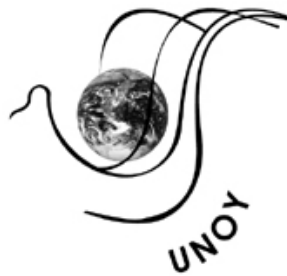


**REPORT ON UNOY PEACEBUILDERS TRAINING "YOUTH AND DIVERSITY: DOES GENDER MATTER?"**



***THE HAGUE, THE NETHERLANDS***

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**in collaboration with:**



fundació **catalunya** voluntària

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'Youth in Action' Programme



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## Organisers

### United Network of Young Peacebuilders



UNOY Peacebuilders is a global network of 42 youth-led organisations and 350 affiliates active in the field of peace building and conflict transformation. It is composed of independent organisations working together in an action based campaign and other activities to fulfil its mission. We have members in Africa, Asia, Europe and Latin America and the International Secretariat, which is the heart of UNOY, is based in the Hague, the Netherlands. The Network is non-hierarchical; member organisations are not branches or representatives of UNOY Peacebuilders. They preserve their own identity, their goals and strategies to deal with their local and regional challenges. The UNOY network contributes to the work of its members and affiliates in two fundamental ways, being capacity building and advocacy and campaigning. Within these two fields UNOY Peacebuilders engage in a range of additional activities.

## fundació catalunya voluntària

### Fundació Privada Catalunya Voluntària

FCV was founded in October 2007, though its origins are to be found in the youth non-profit association Barcelona Voluntaria, established in 1999.

It is a youth-led foundation which collects the know-how and experience of BV, who, with the support of the EuroMed-Youth Program of the European Commission and the Spanish National Agency, organised several youth exchanges, training courses and networking seminars, hosting the Youth Exchange 'For a Greener world' in 2002, the CMS 'Mosamed' in 2005 and the TC 'Euro Mediterranean Active Citizenship' in 2006, among others.

FCV aspires to be a tool for non-formal learning by managing and participating in projects of social interest and by offering young people the opportunity to learn and gain competences through their active participation in youth work. FCV's commitment is to foster volunteering, to develop youth activities of social benefit, cooperation and to enhance the internationalisation of Catalan organisations, being our regular activities to give information, support, training and assistance to young people and NGOs and to promote and manage international youth projects and initiatives. The Foundation operates in the frames of 3 programmes: Catalans in the World serves as a tool for international mobility of Catalan youth by means of the Youth in Action Programme of the European Commission. The IAVE Youth Office in Catalonia-IYOC is a worldwide reference point for the promotion of youth volunteering. The IYOC is a joint initiative of the International Association for Volunteer Effort-IAVE and the youth association Barcelona Voluntaria which has gained the support of the Government of Catalonia. Voices for Peace seek to promote Culture of Peace among young people through non formal learning initiatives and international and intercultural cooperation. It aims to develop youth leadership and creativity on peace building and conflict transformation.

The FCV is member of the International Association for Volunteer Effort-IAVE, the European Youth Foundation-EYF and the Spanish Network of FAL-Forum of Local Authorities and ALF-Anna Lindh Foundation.



**HCA Vanadzor** is a non political, non religious, non profit NGO which unites individuals who admit the supremacy principles of democracy, tolerance, pluralism and human rights as values. The mission of HCA Vanadzor is the promotion and support for civil initiatives, strengthening right protective and peace building activities on local, national and regional levels. The vision of HCA Vanadzor is to form a society where supreme values of human rights, democracy and peace are respected. At

present, 10 young people are involved in the activities of our organisation. For them and with them our organisation realized and realizes programs directed towards developing their potential in the spheres of human rights protection and peace-building. As a rule young people are involved as a result of our work with them in different directions of our activity. Many young participants of seminars and working discussions organized by us became our partners in their locations. The thematic focus of HCA Vanadzor covers human rights protection, support for civil initiatives and peace-building both on local and regional (South Caucasus) levels

### **Peace Dialogue NGO**

Peace Dialogue is a new NGO registered in Armenia. It unites people from different countries, including Armenia, Russia, Georgia, and Germany, who have worked for many years on peace-building in the Caucasus at large and in their respective countries.



