

CENTAR ZA NENASILNU AKCIJU
CENTRE FOR NONVIOLENT ACTION



Office in Sarajevo:
Radnička 104, 71000 Sarajevo, BiH
Tel: +387 33 267 880
Tel/fax: +387 33 212 919
cna.sarajevo@nenasilje.org
www.nenasilje.org

3-MONTH REPORT

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Centar za nenasilnu akciju (Centre for Nonviolent Action) is a non-governmental and non-profit organisation whose basic goals are peace building, the 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, Serbia and Montenegro and Macedonia, hence giving special focus on networking, and communication between people from different areas, whose communication has been interrupted through war and supporting the process of prejudice reduction and trust building.

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

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1. INTRODUCTION

Dear friends,

In front of you is another three-month report about the work and the activities of CNA Sarajevo office.

In the period behind us, we've completed the fifth Training for Trainers in Nonviolent Conflict Transformation Program by implementing its seventh phase (the activities planned by the trainees of the Program) and the eight evaluation phase.

We also took part in the activities organized by the organizations that were active in a similar area of work as ours:

With respect to our work in the field of dealing with the past, some of our colleagues participated in the conference, organized by QPSW office in Sarajevo.

Our colleague took part in the conference on conflict prevention and peace building in Bosnia and Herzegovina, which was organized by Nansen Dialogue Centre from Sarajevo.

In March and April, two of our colleagues participated in a TV shows named «Buka» (Noise), on the Alternative TV channel from Banja Luka, Bosnia and Herzegovina. The themes of these TV shows (Role of NGOs in the processes of reconciliation and Conflict Prevention and peace Building in Bosnia and Herzegovina) are tightly connected to the basic areas of our work and interest, which makes it all the more satisfying to be recognized as an organization which has something to say related to those issues.

We were forced to delay some of the activities planned, due to an extremely difficult situation with respect to fundraising and a diminished interest of donors to financially support peace education.

Together with most of the other organizations in Bosnia and Herzegovina, we are facing a vague situation in the future, which requires deeper reflections about possibilities of self-sustainability and changes of a long-term strategy.

In the recent period, Slovenia has become a new member of the European Union, Croatia is rushing towards that direction, while Bosnia and Herzegovina and Serbia and Montenegro are still quite far away. All of this also means deepening the social and economic gap already existent between the countries of this region.

Recent developments on a higher state level, have once again underlined unwillingness of the politicians from Bosnia and Herzegovina from all three constitutional nations to try and hear each other out, re-examine the existing predominant value systems and step out of the roles of victims that only defend "the endangered national interests".

All social segments are struck by apathy while there's a dominant perception of the international community, and especially of the High Representative Paddy Ashdown as someone who is supposed to "get things in order", although it's up to all of us to take initiative and responsibility for the society we live in.

Nevertheless, it is important to underline that some processes and changes in the field of dealing with the past and war crimes, have been initiated in Republic of Srpska which is considered to be critical area with respect to that matter in the entire region. A Commission for the truth about the crimes committed in Srebrenica was formed and the information was issued about great number of previously unknown mass graves, excavation of two of which has already started. There is an

increasing number of politicians who condemn war crimes and speak about responsibility and guilt for those crimes that were committed. We do not want to question political motives and speculate what's behind that, but we do think that it is good for an overall atmosphere in Bosnia and Herzegovina and that it may certainly initiate many good and important things.

2. MAIN ACTIVITIES

2.1. Phase VII of the Training for Trainers Program

In December 2003, immediately after the sixth phase of the Training for Trainers Program was completed, teams of participants who had gathered around their joint activities - training events, started the preparations and organization of those activities. In addition to designing the training events and facilitating workshops, trainees also took over the responsibilities with respect to the organization of the training as well as making of the financial and narrative report.

Six activities were implemented all together, in the period from mid - March to mid-May, when the last training ended. They were the following:

- A six-day training for educational workers in Bosnia and Herzegovina
- Regional six-day training in nonviolent conflict transformation
- Regional six-day training in nonviolent conflict transformation for activists
- A five-day training „Together Against Discrimination” for people from Ulcinj, Montenegro
- A six-day training for youth from Macedonia
- A six-day training for educational workers from Serbia and Macedonia

Every one of these training events gathered 18 to 20 participants, except for one, where there were 16 of them (when people from Kosovo were unable to come due to the crisis outbreak). It adds up to a total of over hundred people who went through the educational activities organised in the seventh phase of this program.

More information about these training events is available in the appendix of this report where you can find the narrative reports about the trainings, written by the trainees.

In the process of designing ideas and forming teams, each team of participants accepted the suggestion from the training team to include one person from CNA, as a more experienced team colleague and a stable source of support during the preparations and implementation of the training. This time, no one from “outside” joined the teams, primarily because there was no need for that. Since all the teams were made of participants of the Training for Trainers program, this phase didn't bring networking with people from previous Training for Trainers Programs. We consider that to be an important failing with respect to the context of this program's basic goals, amongst which networking is one of the most important ones.

