

Centar za nenasilnu akciju
Bentbasa 31, 71000 Sarajevo, BiH
Tel/Fax: +387/33/440 417
cna.sarajevo@gmx.net
www.soros.org.ba/ cna

CENTAR ZA NENASILNU AKCIJU, SARAJEVO

3 Month Report

September - November 2000

Centar za nenasilnu akciju - CNA is the project office of
The Centre for Education and Networking in Nonviolent Action -
KURVE Wustrow, in Sarajevo, Bosnia and Hercegovina.

The project started in September 1997. The main objectives are
trainings in nonviolent conflict transformation, networking and advisory
activities aiming to support and induce local training structures in BiH.
CNA is a registered NGO in BiH, as an external branch of KURVE
Wustrow.

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Introduction

The number of CNA volunteers has increased for two new persons in the past three months. Iva Zenzerovic from Pula, Croatia and Milan Colic from Babusnica, Serbia have joined the team. They are being introduced into office work and other CNA activities. A part of the team has temporary moved to Macedonia because of the two month long research, concerning future CNA work in that area.

The process of localisation has been prolonged because of remaining unfavourable legal framework for local NGOs in Bosnia-Herzegovina. Registering as a local NGO now, would mean being forced into complicated administration rules and tax evasion (or closing down due to unbearably high tax rates and limitations for disposal with granted financial means). In practice this would mean depending on mercy of local government which tolerates tax evasion of NGOs, but may turn different in case NGO activity would counter their interest.

There were elections in Serbia and long time expected changes have happened. The man, who has ruled for ten years, was finally removed by peaceful revolution. The question of Kosovo status hasn't still solved. Serbian citizens confusedly welcome the new authority that has no opposition in this moment and wait for republic elections in December. These changes make good circumstances for gradual stabilisation of political situation, which should enable reducing of tensions in region.

Furthermore the change in Serbia has brought changes in CNA future plans. Instead of an office in Macedonia, CNA aims to open an office in Belgrade, although the focus of work will remain very similar to an originally planned office in Macedonia, namely to work intensely in the triangle Macedonia-Kosovo-Serbia.

Croatia has still convulsively avoided to be classified as Balkan's country. They work on changing of the rules according to European models. Campaign against corruption and criminal have became stronger and more effective. There is still problem of unemployment and social imbalance.

Last elections in B&H have shown that national parties are still very popular and have strong political influence. International supports have gradually decreased and a part of international forces prepares its departure. The privatisation process hasn't still shown results as expected. Citizens are generally apathy and passive in public political life.

Ex SFRJ republics slowly establish bilateral mutual relations. Quite and foggy autumnal days in Sarajevo are completely in harmony with social atmosphere.

Main activities / events

Localisation

One of the aims of CNA mission was also localisation, which considers its transformation from international to Bosnian organisation. The localisation process meant for us to create a local capacity that would present the base of the organisation, including ability for sustainable development and knowledge. The final step of the process should be a registration as a local organisation.

For organisation as well as CNA it has ideological dimension because of actual social and political themes that are treated through the work. Although CNA team contains local people we think that local status of organisation would also contribute in a symbolic way to the promotion of ideas that CNA supports on the ground. Finalising localisation was planned for September 2000 but unfortunately it didn't happen, as we noted in the last annual rapport.

With the beginning of Summer 2000, CNA team started to research current conditions and steps needful for localisation process. Soon after the first meetings and contacts with colleagues from local NGOs as well as employees in banks and ministries, we noticed the big legal status differences between local and international organisations.

Legal framework for local NGOs in BiH

Current legal framework regulating the work of NGOs was inherited from the former socialistic Yugoslavia, imposing all possible rules in service of control of the work of citizens initiatives. Hunters associations and peace groups are treated equally by this law. Hundreds of NGOs were formed in BiH after the war, most of them focussing on humanitarian issues, the government was not in a hurry to give up political control over this kind of activity.

Besides regulation which demand clear hierarchical structure of NGOs, financial regulations are suffocating attempts to work within reality in BiH. The law does not foresee a possibility that foreigners (non-Bosnian citizens) can be members of an NGO or be a part of the management structures.

The law foresees that all financial transfers must be pursued through a bank (until recently it was a State Bookkeeping Service, where all local NGOs had to have an account – one office in whole Sarajevo). In reality bank transfers between two Bosnian entities did not function, so it must be paid in cash. The regulations allow cash withdrawal from the bank, only for travel (special travel planning document must be sent beforehand by the director of the organisation) – the government has a list of travel allowances for each country! Should an organisation wish to withdraw money for anything else beside travel, a 30% income tax had to be paid. NGOs are not allowed to keep amounts higher than 1000 DM in cash in their offices. So, if an organisation organises a seminar and has to do travel refund to the participants, unsolvable problem appears.