The mission of Peace Dialogue is the promotion of the active participation of civil society on regional, national, and international levels and stimulation of a respectful dialogue between societies of conflicting parties, with a long-term goal of contributing to a peaceful resolution and prevention of conflicts. This is achieved through capacity building; strengthening of respect for human rights and democratic values; promotion of civil peace initiatives; advocacy on behalf of victims of conflict

We believe that only through dialogue can peace be achieved. To this end, we have a vision of achieving multilayer dialogue on regional, national, and international levels in order to form a consciousness among society: that they are responsible for peace; that they are allowed to demand peace from the authorities of their countries; and to create conditions for common support for the representatives of societies of conflicting sides who realize that there is no alternative to the peaceful conflict regulation.

### **SCAF Belarus**



SCAF Youth Center is an independent think tank and resource centre focused on youth involvement in peace-building, violence prevention, inter-ethnic confidence building,

human rights and civic education. There are 70 active youth in our organisation. Some 500 young people are involved annually in SCAF Youth Center activities.

## **Background Information**

Equality between women and men is a core principle in European democracies. However, discrimination and gender inequality exists in all cultures. Any projects related to peace, conflict transformation, cultural diversity or multiculturalism therefore needs to have gender equality as an explicit and underlying assumption. Despite young people being aware of gender issues, and there is willingness to become more gender sensitive, studies and surveys show that youth organisations identified challenges in how to plan and implement gender sensitive projects. The challenge lies in how to include a “gender lens” in the planning, implementation, monitoring and evaluation of different projects while integrating gender issues at the structural and organisational levels. Organising a capacity building training on gender will help in the process of engendering and sensitising youth organisations involved in peacebuilding, conflict transformation, intercultural dialogue and multiculturalism. The outcomes of the training were incorporated in the gender mainstreaming toolkit for youth organisations that UNOY Peacebuilders is currently working on.

## **Objectives & Aims**

- To bring youth organisations working on peace, multiculturalism and intercultural dialogue from across Europe together
- To raise awareness on gender issues in Europe, especially among youth organisations
- To analyze and debate the role youth organisations can have in addressing gender issues in a multicultural society
- To introduce the participants to gender concepts, the importance of gender and equality in peacebuilding and intercultural dialogue and their work
- To help participants develop the adequate skills, knowledge and tools needed for gender analysis and gender mainstreaming, in order for them to be more gender sensitive
- To share best practices and lessons learned
- To promote community and solidarity as Europeans, and to fight intolerance, prejudice and racism
- To enhance the dialogue and exchange of ideas and opinions amongst the different youth organisations coming from a variety of cultural backgrounds
- To increase the interest in and knowledge of how to include gender sensitive tools in the development and implementation of projects

## **Methodology**

The gender training combined methodologies of interactive lectures and non-formal education in youth work, peace education, community development and intercultural learning. In addition, expert facilitators were invited to provide quality input in the sessions held. A bottom-up participative teaching style is very important because it gives participants a chance to reflect on the subject by drawing from their own experience. As such it uses the participants’ resources and builds on their experience to develop new knowledge, skills and insights. The methods we used consisted of a (well balanced) combination of interactive lectures and presentations, group work, discussions, simulation exercises, role-plays and individual reflection. We created an open

discussion and promote peer-to-peer learning and collaboration between participants so that they could learn from one another's experiences in a respectful and safe atmosphere. Specific methods that were used are:

- Non formal education such as theatre, role plays, etc
- Interactive workshops given by experienced trainers on specific topics
- Workshops by the participants themselves
- Informal learning: learning outside of the scheduled program through social activities where the different youth can interact such as movie nights, dinners, storytelling, etc.
- Follow-up activities in the form of a discussion forum and Facebook group where participants can discuss how what they learned was being accepted in their communities and continue to share best practices, advice and challenges.