Another important characteristic of this year's program was the fact that all the ideas that were honed in the previous phases of the program, were implemented and none of the trainees gave up, even though the entire process was highly demanding (which is especially the case with the training itself), therefore all of them went through some kind of “trainer's initiation”.

Many participants expressed that they needed more exchange of experiences, fears, feelings ... with the rest of the group. Although there was a mailing list, that exchange was practically non-existent. The reasons for and imbalance between the

needs they had and willingness to individually (personally) take initiative and responsibility for satisfying that need lies mostly in the demanding work dynamics and the burdened atmosphere within this group which was manifested outside the workshops, too.

CNA team members who were part of the teams share the impression that there was not any inconsistency between values these training events came up to and the values we want to promote, anyway, through our peace activism, therefore we didn't end up in a situation to promote something or someone we do not want to.

There is also a feeling that many people came out of the whole process with lot more awareness about the need that exists for peace work and empowered to work on social needs. With a nice feeling that a great job was done.

We do hope that all the difficulties people have come across, both individually and within their teams will not be a reason for them to give up their further peace engagement, but an encouragement and a solid basis to continue gaining always necessary knowledge and skills.

2.2. Phase VIII of the Training for Trainers Program, *Ulcinj, Montenegro, May 27-28, 2004*

The last - eight phase of the Training for trainers in Nonviolent Conflict transformation Program was held in Ulcinj, Montenegro, from May 21 to 25, 2004.

During a three-day training, we looked back together at the previous, seventh phase (implementation of training events, organized and facilitated by the trainees) through an exchange of experiences, difficulties and learning points. Together, we did the evaluation of the entire program and at the very end there was some kind of look forward, part of which was the exchange of ideas and plans for participants' further peace engagement.

Unfortunately, during this phase some people came later and some left earlier than planned, which disturbed the work dynamics all along and significantly lessened motivation for work during workshops.

Having in mind our last year's experience, the training team decided to spend most of the time (whole working day) in an exchange of information and experiences participants had gathered during the training events they had conducted themselves, in order to meet the need that ensued the seventh phase of the Program. While we were looking back at the seventh phase, we went through every one of six training events with a special review on the things that had been experienced as nice, as well as to the difficulties that had occurred and ongoing dilemmas that remained after the activities were finished.

What was somewhat lacking in the evaluation of the Training for Trainers concept was an insight into the role of the whole program in the processes of peace building in the region, and with respect to that, a more focused discussion about capacities and limitations of the program for various peace processes in this region. It is to a certain point understandable, because trainees had a hard time stepping out of the role of the participant, while the program was practically still going on and trying to look at it from another, wider point of view.

Training team shares an opinion that the discussion about the things that follow and about participants future individual engagement in peace work needed more common direction and more open expressions of need and wishes towards working together. A conclusion can be drawn out of this that networking between people from this region who work on peace building, which was one of the goals of this program, was not

fulfilled to a great extent. It remained unclear, how much participants were willing to get into some future activities on the regional level with the rest of the group. Local initiatives for joint work have already been initiated (especially in Macedonia and Montenegro, as well as in Kosovo) and it is certain that they will continue to strengthen.

All things considered, another, fifth Training for Trainers Program has been completed. With all the difficulties and challenges it brought us, what remains is satisfaction that another great job is finished, together with a desire to meet again with many people from this group, to hang out together and do some joint projects in the future.

3. OTHER ACTIVITIES

3.1. QPSW Conference, *Vogošća, Bosnia and Herzegovina, March 27-28, 2004*

Quaker Peace and Social Witness Sarajevo office organized a two-day meeting-conference for the people from Bosnia and Herzegovina who either worked or were planning to work on some activities in the area of dealing with the past. The meeting was organized as a part of the project to offer support to organizations that were engaged in dealing with the past that was conducted by QPSW.

After the research, done in Croatia, Serbia and Bosnia and Herzegovina, which was meant to offer an over-all picture of the situation in the field of dealing with the past, in all three countries, this conference was envisioned as an opportunity to present research in Bosnia and Herzegovina, and also to set up some framework for future cooperation between QPSW and the organisations whose members took part in the research.

Conference was attended by about twenty people from different organisations and associations that either:

- a) Had been active, for some time already, in various segments of work in dealing with the past
- b) Or were planning to expand their peace activities into this area of work.

Besides the presentation of research completed in Bosnia and Herzegovina, we had a chance to hear how it went in Croatia and Serbia and Montenegro, by which the meeting gained in quality, because there was a chance to compare the situation in neighbouring countries to the one in Bosnia and Herzegovina.

