

CENTAR ZA NENASILNU AKCIJU
CENTRE FOR NONVIOLENT ACTION



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THREE-MONTH REPORT

MARCH - MAY 2003.

Centar za nenasilnu akciju (Centre for Nonviolent Action) is a non-governmental and non-profit organisation whose basic goals are peace building, development of civil society, cross-border cooperation and promotion of nonviolence.

Our main activity is to organise and implement trainings (seminars) in nonviolent conflict transformation and to support groups and individuals who wish to do this kind of work. Through training in nonviolent conflict transformation we are aiming to develop political awareness of the training participants, and to pass on skills in nonviolent dealing with conflict. At our trainings CNA gathers people from all parts of Bosnia and Herzegovina, Croatia, Yugoslavia and Macedonia, hence giving special focus on networking, and communication between people from different areas, and supporting the process of prejudice reduction and trust building.

CNA started to work in 1997 with an office in Sarajevo. Office in Belgrade started in 2001. CNA is an external branch of KURVE Wustrow.

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1. INTRODUCTION

Dear friends,

Here is another one of our three-month reports.

We've had a very dynamic past three months:

There were *five "little" training events* which were organised and implemented by the participants of the *Training for Trainers* program, with our support: training for youth from Montenegro, for teachers from Vojvodina and Bosnia and Herzegovina, for journalists and NGO activists from Macedonia, and a regional training for people from the region of former Yugoslavia;

A very demanding *Basic training* was held in Hajdučke Vode, Bosnia and Herzegovina;

Two panel discussions entitled "Four Views. From the Past: How I Found Myself in War, Towards the Future: How to Reach Sustainable Peace" were held in Zenica and Banja Luka, Bosnia and Herzegovina. The participants of those panels were people who took part in wars in the region of former Yugoslavia. A printed supplement (20-pages) was issued in *Oslobođenje* and *Nezavisne novine* daily newspapers (you can find more about the panels in the report of our Sarajevo office);

A five-day *training/seminar* was held *for the participants of wars* from Bosnia and Herzegovina, Croatia, Serbia and Montenegro (more about this event is available in the report from our Sarajevo office);

Two workshops were held on the student congress "Students Build Bridges", which gathered many students from southeast Europe, in Hamburg, Germany;

And finally, unbelievable but still true, an 11-month *Training for Trainers* program was finished. It leaves us highly satisfied with what we've done, and at the same time it comes as a reward for the past three months that have been extremely exhausting.

Sometimes we wonder how the eight of us manage to organize all these events. However, it's enough to look at the people who actively dedicated 11 months of their lives to the *Training for Trainers* program and see what we've accomplished, it gives us immense motivation and strength to continue with our work. The same goes for unexpected public expressions of support that followed our panel discussion in Bosnia and Herzegovina.

In conclusion to this three-month report, we must point out that we are still worried about the fund-raising for basic training in nonviolent conflict transformation. We still do not know whether we will get financial resources for the following two basic training events that we have been planning to implement this summer.

We surely do not draw our strength from the actual political events, which have been undoubtedly dictated by "our" politicians and organised crime. However, our will is strong because we feel resistance and the need to influence social events and support other citizens who live here and work on the building of this society.

And, there were all kinds of things happening here. After the assassination of Serbian Prime minister, Dr Zoran Đinđić, a state of emergency was declared in Serbia. It lasted for 42 days, during which the state tried to deal with organised crime, that had been supported and tolerated for years. We are not sure whether the action was

successful or not and we will see what the judicial system is going to do. In Montenegro, the district attorney concluded that there wasn't enough evidence to prosecute suspects in a human trafficking scandal, after one of these women who had gone through the horrors of trafficking, testified and was returned back to Moldova. Serbia and Montenegro became a member of the Council of Europe. Membership in NATO is being mentioned more and more often while the voices that speak of the consequences and disadvantages of such decisions cannot be heard in public. After 10 years, citizens of Croatia and Serbia have been able to travel across the border without a visa. The situation in Macedonia is very tense, although still too tedious for news programs abroad. Before it makes the news outside Macedonia, the people of that country who work on peace and good inter-ethnic relations need urgent support, before it is too late.



2. MAIN ACTIVITIES

The Training for Trainers in Nonviolent Conflict Transformation Program (phases VII and VIII)

Phase VII - Participants' Projects

January - May, 2003

From January to May 2003, participants of the Training for Trainers Programme prepared, organized and implemented their activities. Finally, here are five out of six ideas for projects that were implemented:

- training for youth in Montenegro
- training for journalists from Serbia and Montenegro
- training for teachers from Bosnia and Herzegovina and Vojvodina
- training for activists from different parts of Macedonia
- training in nonviolent conflict transformation for people from the region of former Yugoslavia

Participants created the activities themselves, chose the teams to implement them, organized and conducted them and were in charge of the making of the narrative report and completing the financial report.