## **Report day by day**

### *Friday 10<sup>th</sup> September: Gender Concepts*

On Friday the 10<sup>th</sup> of September we kicked off with our 4 day gender training. The participants came from all over the Council of Europe states, and including a few from outside Europe. Our participants already got the chance to know each other at our welcome barbeque the day before at the hostel so most of them were already familiar with each other. The participants were welcomed by UNOY Peacebuilders and given a brief introduction about the programme for the next four days and UNOY Peacebuilders. Because there were new faces, the trainer Ama van Dantzig, started with name games and 'speed dating' between the participants. This was a good way of breaking the ice and after that we inventoried the expectations about the training and we made a group contract. All of this was meant as tools to help us in day to day evaluations and to give our participants a sense of ownership about the intensive training that awaited them. Just before lunch we did an interesting activity, called 'Take a Step Forward'<sup>1</sup>. This exercise comes from the Council of Europe's Compass on Human Rights. It is about stepping into someone else's shoes and makes you aware of privileges. We adjusted it to our gender training. Some of the profiles included:

- You are a transgender without a job living in Spain.
- You are a 17 year old Roma (gypsy) girl living in France who has never finished primary school.
- You are a 28 year old man who wants to marry his boyfriend, living in a catholic village in Italy.

It was a great way of starting to think about gender issues and how this influences your position in society.

We lunched at restaurant El Arepaso with delicious typical Colombian cuisine where the participants not only got to explore some of the diversity in terms of restaurants in The Hague, but also get to know each other better.

After lunch the group started to explore key concepts of the training. We discussed what gender means to all of us and how there are differences in definition and interpretation. We

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<sup>1</sup> Council of Europe, 2007. 'Compass: A manual on human rights education with young people'. Page 217-221

encouraged participants to speak freely and from their own experiences and backgrounds. Later we came to a mutual understanding of gender as a socio-cultural cross cutting variable. Because of this there are many other variables that have an influence on gender. Some examples from our participants were politics, culture, traditions, family, human rights and distribution of power. Our day ended with a panel debate where gender experts shared their personal and work related experiences in working with gender issues. Anca spoke about the case of the Roma and the link with gender while Bianca spoke about her experiences with the LGBT movement in Georgia and Romania. Gulalai mentioned her work with the abortion hotline in Pakistan, whereas Ilot talked about how to ensure that gender remains on the agenda despite war and violent conflict.

The evening was concluded by a small presentation from Bianca on the European Voluntary System (EVS).

The last thing we did that day was a short evaluation. We asked participants to give a brief reflection of the first day and their feelings about the training.

*Saturday 11<sup>th</sup> September: youth and gender (mainstreaming)*

On the second day, the programme started off with the historical background of gender and more concepts and definitions. The trainer specifically spoke about how gender issues can and are linked with young people and youth organisations working in social development and peacebuilding. After this presentation it was time for workshops. Anca's workshop aimed at creating a better understanding of the theory and practice of empowering women while tackling on multiple layers of discrimination. Bianca taught the participants how to conduct a thorough conflict analysis from a gender perspective. She used a case study example from Kenya for this called the Wajir Peace story<sup>2</sup>.

In the afternoon we discussed and debated about gender mainstreaming. Ama gave the group a short presentation of how gender mainstreaming is used in the development field. Then she turned to project management and youth organisations and how gender mainstreaming can be used in small scale youth projects. All our participants received a hand out of a gender mainstreaming questionnaire. Then they had to discuss the following questions in groups:

- ✓ **How does your organisation deal with gender?**
- ✓ **Does your organisation engage in gender mainstreaming?**
- ✓ **What are the challenges with mainstreaming gender in your organisation?**
- ✓ **Report back on best practices.**

We ended that day with a plenary session where participants could share and report back on the questions. Like Friday, we asked the participants for a short evaluation again. Most of the group took this free Saturday evening as an opportunity to explore The Hague further. They did some sightseeing and ended up in bars dancing and enjoying each others company.