An intensive work which took two days was not always clearly structured and facilitated. It showed that there were very different perceptions of peace work in general (differences with respect to the role of peace activists in society – whether they were supposed to enlighten people and impose their own visions of society, on basis of their own moral superiority, or they were supposed to offer alternatives to the existing situation, thus changing themselves and *their own* prejudices). It also showed that the problem of dealing with the past was still a very delicate and painful matter for people from Bosnia and Herzegovina, and that regardless how deep they had gotten into it, the very things people needed the most, were support and empowerment.

Primary expectations from QPSW go towards that direction and almost all the participants of the conference expressed their need for the QPSW capacities to be used for organisation of similar gatherings in the future, where there would be chances for a deeper and wider exchange, on both local (Bosnia and Herzegovina) and regional level.

3.2. State Conference on Conflict Prevention and Peace Building in Bosnia and Herzegovina *Mostar, April 29-30, 2004*

Nansen Dialogue Network Bosnia and Herzegovina with its centres in Mostar, Sarajevo and Banja Luka organized a state conference on conflict prevention and peace building.

The idea for such an activity came out as a result of the recommendation which was a part of the United Nations General Secretary's report on prevention of armed conflicts. Series of conferences that are going to be held throughout the world, firstly on national level and later on regional level, are organized by the European Centre for Conflict Prevention (ECCP). These conferences will be held as a part of the preparations for the International Conference, which should take place in the United Nations Headquarters, in New York, in 2005. ECCP put Nansen Network in charge of the regional initiator of that process in the Balkans.

State Conference in Bosnia and Herzegovina was held in the "Bristol" hotel in Mostar. It gathered about 30 people from different human rights and peace organisations from Bosnia and Herzegovina, representatives of several ministries and the international community. Work of the conference was organized as a combination of plenary discussions and working groups assembled by certain themes. Primary goal of the meeting was to offer a summary and a picture of the current conditions with respect to peace building and conflict prevention in the country as well as to give recommendations for further activities and for the regional conference, which will be a next step in this project.

Working groups were assembled according to the following themes:

Human rights and media in peace building

Education about peace and conflict prevention

Interaction between civil sector, authorities and economy

Economic factor in peace building

The fact is that there is a need for these kinds of meetings and conferences and that it is important to promote and analyze (un)used potentials for peace building in all social segments. Basic difficulty with this conference was a lack of time for deeper and wider analysis of the themes, in order to produce more precise and focused recommendations. The results of the work were formulated rather briefly and in a bureaucratic manner, therefore one cannot discern specific situation of the local context of Bosnia and Herzegovina, thus having remained in the area of general suggestions that may be applied to any post-conflict area. What was missing was more written material related to the conference that would offer some wider insight primarily into the projects implemented during the last few years in the field of peace building. It would also make it much easier to give an analysis and much clearer recommendations for future.

We think that we managed to give our contribution to this idea to a certain point, primarily in the context of peace education and dealing with the past, based on the experience CNA already has.

More information about the conference is available at Nasen Dialogue Centre, on the following e-mail addresses: mustafac@ndcsarajevo.org and www.ndcsarajevo.org.

4. ANNEX

4.1. Basic training in non-violent conflict transformation for teachers from Bosnia and Herzegovina, Vogošća, 19th-25th of March 2004

Five days training within the Training for trainers in non-violent conflict transformation was held in Vogošća, near Sarajevo. Members of the training team were Anita Grabner from Youth Centre, Gornji Vakuf-Uskoplje; Lovorka Bačić from Centre for Peace Studies, Zagreb; Nenad Vukosavljević from Centre for Non-violent Action, Beograd and Nermin Karačić from Centre for Education and Training, Sarajevo.

For participation at this training there were 56 interested applicants (all of them teachers) from the entire Bosnia and Herzegovina. While sending the invitations for application we tried to reach in both entities as many people, primary and high schools as we could.

14 women and 5 men attended training. In the selection process participants were chosen by several criteria and those were motivation (that was marked in applications) and ability to apply knowledge and skills gained at the training. Although we wanted to compose a gender balanced group that was not possible due to a number shortage of applications sent by male teachers. We also tried to have a national balance in the group but there was a weak response of Croatian nationality members. One person cancelled her attendance at the training the day before its start.

The focus of the training was on sensibilisation of the role and responsibility that teachers carry within the society, through their work, actions and transferring the values and behaviour patterns to young people. Themes that were addressed through the workshops were communication, teamwork and decision making, perception, violence, identity and national identity, understanding of conflict.

The impression of the trainers team was that the unreadiness of the group to work on particular problems, referring to past conflict in Bosnia and Herzegovina, was very visible. The fear to open/discuss some painful issues, to be hurt or hurt others were noticeable. Some of the difficulties that were spotted in group work were some uncontrolled emotional reactions, as also the unrealistic expectations. There was a need to point out more distinctly that the training or the trainers do not offer models for resolving of conflict situations because it was often asked from the group and without self re-examination. One of the problems was that the five days period showed to be too short to accomplish the wanted effect. Also the group had the difficulty to link the workshops content with social context. It should be mentioned that the trainers team tended to spend the informal time with participants, discussing the issues that were not raised and talked about in workshops. Through that the better idea was gotten on needs in group.