According to participant's wishes, each training team included one CNA team member on almost every training event. Instead of a CNA team member, our colleague Darko Marković, an activist of the group called "Hajde da..." ("Let's ...") with several years experience in working with different target groups, who had been a participant of the first Training for Trainers Program in 1998-1999, joined the team of participants who prepared the training in nonviolent conflict transformation for people from the region of former Yugoslavia.

Dragana Šćepanović from the Center for Civic Initiative from Kolašin, Montenegro who had participated in our Training for Trainers Program in year 2000, joined the team who implemented the training for youth in Montenegro. We are very glad that we continue to work and co-operate with people who went through different Training for Trainers Program.

This phase is an innovation of the program in comparison to the previous ones. It was introduced after thorough evaluations of the previous programs and feedback we had received from participants. It turned out to be a hit, and it made the program develop in just the right way; i.e. more extensive training of participants from independent organizations, which empowers them and the implementation of their activities.

Narrative reports of the participants of the program who implemented projects are attached to this report.

Phase VIII - Final Training / Evaluation of the Program

May 23-27, Ulcinj, Montenegro

The final training of this program was held in Ulcinj, Montenegro, from May 23rd to 27th, 2003. It was organized with an *idea* to evaluate the entire program, to exchange experiences gathered during the training events that participants carried out themselves, and to take a look at the future and discuss mutual cooperation.

Due to a great need for an exchange of experiences, we prolonged the training for another day; therefore it lasted for three days in total. It seems however that it wasn't enough, because the evaluation of the whole program, which was very important to us, remained in the background of the exchange of experiences, ideas and need for future work.

Participants of the program were still under the strong impression of the training events they did themselves, and had a great need to talk to others about the difficulties they had encountered, about ways they had dealt with them, about new, nice and interesting issues and learning points as well. It is interesting that all of them experienced teamwork within their own teams as very nice, perhaps even the most beautiful experience, although the teams were formed with respect to the ideas for certain activities and not based on personal wishes for being in a team with a certain person. It tells us how well developed this group of people is and we are glad to see there's a feeling of belonging and a wish for further cooperation amongst them.

We didn't manage to complete an evaluation of the whole program, which was as thorough and productive as we had hoped for, because it simply didn't seem to be the participants' priority, which was quite understandable. Besides the great need for an exchange of information on that last joint meeting, it was evident that the participants' concentration had dropped, which contributed to inadequate results. Still, we are not unsatisfied with such an outcome, because a detailed evaluation of the program will certainly follow. Berghof of Research Center will do the external part of that evaluation which includes interviews with participants of the program for Constructive Conflict Management from Berlin. We will separately prepare thorough questionnaires for participants.

However unbelievable it may sound, the fourth Training for Trainers program has been finished. All eight phases of the program we had planned were implemented. The new concept with the additional phases of the program gave more results than we had hoped for. Two years ago while we were developing the new concept we hoped that the participants would create and implement at least one or two purposeful activities. We planned to ask participants of the previous Training for Trainers programs who were active and who would welcome this kind of program enlargement to join the participants of this year's program in case they didn't have any ideas or didn't feel a need and a desire to work on activities of their own. It turned out that this group of people was full of ideas about the essential activities and was highly motivated to work on peace building and the promotion of nonviolence, on both local and regional level.

Several participants of the program said that they were under the impression that a three-day meeting didn't feel like the end of the program, but rather like the start of its ninth phase that was without any time limit and with working at full steam. We share that feeling, too.

Basic Training in Nonviolent Conflict Transformation

Hajdučke Vode, Teslić, Bosnia and Herzegovina May 2 - 12, 2003

This year's first basic training in non-violent conflict transformation was held in the Hajdučke Vode Hotel in Borija, near the town of Teslić, Bosnia and Herzegovina. It gathered 19 participants (9 male and 10 female) from Bosnia and Herzegovina, Serbia, Montenegro, Macedonia, Kosovo and Croatia.

Members of the training team that created the workshops and conducted the training were: Sanja and Nedžad from CNA Sarajevo office and Milan and Helena from CNA Belgrade office.

Due to a very late, negative reply from the donors whom we had expected to financially support the training, we didn't have time to look for support from other foundations; therefore we had to cover the expenses of the training mostly from our own resources. The participants covered part of the travel expenses. The fact that the organizers were not fully covering the travel costs (which had been specified in invitations we had sent to potential applicants), combined with other factors, probably affected the number of applications for the training which was considerably lower (57) than usual. Fewer applications meant that it was somewhat harder to develop a well-balanced group, on various levels. We found this experience a useful one in regards to making our programs on peace education for people from this region less financially dependant on foreign donors, which continues to be our long-term goal.

While we were selecting the participants of the training, our main idea was to choose those who were motivated and had their own view of their role in the process of peace building, but also to choose those who either wished or already had been working on protection of their rights and rights of the members of other social groups. We wanted to support their intentions in such a way, offering them education and empowerment.