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<sup>2</sup> This is the story of a peace-building initiative which started with a group of women in Wajir, north-east Kenya, spread quickly to all sections of the community, and reached up into government. It is told through the voices of those who took part in it, who mobilised their community to halt escalating violence and who are still struggling to achieve peace and stability for this is not a finished event.

### *Sunday 12<sup>th</sup> September: Gender workshops*

On the third day of the training, Ama discussed some of the responses that we got back from the evaluation the day before. We were happy that everybody felt safe to share their comments and critique on our training so far. The rest of the day was reserved solely for the participants. Some of them prepared workshops and Alex and Caan started with their LGBT (Lesbian, Gay, Bisexual and Transsexual/Transgender) world café.

A World Cafe is a dynamic workshop, where participants are divided into groups. They visit different stops with a moderator, where they discuss a topic for a specific amount of time. At the end all moderators (originally also from the group participants) tell the others the outcomes and main problems they faced from the discussion with all groups.

The questions in the LGBT workshop focused on whether (gay) pride parades only reinforce stereotypes, if a sex transition under 18 is a good thing or not and how to deal with LGBT children that are bullied at school. The prides showed to be a controversial topic because there was a fierce debate about whether reinforcing gay stereotypes would be positive or negative for the LGBT movement. The aim of this workshop was that participants got an introduction to LGBT and to see the LGBT field as a part of gender issues and gender identity.

After a nice UNOY lunch in our kitchen it was Ilot's time to do a workshop. The topic was how to engage boys and men in the prevention of gender based violence. He talked from his own experience in the Democratic Republic of Congo and showed us how his organisation works with men and boys in this topic. The workshop was very inspiring and from a true gender perspective. In order to achieve gender equality, it is necessary to engage not only women and girls, but also men and women.

Then it was pizza and movie night. While enjoying nice pizza we watched the documentary: Pray the devil back to hell about the non-violent protest of Liberian women at the peace talks in Arusha.

### *Monday 13<sup>th</sup> September: Gender Action plans*

The last day started with a short debrief about the documentary we saw last night. Everybody thought it was an inspiring movie and it showed how non-violent protest can really make a difference in a conflict zone. Then it was time for another workshop; Daryl's workshop on HIV/aids and gender. It was very interactive and her main message was that it doesn't matter what sex or gender identity you have, everybody is at risk of HIV/aids and the disease does not discriminate. A good point to keep stressing! After the workshop Ama took over and introduced us to gender analysis and gender responsible budgeting. In addition she gave us some tools and frameworks often used in the development field when gender mainstreaming a project. In the afternoon we went for a delicious lunch at a Chinese restaurant close to our office. All fresh and energetic we returned to the last part of the training: making gender action plans. Our participants had to put in practice everything they learned during our workshop and come up with a gender sensitive project and were extremely encouraged to link up with other participant's organisations for intercultural collaboration. Everybody had to list their action plan and people could vote for the ones they found the most interesting. We discussed the top 5 action plans in plenary and shared input and ideas with the participants about the action plan. You can find the top 5 at the end of this report in an annex.

We ended our training with a small party in the office that some of us continued later at the hostel in Scheveningen. You can find the programme as annex at the end of this report.

## **Evaluation**

In general our participants were very happy with the training and everything they learned. Most of their expectations were met, personally and professionally. Expectations that were not met counterbalanced with experiences that they did not expect such as meeting and getting to know people from different backgrounds and cultures. They learned new competences related to gender and the majority found they could use them in their organisation and future work. They liked our chosen topics and thought they were relevant for the training. They specifically liked the small group work and were happy with the fact that we reviewed their expectations and listened to their comments about the training in between so we could adjust it whenever possible. Many stated that the training introduced them to gender concepts, the importance of gender and equality in peacebuilding and intercultural dialogue and their work.