Furthermore, BiH laws do not foresee a possibility of working beyond their own borders. Registration of NGO limits their activities to the territory of BiH where the seat of the organisation is. This is an obstacle to cross border and regional work including neighbouring countries.

International donors, that NGOs depend of, are understandably not willing to pay 30% tax for, say, accommodation expenses, which limits local NGOs ability to get project grants, and favors international NGOs. A possibility that a local NGO gets money to organise a seminar outside BiH is simply not foreseen. There is no legal way to do that.

With dissolution of State Bookkeeping Service, the duty of financial control is transferred to commercial banks, which charge 10-20 DM for any single transfer they make. So buying paper material for 50 DM, means losing 10-20 DM for a bank transfer. Or you may withdraw cash, but pay 30% of the 50 DM – whatever comes cheaper.

The practice of local NGO functioning has more to do with swindling the regulations and spending days writing and inventing “travel planning documents” in order to function. Two systems (at least) of bookkeeping are being led, one for the authorities and one for the actual spending for the organisation.

Certainly the government knows how the system functions, but they restrain from aggressive financial control campaigns, which seems to remain reserved for those NGOs which challenge their work. In other words, if you stay away from criticising the government, nothing will happen. Self censorship makes state pressure unnecessary.

Despite this opinion of ours, one of the leaders of a well-known local NGO, said that such state of affairs is not a product of political intention but of chaotic circumstances in the state system.

Regulations for NGOs registered as international

Those NGOs registered in BiH as international (like CNA), or foreign citizens living in BiH, may have *unresidential accounts* in banks, which means that they may freely dispose with money they receive or transfer. One may withdraw unlimited amounts of money without any tax. International NGOs are not obliged to lay open their bookkeeping, but inform the ministry every three months on the amount of planned amount to be spent in the past months and the sum of actually spent means. These sums needn't be split in proper budget, but a number without any proof is sufficient.

Foreign citizens working in international NGOs (it is not foreseen that they may work for local NGOs) do not need to pay any income tax or social insurance in BiH. Such liberal regulations can be considered as a desire of BiH authorities to ease the money flow into BiH, but also as a result of the fact that international NGOs can easily protect their interest through lobbying within highest authority of the country, the Office of High Representative-OHR (W. Petritsch). OHR allegedly supports introduction of new NGO law in BiH, but in 3 years this has brought no fruits. This seems surprising knowing that OHR may impose laws as they wish. OHR had no problems in imposing removal of President of Republika Srpska, imposing new law on pension insurance, national flag, national passport etc, but seems unable to bring a new NGO law!?

Consequences

Under these circumstances it is no surprise that very few NGOs in BiH understand themselves as political factors and tools of citizens in practice of citizens control of the government which is supposed to serve them.

Nevertheless we feel that responsibility for this situation does not lay barely with OHR and local authorities, but also with local and international NGOs and international donors.

NGOs in BiH were created abruptly after the war and were treated as the new economic branch. Very few local NGOs has had a chance to develop organisational identity and this

process seemed unimportant to international donors, who had monies to spend in a limited period of time.

The culture of citizen activism remains to be developed in future unfavourable circumstances when the interest of international donors for BiH rapidly reduces.

Despite all that we believe that this development will happen, supported by those institutions that understand that civil society and sustainable peace can not be build within few years.

Furthermore we believe that regional exchange between true civic initiatives and groups can give a major contribution to that development.

The main reasons for prolonging of the CNA localisation process are listed above. When the new liberal and supportive NGO law and regulations in B&H, is established, we will be able to accomplish the last part of our localisation, namely the legal registration as such.

“NENASILJE?”(NONVIOLENCE) - The Training Manual

In the beginning of November the training manual that had been prepared for so long, finally was published. It's title is “NENASILJE? - Prirucnik za treninge iz nenasilne razrade konflikata za rad sa odraslima” (“NONVIOLENCE? - The Manual for Trainings in Nonviolent Conflict Transformation for Work with Adults”). The manual is a collection of experiences gathered in CNA Sarajevo, which consists of descriptions of workshops, and exercises that may be used in work on different themes from this field; but also philosophy of dealing with conflicts that CNA is striving towards in its work.

The manual is in Bosnian/Croatian/Serbian language. It has 160 pages, and it includes photos from the trainings. 800 copies are printed.

The electronic version (pdf file) will be available soon on our web-page.

