

CENTAR ZA NENASILNU AKCIJU
CENTRE FOR NONVIOLENT ACTION



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3-MONTH REPORT

DECEMBER 2002 - FEBRUARY 2003

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,

Another trimester full of various activities of CNA Sarajevo office has passed. During this period, our office moved to the place with a wonderful view of the city, which took a lot of time and energy. However, now that we've finally settled we are ready to tackle every challenge that is awaiting.

In the past three months, together with our colleagues from Belgrade office, we implemented another Basic Training in Nonviolent Conflict Transformation, in Vogošća, near Sarajevo, Bosnia and Herzegovina.

At the same time, it has been the first trainer's experience for our new colleague, Sanja Deanković, from Split, Croatia.

During this time, we also had a joint staff meeting of both our offices, where we designed and worked out a work plan for this year and distributed responsibilities accordingly.

This was also a chance to exchange information in detail, between our two offices, as well as to spend time together, something we didn't have time for in the past few months.

We also finished the sixth out of eight phases of Training for Trainers in Nonviolent Conflict Transformation in Bečej, Vojvodina. Preparation of workshops, that are going to be implemented by the participants of this year's program together with participants from our previous programs and CNA team members, is in progress. This has been another important step on the path of cooperation between people who share similar approach to peace building, which has been remarkably strengthen and widen with these activities. We expect participants will be able to respond to the challenge and that they will recognize us as an important pillar of support to their first independent activities.

During this period, we completed the research which was the part of the project called "Dealing with the past", in Bosnia and Herzegovina.

We are very glad that we found organizations and individuals interested and willing to organize, together with us, public debates in Bosnia and Herzegovina. It is nice to know that we are not working alone on this sensitive issue.

Two debates are planned to happen in March, one with our partner Sezam Association in Zenica and the other, together with Center for Informative Decontamination of Youth, in Banja Luka.

Along with our basic activities, we conducted two workshops on request.

This was a chance to introduce two entirely different types of participants (union activists from Bosnia and Herzegovina and Muslim women) to some of the principles of nonviolent action.

On February the 15th, big anti-war rallies were held all over the world, while at the same The USA continued to insolently make threats to the world peace.

Here in Sarajevo, there was a quite a peculiar situation because the demonstration were called on 12 o'clock on Friday, instead on Saturday, just like in the rest of the world.

One should also take into account that it is the time for juma - the most important weekly prayer for Muslims, when most of the people from Sarajevo go to the mosque. That was a "great" way to avoid some of the undesirable political connotations of the gathering, just in a slightly discriminating way.

We experienced it as a repeated impulse to reexamine different perceptions of political activism, and we also went back to a painful question: could we go towards the path of social change by ignoring the violence in our own societies?

2. MAIN ACTIVITIES

2.1. Basic Training in Nonviolent Conflict Transformation

Vogošća, Bosnia and Herzegovina, December 13-23, 2002

From December 13 to 23, 2002 CNA Sarajevo organized and implemented the Basic Training in Nonviolent Conflict Transformation in Vogošća, near Sarajevo, Bosnia and Herzegovina. It was financially supported by Gesellschaft fuer technische Zusammenarbeit (GTZ).

There were 20 participants altogether, just as planned, 10 female and 10 male, aged 19 to 39. They came from the following regions: Macedonia, Bosnia and Herzegovina, Kosovo, Serbia including Vojvodina, Croatia and Montenegro. Amongst participants, there were people active in political parties, media, different nongovernmental and governmental organizations and international organizations as well. Here are some of the organizations participants came from: Forum Bosna - Sarajevo, Bosnia and Herzegovina; OSCE - Dragaš, Mission in Kosovo; Narko-NE - Sarajevo, Bosnia and Herzegovina; Sezam - Zenica, Bosnia and Herzegovina; Novi Horizonti (New Horizons) - Ulcinj, Montenegro; H.U. Majka (Mother) - Kumanovo, Macedonia; OCL Peace Trails - Nevesinje, Bosnia and Herzegovina; Loja/Kurve Wustow - Tetovo, Macedonia; Mladi reformisti Vojvodine (The Young Reformists of Vojvodina) - Novi Sad, Serbia; Urbana Kultura TGT (Urban Culture) - Tuzla, Bosnia and Herzegovina; Autonomni ženski centar (Autonomous Women Center) - Belgrade, Serbia; UDS Diskrepancija, CMS (Center for Peace Studies) - Zagreb, Croatia; Koraci Nade (Steps of Hope) - Mostar, Bosnia and Herzegovina; Studentska Unija FPN (Student Union of the Faculty of Political Sciences), «Politika» Daily - Belgrade, Serbia; Mladinski Inicijativi (Youth Initiatives) - Skopje, Macedonia; DUH - Prizren, Kosovo; Lambda - Niš, Serbia; Ministry of Constructions and Urban Planning - Belgrade, Serbia; Rubikon - Skopje, Macedonia; Savez Studenata Psihologije (Psychology Students' Union), Students' paper „INDEX” - Novi Sad, Serbia.

