



REPORT
Building Peace in Practice
Training
2008

In collaboration with:

Youth Service Initiative



This project is financially supported by:



&

Huisman Vredes fonds

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ORGANISER(S)



Organiser: **United Network of Young Peacebuilders**

The United Network of Young Peacebuilders is a global network of young people and youth organisations active in the field of peacebuilding and conflict transformation. UNOY Peacebuilders as a network organization contributes to the work of its members and affiliates in two fundamental ways: Capacity building and Advocacy. It also engages in a range of additional activities to support these two key functions: Networking, Sharing of information, Advice and support through a pool of resource persons, Research, Fundraising and Administrative support.

Since its inception in 1989, the United Network of Young Peacebuilders has organized a series of international work group meetings, training seminars and regional/global conferences. Taking part in UNOY events, some participants decided to create their own local and regional organisations initiating peacebuilding projects in different parts of the world.

The UNOY Peacebuilders has been actively campaigning for promoting the UN declared International Decade for a Culture of Peace and Non-violence (2001-2010) and is promoting the values and principles gathered in the Earth Charter, as a guiding ethical framework for action. The team has presented the results of the Mid-term Report on the Culture of Peace to different organs of the United Nations in New York and advocated for the creation of a Global Youth Fund and Programme for a Culture of Peace. Additionally, the team is raising awareness amongst youth on the UN Secretary-Generals Study on Violence against Children.

In 2005, UNOY Peacebuilders moved its office to The Hague, invited by the Municipality where the International Secretariat is now based and where 10 youth volunteers run activities.

In collaboration with...



Youth Service Initiative

Youth Service Initiative (YSI) is a full-time one year training programme for youth interested in the field of volunteer work. It is an organisation supported by the EU 'Youth in Action' programme. The one year training course is divided into three stages of supporting and initiating projects. The first stage focuses on working locally in association with other organisations and as a result gaining valuable insight into the community. During the second stage the focus shifts to working internationally, including experiences of intercultural

exchange and sustainable development in a third world country. The third and final stage requires each individual member of the team to use their interests, skills and experiences to create their own project, whilst supporting each others. The vision of YSI is to turn the young volunteers in the programme into “service initiators” to serve the community and empower others to join and help create a youth culture of service.

“we are the YOUTH, our tool is SERVICE and we use our own INITIATIVE to make it happen” (YSI)

ACKNOWLEDGEMENTS

We would like to express our special gratitude to Anke Koke, Marthe Hesselmans, Pieterneel de Brie, Rana Abbawi, Lillian Solheim and Menno Ettema, all the trainers who committed their time to the project and made it such a success.

Special thanks to the guest panellist Jan Buijze, Mark Snijder, Yebuny Chandler, Steven Smits that provided critical and constructive feedback. The guest speaker Eva Lathum for her inspiration. The donors, Oxfam Novib, PLAN Netherlands, IONA stichting and Huisman Vredesfonds for making this project possible and their confidence in young people.

At last we would like to thank the young people for their participation and commitment despite the tempting beautiful weather.

BACKGROUND

Many young people, particularly those from Diaspora backgrounds, are victims of exclusion, discrimination and physical injuries. It is very often these young people who risk becoming the carriers and perpetrators of that same violence and who are sometimes seen as a 'problem to be solved'. However, a large number of youngsters have a consciousness concerning their social environments and decide to act constructively. The power of youth is often underestimated as being positive agents of social change. Young people working towards a more peaceful society often do so in isolation relative to one another and find it difficult to develop projects and partnerships with other youth organisations in an effective and coordinated way. To be effective, they require technical advice, capacity training, encouragement and opportunities to meet and express their ideas.

It has been identified that in their formal education youth rarely acquire critical thinking related to peace issues or planning skills. Their capacity to work for peace needs to be strengthened and their initiatives need to be financially supported. Therefore, we hope that by creating this initiative we will help to strengthen youth’s capabilities by providing them with a strong opportunity for the successful implementation of learned material. To help encourage the participants to take action, we aim to offer them the opportunity to create their own project proposal and present it to a board of experienced professionals within the area of project management and peace service.

By organizing such a training UNOY and YSI will be able to strengthen their partnership as youth organisations as well as develop their own peace building and educational capacities.