Group of participants consisted of people from NGOs (Multikultura - Tetovo, Macedonia; OSCE Gnjilane, Kosovo; Suedost - Bijeljina, Republic of Srpska; Crnogorski ženski lobi (Montenegrin Women's Lobby) - Podgorica, Montenegro; FGT Urbana kultura (Urban Culture) - Tuzla, Bosnia and Herzegovina; Most - Beli Manastir, Serbia; Hajde da... - Belgrade, Serbia; Suncokret - Zagreb, Croatia; Međaši - Skopje, Macedonia; Udruženje mladih Otoka, Croatia; Unija studenata (Students' Union) - Belgrade, Serbia; CCI - Kočani, Macedonia; Zrenjaninski edukativni centar (Educational Center of Zrenjanin), Vojvodina; representatives of political parties and structures (G17+, Democratic Party from Serbia, Macedonian Ministry of Defence), people from media ("Drita" - Gnjilane, Kosovo) and teachers ("Vera Blagojević" Elementary School from Banja Koviljača, Serbia; "May 9" Elementary School).

The concept of the training was quite flexible, meaning that enough space was left during the preparations that preceded the training, to adjust the workshops and the program to the needs and interests of the group. The following themes were covered on the training: communication, non-violent communication, team work and decision making, violence, understanding conflicts and work on conflicts, perception, prejudice and discrimination, gender roles in society, creative transformation of conflicts and power. In spite of the difficulties, the training team expressed their satisfaction with the concept of the training, which was specific because of the participants' deep engagement in work on prejudice and discrimination. Becoming aware of one's own prejudices and dealing with them in situations when we are

being discriminated against or when we are discriminatory against someone else in everyday life was sometimes painful. But at the same time it was inspiring for self re-examination, for self-criticism and for finding ways to fight it.

The training team had an impression that the training consisted of two parts with just one day off. Two parts were different from each other when it comes to the concept, workshop dynamics, group dynamics and the atmosphere, all of which made the training quite special.

There was one person in the group whose psychological condition made it impossible for her to take part in a group's interaction and to establish communication with the rest of the group, which led to a lot of misunderstandings between that person and the others. This was enhanced as that person's reduced contact with *reality*. The situation kept escalating during both workshops and breaks, thus provoking intense and often mixed feelings (anger, pity, confusion, helplessness...) that was difficult for the training team and the group to deal with and which burdened the working process. All of this became evident especially during the second part of the training. Therefore, the training team invited a qualified person whose opinion was that the person in question was ill. It was recommended that this person be returned home safely, before the end of the training, which was also that person's wish. It was additionally difficult to deal with the situation because the training was taking place in a very secluded place, without many chances for communication with the "rest of the world". Therefore people from the group just didn't have enough space to step out of the situation, which was quite awkward, at times.

With respect to the fact that it had been the first time for the trainers to work together as a team, the situation was very difficult for them since they had to deal with many dilemmas and make a lot of difficult decisions in a short period of time. In certain moments, members of the training team were confused and uncertain what to do, which affected some members of the group who sometimes showed mistrust towards the trainers. By the end of the training it was somewhat mitigated, based on the decisions made by the training team which greatly restored the group's trust. However difficult, it was an extremely valuable experience that gave us many learning points and offered us a space to reflect about eventual ways to deal with situations like these that turned out to be possible.

Another difficulty of the training was the bad treatment participants by the hotel staff. The question remains how much our stay in such places and our wish to support them is understood and accepted.

Here are some of the participants' answers from the evaluation questions: What have you gained, what did you like and what was the difficulty of this training?:

- *It was a very good training. I've gained a new way of looking at some things. There are still many things I need to think about and to find a place for myself in all this.*
- *I'm going to need a lot of time to put my thoughts in order. I feel like I've gained a wider view and a lot to think about.*
- *I especially liked the multi-ethnic background of participants, although I don't like that word. I liked being with people from other regions and that I had a chance to realise their specific experiences. I had difficulties with my blood pressure so I had a hard time waking up. I've got a memory to cherish and add things to.*

- *I've gained plenty of re-examinations of myself and my own actions, personal insights and realisations of many prejudices I had but wasn't aware of. I've realised many things about the "Bosnian pot". I liked the nature, the work method and themes. I liked how well the team was organised with regards to the group. I liked that we talked about ourselves, although it was difficult for me because we talked about things we don't even share with our close friends. I like it that the training team reacted well and quick in some situations. I had trouble with the food and music.*
- *I'm a bit exhausted but it is a special experience for me.*

3. OTHER ACTIVITIES

Congress: "Students Build Bridges"

Hamburg, Germany, May 9-11, 2003

The organizers of the congress "Students Build Bridges", which was held for the second time in Hamburg, Germany, gathering many students from South-East Europe and other students who study in Germany, invited Adnan Hasanbegović and Nenad Vukosavljević to conduct two workshops on the themes of "violence within society" and "prejudices". We were especially motivated to accept this invitation because it offered us a chance to introduce students from the Balkans to an example of peace work. We were glad to receive feedback from them on how encouraged they were to return home after finishing their studies, because they found out about some initiatives that promoted peace in the region and opposed nationalism. Several people who were obviously under the impression of the workshop on prejudices, told us that the workshop was important to them as well as meeting people from different ethnic groups and having discussions on prejudice which were very much a part of their life within their families and environment.