The training team included Adnan Hasanbegović from CNA Sarajevo, Milan Colić and Helena Rill from CNA Belgrade and Sanja Deanković from a local organization (HUK) from the town of Kašteli, Croatia. It had been her first experience as a trainer and in the meantime she became a member of CNA team.

The following themes were covered: nonviolent communication, team work and decision making, violence/nonviolence, differences, identity/national identity, prejudices, discrimination, leadership, power, gender issues, creative conflict transformation.

The concept of the training was mostly based on sensitization to violence, to which participants continued to return to while working on many other themes. Although violence was discussed a lot, there was a lack of critical introspection on „where I support violence”.

The training was focused on creative conflict transformation in which participants tried out different roles themselves, exploring possibilities to transform certain conflicts. Participants were highly motivated and offered detailed analysis, reexaminations, with particularly important discussions on power of an individual, activism, nonviolence and responsibility.

Workshops were very intense and strenuous at certain moments, due to the intensity of emotions they provoked, but also because of very demanding exercises that took longer time than usual. There were many things people from the group felt they needed to say, therefore workshops were taking up to 4 hours, that later resulted in exhaustion of both the group and the training team. There was not enough work in small groups. In spite of these difficulties, we, the members of the training team, are generally satisfied with the concept of the training and we think it met the group's needs.

The training team found the group to be very active, with people who worked a lot on themselves with a lot of introspection. Some individuals were going through this training in a very emotional way. Some of them were carrying the process of group interaction thus motivating the others to join the discussion.

At the beginning, the group was focused on finding a "right" solutions and "correct answers" in workshops. However, in time this was mostly overcome, which was one of the values of this training. The training was particularly interesting because of many differences inside the group that contributed to a plentiful interaction. We wondered how open and transparent communication was amongst people from the group, although it didn't interfere with the work in workshops. For a moment, one could also feel there was a rather superficial harmony without recognisable confrontation and openness for an exchange of different views. On one hand, there was a collective empathy, emotional coherence, dedicated work, self-introspection... The group's dynamics was wavering - in some moments, people were more focused on their inner process, with more listening while there were moments with obvious focus to the exercise and interaction with other members of the group. The training team recognizes some participants as potential collaborators, i.e. participants of the Training for Trainers 2003.

The work of the training team brought mellowness, worth and support. We supported and took care of each other. It was a strenuous pace, since we had evaluations and preparations for workshop in between workshops, at the same time having to spend our energy on organizational matters and problems with the hotel management. We were under the impression that all of us were very much alert, present, highly concentrated, regardless of different responsibilities we were assigned to, which was sometimes fatiguing.

At the end of the training, participants completed written evaluation. Here ARE some of the answers participants gave when asked "What was their most important experience from the training?»::

The fact that I as an individual can do a lot for the community.

I've gained new experiences, broadened my horizons, looked at myself and my environment from a different point of view.

One of the first steps to (nonviolent) conflict transformation is to discover myself, others, the unity of differences and different unities. I've broadened my liberal horizons. I've discovered my weaknesses and strengths, flaws and advantages, (non) creativity. I've realized I mustn't stop reexamining myself.

The experience of safe space created by people so different from each other. Going through exercises and roles was difficult at first, but gave me a great satisfaction because I felt empowered - thanks to the support everybody gave me. Deconstruction of some myths about myself prejudices when it comes to others, putting together the whole peace story! One of the most important and strongest experiences!

The most important experience for me is the principle of «nonviolence » - acting, one's own needs, other people's space. I've realized what my problem is: I can see violence, I have the power to act, but I usually cannot react other than violently. Now I have - the method!

The experience of work within the group where almost every participant gives its contribution. Absence of hierarchical structure in decision making. The most important, however is the cognition that nonviolence is the principle of life, an attitude to life, the philosophy of life and not only the sole absence of violence.