UNOY Peacebuilders implemented a set of trainings in 2008 collected in the Building Peace in Practice training program. This program included a Study Session in collaboration with the Council of Europe gathering European young Peacebuilders to discuss the existing good practices in putting Peace building knowledge into training practice. A Dutch level ‘Building Peace Skills and Project



development Capacities' and an international Summerschool course was created in collaboration with the Universality Utrecht and the Platform Vredescultuur.

This specific training was a personal project of one of the YSI members.

OBJECTIVES, AIM & METHODOLOGY

Overall aim

To build knowledge, motivate and train young people to become non-violent agents of social change. The trainings seek to provide networking possibilities for youth so they can collectively strengthen the cooperation among themselves.

Objectives of the projects

- To introduce young people to the concepts of peace, non-violence, Inter-cultural and inter-religious dialogue, conflict analyses, Human Rights and non-violent conflict transformation
- To equip young people with practical skills and tools for action
- To strengthen networks of cooperation among institutions, youth organisations and individuals in the pursuit of the above mentioned global initiatives
- To promote peer to peer learning and collaboration between the international, Diaspora and the local Dutch youth

Methodology

The training was held on weekends as well as during one Friday and Monday in June 2008. Such date choices ensured that participants were able to accommodate their educational or job obligations. The participants were asked to choose a topic that was greatly important to them and then to develop a concrete project proposal. Project was to be developed during the training while utilizing the learned skills and knowledge.

Most workshops followed the same basic outline: an introduction to the topic at hand like Conflict analyses, Project managements etc, followed by exercises in groups and a plenary meeting for feedback and round off.

The theoretical introduction was provided by the trainers and was made interactive with space for participants to share from personal experience and discussion. In the group work sessions the participants worked on the same case of their choice throughout the training. This ensured that participants could work towards an end result, a project proposal that would be presented to the panel of experts. To ensure the participants stayed connected between groups they gave presentations on their progress to the whole group once a day during the opening or closing of the day.

The Human Rights topic was presented by a guest speaker who focussed on the thoughts behind Human Rights Convention. In her lecture she put forward her conviction that Human Rights need to be implemented on a day to day basis in our lives and not only by external institutions.



The trainers Rana and Pieterel were asked to present a range of examples of Peacebuilding activities and educational practices implemented around the world by youth groups. The session was to be used as a source of inspiration for the participants and present idea's for the development of their own project proposals.

The Advocacy workshop consisted again of a theoretical introduction. In addition the participants

participated in a simulation game where they had to lobby political and community figures to support their project proposals. For more details see the day to day descriptions.

REPORT DAY BY DAY

The Day to day schedule was developed after meetings with the trainers to explore the content of the workshops they could provide. The aim was that the training would be a logical sequence of workshops enabling the participants to acquire new knowledge and skills and anchor them directly into the project proposals they were developing. The Day to Day Schedule can be found in annex one.

Day to day description:

Saturday 21st of June

We started the programme on Saturday the 21st of June by introducing games helping to break the ice, as well as a programme run-through and a group contract to help give the participants a feel of what was going to happen as well as give them a sense of ownership over it. Menno facilitated the first programme 'exploring the topics of the week' in which participants had the chance to express what topics they wanted to address during the training. Eventually we formulated three working groups with the following topics: 'Youth empowerment', 'Inter-religious dialogue' and 'mass media'.

In the afternoon Menno continued with an introduction to Project Management Cycle. During this session we looked at the process of developing a project and the steps that needed to be taken. Later the groups had the chance to meet and start a more detailed discussion about which aspects of their chosen topic they want to address.

The last thing we accomplished before we departed home was an evaluation of the day. We did this by meeting in pairs, discussing and noting down on post-its answers to three set questions which were as followed:

- What was the most valuable point learnt?
- What was enjoyed the most?
- Are there suggestions for changes?

Sunday 22nd of June

On the 22nd we started the day with presentations from each of the groups to explain which aspect of their topic they want to address. The topics were written down as followed: the 'Youth Empowerment' group chose to focus on an existing issue of anti-social behavior and lack of community involvement of young people in Kanaleneiland, the 'inter-religious dialogue' group chose a fictional situation of a large mosque being built in a fairly multi-religious area in the Netherlands, and finally the 'mass media' group chose a historical situation regarding a refugee camp in Uganda on the border of East Congo.