The main chapters of the manual are:

- Nonviolent Conflict Transformation and Peace Building

This is an introductory chapter dealing with notions of conflict, violence and nonviolence, differences between conflict and violence, and the questions like: Can conflict be resolved using violence?

- Training in Nonviolent Conflict Transformation

In this chapter you can find questions and issues like: The goals of training; What is training? Attitudes towards work and methods; Elements of the conflict transformation process. What is conflict?; The role of a trainer; Who is a trainer?; What are the parts of trainer's work?; Preparation of a workshop/training; Implementation of a workshop/training, etc.

- Workshops / Themes

This chapter consists of examples of workshops and exercises on different themes like: getting to know each other, nonviolent communication, team work and decision making process, perception, understanding of conflict, violence, prejudices, power, leadership, gender, trust building, identity / national identity, differences, creative conflict transformation, nonviolence / nonviolent action, mediation, dealing with fear, evaluation of a training.

There are examples of workshops from the documentations of the trainings that CNA has done, so you can find a lots of quotes and comments that can give a picture how an exercise may “live”, how a group may react on it. Comments, suggestions and notes on what may be

difficulties while implementing an exercise, how CNA experienced some of the exercises, and what should be taken care about, are also included.

At the end of this chapter there are a lot of examples of warming-up and bonding games.

- Difficulties in the Work

Here you can find a collection of difficulties that we were facing in our work on trainings, for example: passivity, participants' lack of motivation, overtaking moderation by a participant, "we"-speech, lack of mutual listening in a plenary, domination of individuals in a group, trainer's fear of too much responsibility, trainer's fear of mistakes, extreme emotional reactions, unarticulated needs, coordination of a training team, lack of support in a training team, etc. The author (Nenad Vukosavljevic) gives suggestions on how can each of the difficulties be dealt with, using our experiences as examples.

The first people who got the manual were our trainees from the Training for Trainers programme, as the manual was printed during the last seminar of the programme. Their first impressions told us that really great and needed job is done by publishing this manual. It already started to spread out, and there are individuals and organisations phoning to ask about possibilities to get more copies.

As two members of CNA team are presently in Macedonia doing an exploratory trip, they faced there a great interest for the manual.

For example, one man who is working on interethnic conflicts, doing trainings for secondary school pupils, and teachers said: *"I'm so glad that I have this manual. I read it from the first page to the last one and then started again. I have already used some of the exercises on the training that we have done."* - I. Ugrinovski.

Due to the feedback we got until now, we think of translating the manual in Albanian and Macedonian language. Hopefully we will find donors who would be interested to support financially this idea.

We are using this opportunity to say thank you to all those people who were giving feedback on draft versions of the manual, and who gave us support to publish it. *Special thanks to Berghof Stiftung for financial support and Berghof Forschungszentrum fuer konstruktive Konfliktbearbeitung for advice and support.*

The regional Conflict Resolution Meeting

Ljuta, Montenegro

8th – 13th November 2000.

Two members of CNA team attended the first regional conflict resolution (CR) meeting, organized by the Balkan Pilot Project Team (BPP) in Ljuta, Montenegro.

This meeting was supported by Danish Centre for Conflict Resolution (DCCR) and FRESTA (Danish Foreign Office) which start a three year support program of the nongovernmental sector and civil initiatives in Western Balkans.

BPP initiate *OazaH*, the network for regional cooperation of trainers in conflict resolution.

The goals of the meeting were:

- to working out the strategical plan and the principles for future cooperation,
- to selection of priorities of common importance,
- to planning joint programs, actions and other activities.

The themes were:

- analyses of the current situation,
- the initiation of the network of CR groups,
- compiling the regional address book of CR trainers,
- the CR programs in institutions,
- multinational teams for work in the region,
- exchanging experience programs,
- The International peace colony,
- “rewriting history”.

Small groups worked on these topics and teams for further cooperation were formed. Their aim is to analyze needs, establish goals and prepare joint projects.

The need for the next similar meeting was discussed. The basic need is the exchange of previous peace work experience in region, on the methodological level. The meeting run out in a constructive and working atmosphere and our hope is that the effort of the organizer will give results. In any case this meeting is a step further in forming the CR network as well in the cooperation in the region based on joint projects and support.

Programme Training for Trainers

During these three months we worked on the last two phases of the programme Training for Trainers in Nonviolent Conflict Transformation:

- Phase IV: Follow-up meetings (in period September / November 2000)
- Phase V: 3-days training (Sarajevo, 2-5.11.2000)

For more information on the Phases I, II and III, please see our previous report (Annual report) on CNA Web-site or in CNA office.

Phase IV: Follow-up meetings

These meetings were the possibility for the participants to get feedback, advice and support from the members of the training team on the issues they have chosen, connected with the work they were doing or were planning to do.