The most important experience for me were the exercises on differences and discrimination, national identity and cognition about identities. All the experiences are very important to me, but the ones stated above are crucial for some basic cognition.

Here are some of the participants' answers given to the question «What do you think you learned on these workshops? Which of those things you learned you can apply in your work and life?»:

I've learned that every conflict can be understood and resolved in some way, and that I can change many things in my work.

I've learned about the importance of nonviolent action, that the individual should have and has the responsibility to act in a civil society. I've felt the power an individual may have and how important it is to use it!

The most important thing from these workshops for me is that I've learned how to empower myself and how to work on it in the future with respect to helping myself and people from my environment who need that.

The reflection on structural violence and power meant a lot, since I often feel this type of violence, and I'm not sure whether I react in a right way or not to social injustice.

To reexamine myself. I've been doing that before, but it was somehow for the sake of reexamining. I am now aware that reexamination is just the part of the process of nonviolent conflict transformation. To recognize and express my needs. That compromise is not same as cooperation. That I have the power to respond actively. I think that my power is still little. It is however a significant change for me. I hope that through the working process I will empower myself and others to continue working.

To try to continue with my activism and change some things in my environment and pass them onto others, but with the support and experience of others, needed for something like that.

During their evaluation, the training team expressed their satisfaction with the results of the work. We had big intentions, and we gained a lot.

Documentation of this training titled «Those silent ones are trouble!» containing 92 pages, in Bosnian/Croatian/Serbian language is available on request, and will soon be on our web-site.

2.2. Preparations for the Public Debates «Four Views» in Bosnia and Herzegovina

As a part of our basic activities in the past trimester, we did research and preparation for public debates with former soldiers from Bosnia and Herzegovina, which was the part of the project called "Dealing With the Past" we had started in Serbia, last year. According to this year's plan of activities, debates are planned in March and April. Before the debates, we planned to have a five-day training for former soldiers, aiming to enable participants to get to know each other, to build up a group and prepare potential participants for public appearance.

Due to delayed response of funders who were going to support this training financially, we rescheduled the training to the end of April and the beginning of May. It meant that the debates in Bosnia and Herzegovina were going to be held without a group of soldiers formed in advance, therefore we had to rely on individual contacts and meetings in our search for people willing to join the project.

Part of the project in relation to research was to travel, meet people from several organizations in different cities of Bosnia and Herzegovina and discuss possibilities and needs for the implementation of debates, as well as the general idea of dealing with the past. An overall impression we had after most of these meetings, was that there was a great need for such activities. The local organizations, however, considered it wasn't the right moment and that they weren't ready to openly join us in the implementation. They stated that the main reasons for such an attitude were: those with respect to security and the unwillingness of local public opinion to deal with these issues due to an existing fear and overload of war stories accompanied by an unwillingness of local activists to confront their communities over the issues of war.

After several visits and meetings in Zenica, Bijeljina, Gornji Vakuf/ Uskoplje, Tuzla, Banja Luka, ... we decided to have the debates, with the concept similar to the one we had had in Serbia, in Zenica (Federation of Bosnia and Herzegovina) and Banja Luka (Republika Srpska), in March. The crucial elements that helped us make the decision were the willingness and motivation of our local partners (Sezam - Zenica and Center for Informative Decontamination of Youth - Banja Luka) to support and organize the project, together with CNA.

In the phase of preparation we focused on search for ex soldiers who were going to participate in debates, contacts with the media, choice of the moderator of the discussion and meetings and the exchange of ideas with local partners. We had several meetings with War Veteran's Associations. Besides the search for individuals willing to take part in debates, it was important to us to exchange opinions with former soldiers, about the whole idea, primarily in order to obtain support and possible partners from these social groups and organizations. The support from the veterans is important because we want them to join the implementation of the training and participate in the training for former soldiers, planned for the end of April, and join the process of peace building in a wider sense.

Despite many difficulties and with the help of local partners and other organizations, we managed to find 5 men, ready and willing to participate in the debates in Zenica and Banja Luka. At this point of the process, we had a dilemma whether to choose participants from Bosnia and Herzegovina, only (that would be important and useful from the point of the war in Bosnia) or to include people from Croatia and Serbia, too (that would make more sense with respect to the regional context of the whole project and the approach from different

perspectives, instead of just Bosnian one). Finally, we decided for the solution with participants from Bosnia and Herzegovina only, because at that point it seemed that it could start the important process of understanding of needs in the society of BiH, in the context of establishment of sustainable peace and development of society with potential to deal with the issues of wars, the society that stayed completely polarized when it comes to the subject of wars that had happened from 1992-95 .