On the second day of the training we were able to receive two guest trainers: Anke Kooke, former General Secretary of the International Fellowship of Reconciliation (IFOR) and Marthe Hesselman a former UNOY staff member. The day was themed on 'Conflict Analysis'.

During the morning Anke went into more depth about the theory of conflict analysis and Marthe led the groups through different methods and practical exercises on analyzing the

conflicts in their topics. During the afternoon Anke went through the different types of conflict resolution and the groups then had a chance to make their own diagrams using the methods to help them pin point where in their topics conflict would be best to begin resolution.

The day ended with the groups presenting their diagrams to explain what they had learnt and how they could apply it. Finally we had our daily evaluation in pairs answering and discussing the three set questions.

Between the training weekends:

The scheduling of the training was set out in a way that if the participants could not take part in the training, whilst being at university and having other commitments they also would have time in between the two weekends to research into their chosen topic and develop their projects further. We encouraged them all to stay in touch with their groups.

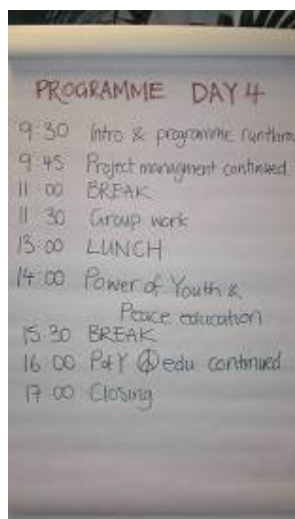
Friday 27th of June

We restarted the programme on Friday the 27th of June, joined again by Marthe. During the morning Menno gave a presentation on 'Intercultural Dialogue and communication' which delved into the basic assumptions of culture following the method of Hall and Hall. The morning presentation was accompanied by very short exercises and a challenging discussion on what to do if acceptance of cultural differences collides with needs and/or comfort zones of a certain group in the conflict. Also the group discussed examples how cultural differences worsened the conflict or complicated the process of reconciliation and peace building such as in the Middle East.

In the afternoon Marthe facilitated a session on personal skills and team work, in which the group took part in the Belbin test to observe what their qualities and improvements are and how they can contribute effectively in a team.

The afternoon concluded with two short demonstrations on decision-making models often used in youth peace building organizations: the Consensus model and the Deep Democracy model. Participants had to answer the questions about what they wished to eat after the training and what time they wished to start next Monday using the two different models.

In the evening Eva Latham came to the UNOY headquarters in the Hague and gave a small talk entitled 'Human Rights: What the youth can do'. The evening began after the main programme when the participants prepared the food for the 'pot-luck' dinner. Food was available from 6:30pm and whilst two of our participants had to leave new guests came just for the evening. Eva Latham spoke from 7:30pm and her method was such that she included the audience. We were around 23 in the audience and whilst it was not a huge crowd it was a perfect number for the discussions we had planned regarding Human Rights and how to implement them in real life. The speaker Eva herself reported afterwards that she had a meaningful experience because of all the young people where asking questions and discussing so freely.



Saturday 28th of June

The morning started with a short summary of the project management cycle and explained where previous workshops fitted as preparational steps before writing the actual project proposal. The trainers Menno and Pieterneel presented the participants with several example project proposals, from very simple small grants proposals of small Dutch donors to complex applications for the European Union or US based grants for half a million. The basic

elements of any proposal were explained and linked to the previous workshops. The

participants also discussed with the trainers where the needed information to write the proposal content could be acquired. Trainers and Participants discussed how donor relations could be build using informal and formal channels of connecting with donors. Most proposals were on the basis of a log frame. Therefore the participants were asked to write the log frame for their own case example projects.

In the Afternoon trainer Pieternel was joined by Rana Abbawi. The afternoon was filled with several case examples of youth groups and children groups working on peacebuilding on small scale. Pieternel shared her experience with training children between 4 and 7 years to be more resilient against intimidation and bullying by peers and grown ups using theater and playful techniques. Rana shared examples from Bagdad and throughout the Middle Eastern Region. For example the youth in Bagdad were able to work on community cohesion using theater as a method for expression of feelings. Some of the participants shared experience from their African home country or from others from the volunteer work they had done in one or more African countries.