Until now four follow-up meetings were held.

CNA received a request from UMCOR to do a serial of shorter (3- days long) trainings for their programme of supporting the local youth centres. As we didn't have time to do it, we recommended a few of the former participants of our Training for Trainers programme. One participants from this year's programme, a trainer from Zavidovici, wanted to be in the training team in these trainings, and wanted to use follow-up meeting to get feedback and support in preparation of the workshops for these trainings. The other member of the team for these trainings was a person from Belgrade who had participated in our previous programme Training for Trainers. We are very glad that we could use these follow-up meetings also for connecting people from our two Trainig for Trainers programmes, and support their cooperation.

During the first follow-up (08.10.- 09.10. 2000) meeting we have discussed what are the most important issues related to nonviolent conflict transformation and the needs of youth centres, that could be done in three days. At the end the programme was developed that included three main themes: nonviolent communication, leadership and team work, and understanding of conflict.

Until now 3 trainings were done. The first one was in Gornji Vakuf (divided town in Bosnia-Herzegovina) for young people active in local youth centre.

For the second training one woman, participant of this years programme, joined the training team. Additional follow-up was done before that training, and the training was held in Sarajevo. The third training was done for youth centre in Zenica.

The second follow-up meeting was held in Sarajevo, 13-15.10.2000.

Participants who formed a working group wanted to discuss their project proposal, and to get feedback from the training team.

The working group consisted of four members (participants of the programme), 3 women and 1 one man, from Pula (Croatia), Belgrade (FRY), Skopje (Macedonia) and Zavidovici (BiH). The idea of the working group was to do a community peace building training, for young people in Zavidovici and Zepca . Those are neighbouring towns in BiH, and there is a youth centre in both of them, but because of multilevel social and ethnic problems and consequences of the war, there is a weak communication between young people.

The working group would like to do workshops on trust building, nonviolent communication and conflict transformation, representing the problems in the community, and the aim would be empowering the youth centres and the young people, also supporting further cooperation if there is an interest for that.

During the follow-up meeting the working group discussed background of the problems in that region, worked on contents and themes of the workshops, also discussing needed budget and potential donors, with support of two members of the training team. At the moment they are developing a concrete project proposal.

The next meeting was held in Sarajevo, 25-26.10.2000. A participant of the programme who is from Pancevo, Yugoslavia, wanted to discuss his idea of the project "Broken gun" and to get feedback on it. The basic idea of the project is organising and implementing a row of workshops and lectures on the theme "Nonviolence and conscientious objection". The aim of the project is affirmation of conscientious objection through the prism of nonviolent conflict transformation in Pancevo, for the beginning between young people, and later on between wider target group in the community. Except of feedback, CNA team also offered information on organisations, foundations and personalities from the region and Europe that deal with the issue of conscientious objection.

Until know, as we know, a few public discussions were organised and there is work on developing programme and material for the workshops going on in cooperation with Women in Black.

The last meeting in this period was held in Skopje, 21.11.2000. A woman from Krizevci (Croatia) who works as a peace consultant for Ecumenical Women's Solidarity Fund (EWSF) wanted to discuss with two members of the training team the work that she was doing, her plans for further developing of the work, and possibilities for support. It was time for her to make a work plan for the following year, so she also asked for feedback on her new ideas, and for our suggestions and proposals.

As a EWSF paece cosultant, she was doing workshops and trainings in basic uderstanding of conflict and related issues for organisations and groups that EWSF supported, and that exist

and work in rural and urban areas in eastern Slavonia, southern Dalmatia, Central Bosnia, Northern Bosnia and Vojvodina, but also sometimes for groups that are not directly supported by EWSF.

Except of feedback on the work and ideas, we exchanged experiences that we had, discussing needs and problems that exist in these regions and possible ways of dealing with them, also discussing difficulties in the work and the ways of making peace work more public.

At the end of the meeting the woman commented that this was a unique opportunity for her to discuss with colleagues her work, and that she saw those discussions really important and needed as a way to reflect and refresh ideas.

The Phase IV of the programme is still not closed, so there is still opportunity to those participants who didn't have follow-up meeting to use this opportunity until the end of this year.

Phase V: 3-days training (Sarajevo, 2-5.11.2000)

This phase of the programme was planned to happen in October, but due to the situation in Serbia (most of the participants from Serbia were actively involved in the campaigns for animating public to vote) we had to postpone it.

This was the last phase, and it was 3-day meeting of the group that went together through this 5-month programme. It was held in Sarajevo in SHL's (Schueler Helfen Leben) seminar-house.