We hope we'll have a chance for further analysis of these elements in our evaluation and that we'll have enough material for thorough reexamination of work in the field of dealing with the past. It is important to stress out tht this is the pilot project that should show the possibilites for work in this aream in both Bosnia and Herzegovina and Yugoslavia, and to open up some new guidelines to the approach to peace building which is the primary goal of our work.

3. OTHER ACTIVITIES

3.1. Workshops for Members of Trade Union from Bosnia and Herzegovina

Neum February 19-21, 2003

From February 19 - 21, 2003 the training/seminar was held in Neum, Bosnia and Herzegovina. It was organized for members of union's youth sections from all over Bosnia and Herzegovina. The first part of the training was held in Teslić, BiH, last October. This one was designed to train union activists for an active and constructive work in their sections. Workshops were prepared and conducted by Tamara and Adnan from CNA Sarajevo office.

After the first training, there was a need for further work on the theme of understanding of conflicts, but also to cover the issue of leadership in an explicit way due to trainer's estimation that it was an extremely sensitive issue for all those who professionally belonged to fixed institutional mechanisms, that were very difficult to change.

This time, group was made out of 19 participants. The training team put together a program made of two blocks of workshops, aiming to reexamine some widely accepted terms and concepts, but at the same time to give a strong empowering push to young people who often lack clear articulation of their own needs inside of a massive union structure and need support for their attempts to introduce new and different patterns and models of action. The proverb: «we know who's reaping the harvest and who's carrying the water (we know who's the boss)» describes in a colourful way widely accepted perception of the leader, that doesn't leave much space for discussion about responsibility and its distribution between the group and the one who represents it. We are under the impression that it took a lot of energy to think about personal responsibility for processes and results that made people dissatisfied.

A one-day work again underlined the necessity of awakening on a wider social context in which trade unions acted, defined by different socio-political factors we needed to understand in order to change the current situation. The issue of understanding the structural violence is, in our opinion, a key to trade union activism, therefore we're very sorry that on this occasion, there wasn't enough time, space and willingness to shed some light to this issue.

With this training, we finished our work with this group, therefore it was important for us to point out that the we expected the initiative for further cooperation to come from participants of those two workshops.

3.2. Workshop «Social Valuation of A Woman as Wife, A Mother and A Housewife»

Sarajevo, Bosnia and Herzegovina, February 28 - March 02, 2003

Two CNA team members, Sanja Deanković and Tamara Šmidling had a chance to conduct a workshop on the theme of role and the position of women in society, with a very special target group - Muslim women who were devoted believers. The idea for this short training came from one of the participants of our last year's basic

training event in Vogošća. She offered us to conduct workshops with a group which wasn't often included in this type of work and was usually perceived as reserved and unapproachable for any kind of communication and cooperation. Although we had a lot of duties and activities we were working on at the time, we began to work on it, guided mostly by high personal motivation to establish communication with these women.

There were 18 women who attended the workshops. The following themes were covered: identity, social roles and gender roles, and discrimination. We were a bit afraid from the things we expected in these two days, because we feared participants might show mistrust and shut down to us, therefore a special attention was drawn to trust building and establishment of safe space within the group. It turned out to be the right approach because on the first day of work, after all the participants had told their life stories, one could sense an atmosphere of trust and solidarity which was very inspiring. Plenty of interesting and inspiring opinions were heard about the woman's role in the society, ways to coordinate social engagement and enormous amount of work women do at home, far from the public eye and without any social recognition. There were also many reflections on the socialization process and to ways women were being guided, from their childhood, to a certain type of behaviour (how they look like, about a girl's position in society, the interests she's allowed to have), but also on ways women can support each other in dealing with different kinds of difficulties when managing their different social roles.

The key point of the training was the discussion on discrimination in the society, especially on discrimination against Muslim women. We think that quite a high level of sensitization to discrimination and violence in the society was achieved. The discussion about possible actions against discrimination was very tempestuous, and most importantly concrete.

This training was especially valuable because of the fact that women with very different attitudes and opinions, who were coming from different Islamic women's organizations sometimes involved in mutual conflicts, were able to communicate with each other and to recognize mutual problems and realize they could only be solved with joint effort.