Organizers of the congress told us that they had invited us as people who worked on conflicts, because of their last year's experience with the conflict between Serbian and Albanian participants, which they had been unable to handle in a satisfying way. The presence of young people of different nationalities in workshops emphasized the need to work with them as potential returnees and those who would carry out the development of a different future of this region.

4. ANNEX

The Training of Nonviolent Conflict Transformation for the Young in Montenegro

Ulcinj, Montenegro, 28th February to 7th March 2003.

This training of nonviolent conflict transformation devoted to the conflicts for the young people in Montenegro, was organized at the beginning of March in Ulcinj. In the trainers team were the participants of TzT CNA, Lidija Zekovic (The Youth Center of the Postpositivists from Montenegro, Kotor), Dragana Scepanovic (The Center for the Civil Initiative from Kolasin), and Radomir Radevic (The Youth Educational Center from Podgorica) and also Ivana Franovic from the Belgrade branch – office of CNA.

The group of participants consisted of young people from 18 to 30 years old from Podgorica, Ulcinj, Kotor, Budva, Kolasin, Cetinje, Berane and Bijelo Polje. Most of them were students and activists of the NGO (nongovernmental) sector, and just two out of all the participants were members of political parties (organizations). The intention of the training team was to attract as many members and activists from different political organizations as possible, but unfortunately we did not receive many applications from this type of participant.

The training team tried, mainly successfully, during the selection process to gather participants from different religious and national groups, as well as representatives from different parts of Montenegro.

However the main lesson for our future activities to come out of the training was to increase the number of possible participants particularly from the Northern part of Montenegro, as according to recent figures very few people from these areas have received information about this type of event. Therefore very few people came to participate in the workshop (training).

As the training progressed, participant number became smaller. Two of participants, without any justified reason or explanation left the training during the third day.

For all participants it was their first experience of this type, and most of them for the first time saw this kind of topics and workshops.

Probably this was the reason why most of the participants were hesitant to talk and discuss openly about the problems in Montenegro, especially about the relationships between different nations and national groups within Montenegro. It was noticed that most of the participants tried to introduce the situation, about human rights abuses, in a much more positive light than in reality. It was often heard in the workshop that Montenegro in a multiethnic sense has traditionally had good relationships between different nations. But during the session we heard much open and plain dialogue and discussion of the problem in a more realistic way; and this was accompanied with suggestions on how it could be possible to find the key.

The Estimate of the Attained Results

The training team during the workshop was using a very flexible concept, in other words a definite number of workshops had been prepared. In this way the risk is reduced and the needs of the group are fulfilled through some other topics which were added to the timetable.

The most important aim of the training was enhancing of the sensitivity of the participants towards violence and nonviolence in society (particularly structural violence), and prejudices towards national groups. However the aim - conflict understanding was not satisfactorily achieved. The training team feel we did not devote enough time to the understanding of feedback and criticism, which would have been helpful in improving group dynamics. We gained the impression that criticism was seen as negative and was taken personally, which impacted on the working process.

The topic of Leadership was not addressed, and our impression is that the role of leader is identified with the role of dictator. There are

very few opinions in which leader is perceived as a person who initiate and coordinate process of the teamwork.

We were delighted because some of the participants suggested evening open for discussions, as a good opportunity to deepen the topics and problems appearing during the workshop.

All documentation from the training activities in Serbian or Montenegrin language (Democracy! And Transatlantic Integrations! We are A European Country!) which consists of 76 pages, were sent to all participants after the training was finished.

Evaluation of the Participants

The evaluation of the training took place as the final workshop, in which all participants filled in questionnaires. Comments from participants included:

What is your main experience from this training?

- *My most important experience was when I got information about myself: It is some inner state and undiscovered sphere, unreachable for us in every day life.*
- *The training was a good opportunity to meet with "serious" problems nowadays in my society and different opinions, which ones, people from different sides have had about them...I learnt a lot, and I felt the emotions of participants in different situations.*
- *I became aware of many things already well known and boring for us. I changed my mind and I decided to do something helpful. I won some prejudices and I learnt that there is not one truth, but there is a*

manner, as something important, by which we understand it.