Sunday 29th of June

The morning session addressed the topic of how to set up budgets for projects one develops. Money and financial aspects of a project are always seen as a very difficult topic by youth working on peace projects. The trainer Menno explained that most of the people are totally able to deal with money and budget for small projects themselves by making the example of preparing the shopping list for a birthday party. It's all about planning your needs and allocating the right costs to every part of the project. The participants were asked to first make a split up of their projects into 'shopping lists' of needs like materials, trainers etc for them to learn how to build a budget.

The second half of the morning trainer Menno presented the types of donors, government, private, companies and the way these type of donors could be approached. Also one of the participants who helped set up a community radio broadcasting station in Ethiopia shared his experience with working with cooperate sponsors.

In the afternoon Lillian Solheim, the advocacy coordinator of UNOY Peacebuilders gave an inspiring presentation on the advocacy and campaigning work done by UNOY in the past years and introduced the world wide campaign against Violence Against Children and Youth.

The interactive presentation with small exercises, which included actor mapping and problem analyses as tools to build an advocacy strategy was followed by a 2,5 hours simulation game.

The participants had to work in groups and lobby 5 fictive actors for support of their course or project. The played rolls included a Mayor, Religious leader of the community, a director of a company as possible donor, a member of parliament and the secretariat of these figures. The secretariat had to be lobbied for the participants to get an appointment.

The simulation game concluded with debriefing and more real life examples from the UNOY trainers Lillian and Menno to illustrate the learning's gained by the participants. The day closed with the small group evaluations with the same 3 basic questions.



Monday 30th of June.

The day started officially at 13.00, however the first participants already arrived at the office around 11.30 to prepare the presentations for the panel of experts. Between 13.00 and 15.00 Menno and the support team, consisting of UNOY interns Diana and Silvia plus YSI

volunteer Elisa assisted the participants in making their presentations, including PowerPoint presentations and final thought on the content of the project/proposals.

In the afternoon the participants had to present the project ideas to the panel of experts in groups. The experts had different backgrounds: Marc Snijder works for the Nederlands Jeugd Instituut and implements the European Youth funding program Youth in Action; and Steven Smits worked for the Albert Schweitzer Fund. They represented the viewpoint of donors. Mr. Smits could also give input on the foreign project proposals due to his work experience in different African countries. Jan Buijze works for the Utrecht community organisation Donja. Together with Miss Yebany Chandler, coordinator of YSI, they provided a critical reflection on the proposed projects from the perspective of community work.



The participants were asked to give a presentation of 10 minutes to explain the context setting, the aims and objectives, expected results and the planned activities. If possible a budget could also be presented. These elements together summarized the basic elements of a project proposal and poster presentation.

The guest panelists responded with a critical feedback on the presentations. It turned out that the participants did not have sufficient time enough to be able to answer all questions. Throughout the training it also became clear that the participants had chosen topics about which they did not have sufficient knowledge about or was not from their own experience. This made it more complex for them to develop a sound project proposal.

After the presentations the guests were formally thanked for their time and feedback and everybody was invited for a drink to close off. During the reception the participants and the speakers were joined by some of the trainers and time was created for the informal sharing of information and building of new networks. The reception concluded with a closing ceremony where participants received a certificate and a CD with all materials used during the training and additional background information on the topics addressed in the training.

EVALUATION

From the Participants:

Please see annex two for the Participants evaluation reports full data.

The overall impression is that the participants strongly valued the project management and the conflict analyse elements for the training. This is underlined not only by the high scores for these workshops but also because most participants indicated they found it useful for their future work. The afternoon on the power of youth and the case examples from around the world were less highly valued although all these workshops still scored 3,5 on average within a score range of 1-5. Team building and personal developments workshops provided by Marthe were received differently. Some indicated to take away the personal learning points such as how a weakness can become a strength. Many did not value this element of the workshop that high. Positive notes were mainly concerning the Discussion making models, in particular the Deep Democracy model and the Inter-cultural dialogue model of Hall and Hall, although more discussion among the participants was requested.

It was clear that many of the participants enjoyed the group as a whole and valued its input. Also just like the trainers the participants believe that working on a concrete project proposal was good. Also the participants valued the diversity and quality of the trainers and their

lectures. However ultimately the participants desired to work more in groups and have more intense discussions among the group.

Concerning logistics more should be done on the communication towards the participants before the start of the training. The venue also was not optimal as the group indicated they would like to work in more than one room and the air-conditioning- ventilation should have been organized better. Finally also the participants raised questions concerning the length of the training days indicating fatigue after long weeks of work takes its toll.