Their input was very valuable for the gender toolkit because it showed the implementation team that there are still many youth workers who are struggling with gender issues and gender mainstreaming in their work.

## **Conclusion**

The gender training was a great success. The participants, who were from a great range of backgrounds, were motivated and energetic. The training gave the participants an introduction to how to incorporate gender in their organisations and what diversity means. Also, the training has established an informal network of youth workers and activists in Europe and beyond who would like to continue working on gender issues. It was also very empowering to hear some of the more experienced participants and facilitators talk about their experience from the field, and to show that even in the most dire circumstances it is possible to work on gender, and that in fact it might be even more important to do so in these circumstances in order to affect change.

## **Acknowledgements**

Thanks to the participants for participating so energetically throughout the training course. Thanks for Ama van Dantzig for facilitating the course. A special thanks also to Bianca Czeke and Anca Sandescu for their workshops and input. Thanks to the participants who gave a workshop. Finally, thanks to our donors for making this training course possible.

## **Donors**

European Youth Foundation  
Haëlla Stichting

## Annex 1: Programme of ‘Youth and Diversity: Does Gender Matter?’

	<b>Friday 10.09.2010</b>	<b>Saturday 11.09.2010</b>	<b>Sunday 12.09.2010</b>	<b>Monday 13.09.2010</b>
10.00 – 13.00	<p>Welcome and introduction</p> <p>Name games/ speed date/ expectations and group contract</p> <p>Energizer: Take a step forward</p>	<p>Gender, youth, conflict transformation &amp; multiculturalism</p> <p>Workshop Bianca: Conflict Mapping with a Gender Lens</p> <p>Workshop Anca: Empowerment, Identity and Women</p>	<p>Gender workshop by Alex and Caan: LGBT world café.</p>	<p>Gender workshop by Daryl: gender and HIV/aids</p> <p>Gender analysis and responsible budgeting</p> <p>Resources and tools to develop gender projects</p>
13.00-14.30	<p>Lunch at Colombian Restaurant El Arepaso</p>	<p>Lunch at UNOY</p>	<p>Lunch at UNOY</p>	<p>Lunch at Indonesian/Indian restaurant Camil</p>
14.30 – 18.00	<p>Exploring gender concepts</p> <p>Gender &amp; Diversity Talkshow</p> <p>Presentation EVS</p>	<p>Gender mainstreaming youth organisations</p>	<p>Gender workshop by Ilot: engaging boys and men in the prevention of gender based violence</p>	<p>Development of gender action plans</p> <p>Evaluation</p>
18.00 – 19.00	<p>Dinner: Mr. Chows Wokaway at UNOY</p>	<p>Dinner at Kenyan restaurant Three Stones</p>	<p>Dinner: Pizza at UNOY</p>	<p>Dinner: Pasta at UNOY</p>
19.00 -	<p>Free evening</p>	<p>Free evening</p>	<p>Gender Movie night: Pray the devil back to hell</p>	<p>Farewell party</p>

## **Annex 2: Group contract/culture**

- Not trying to change people's opinion
- Be on time! Punctuality
- Open discussion – stereotypes are not necessarily offensive
- Put your phones on silent mode
- Be concrete and let everyone talk
- Participate!
- Share personal experiences
- Create safe spaces for sharing
- Share country, cultural information
- Have fun and laugh!
- Listen!
- Don't monopolise space and keep discussions on conflict contemporary
- Respect other people's thoughts
- Be environmentally friendly
- Respects that issues may be sensitive and uncomfortable. Know your boundaries
- Be creative
- Empathy
- Connect to people
- Acknowledge and celebrate diversity