We are especially satisfied with the fact that most of the people came in Sarajevo for that meeting, even if it was postponed and though influenced their usual obligations that they have in their organisations. Only two people couldn't come.

The concept of this final meeting was focused on evaluation of the whole programme, needs assessment, future plans and possible cooperation.

At the very beginning of the meeting a round was done where everybody informed others what she/he was doing from the last time we met. It seems that most of the participants were very active, some of them also had joint activities. For example, two women, one from Croatia one from Vojvodina have done a few workshops in Vojvodina; two participants from Macedonia founded an organisation that will do interethnic work in Macedonia; one man did 3-days workshop in Gornji Vakuf, "divided" town in BiH, for youth from local youth centre; a woman from Croatia did a research – assessments of needs of youth in Croatia; most of the participants from Serbia worked in campaign for animating people to vote, etc.

A short assessment of needs of different target groups from different regions/countries that participants came from was done. Most of the participants recognized the need for work on nonviolence and different skills with the following target groups in their countries: youth / students, teachers, professors, children, political parties, local community leaders.

The first part of the evaluation of the programme was related to the questions:

- How do I see the concept of the programme Training for trainers (10-days training – follow-up meeting – 10-days training – follow-up meeting – 3-days training)
- Comment on the duration of the programme
- Comment on follow-up meetings

- Which themes I would add, which themes I would skip?
- How do I see the documentations of the trainings (How useful they are? What is missing?...)
- My opinion on what CNA multiplies with this programme

Participants expressed satisfaction with the concept of the programme. Most of them commented that they found as useful pauses between trainings, as they had time for reflection and could try to use skills and knowledge they've learnt in everyday work and life, and then again meet together and exchange their experiences.

Some of the participants expressed wish for one more longer training to be included, some of them suggested to have joint meetings in the future where "special" themes of interest would be discussed, or where they would get a training in the themes they find as needed.

Participants were very satisfied with follow-up meetings and saw them as a very important part of the whole programme. Most of them said that they felt very empowered and supported.

All the themes that we worked on during the trainings they saw as useful and needed. The themes that they would add are: civil society, peace building, tolerance, culture of peace, choosing and building a group.

They found the documentations as very useful reminder. All of them who were developing or implementing workshops, were extensively using the documentations.

Some of the statements:

- From the basic training until now it was moving from an individual to a society. It was worked on questions: What is my role in the society? What is my attitude towards violence and nonviolence? And now the questions are raised that are related to a whole society, for example peace building, civil society, etc.
- From the basic training until now I spent 10 months of living with it. There were continuity and quality. It was influencing my attitudes and opinions. The pauses were connecting phases of the programme. The whole programme I experienced as a beginning of a process that will last for a long time.
- The programme brought me contacts with people that I can work with and possibilities for joint work.
- I do not think anymore locally, but regionally. It was very important for me that people came from different regions.
- I do notice things now that I wasn't noticing before, I do react and resist. I'm more transparent.
- Documentations are excellent and very useful for the work. I expect cooperation with some of the participants.
- This programme is one of the rare programmes that gave a base and good number of capable and motivated people. I see this group as a network of trainers. Follow-up meetings were very important for me. I see them as an important part of the programme, where one can learn a lot.
- I am very satisfied with the programme. Now I need more theory, more literature, I still didn't finish with learning.
- The documentations are very important resource for me, I'm using them every time I'm preparing workshops. I miss a bit more of theory and written material on the very beginning of the programme.
- These contacts that we made and cooperation means a lot to me.

The next part of evaluation was done in pairs, with a possibility afterwards to reflect in plenary. It was related to the questions:

- Do I feel as a trainer?
- What do I still miss/need?
- From whom do I expect support?
- Which themes I would like to deepen?

Most of the participants emphasised the need for more experience before they can say that they feel as trainers. Some of them expressed the need to work as co-trainers first and to exchange experiences with colleagues frequently. Also they expressed need for more literature. Some of them miss more theory and organisational issues.

Most of the participants expect support from CNA, and from other participants. Some of them also from their colleagues, organisations, friends or family. A few people emphasised the lack of support from their organisations.

Related to the themes that they would like to deepen, few themes were mentioned often: nonviolent communication – skills, gender issues, power, leadership.

During this training it was also worked on motivation, on sharing ideas for future activities and work, on presenting the concrete support that each of us can get from this group.

Addresses and contacts of organisations that might be useful for future work were exchanged.

The training team was very satisfied with the programme, especially with the group and its motivation and capability, so it was very hard to do a critical evaluation of the programme. Some of conclusion was that concept of program is adapted to environment and that it should be increased with workshops lead by different guests trainers. There was also the idea that Program can be improved with extra budget item for supporting small projects participants and future trainers will create.

