

PMU's policy for peace and reconciliation

Focus: Tolerance of differences and establishing a common opinion on matters of mutual concern.

Key words: respect, connecting, tolerance, dialogue, mutual trust, reconciliation, justice, equity, global advocacy

"Glory to God in the highest, and on earth peace to men on whom his favour rests." (Luke 2:14)

"For as in the day of Midian's defeat, you have shattered the yoke that burdens them, the bar across their shoulders, the rod of their oppressors. Every warrior's boot used in battle and every garment rolled in blood will be destined for burning, will be fuel for the fire." (Isaiah 9:4)

Background and purpose

PMU is concerned to build a society based on mutual trust where there is peace, understanding and reconciliation between people. For this to happen there must be a fundamental desire on the part of individuals and communities to change their way of living in an equal and just way. Working to build peace not only involves conflicts and tensions between communities on a local level but is often linked to international actors and situations. Therefore working with peace and reconciliation means creating opportunities for dialogue where various individuals and communities have the possibility to consider their common situation and find solutions together.

Policy

Where an analysis of a society indicates hidden or exposed tensions, all interventions planned in that area must have activities that try to reduce tensions and strengthen mutual trust. As a general principle, all interventions should contain components and methods that strengthen trust between individuals and communities.

- Work for peace and reconciliation considers that all people have the right to share their experiences, be respected and listened to as well as the belief that all people have a desire to work together where there is the slightest possibility of contributing to a fair distribution of power, resources and responsibilities.
- Work for peace and reconciliation should be considered at local, national and regional levels by organisations that have diverse characteristics and networks. These kinds of organisations create the best opportunities to express their opinions and be respected. Common decisions should never ridicule other groups' basic values.
- Every intervention should contain an analysis as to whether it contributes to a continuation of tensions or even worsens the situation due to nearby groups of people feeling neglected. Those groups that are most affected by a conflict, such as women and children, must be given priority.
- Peace is not only built locally but should be linked to advocacy on a global scale that is particularly directed towards marginalised groups' perspective.

Scope of the Policy

The policy is directed specifically towards situations where there are hidden or exposed conflicts, but even all projects that receive support from PMU, should carry out a risk analysis that helps to understand how they can contribute to building mutual trust between people.

Implementation of the policy

The policy influences all stages of project development from project idea and contextual analysis to the project design and follow-up and evaluation. The policy should also portray PMU's learning processes and participation in global networks.

Responsibilities and execution

All who work within PMU are responsible to make sure they receive regular updates of the policy and reflect over how the policy is to be practically implemented.

Follow-up and evaluation of the policy

Execution of the policy is continually followed up by PMU's Leadership Team or by a person appointed by the Team. This is carried out annually in the form of a workshop.

Indicators:

- Opportunities for dialogue are created to discuss different perspectives on development and change.
- People can share their experiences in organised forums.
- Links to local, national and global tensions are identified and analysed for inclusion in a joint strategy.
- Truth, justice and forgiveness are evident in processes that strive to build peace and reconciliation.
- Groups that are most affected by conflict (for example, children and women) are given particular focus.
- Networks between different types of partners work in solidarity to advocate each other's common issues.