Respect and safeguard these cultural traditions ☺

### Annex 3: Gender Action Plans

- 1) To prevent illiteracy in Azerbaijan
  - Training, education in different regions
  - Write letter to minister
  - get funding from EU and USAID
  - gender perspective: Many uneducated girls, to avoid girls marrying early
  - 2 years
- 2) An online video platform for marginalised groups to get their voices heard
  - People in society do not have a voice.
  - Use YouTube, Facebook
  - limited budget needed
  - share with people around the world
  - could set it up tomorrow, but good to break it down first and plan properly
  - small budget for server needed
- 3) Long term educational programme to explore gender throughout Europe (training, host stay, other forms or other ideas of experiential learning)
  - See how masculinity and femininity is experienced in different countries.
  - Experiential.
  - explore gender roles in liberal and conservative countries
  - 2 year
  - host stay, training, local follow-up, each has a product at the end they could spread
- 4) Gender awareness in rural community for development
  - Example of 30 women in Brandi who went to Uganda to get food. Rural areas very disconnected, many violations against women is the outcome. Men and women participate equally in community and in decision making.
  - Training on gender awareness
  - train in NGO management to create small associations and small income generating activities
  - TOT: create sustainability
  - AYC: 5000- 10000 Euros
  - 3 x 10 day training
  - 6 months
- 5) To enhance participation of young men and women in peace talks
  - include more young men and women in peace talks
  - Alternative commission of young people from Armenia and Azerbaijan.
  - 3 from each place, then expand it
  - long-term project
  - 2-3 years
  - Peace talks exclusive to small group. Not transparent nor pressure
  - Bring more attention to the issues.

## Annex 4: List of participants

**List of participants (IMPORTANT: each participant must sign against her/his name)**

Number	Name	Age	Gender	Nationality	Signature
1	ANCA SANBESCU	30	F	ROMANIAN	<i>[Signature]</i>
2	Dsmajil khayredinov	25	M	UKRAINE	<i>[Signature]</i>
3	Henriette Jur	25	F	German	<i>[Signature]</i>
4	Hot Muthana	29	M	CONGOLESE	<i>[Signature]</i>
5	Raman Maroz	18	M	Belarus	<i>[Signature]</i>
6	Zoe Schreurs	19	F	Belgian	<i>[Signature]</i>
7	Turkay Gasimova	23	F	Azeri	<i>[Signature]</i>
8	Seren Dalhiran	23	F	Turkish	<i>[Signature]</i>
9	Vilhelmina Szpiro	25	F	SWEDISH	<i>[Signature]</i>
10	Daniel Johnson	25	M	UK	<i>[Signature]</i>
11	Borislav Yowdanov	19	M	Bulgarian	<i>[Signature]</i>
12	Alex Horby	20	M	CZECH REP.	<i>[Signature]</i>
13	Daryl Dano	28	F	FILIPINO	<i>[Signature]</i>
14	Hanna Ruth Malli	31	F	ITALIAN	<i>[Signature]</i>
15	Aytaj Aliyeva	23	F	Azeri	<i>[Signature]</i>
16	Martina Andretta	29	F	ITALIAN	<i>[Signature]</i>
17	Alexei Buzu	26	M	Moldovan	<i>[Signature]</i>
18	Caren Hollenbach	25	None	Germany	<i>[Signature]</i>
19	Afelya Zalyan	31	F	Armenia	<i>[Signature]</i>
20	Myrthe Welten	22	F	The Netherlands	<i>[Signature]</i>
21	Angela Cartagena	28	F	Spanish	<i>[Signature]</i>
22	Gina van Dantzig	28	F	DUTCH	<i>[Signature]</i>
23	Lillian Solheim	31	F	Norwegian	<i>[Signature]</i>
24	Bianca Csetce	28	F	Romania	<i>[Signature]</i>
25	Gesa Rent	27	F	GERMAN	<i>[Signature]</i>
26	Stephanie Dauphin	26	F	Dutch	<i>[Signature]</i>
27	Armand Giranahar	27	M	BURUNDI	<i>[Signature]</i>
28	Anastasia Khadarovich	28	F	Belarus	<i>[Signature]</i>
29	Armine Sadikyan	32	F	Armenia	<i>[Signature]</i>