We are very glad that two of the participants joined CNA Sarajevo team, one woman from Pula (Croatia) and one man from Babusnica (Yugoslavia). Since the beginning of November they are full-time staff in CNA. One more person, a man from Zavidovici, will join CNA Sarajevo team in January.

Exploratory trip in Macedonia

Since the beginning of November two CNA volunteers are in Macedonia doing an exploratory trip, gathering more information on groups active there, their type of work, pursuing needs assessment and checking the interest or need for trainings that CNA does. In the next three-month report there will be more information on this research. There will be also a special report on the exploratory trip that will be available on our web-site, but also directly from CNA on request.

Cross-border seminar V.O.D.A. (Vodimo ovo drustvo aktivno)

Stubicke Toplice, 23.-26. November

Organisation: OSCE, CARE International, Centre for Peace Studies – Zagreb

A new member of the CNA team worked in the trainer team of the cross-border seminar **V.O.D.A.** (*We lead our society actively*). The first part of this project was the three days training for young people who are active in their societies, from Bosnia and Herzegovina and Croatia. The participants were youth from Bihac, Velika Kladusa, Cazin, Sanski most, Otoka, Gradiska, Nova Gradiska, Srbac, Srpska Kostajnica, Hrvatska Kostajnica, Dvor na Uni, Petrinja, Sisak, Cazma, Pakrac. Through the themes: nonviolent communication, conflict transformation, team work, project proposal writing and joint projects we tried to open the space for possible cooperation among youth from Posavina, from both states.

This first part of the seminar was well accepted by the participants. They were particularly satisfied with the methodological workshop approach. Through the period of two months will be noticed if some of planned joint activities will be developed. After that, a follow up meeting, for supporting the implementation of this projects will be organised.

For information on this project, contact CMS –Zagreb E-mail: cms@zamir.net

Project: The strengthening of youth civic initiatives in Croatia

The second phase: Technical support

Split, 01-03th Decembre, 2000.

Organisation: Centre for Peace Studies – Zagreb, Care International

Based on the results of the needs assessment the second phase of the project *The strengthening of youth civic initiatives in Croatia – technical support* has begun.

The member of CNA team facilitated the three days workshop with the representatives of Youth NGO's from Split. Their aim is to make a coalition of 12 NGO's and organise the campaign for the returning of the *Culture house* to the youth. In three days workshop we defined the problem and the personal motivation of participants (individuals and organisations) to be involved in this coalition. Through the basis of teamwork and decision making we defined the need for the coalition and the campaign and started to work out the strategical and activities plan. With the detailed analysis of their previous actions we perceived their strength and weaknesses. Based on the evaluation, this workshop helped the participants to see the problem from a wider contest and give them the motivation and know how to make the coalition and organise the campaign.

For information on this project, contact CMS –Zagreb E-mail: cms@zamir.net

FUTURE PLANS

For next year CNA is planning the following major activities:

- Opening CNA office in Belgrade
- Four basic training

- Networking meeting for trainers in conflict transformation from the region of former Yugoslavia
- Programme *Training for Trainers in Nonviolent Conflict Transformation*
- Exploratory trip in Serbia
- Translation and publishing of the Manual for trainings “Nonviolence?” in Albanian and Macedonian language

Opening CNA in Belgrade

In the night between 5th and 6th October as it became clear that Serbian regime was overthrown, two CNA members, both from Belgrade, which were about to start the office in Macedonia in 2001, “decided” to go to Belgrade instead of Macedonia. This idea was discussed with other team members and a decision was made. The decision itself was apparently made also for emotional reasons of people involved. One of the two has not been home for twelve years, because of resisting military service, the other one, a former student activist and co-organiser of 1996-97 protests has been in Sarajevo for two years already. Both people (Ivana Franovic and Nenad Vukosavljevic) have a great desire to work at home and take active part in reshaping of the Serbian society.

The disadvantage of a decision to choose Belgrade is that Serbia will remain in near future a country that Kosovo Albanians will be unwilling to travel to, for security and political reasons. Therefore it is not a good choice of neutral meeting point, which is needed now, for cross-border initiatives.

The advantage of working from Serbia, as an authentic local organisation (although with regional approach) is the possibility to work as a civil group that has the right and space to influence transitional process in a way that favours regional communication and cooperation, hence initiating dealing with the past and creating new social set up. This includes opening of tabu questions, such as those of collective and individual responsibility and guilt for the violent past. This process should not only mean healing of the wounds of the past, but also setting mechanism to prevent it from happening ever again. CNA will certainly rely on cooperation and alliance building with other peace and human-rights initiatives in Yugoslavia and neighbouring countries/regions in these activities.