- *I had a great experience because the door, which hid some questions that I had not thought about before, was opened to me. I thought that this type of problem did not exist in my society. My important experience is also Theatre (The exercise "Theatre of Statues"). It meant my life, the numbers of graduated questions, and putting the ideas in a very constructive way. Also the experience that all of us can live together despite the differences.*

- *I think that my reaction in the future will be different about some problems and events in society, compared to my former reactions.*

- *I broke some prejudices, and got new information, and also I improved my former background. This information I would use in my organization, in contact with people, in formal and informal conversation, and first of all when I get some responsible public function.*

- *I improved my communication with other people.*

- *I discovered a lot of prejudices, and in the meantime I will try to avoid them.*

- *I found that it is possible to see things from different angles, and that it is very important to speak openly about many problems. I also heard a lot of different opinions about many problems, which helped me to reduce my prejudices, and in this sense to influence people around me.*

- *Many things were in my sub-conscious, but now I am ready to fight against violence (never mind the type), because I know that the main spring for this is situated in each of us individually. I will be by a good example for other people.*

Journalists Training on Prejudice Reduction and "Hate-speech"

Ulcinj, 15-23. 03. 2003

(Authors: Danica Novaković, Katarina Katanić, Predrag M. Azdejković)

This journalist training on prejudice reduction and "hate - speech" was organised by IME – Inicijativa mirovne edukacije (Peace education initiative) and CNA – Centar za nenasilnu akciju (Centre for Nonviolent Action) in co-operation with Queeria LGBT, and was held in Ulcinj

from 15 to 23 March 2000. The Swiss Foreign Ministry granted financial aid for the training. This was the seventh phase of the Training of trainers programme organised and implemented by the Centre for Nonviolent Action offices in Belgrade and Sarajevo. It was

an opportunity for three training participants to use the knowledge and skills gained during the six phases of the Training of Trainers and to convey the experience to the participating journalists.

Participants - 18 persons took part in the training. 9 were men and 9 women, 22 to 41 years old. Participants were from Montenegro, Serbia proper and Vojvodina. Unfortunately, there were no participants from Kosovo as two selected participants cancelled their participation the day before the start of the training due to the landslide and lack of transport.

Even though we sent invitations to a large number of media in Kosovo, we noticed that the response was low. This endorses our belief that there is need to work with journalists in Kosovo but the help of local organisations when sending applications should be considered.

Participants were from different **media**: Radio Novi Sad; Radio Luna, Plav; Radio Kisac; Radio "Rom", Obrenovac; "Blic", Danilovgrad; "Publika" Podgorica; Radio Kikinda; "Dnevnik", Novi Sad; "Napred", Valjevo; Radio Kula; RTV Knjazevac; NNS – Novosadska Novinarska Skola (School of Journalism of Novi Sad); TV Piroć; Radio "021", Novi Sad; RTV Kursumlija and TV "Apolo", Novi Sad.

In the training team were: Katarina Katanic, IME – Kragujevac, Nenad Vukosavljevic, CNA - Belgrade, Predrag M. Azdejkovic, Queeria LGBT – Belgrade and Danica Novakovic, IME – Novi Sad. We emphasise that the training was supported by the Centre for Nonviolent Action, offices in Belgrade and Sarajevo, beginning with preparation through implementation of all activities related to the training and with evaluation. *One of the CNA activists (Nenad Vukosavljevic) was member of our team and his knowledge and experience were of great support to other team members.* The training was in Bosnian/Serbian/Croatian language. **Topics** of the training were: nonviolent communication, teamwork, leadership, power, violence, media violence, prejudices, gender roles in the society, identities and differences, conflict understanding.

The concept of the training was adapted to the region and fields of concern and action of the

target group (journalists). The workshops were interactive. The focus of the training was directed towards empowering skills, teamwork, and a sense for recognising hate- speech. The selection of exercises and examples was adapted to the environment where the journalists work. This gave them the opportunity to recognise practical forms of action directed towards decreasing hate speech in the media, and empowering journalists to act against hate speech.

One of the **main goals** was to enable journalists to use the skills gained through the training in their daily work and in environment as well as to be strong enough to act in a nonviolent manner in different conflict situations. Also, the idea was to get an overview of the power of the media and of ways of transforming conflict through media by reviewing personal performance of colleagues.

Even though the programme was prepared in advance, it was modified during the training in accordance with the flexible-working concept. This was convenient for the training team as we tried to follow up the needs and dynamics of the group.

Difficulties - We have agreed that the murder of Serbian Prime Minister Zoran Djindjic, which happened at the time we were preparing the training, was an obstacle as we were personally affected; and as a team we were concerned about level of impact this would have on the training and its implementation. We were in a dilemma as to whether we should have the training on the date appointed according to the plan prepared several months in advance, or whether to change this date.

The biggest obstacle that the training team anticipated was complicated participants' pass from professional role of journalists to "myself", as well as a lack of questioning oneself as person first and then as a journalist. There was a need for definitions and exclusive lessons learnt and conclusions. While preparing the training the training team measured the sense of the group on a number of points. These included their sense of minority-majority in society, the spirit of activism, and the respective willingness of journalists to use the media as a tool for activism. In some cases opening present conflicts was avoided on the training itself.