Finally, we feel that a great job was done with this short training, because the door was opened to a group which, for various reasons, often seemed to look like a different planet for us. Our opinion is that there's a great need for this kind of education, and these workshops just confirmed how important it is to build bridges like these, especially if we have in mind the actual social and political situation, when relations between Muslim and people of different identities are best described with words like fear and mistrust. Just as one of the participants of the training said: «Great success of this workshop lies in the fact that for the first time after 1992, I'm speaking with a Serbian and a Croatian woman.»

We managed to implement the workshop at the Islamic Cultural Center «King Fahd» which have been, until recently, totally unavailable for women. This fact also says something, while the amount of emotions we shared in those two days confirms our belief that potentials for peace building lie all around us. All we need to do is step out of the position of a conformist, and cast a glance to an unusual direction.

3.3. QPSW interviews

In March, staff of QPSW (*Quaker Peace and Social Witness*) Sarajevo office conducted interviews with CNA team members from Bosnia and Herzegovina, Adnan Hasanbegović and Nedžad Horozović, in CNA premises.

The entire interview was in relation to the process of dealing with the past in the region of Bosnia and Herzegovina, but also in the wider region of former Yugoslavia.

QPSW organizes such interviews with individuals and groups in Serbia, Croatia and Bosnia and Herzegovina, aiming to realize the circumstances in which they intend to engage in work on dealing with the past. The idea was to take these circumstances into consideration in the very process of planning of QPSW work, as well as to adjust future activities of the organization as much as possible to these circumstances.

Since the interviews were conducted at the same time while we were preparing our public debates with participants of wars in BiH, that were going to take place in Zenica and Banja Luka, they were welcome in an attempt to articulate our reflections on the subject we were dedicated to, in that period.

People from QPSW prepared precise and detailed questions, aimed to the heart of the problem, and very inspiring for the interviewees, which was confirmed with the fact that both interviews lasted for more than 90 minutes

Regardless of the the actual importance of these interviews for QPSW, reports on this series of interviews are certainly going to be very useful to us and welcome to our future work on subjects in question. We consider this kind of cooperation where the opinions, information and questions are exchanged, highly important because we get the chance to learn from each other thus working together on peace building.

We use this chance to thank QPSW, for the space they have given us to present our attitudes and opinions in relation to process of peace building and dealing with the past.

4. APENDIX

4.1. Words of a new Member

It's the beginning of March, I'm sitting in front of the computer in our new office and thinking how to start with my story.

Perhaps like this...

While I was filling in the application for the Basic Training in Nonviolent Conflict Transformation, I didn't have any great expectations, but was more attracted to the fact that I was finally going to visit Sarajevo, something I had wished to do since long ago.

When I look back at the training from this point, I actually realize that I had some enrooted ideas that all of my reflections were right as well as my perceptions of team work, communication, how I had no prejudice, and I thought that violence was committed and supported by some other people ...

The awareness of my own prejudice, the awareness that I too sometimes unintentionally commit violence and unintentionally support structural violence, started the process of an inner reexamination and work on myself.

During these several months, from the time I participated in the Basic Training in Conflict Transformation and the invitation to work in CNA, I became aware of many things I needed to work on and started to implement principles of nonviolence in everyday life.

I accepted the invitation to work for CNA, without much thought, because I really wanted to work on peace building on a regional level, and also because of the fact that in all the organizations where I had either volunteered or collaborated with I had been just a part of the machinery, regardless of the different values I was standing for.

I've been a member of CNA team for two months already, and finally, I'm sure I've found the right approach to social activism and that I have support of people who share the same values.

Familiar, friendly atmosphere around me, makes me feel secure to be what I am and creates space for me to learn and work on myself.

I've been on two trainings as a CNA team member, one basic training and the other with Muslim women.

While working within the training team, I've learned many things important for the trainer's work in nonviolence, and what is the most important I felt worth, understanding and support from the people I work with, therefore I managed to overcome all the difficulties and fears more easily and draw some positive learning points out of them.

What else can I write at the end except that I am proud and happy to be a part of the group that works on difficult issues!

Sanja Deanković

5. WORK PLAN FOR THE YEAR 2003

On the CNA annual team member meeting held in January we agreed upon the work plan for the year 2003. CNA offices in Belgrade and Sarajevo will organise the following events:

Training for Trainers 2002/03, Phases VII and VIII

Phases VII and VIII are the last two phases of the programme *Training for Trainers in Nonviolent Conflict Transformation* that started in July 2002.

During the Phase VII which will last for 5 months, participants of the programme with the support of the CNA team will implement activities developed during the previous phases of the programme. It is one of the most important parts of the programme. Besides the practical use of all the skills gained, the aim of this phase is empowering and networking of the trainees for the future work, i.e. the work on multiplication which is one of our priorities.