Throughout our work in the past, we have identified the great need for more work to be done in the triangle of Kosovo - Serbia - Macedonia. Until recently, the political situation in Serbia has made it impossible to conduct such cross-border work from Serbia. The change of the Serbian regime has made it possible to work from there. The new office in Belgrade should serve the expansion of our capacities and continue the regional work, which has been done from Sarajevo until now, and will be done further on. Besides training and networking that Belgrade office will continue with, we see a space and necessity to initiate public debates within Serbia, that should produce a fertile ground for acceptance of future political agreements to be made between Serbia and Kosovo. Although the new office will be placed in Belgrade, we will explore possibilities and possibly organise trainings in Montenegro or Macedonia, as these regions appear more acceptable for Kosovo-Albanian participants. The link between Sarajevo and Belgrade offices will be close, with joint strategy and adjusted work plan settings, exchange of volunteers for trainings, information exchange and support work for each other. Besides that, the responsibility for individual projects will be carried by the office, which organises the event or activity.

Basic trainings

Next year we plan four ten days basic trainings in Nonviolent Conflict Transformation. Basic training and Trainings for trainers Programme are part of the annual CNA concept. Two basic trainings will be organised by Sarajevo office and two by the Belgrade office.

Most motivated and active participants of the basic trainings will be included in Training for Trainers Program.

Networking meeting

for trainers in conflict transformation
from the region of former Yugoslavia

One of project, which CNA has planned to do next year, is the Networking meeting. That will be five days seminar for trainers in Nonviolent conflict transformation from the region of former Yugoslavia where they will have opportunity to make short review on previous work, exchange experience and different methodology approach in peace education. That should happen on May 2001 in Kiseljak, BiH.

Programme Training for Trainers in Nonviolent Conflict Transformation

This should be third Program Training for Trainers CNA Sarajevo organizes. This five month Program starts in July and will be organized with CNA Belgrade. Participants of this Program will be participants from Basic Trainings organized by CNA Sarajevo and CNA Belgrade as well as from other similar programs from the region.

Exploratory trip in Serbia

After opening of an office in Belgrade, the staff will pursue an exploratory trip in Serbia, similar to the one done in Macedonia, in order to establish contacts, get a picture of local set-ups and needs that active groups have. Besides that we expect that gathered knowledge will serve us as a basis for a choice of participants for our trainings, more effectively.

Translation and publishing of the Manual for trainings "Nonviolence?" in Albanian and Macedonian language

In the course of exploratory trip in Macedonia, CNA encountered expression of great need for literature about trainings in conflict transformation. To our knowledge, there is no literature available in Macedonian or Albanian that would cover this field. We met many organisations that are intending or already doing workshops, but in most cases their training appears insufficient for the work. In one case we have even heard that part of one of our training documentation has been translated into Macedonian to serve the purpose of volunteers who are working with children.

Translation of CNA Manual "Nonviolence?" into Albanian and Macedonian languages appears to be needed and wanted.

CNA already contacted two persons who have some training experience and who are willing to work on the translations in respective languages. Because of the specific sensitivity of the issues, the translation should be done by people who are acquainted with the material.

WORDS FROM CNA MEMBERS

New CNA member - Iva Zenzerovic

My first encounter with CNA team was the basic training in Kiseljak, this year in February. A step forward was the invitation on the Training for trainers programme that I accepted with pleasure. Through this training I learned more about the CNA approach to non-violence and peace building which was good and quality addition to the experience I got working in The Centre for Peace Studies (CMS) in Zagreb.

In the past three years in CMS I did different volunteer jobs and continue my cooperation as an external associate in The Peace building programme, (*Young MIRamiDA – training for young people who are active in their society*).

Through this work I met very similar approach to non-violence, communication, conflict transformation, teamwork and activism, which I recognise in CNA too.

The decision to join the CNA team after their call to work in Sarajevo was really difficult because of many projects I was involved with CMS. But I accepted with joy.

The before mentioned similar approach to the values and know how which are important to me and also the strong motivation to work with people on regional level helped me in my decision.

I familiarise with the CNA team in the past nine months through trainings, with the house on Bentbasa through follow up meetings, so my coming in Sarajevo wasn't really the coming on unknown field. Still, the ease and unloading I get into a new comfortable working and living environment is surprisingly for me. The specific of CNA team, the willing to an open dialogue about the problems, the distribution of responsibility for all jobs for sure contribute to my general good feeling about the continuing of my engagement with CNA. I look forward to the first training we will do as a team.