Evaluation comments from the organisers:

1. The concept of participants working in groups on one case and developing a project proposal was successful in motivating the youth and creating clear and inspiring examples for the youth to work on. It was motivating. However for participants to be able to make accurate analyses of existing conflicts and develop appropriate project ideas with concrete possibilities of implementation the participants need to choose an issue that they have personal experience with or participants need sufficient background research on the issue of their choice.
2. The expert panel for the final presentation did not work well. The experts were too critical undermining the confidence of the participants. However the experts were very professional and were able to provide a lot of additional insights on the projects. Therefore in the future an expert meeting could help develop the projects and should be planned in the middle of the training program.
3. The training was held in June due to fundraising setbacks. However the month June is very busy with exams and small projects for youth. Therefore it was difficult to find youth who go to school to participate in the training. We only attracted youth that work or are preparing to volunteer abroad. Next time the training should be held in the spring or fall.
4. The fact the training days were planned in the weekends was successful as the participants were able to attend and could also commit to their work. However it was very tiring as trainers and participants worked a full week and also a full weekend non stop. It is not clear what solution can be chosen.
5. Even though all the individual workshops were successful it is felt that more emphasis should be given to peace building skills instead of topics like team building and Personal skills analyses. The conflict analyses workshops should be followed with some practical peace building skills exercises. The participants were shown good practices from around the world but it would be beneficial for the participants to practice the tools themselves.
6. The elements log frame and fundraising were very informative for the participants and reasonably successful but this was also possible because the youth had some previous experience with the topics and used the time to raise their questions. If participants were totally unknowledgeable about the topic it would have been difficult to explain the topic to them in the short time span available. Next training should be longer or the topic log frame and fundraising should be left out.

CONCLUSION

The UNOY Building Peace in Practice training 2008 aimed to reach out to 30 participants of which 30 % were of Diaspora origin. The training also inspired to include at least one expert trainer and external speakers.

Overall we feel we can look back at a very successful training. The set up of this training, with groups working on their own cases and developing a project was new for UNOY. We are happy with the result and to hear from the participants that this was a motivating and empowering element of the training. The group was small which also helped to create an intimate atmosphere between trainers and participants, it enhanced the group work and the commitment of everybody to the learning process. Ultimately this means that the organisation was not able to reach its target of 30 participants but it did have a very committed and hard working group in the end

which did include 2 Diaspora youth and several international participants that live in the Netherlands. UNOY with the help of YSI was also able to attract a dynamic and high quality group of trainers and lectures which shows in the group atmosphere and the evaluation forms.

For future trainings UNOY will focus on the role and place of an expert panel in the program. The length or timing of the workshops, week days, weekend etc and most likely decide to aim for 20 to 25 participants and not 30 due to the coincidental success of the group size this year.

LIST OF PARTICIPANTS

Name	Organization:	Country:
Anna MILIUS	Media action foundation	Netherlands
Niels TEN OEVER	Media action foundation	Netherlands
Anne SLOOTWEG	IKV	Netherlands
Chiara Elise GERLICH	student	Austria
Janina DUBISZ	YSI	Germany
Sungmi ORR	YSI	USA
Daniel LINDSTROM	YSI	Sweden
Ibrahim NDAULA	Student	Netherlands / African
Ayele AMELEWORK	Student	Ethiopia
Silvia SILVOZZI	UNOY	Italian
Elisa BRANN	YSI	UK
Diana GAIDELYTE	UNOY	Lithuania



TRAINERS

Anke Kooke (1940) obtained a degree in French language/literature with non-western sociology and social psychology. Later studies were on strategic policy, organisational change, consultancy and training. After two years of teaching in Mali, she went back to the Netherlands. Since then her work concentrated on social change in the Netherlands and development and peace initiatives worldwide, with a special interest in Africa.

She worked as a course-leader, trainer and consultant with African and Indonesian students, migrants, staff of Dutch NGO's, teachers and school managers, women's groups, peace and development organizations. She also did research for the UN Food and Agriculture Organisation (FAO) and for Development Organisations. Volunteer work: support for justice and development in Southern Africa especially in Angola and with indigenous peoples. As General Secretary at IFOR, International Fellowship of Reconciliation, her focus moved to peace and non-violence worldwide in 2000. In 2001 she co-founded and directed NEAG, Netherlands Expertise Centre Alternatives to Violence. Her retirement in 2005 did not stop her voluntary work.

