they fail to resolve among themselves. He also pointed out that conflict is a state of mind.

**Wonder Phiri** defined conflict as: A condition that arises whenever the perceived interests of individuals or groups clash with those of others and compromise is not considered an option.

#### Types of Conflicts

- Interpersonal conflict
- Organizational conflict
- Tribal conflict
- Family conflict
- Political conflict
- Religious conflict
- Intra-personal conflict
- Resource conflict

#### Existing Conflict

In **Uganda**- Types of conflict: religious and political mainly in the Northern region. Child soldiers, political disputes, conflict over resources.

**Zimbabwe** – Types of conflict: political and conflict over resources (land issue)

**Middle East**- Types of conflict: resources, political and religion.

**North Korea**- Types of conflict: political, bad economic state, political instability and nuclear power.

Also countries that were highlighted as having conflict are the following: South Africa, Burundi, Sierra Leon, Liberia, Sudan, Palestine/Israel and the Democratic Republic of Congo.

Positive Results of Conflict	Negative Results of Conflict
Democracy	Poverty and Illiteracy
Respect of different ideas	Disability and deaths
Equitable distribution of resources	HIV/AIDS and child abuse
Birth of important organisation: United Nations and Workcamp organisations	Destruction of infrastructure and economic hardships.

### **Analysing Conflict**

When analyzing conflict the following questions should be put into consideration.

1. Who has the most to gain and the most to lose by keeping the conflict going?
2. Who has the most to gain and the most to lose by resolving the conflict?
3. Who is behind the conflict?
4. What is the central issue causing the conflict?
5. What would be the consequences of resolving the conflict?

### **Examples where workcamps were used in conflict resolution (Mr. Nigel Watt)**

- The Burundi example where the minority tribe hosted a workcamp and invited other people from different tribes and lived together in peace and harmony.
- Northern Ireland: Young people from areas in conflict were brought together in a workcamp environment and this proved that people can live and respect each others differences.
- Yugoslavia: A workcamp was conducted and a friendship picture was drawn using paint on a wall of a building. This allowed people to come together and build sound relationships.

Roles that youth can play in conflict prevention, peace building and reconstruction

What can be done by Young People	How?
Bring young people from different countries together.	Workcamps, seminars, workshops, conferences, study tours, exchange programs, internships.
Mainstream Peace Education	Development of training materials.
Drive to use I.T. to share information to youths	Emails, websites, mobile vans and youth centers.
Youth parliaments	Lobbying for national youth council to in-cooperate in their programs.
Youth taking the initiative to address the problem.	Resource mobilization through community leaders.
Raising awareness amongst the youth	Seminars, workshops, career guidance, leadership training programs.

### **DAY 6: Thursday 14<sup>th</sup> August 2003**

#### **Morning session: Individual topics:**

#### **Unemployment in Zimbabwe and the way forward.**

Currently the unemployment rate in Zimbabwe is between 70% and 75% of the total population and all these people live below the poverty datum line. The main causes of unemployment in Zimbabwe is the relocation and scaling down of companies, political instability, shortage of foreign currency and lack of investor confidence.

## **Resource Mobilisation**

What is resource mobilization?

Resource mobilization encompasses some of the following:

- organising resources
- fundraising
- how and where to get resources
- having enough materials, that is, money and infrastructure
- resources can be – financial, non-financial, human and non-human.

The source of resources is our environment. Human beings are the major resource that a country or community should have because it is only people who can find ways to extract the resources from the environment.

The facilitator, Enock Pedze divided the participants into groups to try and draw a fundraising proposal and the groups returned back and reported in plenary.

## **Afternoon Session: MEDIATION**

Brainstorming

How do we resolve conflict?

- Dialogue
- Willing to participate in resolving conflict
- Mediation
- Consultation
- Compromising
- Negotiation
- Arbitration
- Acceptance
- Mutual communication

The facilitator, Jasmine Sprinkle defined mediator as an impartial third person facilitating a process between two or more conflicting parties. She went on to say mediation is a voluntary process.

## **Characteristics of Mediator**

- Must be a neutral person
- Non-judgmental
- Open-minded person
- Good listener and communicator
- Trustworthy
- Confidentiality
- Show concern

## **Roles of Mediator**

- Should be attached to both sides
- Should motivate all parties to agree to participate
- Should work with both sides
- Should guide and control the process so that the conflicting parties reach a mutual agreement

## Mediation Process

### Steps to follow:

- ◆ Meet parties and explain the process (agreed by parties)
- ◆ Organize face-to-face meeting
- ◆ Clear the perception of the meeting, introductions and agreement on ground rules.
- ◆ Each party gives their side of the story without interruption.
- ◆ Discuss options and finalize an agreement
- ◆ Monitor the implementation of the agreement
- ◆ Record the outcome.
- ◆ Congratulate the parties on successful resolution.