To the question if some workshops have influenced their thinking and attitudes, some of the participants answered:

- *Yes, almost every workshop was a cause for reflection, and some of them changed my attitudes and opinions.*
- *The workshops influenced my thinking and attitudes. I could set firmly the ones I had before but also form some new based on what I've heard and could learn from other people. Others enriched me with new feelings.*

To the question on what of the learned they can apply/use in their work and life some of the participants answered:

- *After some workshops - themes for a moment I wondered: And how I'm gonna apply that to my work with students? What is it worth? But after some thinking I concluded that all of these themes are applicable to my work with youth.*
- *For instance Work agreement - in school, Students council; Communication - among students, and students and teachers; Understanding of conflict - there are all kinds of conflicts in school..etc.*
- *Very, very, very much! I'll continue to build trust among people, to encourage them to understand others, to "let" people I communicate with to be themselves, to hear and feel them. Also I learned two energy-lifting games I can use in class.*
- *I can "train" kids to readily and without fear express their opinions and attitudes, encourage them to find themselves, to hear others, to communicate non-violently..*
- *The experiences I gained here can be applied on my organisation members and community I live in.*
- *I think I can apply all of this in my work and life, whether I tell "the way how things should be done" or "shouldn't be done". I think that the first thing is to apply this through work on myself, with my children, students and colleagues.*

4.2. Non-violent conflict resolution training "Peace building in the war affected areas of former Yugoslavia", Zlaca, 19-25 March 2004

A training on nonviolent conflict resolution: "Peace building on war affected areas of former Yugoslavia" for youth from ex-Yugoslav countries, organized by PONS - Bijeljina, G17 Plus - Nis; Action Against Violence and for Peace Building ANP - Gnjilane; ZaMirNET - Zagreb, supported by the Center for Nonviolent Action - Sarajevo/Beograd, was held in Zlaca close to Banovici (Bosnia and Herzegovina) from 19 March to 25 March 2004. Financial support was provided by the Swiss Federal Department of Foreign Affairs.

The training was a seventh phase of a Training of trainers organized and performed by the Center for nonviolent action Belgrade - Sarajevo. During this phase four participants were given a chance to practically apply knowledge and skills gained during six phases of the training for trainers, and to convey their experience to participants of this training.

Participants - the team of trainers tried to organize a training with participants of different religious and national identities. Attention was also paid to territorial representation. There were 9 female and 7 male participants (16 in total) in the age of 18-33, coming from different parts of ex Yugoslavia:

6 participants from BaH: Bijeljina, Tuzla, Sarajevo, Zvornik, Novi Travnik, Odzaci
3 participants from Croatia: Zagreb, Osijek, Vukovar
4 participants from FYRoM: Skopje, Debar, Kocani, Rostus
3 participants from Serbia: Ivanjica, Zrenjanin, Novi Sad

Training participants are active in the following organizations:

R.U. Distrofocar - Bijeljina, Radio Vesta - Tuzla, intern in the Parliament of BaH - Sarajevo, Partija Demokratskog Progresu Republika Srpska - Zvornik, NNHOO Galerija - Novi Travnik, OC Mozaik - Odzaci, Center for Peace Studies - Zagreb, LIBRA - Osijek, Mirovna grupa mladih - Vukovar, Makedonski politoloski forum - Skopje, Youth Tolerance - Debar, Progresivno drustvo - Skopje/Kocani, MEC Rekanski biser - Rostuse, Linet - Ivanjica/Beograd, BLIC News - Beograd and PRONI - Novi Sad.

Unfortunately, there were no participants from Kosovo. Those whose applications were accepted had to cancel their participation due to violence escalation in Kosovo and Serbia and road blockades because of which they were not able to travel. And even though invitations and applications were sent to a number of organizations in Montenegro we noticed that the response was weak because we received only one application from Montenegro and even though her application was accepted, she did not attend the training, due to the unstable situation in the region. We are sure that it is necessary to work on these issues with

youngsters from Montenegro but it is also important to ask for the support of Montenegro organizations, during the training announcement and promotion.

There were fewer participants on the last day of the training because two participants had to return due to unforeseen business obligations. It was an additional difficulty for us to end the training with a shortened number of participants. We tried to negotiate and find some other way, but their obligations were really urgent.

For the majority of participants this training was the first of that kind. They were engaged in interactive workshops and discussed different topics for the first time. This might have been the reason why the participants, in the beginning, were restrained from an "open" discussion and thoughts of problems they face with in relations among different national groups in their communities. But later on, as the training was progressing, such position became more invisible, we worked on confidence building within the group, so that different problems, difficulties and ways to overcome them were discussed more openly.