Pieterneel de Bie - *peace education and youth empowerment*

Pieterneel is from the Netherlands. She graduated with an MSc in Interdisciplinary Social Sciences from the University of Utrecht, specializing in conflict studies and human rights and an EdM in International Educational Development from Teachers College, Columbia University, specializing in peace education. She interned for the Dutch government during the 60th session of the UN Commission on Human Rights but chose the field of education as her passion. She was a teacher and mentor in Oakland (CA) and New York, working mainly with underprivileged youth on issues of empowerment, peace, justice, nonviolence, and media. She has been involved in the development of several NGO's. She returned to Amsterdam over a year ago, joined UNOY as a board member and now works as a project manager at an innovative high school, developing theme-based curricula. She recently became a trainer for the international Alternatives to Violence Project. She is learning Portuguese and salsa dancing and loves to cook.

Menno Ettema finished his Master degree in Psychology of Culture and Religion, University of Nijmegen, The Netherlands in 2003. His thesis and research was about the integration of Moroccan male youth in the Dutch society and their attitude towards changing cultural relationship codes and sexual moral. The Identity, Identity construction and Cultural dynamics themes were some of the key elements in this project. These themes have also been a guiding interest in the projects he was engaged in afterwards in the Netherlands, Israel and Palestine which mostly focused on encounters between people of conflicting sides. Menno initiated in 2004 association 'Con-Young-Tion' and organised youth exchange in the Netherlands with participants from Israel (Jewish and Palestinian), Palestine, Belgium and The Netherlands. He also actively participated in inter religious seminars and trainings concerning intercultural dialogues and peace-building. Since February 2005 Menno has lived in the Middle East and worked on a variety of international youth projects concerning peace building and co-existence in Bethelhem, Palestine, Jerusalem and Tel Aviv. During this time he also participated in Mediation and Non Violent communication trainings and studies society structuring theories. Menno is the International Coordinator of UNOY Peacebuilders secretariat in The Hague since October 2006.

Marthe Hesselmans Marthe is from the Netherlands and finished her MA Humanitarian Action at the University of Groningen. She studied in the US as well as Germany and is now working on her second MA thesis in Political History at the University of Nijmegen. For her first MA, Marthe specialised in comparing Western and Arab-Islamic approaches towards conflict resolution. She did field work in Lebanon and the Palestinian Territories. Additionally Marthe has been involved in the organisation of several international youth exchanges. From February 2007 onwards she will be working as Projects and Communication Coordinator at UNOY Peacebuilders.

Lillian Solheim is from Norway and currently working as the Advocacy Coordinator at UNOY Peacebuilders. She has an MA in International Relations and Peacebuilding from the University of Kent in Brussels. After her studies she completed internships at Search for Common Ground, the North Atlantic Treaty Organisation and the United Nations Regional Information Centre in Belgium. She was also working as an election observer during the presidential election in Sri Lanka. Before moving to the Netherlands she worked as a community coordinator for an association management company while volunteering for a charity called Children Are the Future.

Annex 1

Time	Day 1 Sat 21/06	Day 2 Sun 22/06	Day 3 Fri 27/06	Day 4 Sat 28/06	Day 5 Sun 29/06 (or Friday)	Day 6 Mon 30/06
09:30	Introduction: Name games → EDS*	Presentations: - Of groups - Of day → EDS	Intercultural Dialogue and communication →	Time Management & proposal writing Pieternel & Menno	Project management: - Fundraising strategies - Budget → Menno & ?	Open space to prepare presentation
10:00	- Programme run- through - Group contract → EDS	Conflict analysis: part I Theory → Anke Kooke, Menno & Marthe				
10:30			Coffee Break			
11:00	Group activity: 'Exploring the topics of the week' → Menno * EDS	Conflict analysis part 2: Part II Practice - Using on own project - Mapping stakeholders and conflict relationships Gender issues	Group work	Group Work Pieternel & Menno	Interactive activity: - Campaigning & Advocacy (KISS) → Lillian	
11:30						Coffee Break
13:00	Lunch		Lunch			Present projects to guest panel
14:00	Intro to Project Management-Project cycle: - Target group → Menno	Conflict analyses part 3 Continuation	Personal Skills & Team Work Group Work Marthe	Power of Youth & Peace Education → Pieternel & Rana	Interactive activity continued: → Lillian	
15:30	Coffee break		Coffee break			
16:00	Group activity:	Conflict analyses part 4 Continuation	→ Decision making model	Power of Youth & Peace Education → Pieternel and Rana	D-Briefing → Lillian & Menno	Evaluation → ?
17:00						Closing ceremony → ?
18:30			Evening programme on Human Rights and intercultural social program. Speaker: Eva Lathan			Informal networking