## DAY 7: Friday 15<sup>th</sup> August 2003

### **Session 1: Leadership**

The facilitator and participants agreed on looking at the qualities of a good leader and to develop them later with their respective organizations. Here are the qualities of a good leader:

- |  |                        |
|--|------------------------|
| - Responsible and accountable                    | - Considerate          |
| - Good listener                                  | - Elegant              |
| - Not self-centered                              | - Have a vision        |
| - Confident                                      | - Inspire other people |
| - Creative or Initiative                         | - Fair                 |
| - Sensitive to the needs of people and community | - Role Model           |
| - Hard working                                   |                        |

### Session 2: Resolutions for after the Seminar

The participants discussed about the follow up after the seminar and the workcamp. These were the results:

- ❖ **Sierra Leone:** Infrastructure development using workcamp as an instrument for reconciliation and reconstruction.
- ❖ **Malawi:** Full participation in SAWC activities as well as involving young people in community development through workcamps.
- ❖ **Lesotho:** Mobilize communities to take full responsibility of community projects.
- ❖ **Uganda:** To organize more programs that focus on peace, reconciliation and reconstruction. To strengthen the South-South cooperation.
- ❖ **Botswana:** To intensify the workcamp programme as well involve peace workcamps where young people are brought from around the world.
- ❖ **South Africa:** To put in place different approaches to youth and development work.
- ❖ **South Korea:** To spread awareness on HIV/AIDS in South Korea and develop a brochure using the experience gained from the seminar.
- ❖ **Kenya:** To close up the generation gap between adults and youths and try to address the conflict caused by generation gap. (Kenya Voluntary Development Association)
- ❖ **Mozambique:** Change of focus from mainly construction camps into peace and reconciliation programmes. Introduce long-term projects with countries, which use English as a medium of

communication so that the Mozambican will learn English as well. HIV/AIDS programs to be incorporated within the workcamp program.

- ❖ **Zambia:** To involve the ruling class in workcamp programs as a way of transforming violent conflict into non-violent conflict.
- ❖ **Tanzania:** To fully utilize the resource mobilization skills for the common good of the ordinary people in Tanzania.
- ❖ **Canada:** To respect and appreciate the difference in workcamp programs.
- ❖ **Zimbabwe:** To intensify even further and diversify our programmes of community development, creating strategic partners so that we can meet needs of the ever changing global village.

### **Session 3: Evaluation of the Workcamp/Seminar on Peace, Reconciliation and Reconstruction**

#### **Accommodation**

Participants enjoyed both workcamp and seminar accommodation with bedding and blankets provided.

#### **Food**

The food provided was good especially at the seminar. There is need to control the food allocation in the upcoming workcamps by appointing a cook master.

#### **Interaction with the Community**

The interaction was good as participants enjoyed playing football with community members while in the workcamp. Also the community appreciated the services that the volunteers offered to the community.

#### **Group Interaction**

Good but there is room for improvement.

#### **Work**

The participants managed to accomplish their target. Four classrooms were completed and the work at the orchard at Serengeti Five was well done. The gloves were not enough for all participants who worked at the construction site.

#### **Seminar programme**

- Introduction of the seminar: Positive. Good and colorful.
- Individual topics: Positive. Way to air out individual options.
- Use of drama: Positive. The performances were entertaining, informative and educative.
- Discussion of workcamp organization: Continuation in details of what was presented at the workcamp in Rusape.
- Group discussion: Positive. Very useful and allowed active participation by all members.
- Guided excursion: Heroes Acre and Lake Chivero: Positive. An excellent planning and organized activities by Zimbabwe Workcamps Association and was relevant to the theme.
- Regional structures: Positive
- HIV/AIDS discussion: Positive. Very relevant to the theme especially the reconstruction of families after family has been destroyed by the HIV/AIDS pandemic.
- Resource Mobilization: Positive and an important topic.
- Fundraising Brochure: Positive.

- Mediation and Negotiation: Positive. Good and role-play was relevant to the topic under discussion.
- Leadership: Positive
- CCIVS meeting: Positive and important issues about SAWC were discussed.
- Games and Activities: Positive and these made the seminar more lively.
- Program: Positive and it was good.
- Logistics: Positive and thanks to ZWA for the planned logistics.

Vote of thanks by Steady Malepa.



<u>Members Present</u>	<u>Organization</u>	<u>E-mail Address</u>
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