The team of trainers consisted of:

Aleksandar Obradovic - G17 Plus, Nis

Nexhat Ismaili - Akcija protiv nasilja I izgradnja mira ANP, Gnjilane (The Action Against Violence and Peace Building)

Darko Ljubic - ZaMirNET, Zagreb

Nebojsa Sajic - PONS, Bijeljina

Helena Rill - Centar za nenasilnu akciju, Sarajevo/Beograd, Beograd (Center for Non - violent Action)

We stress that the Center for Non-violent Action Sarajevo/Belgrade has supported this training, as in its preparation and organization, as well as in the implementation of the activities associated to the arrangement of the training and its evaluation. One of the CNA activists (Helena Rill) was a member of our training team, and with her own knowledge and experience offered an enormous support to the other training team members.

The training was conducted in Bosnian-Croatian-Serbian language. In accordance with the set up goals the topics processed were: non-violent communication, team work, perception, understanding of conflict, violence, identities/national identities, prejudices, the role of gender in a society, power.

The concept of the training was interactive-workshop type and fixed-flexible, since the workshops were prepared in advance, and the room was left for new topics with the agreement of the team of trainers, after the needs of the group were identified. That way the topic "The role of genders in a society" was introduced at the last day of training after getting return information from the participants and upon agreement of all members of the training team. The focus of the program was directed to empower the group of youth on the non violent communication skills and team work, and also sensitization for recognizing violence in the society. One of the main objectives was to enable the young people to use the skills learnt at the training, as well as to get empowered to act in a non violent way in different conflict situations.

During the first two days of the training, only few participants showed openness and readiness to self examination and taking responsibility for their participation in the training. But exactly that constant fight between the more open and closed part of the group had a result of a qualitative process during the entire training. Through an extreme devotion of all the trainers, both in formal and informal time, very good relations and big trust in the group were created, which made space for starting up deeper and strong emotional topics from the area of violence, national identity and power in the second part of the training. It is interesting that such link and good relations within the group enabled facing with different opinions and viewpoints, but without big tensions and conflicts or bad feelings about one another. However, the reached level of conflict understanding was not fully satisfactory. One of the important points for understanding conflict that should have been even more worked out is the understanding of critics as a constructive approach to changes. The training team had an impression for several times that the criticism is seen as "something negative" and was taken personally, what created difficulties during the work. However, keeping in mind the quality

and the intensity of the processes at the training, the training team estimated that the expected results were fully met.

Constraints - We agreed that the escalation of violence in Kosovo and all over Serbia, which took place during the training preparations in mid March 2004, was a big constraint, since we were personally shaken, and as trainers we were concerned that the event would be reflected to the very training and its implementation. We were in a dilemma whether the training will be successful in the anticipated term, but after contacting all participants we decided to go on with the training according to the plan which was made several months in advance. All members of the training team found the events as a big motivation for even more intensive work on these issues in the future.

The training team saw the biggest difficulty in the work in difficult questioning of a smaller group of participants, who did not have a clear motivation for working on themselves. Also the complexity of the very goal of the training requested deepening of some of the topics, which unfortunately due to the limited duration of the training, we could not achieve.

Recommendations - Majority of participants expressed the need for additional education from areas which were not covered with this basic training, and in that we see room for:

Planning of joint actions

Some of participants could be candidates for the next round of Training of trainers on non violent conflict resolution.

At the end of the training, the participants wrote an evaluation of the training, which would be printed in the training documentation.

4.3. Training in Basics of Nonviolent Conflict Transformation Vogošća, Bosnia and Herzegovina, 26.03. - 01.04.2004.

Seven day training in basics of nonviolent conflict transformation was held in Vogošća, near Sarajevo, Bosnia and Herzegovina. The training team included: Adnan Hasanbegović, Sanja Deanković, Boris Avram, Nina Vukosavljević and Bojan Veselić.

There were 19 participants, aged between 19 and 52, from Croatia, Bosnia and Herzegovina, Serbia and Montenegro, Kosovo and Macedonia. We received 157 applications for this training which indicates that there's a lot of interest for this kind of programs in this region. Ten days before the training an escalation of violence broke out in Kosovo, which created uncertainty with respect to the arrival of participants from that region. Therefore we had fewer participants from Kosovo than we had originally planed. Another obstacle we encountered was a great number of cancellations just before the training, and as a result we had 19 participants instead of 20, and only one from Croatia.

During the training we worked on nonviolent communication, team work and decision making, violence, conflict understanding, gender, prejudices, identity and nonviolent action. Although, the training was rich with themes, we are satisfied with discussions during workshops as well as with the relations established between those themes. Some themes needed deepening such as relation between elements of communication and violence, structured violence, and connection between conflict and violence, over personal link with social community.