Annex 2:

Outcome Participants evaluation forms and end of the day participants evaluation

1-The overall standard of the training:

Excellent: 1 participant
Good: 7 participants
Poor: 0 participants
No opinion: 0 participants

2- Average rating for opinions calculated by using the scale from 1to 5 (1 being the worst and 5 being the best grade):

<u>Session</u>	<u>Date & Trainer</u>	<u>Rating</u>
Opening session, explanation and code of conduct		3.8
Session on needs analyses of stakeholders	June 21, Menno	3.6
Session on management project cycle	June 21, Menno	4.25
Session on conflict analyses	June 22, Anke	4.7
Conflict interventions strategies	June 22, Marthe	4.4
Session on intercultural communication	June 27, Menno	4.4
Working group roles	June 27, Marthe	4.9
Personal qualities in project	June 27, Marthe	4.3
Decision making models	June 27, Menno	4.1
Log Frame and project management development	June 28, Pieternel, Menno	3.6
Session on peace education	June 28, Pieternel	3.7
Session on power of youth	June 28, Pieternel, Rana	3.7
Session on campaigning and advocacy	June 29, Lillian	3.6
Simulation Game		4.3

Following summaries are based on the comments of the everyday training activities:

Day	Most valuable points learned	Enjoyed the most	Suggestions for changes
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<u>June 21</u>	Sharing experiences, working with new people, group work and practical knowledge about project implementation. Additionally, the roots of conflict and the need for objectives in projects.	Informal and active group atmosphere, project management lecture, food and everyone's' motivation.	More thorough discussions about dialogue, more interaction, more rest in order to be on time and alert.
<u>June 22</u>	Difference between position, interest and need, conflict analysis, the need of research, the onion layer method, force field analysis.	Group work and discussions, trainers' support for group project, Anke Kooke presentation, force field analysis implementation.	Less games, more interaction and more time for group work, wish that case studies would be provided or prepared in advance, more energizers, more academic theory and more realistic examples, advance explanation about the purpose of exercises.
<u>June 27</u>	Belbin test, weaknesses can turn into strengths, tools for self-reflection, Bennett's model, deep democracy model	Team atmosphere, Bennett's model, decision making model, deep democracy model, the four quadrants.	More interactive activities, concrete, practical and relevant examples, more time for discussions, allow more debates
<u>June 28</u>	Info about peace games, one should never give up, tools for peace education, information on log frames, the difference between purpose, goal and objective.	Conversations during lunch, trainers (Pieterneel and Rhana), applying the project proposals to the learned models.	Explain better different formats that are used for project proposals and discuss the positive and negative aspects of log frames, more structure during the training
<u>June 29</u>	The need to connect on a personal level before starting business conversation, mapping model.	Atmosphere, role play/simulation game.	Need for more preparation time for role-play activity, advocacy lecture needs to be more interactive.

3- The Best thing about the training:

One third of the participants indicated that the best thing about the training was group atmosphere and group work. Several noted that working on a concrete project and practical knowledge about peace building where the best things. One person stressed the variety of activities and another simulation game.

Most participants indicated that they learned thorough conflict analyses as well as project planning skills. One third wrote that they acquired knowledge about the individual roles within the working group.

Several participants stressed that they would change the length of the training day (maybe have shorter lectures) and have a better balance between the lectures and group work. One person suggested to have more practical activities and another one noted that the participants should have similar levels of knowledge. One participant also suggested holding the training in a different venue with adequate ventilation. Another person noted that there is no need to talk about the power of youth since the participants are already motivated.