The training team recognised that there was no clear motivation in the group of participants to work on oneself and that was the reason for difficulties in personal opening. Participants were more motivated to improve journalistic skills.

We measure that there is a high need to continue working with journalists. The main **lesson learnt** for future similar training is to think about mixing journalists with NGO members and teachers, in order to stimulate the level of activism of the participants and avoid an understanding of journalism as a profession that is "neutral" in society.

In the end of the training there was a written **evaluation**.

On the question: "What is the most important knowledge you gained in the training?" answers included:

- *First of all, I found out about how minority groups feel. I found out the burden they bare and how difficult it is for them are to confront it. I really gained a lot and it is very difficult for me to single out most the important aspect. This seminar is valuable for me as I spread my views.*
- *Before the decision is taken, to review different opinions, attitudes, aspects, eventual consequences which the decision could cause.*
- *I think that my rights as an equal citizen were not familiar to me or I was not ready and brave enough to give my opinion. From now on, I will stand stronger for my views and attitudes.*
- *Confirmation that nothing is inconvertible so I understood how much I have to work on myself and that this work can never be considered to be finished...*
- *I have learnt that other people could change my attitude with constructive and sincere dialogue, as well as I could change theirs.*
- *That I have the right on my own opinions, wishes, and needs; which are equally as important as the needs of others. That one should be more open and stronger. Prejudices are directed towards someone.*

- *I am not tolerant toward people who have a completely different attitude and opinion than mine. I understood that I avoid these people, disqualify them and do not want to have any contact with them. On one hand, I think this is my right but on the other I think it is wrong and incorrect. I found out that I am "as closed as tin" in front of unknown people.*

- *That other's needs and attitudes are important and as valid as mine; that sometimes I am not aware of my limits; that sometimes I am not able to foresee and understand opposite attitudes and that I am not able to communicate with these people.*

On the question: "What did you gain out of the training?" answers follow:

- *Not too many concrete answers, but for sure stimulants to think over and over. I realised that our rights are violated every day in different ways but we do not recognise it and do not react on it. I think that I will try to react in future.*
- *To question myself; - I must be clear, - I must be heard when I have a different opinion; - new friends; - self-confidence*
- *Wish to progress, to work more, to be patient, to listen to other people and to be ready to underline when I am wrong*
- *I gained to some extent a picture of where am I now, and which direction I should follow. In general I gained the utmost by contacting some people who were "taking my time" even during the breaks pushing me to think differently...*
- *I gained new inspiration and motivation to progress in the work of journalists. New useful experiences gained by listening to other people whose opinions are different but problems are similar to mine.*
- *(1) open-minded and more tolerant me, (2) knowledge that I am full of prejudices, (3) new friendships, (4) new, completely new picture during reporting, (5) intestine ulcer (ha, ha).*
- *New friendships, previously stated knowledge, awareness about questioning myself and that there is no point of me thinking of the best arguments in order to cover my attitudes but to consider, and above all to try, to understand different stance*

Basic Training in Nonviolent Conflict Transformation in Macedonia

Ohrid, Republic of Macedonia 04 – 12. 04. 2003

Eight-day training in non-violent elaboration of conflicts was held in April in Ohrid, R. Macedonia. The team of trainers consisted of: Gordana Pirkovska - Zmijanac from First Children Embassy in the World "Megjasi" from Skopje, Sanja Dimitrijevic from Forum of women LSV – Novi Sad, Blerim Jashari from Center for Balkan Cooperation "LOJA" from Tetovo, Cedomir Mancic from SPD – Belgrade and Nedzat Horzovic from CNA office in Sarajevo.

The group of participants consisted of people from NGOs in Macedonia, mainly from the western part. It was one of the criteria in the selection of the participants because in that region the population is mixed and consists of different ethnic, national and religious backgrounds. It is also an area where interethnic relations have been disturbed for years (if not for decades). The NGO sector was chosen as a target group because of the intention of the trainer's team to create bigger possibilities for multiplication of experiences. We received 49 applications, but it was still difficult for us to make a selection because the motivation of the participants to take part in the training was unclear. There is the impression that among the members of the NGOs in Macedonia a dominant motivation to attend seminars is the opportunity to have fun and travel.

The gender equality was balanced; there were 10 males and 9 females. One person canceled her participation one day before the start of the training so that the training team was unable to fill in the empty space.

Evaluation of the achieved results

As far as the concept of the training is concerned, the team decided to use the flexible concept of preparation of the workshops which appeared to be a good decision. The topics were elaborated as workshops: non-violent communication, perception, understanding of conflicts, differences, identity and national identity, non-violence, violence, team work, and mutual decision making, power, contribution in peacebuilding. In the first part of the training we were satisfied with the presentation of the topics and we took care that they were adjusted to the group.

In the second part it became obvious that more time should be spent on non-violent communication and understanding of conflicts, which resulted in having no time to work on creative conflicts transformation.