During the first half of the training there was same restrains within the group regarding confrontation, with notable distance from some concrete issues that were actual in communities participants came from. However, during the time off, participants discussed in a more relaxed atmosphere, sensitive issues like situation in Kosovo, with respect to the resent escalation of violence that had happened just before the beginning of training. It was very important that such topic wasn't left behind, and following conversation was provoked by a close relationship that was established between an Albanian and a Serb, both of which

came from Kosovo. One of the most important details that influenced all participants was presence of gay and lesbian participant in the group. Their presence inspired many conversations in informal time and helped in reduction of homophobia and raised empathy and understanding amongst participants.

Training was also dedicated to reduction of prejudices and gender role in the society which took part after the afternoon off, during which we had the impression that participants were experiencing all workshops very deeply and emotionally and that they began to build connection between personal responsibilities for processes in societies they were coming from. Part of the group used the afternoon off for a walk and a tour around Sarajevo and Vogošća. Participants' various ethnic background, profession, age and experience resulted in the training being more interesting and that we had much vivid interactions and discussions during workshops.

Team members experienced group as a very active and motivated. Workshops often lasted longer than planned, because participants needed to be discussed more thoroughly. Discussions often continued in informal time as well. Several participants with a more activist experience carried out the entire process in sense of emotional transparency and their willingness to work hard on their own personal development during workshops. Others were more active in small groups and informal time. The general impression regarding this group was that all participants were ready to work on their personal development, and that they were highly motivated to work on peace building as well.

Three persons from the training team had no previous experience as trainers, and we are very pleased with both the team work during organizations and preparations and the training itself. Program of the training was prepared in advance, but some things were changed in order to meet the needs of the group. There was a high level of trust between team members as well as support that was shown. We are satisfied with distribution of responsibility as a result of which we easily conducted this intensive training.

One of the main obstacles we encountered was disturbances we had during workshops. As a result of this we concluded that great attention must be paid to negotiations with hotel management regarding the premises in which we conduct workshops. Room must be isolated from outer influence, especially sounds.

Experience we had during this training was very fruitful for our further considerations regarding trainer's job and helped us to be more determined to work much harder toward peace building.

Detailed documentation of the training will be sent to all participants in the next 2-3 weeks.

4.4. Training for non violent transformation of conflicts for youth activists and individuals from Republic of Macedonia

From 24. to 30. April 2004 was held training for non violent transformation of conflicts for youth activists and individuals from Republic of Macedonia in Ohrid. The trainer's team consisted of: Agron Baftjari - Multikultura Tetovo, Goran Taleski - Peaceful Action, Prilep, Gazmend Murseli - Action for Nonviolence and Peace building Gjilan and Tamara Šmidling - Centre for Nonviolent Action Sarajevo.

The training was held as a part of the seventh phase Training for trainers which has been organized and realized by Centre for Nonviolent Action Belgrade/Sarajevo. The financial support for this training is obtained by Ministry of foreign affairs of Switzerland.

The group of participants was consisted by students and NGO Activists from Republic of Macedonia. There were 65 applications forms submitted for the training. During the selection of the participants the trainer's team has tried to include representation of the variety of ethnics, national and religious adherence and territorial presentation of the youth from all over Macedonia.

The training was attended by 12 female and 8 male from all parts of Macedonia: Skopje, Tetovo, Prilep, Gostivar, Kicevo, Veles, Debar, Sveti Nikolla, Bitola, Makedonski Brod, Kumanovo and Makedonska Kamenica, of Macedonian, Albanian, Roma's and Turkish nationalities.

The primary idea was to include youth people who are not the members of NGO's for the training, but in lack of the qualitative submitted applications of the non NGO individuals and for the possibilities of multiplication toughing, skills and experience (that is of high importance for us) we decided to call the Activists of NGOs.

Assessment of the achieved results

The trainer's team has decided for a flexible concept of the workshops preparation, and that is shown as a right decision. The first part of the training was prepared in advance and well thematically set up, the reciprocally trust was built into the group, that contributed on constructive approach to workshops. Therefore the space was open to pursue the dynamics and the requirements of the group. On the second part of the training is put the open concept of the preparations that enabled the confrontation of the various point of view and thoughts among the group, without reciprocal hurting of somebody's feelings.

The topics elaborated are as follows: non violent communication, team work and joint deciding, violence, conflict understanding, prejudices, identity/national identity and non violence action.

We think that one of the goals has been achieved regarding the establishment of the communication among the individuals of the different ethnic groups and creation of the basement for the possible joint working. Assessment of the trainer's team is that the main goal is achieved working on sensibility towards the violence and national prejudices. Many questions which we face in every day life were open, the discussions were too intensive, and the space was created to discuss sensible questions, diving and facing with problems and trying to find solutions through mutual communication and cooperation towards preventing of possible conflicts.