New member of CNA team – Milan Colic

I think that this is a good moment, after spending a month here, to describe my motives for joining CNA and my first impressions that domestic atmosphere in organisation produced on me.

It wasn't easy for me to make decision to move to Sarajevo and join CNA team in maybe most important moments for Serbia in today's history.

My visit to Trebinje, on the basic training organised by CNA, in moments when crises of identity has caught the small finger of my leg, I see as one of the most important segments of my growing up. I can't describe delight I felt when Nenad asked me to take place in training for trainers.

I have even intervened two times in period between two trainings because I was afraid if they forget me... I wasn't able to imagine that I could sit here, in front of computer and write this text, a few months later.

Last four years I spent in Serbia, working all the things that, in my opinion, could contribute to development of circumstances for the beginning of building civil society in future. It's notable caution in defining things I did and it is not accidentally. I would name it "pioneering", something symbolic, such as proclamation of Communist Party of Kosovo from 1922: "Dole s robstvom" ("Down with slavery"). The mistake in word "ropstvo" (slavery) shows the spontaneity of the movement that appeared as result of long time repression of authority and disregarding of human rights.

My intention wasn't to put idea of communism close to civil society principals, but only to more easily describe atmosphere in Serbia when citizen activism appeared, with all its branches. My joining citizen activism, in moment when I was 18, was reflection of this general atmosphere.

My first contact with this sector happened soon after protest of citizens 1996, when I joined Center for nonviolent conflict solving. Through the work with refugees and participation in several ecological actions, I started to understand importance of work on affirmation of active individual – citizen.

In the time when I began to attend the Faculty of preventive engineering, department: Protection life surrounding and active participate in work of Student Union of Universities in Niš, the Anti-war Campaign happened. It was the first movement that included whole territory of Serbia and caused big media and activists storm. The most of us were being arrested and maltreated during the campaign but it was obviously that the movement had good results and impressed post protest apathetic citizens.

As the consequence of those happenings in South Serbia appeared many new organizations, before happenings there were only a few. One of these organisations was Protecta, organization where I started to work after a while. Our work was directed on development of civil society in South Serbia and supporting NGOs in that region. In that time I join CeSID and their efforts for new elections in Serbia. Day after day I was more convinced that the third sector provided occasions that I was looking for: possibility of social work, independently of any institution.

With the beginning of this year, together with friends I established Center for development of civil sense in Babusnica, the little town where I was born and where I spent a few last months before elections and worked on breaking media blockade and on projects concerning human rights.

I have started to exaggerate ... this text will look as my CV, at the end.

Training for trainers has provoked my own new dimensions. My perception of violence and non-violence has extremely changed. I started to recognise violence where I even had imagined, but also in my sense too ... I wouldn't mention what has happened with my prejudices to other people ...

And then, I have got the offer from CNA ... suddenly TRAS ... to join CNA team ...

And troubles are here ...

The offer attracted me very much. Work on nonviolence, peace building, multiplication, regional approach ... the huge project.

But, in Serbia was chaos. It was bombed. The authority repression helped with ten years long indoctrination by RTS (Radio-Television of Serbia). More and more young people have left the country. Among about fifteen my good friends, seven have looked for visas for foreign countries. Some unarticulated energy has appeared. They have threatened us, arrested us. The elections would happen soon. Almost all activists have had two variants of planning their own life: a) if "Slobo" fail / b) If not ...

I didn't want to allow that elections create my life so I tried to distance myself from its influence and decide independently about own future. I have balanced from day to day... What would I loose and what would I get by joining CNA. A question disturbed me: how could I contribute more than usually, by my complete engagement.

And than, the things I would get with my coming to CNA team have turned the scale. The elections results have helped me to make decision. I decided and here I am, I am sitting in front of computer, and writing about my motives for coming in Sarajevo.

After months of work in CNA I can see clear that I made right decision. I feel comfortable sitting here, with Maci and little turtles, listening Vivaldi , with Sunday outside. I ask myself if diet I use with Maci is useful or it makes violence on its cultural forms.

There is a lot of violence all around me and I want to contribute to decrease it. I want to begin with myself. I understand that I have not a lot of experience but I have a huge will. A huge will to fight with violence that waits for us ...

Thanks for trust.

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CNA will very much welcome feedback, suggestions, questions and
criticism concerning this report and our general work.
Your thinking along helps us!
Thank you.

Adnan Hasanbegovic
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Iva Zenzerovic
Nenad Vukosavljevic
Milan Colic
For Centar za nenasilnu akciju
The Project office of KURVE Wustrow, Germany

in Sarajevo, 5th January, 2001

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