The training team did not see the need to work on the role of gender in society because generally the group did not show sensitivity towards discrimination between genders in society that would contribute to a creative and constructive way to deal with this issue.

The expectations of the training team that there will be a division in the group on a national level did not gap, but there was a generation gap that was emphasized by the participants.

It is important to point out that this kind of training contains methods of work based on experiential learning and requires maximum engagement from the participants. This method was being used for the first time in Macedonia although on this area there are seminars on Interethnic toleration all the time. Most of the people from the training were surprised because they expected something completely different and very usual for them: lecturing, fewer workshops, less space for expressing themselves, served solutions, certificates. Despite all this the opinion of the training team is that we accomplished the most important aims – to further and support the participants in self-examination.

Evaluation from the participants

We will present some of the statements of the participants taken from the evaluation questionnaires and verbal evaluation.

What is your most important experience from this training?

- *If we take into consideration that this is my first training the most impressive was the way the workshops were formed and freedom to say what you think without being "judged" from the rest of the participants.*

- *The most important experience for me is that I found out what real training is. I have learned a lot about the conflicts, but the most important thing for me are the things that I learned about team work which is very needed for the area where I live and for the organization where I work.*

- *This training made me think deeper and to fight to satisfy my needs without neglecting other people's needs, to establish better communication and teamwork.*

How did the training influence your opinion?

- *It had a big influence because when you hear different opinions your scope of thinking is widening and that gives more possibilities for finding out solutions.*
- *Positive.*
- *It helped me find out what are my weaknesses and how others perceive that.*
- *There were workshops that confirmed my opinion and vice versa.*
- *To keep part of it and to change the other part.*

What you gained from this training?

- *I think I learned a lot because the topics we were dealing with were directly connected with our work, with everyday life and the learning can be applied.*
- *I think I learned lots of things that I had no idea of before and I will try to apply it in*

my environment but in order to accomplish that I will need somebody's support.

- *I learned many things I didn't know and I will try to change something, which is negative.*
- *I think I learned a lot that will be useful for me, but sometimes we are facing situations that are hard to deal with.*
- *I learned many things and I'm happy that I can transfer this experience to my group.*
- *I learned how to analyse and determine violence and how to react in certain situations. There were useful exercises that I would like to transfer to as many people as possible.*
- *To interpret other people's desires, thoughts and needs in right way without pre-time judgment.*

The detailed documentation of the training in Macedonian language is being prepared and soon will be available in electronic version on the web page of CNA.

Basic Training in Conflict Transformation

Bečej, 8 - 14. 4. 2003.

This introductory training in conflict transformation was organised in Bečej hotel "Bela Ladja" in the period of 8 - 14 April 2003. It was organised by

Autonomni ženski centar from Belgrade and Odbor za ljudska prava Karlovac with the support of Centre for nonviolent action Belgrade

The overall aim of the training was to contribute to the peace building process through the introductory training in conflict transformation in the region of former Yugoslavia. Objectives of the training:

- *To educate and empower participants for recognition, understanding and transforming conflicts*
- *To raise the awareness of participants about gender equality issues, and human and minority rights in society*
- *To initiate the processes of confidence building, mutual respect, tolerance,*

cooperation and communication among participants

- *Networking among individuals and groups coming from the region of former Yugoslavia, in order to improve communication and cross border cooperation*

Training team: Petar Gabud (Antiratna kampanja Hrvatske, Zagreb), Dragana Vujinović (Autonomni Ženski Centar, Belgrade), Darko Marković (Grupa «Hajde da...», Belgrade), Nevenka Zuber (Odbor za ljudska prava Karlovac, Karlovac).

Training content

In accordance with the aims and objectives set, and with the participants' needs analysis (done within the application form), the training team chose the following training topics: introduction, getting to know each other, group building, nonviolent communication, violence, conflicts understanding, diversities,

prejudices, national identity, identity, gender, conflict transformation, nonviolence, peace building, evaluation.

According to the needs of participants, the biggest space was given to the issues of nonviolent communication, understanding conflicts and conflict transformation.

In the evening of the second day of training, there was the organisational market (NGO presentation) organised.

Group

During the selection process 18 participants were chosen out of 167 applications.

Unfortunately 2 participants cancelled their participation one day before the training, so it was not possible to replace them with somebody from the waiting list. So there were 16 participants, of various ethnic, cultural and organisational background.

Within the group of participants there were: 4 people from Central Serbia and Vojvodina, 2 people from Kosovo, 3 from Croatia, 4 Bosnia and Herzegovina (both entities) and 3 from Macedonia. There was also one physically disabled person in the group.

Process

From the first day of the training the team realized that the group is extremely open minded and motivated. That openness and readiness for personal exploration and taking responsibility for one's participation in the training resulted in a very deep, high quality process throughout the training.