People had a retrospective view mainly on these two workshops as most valuable, many of them exerted importance of the meeting and exchange of the information with people of the different nationality, where they could express their thoughts and standpoints and hear opinions and stands of other nationalities that had no too much opportunity to hear before this training. We think that we have made the participants on self pre-testing.

In lack of time we were unable to elaborate the topic discrimination and peace building which have been planed in advance.

For the most part of the participants this training was the first drill of this nature, and the most of them faced for the first time interactive work onto the workshop framework and the particular subjects. Lot of the people of training were surprised because they've expected more lectures, less workshop activity, less of the space to express their thought, final served solutions. Though with this interactive methodology of working, exchanging of ideas, and work in small groups, exercise experiencing and discussions in plenum they've been too pleasant.

The documentation which contains the detail descriptions of workshops of this training in Macedonian language is in preparation and will be sending to the all participants.

At the end of the training the participants have submitted the evaluation forms and gave their opinions on the work and participation in this training.

Let's quote some of them:

What is your most important experience from this training?

- *Opening of the new visions to a new approach on multiethnic problems in Macedonia, and how to solve them by cooperation.*
- *The main experience from this training is the gained knowledge of the topics which we elaborated; everyone was able to express his opinion and stand, and to hear opinions of the others and to exchange the information as well.*
- *I will leave this seminar with a great experience, experience of the real values, diversity and I got the inspiration for work and optimism that I can change things to better. We have possibility and strength to go over the obstacles and not to allow manipulations with us.*
- *The most important in this training was to learn how to avoid violence and to get all together without division on ethnical ground.*
- *And the most important experience is, as how many different people from various nationalities*

with different stands may function as one.

What do you think you have learned in this workshop? And what do you think you can apply in your life and work?

- *I have learned a lot. And I positioned myself on the place of the others and I felt deeply accustomed in. I am going to give my contribution definitely; first of all on transmitting of the experience to my closest, and I'll be thinking for an eventual activity in NGO.*
- *I will apply it obligatory, and always prior discussion I will remember the exercises and conversations I heard there.*
- *I learned that we ought to listen to each other. We all have to say something, that way I'll be able to understand better the needs of the others out of anger or fear that my needs would not be put in danger. I hope that this knowledge (or aspiring for gaining of much more information) will apply in my life. In contrary it wouldn't have any sense; waste of the energy is not the way that I want to go through.*
- *In these workshops one had opportunity to learn and listen to a lot of things which can be used later on and may be transmitted to the others, to exercise them by itself in life and work. And hearing the others incited us to think and change some of our stands.*
- *I learned a lot as follows: culture of listening, speech culture, understanding, acquainted with the other's opinions that dominate those social groups, to have respect and ambitions for conflicts resolution.*
- *Attainment not only I think that I am able to apply, but I will do it at once I come back home. There were always human on the Earth.*

4.5. Basic training in nonviolent transformation of conflicts Tivat, Montenegro, 17-22 April, 2004

Basic training in nonviolent transformation of conflicts with citizens of Ulcinj was held in Tivat, small coastal city, 80 km away from Ulcinj, from 17 to 22 April of 2004, in hotel "Palma".

Team of trainers consisted of: Helena Ril from CNA office (cap.), Biljana Kokanov-Kurc, Edina Hasanaga i Bernard Cobovic (debutantes).

Ten men and seven women participated in the training, two women and one men cancelled due to last minute crisis in their lives.

Working conditions, accommodation and hotel service turned out to be a lot better than we imagined it, which additionally improved positive atmosphere upon arrival of participants in hotel.

Some participants traveled directly from Ulcinj to Tivat, while others came from their corresponding study centers (Sarajevo, Niksic, Podgorica, Cetinje).

Participants' national identities were Albanian, Montenegrin, Serbian and Moslem (Bosnian), namely: Islamic and Orthodox religious background.

Some of them were oval NGO activists; young politicians while majority were students of humanistic sciences (economics, law, sociology, linguistics, philosophy).

One of the participants was much older than others ranging from 20 to 28 years but fit greatly into dynamics of the group, adding uncontested contribution to the whole process.

Most of the participants knew each other from 'everyday life scenes' and certain prejudices were already formed by earlier perceptions of each other, which was good because during workshops opportunities to explore each others in different light were opened.

The new light, context of introduction and communication stems from the very conception and methodology applied, resting heavily on new premise and episteme which differ from ordinary, square experiences and knowledge, *institutionally adopted behaviors* ,significantly emphasizing new spaces for sincere encounters and rethinking, free internal catharsis.

Topics of workshops were: communication, nonviolent communication, prejudices and stereotypes, violence, diversity and identity, national identity, conflict management, gender equality, creative transformation of conflicts, power and empowerment for active action.

Team of trainers prepared a fixed agenda with 'open space' for one additional workshop on a topic that might sound relevant to participants or trainers.