4- rated opinions using scale from 1 (the worst) to 5 (the best):

Opinions Scale/	1	2	3	4	5
No of persons:					
My expectations were met		1		5	2
The sessions were linked to each other			3	3	1
Training sessions were clear and easy to follow			1	4	2
Sessions were managed professionally			1	6	5
Time management during the training			2	5	1
Lunch		1		1	6
Facilities				3	5
Communication and information prior to the training		2	2	1	3
<i>COMMENT (by 1 person): communication about process and content before training needs to be clearer</i>					

5- How did you hear about this training?

- Through Marthe (met her at lecture in Amsterdam)
- Through YSI: Two participants
- Through email: Two participants
- Via organisation 'Pearl of Africa': Two participants

6- In what way, if any, did the format of the training contribute to the development of your personal attitude(s)? (e.g. attitudes toward: other cultures, peace and conflict, youth participation, advocacy, etc..)

- Made me more confident that working with such diverse people is beneficial because of many different perspectives

- Conflict: there are many levels of conflict/perspectives on conflict and many ways to solve them
- Interesting to work with an international team/group because you can put into practice the teachings of cultural awareness/dialogue
- Very enriching the different background of the trainers, as well as their different ages. High quality of the lectures.
- I feel more empowered to create my own project in the future
- The training contributed a lot to improving my planning skills. Opening awareness of reaching young people through peace education
- Don't know, we'll have to see in practice

7- How did the methods of the trainers/facilitators contribute to the enhancement of your skills, improving your knowledge, and/or developing your attitude?

- I feel more empowered to create my own project in the future
- Peer-relationship
- I learnt a lot of valuable and useful tools to learn more about practicalities of peace building and NGO work in general.
- Practical sessions made us look more deeply in the theory we worked with so words get extra meaning.
- Visualizing the methods with diagrams and activities and having an informal atmosphere where we were free to express ourselves and felt free to question

8- How participants rated the value of the skills gained from the training in terms of their benefit to work or the work of their organization ?

Very valuable: 5 participants
Valuable: 3 participants

9- Which skills taught at the training do participants considered to have been most beneficial to their work or their organization's work? (indicated by the participants' number):

<u>Topic</u>	<u>Number of participants</u>
Needs & analyses of stakeholders	2
Project cycle & history of youth project management	0
Conflict analyses	4
Conflict interventions strategies	3
Intercultural communication	3
Working group roles	4
Personal qualities in projects	3
Decision making models	4
Log frame & projects management development	3
Power of youth	0
Funraising & budgeting	3
Advocacy & campaigning	2

10- Do participants think that they will stay in touch with UNOY Peacebuilders or involve in follow-up activities?

- I will stay in touch informally through email etc and ask for advice etc. but I probably can't participate in any activities because I will return to my home country.
- Yes. Follow up. If you can contact us we can tell if and how we used the training in Ethiopia.
- I hope so let's see what the future holds.
- I don't know yet, but I would love to get information (via email) about projects or information (evenings) if there is any activity going on. In case I stay in The Netherlands I think there is great potential in working together in projects.
- Absolutely.
- Keep checking the UNOY website and I would prefer receiving emails from UNOY that includes putting the 'pearl of Africa' on UNOY mailing list.

11- Was the fee of 50 euros reasonable for this training?

- It was a reasonable amount compared to the material knowledge we acquired from this training. I think this knowledge can be practically executed.
- You learn a lot of valuable insights and people.
- It was valuable, great information you can use in later life plans etc and I think for 5 days full training it is ok to have a fee.
- I think the trainings should be free.
- I understand how much it costs to feed/accommodate someone for 6 days.
- Two participants indicated yes without commenting why.

Comments:

- I've had a fantastic week with all the participants, trainers and the panel of judges. My sincere thanks to all UNOY staff especially Mr. Menno. God bless you all and stay in touch. Thank you!
- Great work and I hope and know that UNOY will keep prospering.
- I liked it (J). Next time there should be more fresh air. Due to time lacking, I would prefer if there was a case given in the topics we chose before the training. The daily evaluation: maybe the 4 questions could be combined next time because I never knew what to write in it.
- Nice atmosphere. I would have preferred having more time to work in group activities. One single room for the whole training and working is not enough. People should be allowed to change places.
- I enjoyed it very much, learnt loads and really liked the team and participants. Everybody was motivated and committed, which made it all the more enjoyable.
- I would have been useful for me if somebody could have explained how the train system works as I was not familiar with it at all and it would have saved me some money although I could have asked too (J).