The high level of trust and confidence in the participant group enabled a safe space for exploration of deep and emotionally charged issues like conflicts, national identity, gender equality etc. The quality of contact and connection among participants enabled an

open confirmation of different views and opinions, but in a non-harmful way.

Nonviolence and nonviolent communication became part of the group life, and were underlying in the work on all the other topics throughout the training.

Conclusion

Previously defined expected outcomes of the training were as follows:

- Introductory education of participants in recognition, understanding and transformation of conflicts
- Participants willing to take initiative and responsibility
- Cooperation between individuals and participants' organisations
- Empowered participants for further active involvement in their societies and the surroundings they come from
- Multiplication effect

Having in mind the quality and intensity of the process during the training, the training team considers the objectives of the training to have been fully achieved. (see for more information in the Evaluation document, published in the Training documentation).

Recommendations for future activities

Since most of the participants have expressed the need for further education in the issues covered by the introductory training in conflict transformation, the training team foresees the space for:

- Potential organisation of a 2nd part of the training with the same group of participants, aimed at deeper exploration of the same topics and planning concrete actions
- Inclusion of some participants in future CNA Training of Trainers on conflict transformation.

Training in Nonviolent Conflict Transformation for Teachers

Ilidža, Bosnia and Herzegovina, April 9-13, 2003

(By Alma Džafić & Tijana Gnjidić)

From April 9 – 13, 2003, the Training in nonviolent conflict transformation was held in Ilidža, Bosnia and Herzegovina. This training was a part of the Training for Trainers program of the Centre for Nonviolent Action, which had begun last year. The training for teachers was

planned to have two parts. The same target group made up of participants from Bosnia and Herzegovina and Vojvodina was to take part in both parts of the training.

The group was made up of 6 men and 9 women. One female participant cancelled just

a few hours before the beginning of the training; therefore there were 15 participants altogether. Two people from Republic of Srpska were invited to the training, but they cancelled. It's the opinion of the training team that this was a specific difficulty in regard to this training since there were very few applicants from this part of Bosnia and Herzegovina.

The group was made up of teachers specialised in different fields: nursery school teachers, teachers from elementary school, psychologists, pedagogues, school principals, a teacher for children with disabilities, people from schools who work with children and youngsters of different ages and abilities.

The training team included two CNA team members: Tamara Šmidling and Adnan Hasanbegović. The other two members of the training team were Tijana Gnjidić and Alma Džafić, participants of the Training for Trainers program. It was their first experience as trainers.

The main objectives of the training were contribution to peace building and re-establishment of a disturbed inter-ethnic trust. People who work in the education process have great power, responsibility and influence on resolving the problems of disturbed inter-ethnic trust, on establishing open communication, respecting oneself and others. They can give an enormous contribution to the development of a democratic society; therefore this work with teachers is extremely valuable and necessary, which was proved in this training.

Participants were highly motivated and interested in the work throughout the training, which was an additional source of strength and inspiration for the training team and made that three and a half days a time of constructive working atmosphere.

For some of the participants it had been the first time they ever-experienced interactive work which is based on the exchange of opinions and experiences and without a ready-made solutions. This way of working was gladly accepted. Participants underlined the value and importance of such method in their future work, with both young people and their colleagues.

The following themes were worked on in workshops: non-violent communication, teamwork, perception and understanding of conflicts, violence and power. During work on these topics, several issues that needed further

work opened up. Due to the lack of time for the training they couldn't be covered. The training team perceived some of those points and issues as guidelines for work in the second part of the training that participants were highly interested in. Some of those issues that needed further work were: conflict, especially those kinds of conflicts occurring in a school environment, violence and power (with the emphasis on structural violence). The second part of the training was planned to cover the subjects like: prejudice, identity and national identity in order to complete the whole process.

Documentation that includes detailed descriptions of the workshops and all the things that were going on during the training will be sent to the participants. Participants gave their opinions about their work and their participation on the training, in evaluation workshop and evaluation questionnaires.

Here are some of them:

What is your most important experience from this training?

- *Interactive work.*
- *Interesting exchange of opinions, getting to know people from other regions, developing sensitiveness and making subtle distinctions about violence and power.*
- *There are no correct and incorrect answers; every person is in world of one's own therefore different opinions about the same matter are equally important and valuable.*
- *Change of attitudes, getting to know a new group of people, accepting differences, working on myself.*
- *Open communication and exchange of opinions, cooperation and desire to understand each other.*
- *I realised on this training how important cooperation, mutual communication, tolerance, respect of personality are. That is the way to solve most of the problems. We must know how to listen and understand, in order to find a solution.*

What do you think you've learned on these workshops? Which of those things you've learned can you apply in your work and everyday life?

- *I know that I can apply the things I've heard and seen in all aspects of social life (that is what I do).*

- *I've learned what's it like to work in a workshop, and I can use that in my work. I can use teamwork in my work process; improve communication and constructive dialogue.*

- *I've learned that re-examination of one's own opinion and ideas are important factors of prevention of conflicts.*

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

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