The workshop on gender equality was, therefore, introduced as a growing need for we heard a quite number of phrases from *macho vocabulary*.

During the work, resistance to discuss local issues related to national or religious identity was felt, which is expected due to the fact of people moving in the same setting and bearing in mind what consequences may bring "wrong statement, opinion".

Nevertheless, workshop on national identities *turned the screw* in terms of inner relief of the group and created trust to come out with whatever feeling or opinion in front of the group: a story of one participant that most of non-Albanian and non-Moslem population are moving away due to insecurity in Ulcinj, we considered it as a great step.

Other participants told their stories of times when they were *discriminated* on grounds of their identities which caused a great degree of empathy within group members.

We consider that participants gave more than we have expected and that thematic axis of this training, discriminatory behavior, was searched through many angles and gave insights on structural violence and recognition of mechanisms employed to keep *status quo*.

4.6. Training on non-violent conflict transformation, Mavrovo, Republic of Macedonia, 6-12 May 2004

The Training on non-violent conflict transformation for educational workers from Macedonia and Serbia was held from 6 to 12 May 2004 in Mavrovo, Republic of Macedonia. The members of the trainers team were Lidija Gjokic and Pavlina Simonoska from NGO „Youth Initiatives“-Skopje, Vlada Petrovic from „KVART“-Kraljevo and Nedžad Horozovic from Centre for Non-violent Action- Sarajevo.

There were 19 participants on the training, 10 men and 9 women, current and future educational workers from Macedonia and Serbia. One of the participants cancelled her attendance two days before the start of the training. The participants on the Training in Mavrovo were mainly young teachers and students- future workers in educational institutions, except the two participants from Tetovo (inspector in the Ministry of Education and elementary school teacher) who were older than others. Some of the participants were also activists in non-governmental organizations.

The trainers team considered that this target group has a great multiplication effect because of teachers direct involvement in socialization of the children. This profession has a great potential because of the opportunity for transferring knowledge, values and skills for non-violent conflict transformation to colleagues, parents and directly to the children.

The basic aim of this training was working on prevention and reduction of violence in schools through the raise of awareness on prejudices, discrimination and violence inside the participant's working environment! Macedonia and Serbia are countries with ethnically mixed population, and also with risk of escalation of violence. Therefore the trainers team found out a necessity of introducing the values of non-violence and understanding and respecting diversity in the educational institutions.

Evaluation

The trainers team decided to work with a flexible/open concept of the training. Some of the workshops were prepared in advance, and the others were daily prepared, according to the needs of the group. This Training covered the following themes: communication and non-violent communication, team work, violence, prejudice and identities, non-violent action and the power of non-violent action. This interactive way of work included experiential exercises, discussions and working in small groups. The team recognized a need for working on the gender issue, but the time was too short to include this topic. The concept was suitable for the group and for the training objectives- raise if awareness, strengthening and achieving a certain level of sensibility of the group. The group itself was highly motivated for working and

discussing and creating "a safe space". There was high level of self-criticism but there were no open confrontations inside the group. The trainers team believed that it would be irresponsible to open certain questions without enough time to discuss them. The dynamics and the timing of the workshops were also very satisfying.

Evaluation of the participants

The evaluation of the training was made on the final workshop, and in the written evaluation questionnaire. Here are few of the participant's statements:

What did you like about this training?

- *I liked the activities (exercises and techniques) and the way of realisation.. I really liked the opportunity for open expression of personal attitudes and opinions.*
-
- *The methods of work, workshops, positive energy among the people, the trainers team...*
- *Socialising, the trust inside the group, gaining and exchanging experiences, sense of humour, the barometers...*

What did you gain from this training (and how do you think you can use it?):

- *I expanded my knowledge and experience which i can use in my daily life and in my work with children.*
- *New experience. It helped me to redefine my opinions.*
- *Among the other things, it helped me to get to know myself and the others better, new experience, knowledge, new way of thinking which i will use in my future life.*
- *I was overwhelmed by this training. I have new friends and lot of motivation, and how much did we really gain from all this, we will see when we get back home.*
- *I gained a brand new experience. When i get home I'll be more aware and have more wish to work on myself and my environment, after i heard all these different thinking and felt lots of positive energy.*
- *Conflicts are part of the living and from now on i think that i will have a more constructive approach to their resolving, in my school and in general.*
- *These new experiences helped me to see things from different corners. Now I am aware of some segments of my personality which i can change and improve..*
- *Positive experience in a very sensitive area. I will use it in the educational process and I will also support the organizations which work on non-violence.*
- *I will have many new ways to resolve conflict situations, from now on.*
- *I had an opportunity for open communication, exchanging opinions... to confirm or change my attitudes. The roots of non-violent communication are in the family, the school etc., so my action towards non-violence and reduction of violence will be in the school in which I work.*

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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