Sequent and the themes of events that will be organised and implemented by trainees:

28.02 - 07.3.2003. Cross-community training in Montenegro (for youth from Montenegro),

15.3. - 23.3.2003. Journalists Training on prejudice reduction and «speech of hatred» (for journalists from Serbia, Montenegro and Kosovo),

03.4. - 13.4.2002. Inter-ethnic cooperation training in Macedonia,

09.4. - 13.4.2003. Training for Teachers in Nonviolent Conflict Transformation (for teachers from Bosnia-Herzegovina and Vojvodina)

08.4. - 15.4.2003. Cross-regional Training in nonviolent conflict transformation (for people from the countries of former Yugoslavia)

The eight (the last) phase of the programme will be held **23-27.5.2002**. During it we will evaluate all the phases of the programme, and it's concept, and discuss future plans, what kind of support is needed, and how we can support each other, how do we see our network and our future cooperation, and how can we improve our work on peace building.

Basic training in Nonviolent Conflict Transformation

We plan to organise three *Basic Trainings in Nonviolent Conflict Transformation*:

These trainings will be held:

from 2-12.5. 2003

from 6-16.6.2003.

from 1-11.8.2003.

Dealing with the Past

After four pilot public forums held last year in Serbia, we plan to organise another seven public forums in Bosnia-Herzegovina, Serbia and Montenegro. The theme of the forums will be «From the past: HOW I FOUND MYSELF IN WAR, towards the Future: HOW TO REACH SUSTAINABLE PEACE». Guests will be people who participated directly in past wars in Croatia and Bosnia-Herzegovina. These forums are continuation of the project "Dealing with the Past", which we see as very important for the work on peace building process in the region.

The first public forum will be held in Zenica, Bosnia-Herzegovina, **15.3.2003**, the second will be held in Banja Luka, Bosnia-Herzegovina, **28.3.2003**. Another five public forums will be held in Serbia and Montenegro in October and November 2003.

In the framework of the «Dealing with the Past» project we will organise in May and June two trainings for people who participated in wars in BH and Croatia. The aim of these trainings is preparation of the participants for the public forums.

Networking Meeting with the Theme «Dealing with the Past»

In December, from **17-22.12.2003**, we are going to organise the first of three networking meetings planned. The theme of the first one will be «Dealing with the Past». Participants will be individuals and organisations that work on these issues in the region. The idea is to work on exchange of experiences and information on activities done so far, to work on recommendations for improvement of approaches to the theme (Dealing with the Past) and to find the frames of cooperation and mutual support.

Training for Trainers 2003/04 (Phases I - VI)

In July the new Training for Trainers programme will start and it will last until mid 2004. During this year we will carry out the first six phases:

Phase I - 10-days training (**4-14.7.2003.**)

Phase II - follow-up meetings (**July - August**)

Phase III - 10-days training (**22.8-2.9.2003**)

Phase IV - 5-days training (**17-22.10.2003**)

Phase V - follow-up meetings (**November**)

Phase VI - 5-days training (**5-10.12.2003.**)

CNA will very much welcome feedback, suggestions, questions and criticism concerning this report and our general work.

Your thinking along helps us!

Thank you.

*Many thanks to all of those who are supporting
The project of KURVE Wustrow - Centar za nenasilnu akciju,
financially or through their engagement that made this project possible and helped to secure
its implementation and all of those who are with us in their thoughts.*

SPECIAL THANKS TO:

Auswärtiges Amt - German Federal Ministry of Foreign Affairs
Berghof Stiftung & Berghof Research Institute for Creative Conflict Management
Swiss Ministry of Foreign Affairs
Cara Gibney
Celia McKeon
Iva Zenzerović
Centar za mirovne studije Zagreb
CNA ured u Beograd
Internationale Ärzte zur Verhütung des Atomkrieges - IPPNW Deutschland
Martina Fischer
Gesellschaft für technische Zusammenarbeit (GTZ), Sarajevo
Menschenrechtsreferat des Diakonischen Werkes
Nina Vukosavljević
Quaker Peace and Social Witness
Quaker Peace and Social Witness London
Sezam Zenica
Centar za informativnu dekontaminaciju mladih Banja Luka
Omladinski centar Gornji Vakuf - Uskoplje
All training participants

Adnan Hasanbegović
Nedžad Horozović
Sanja Deanković
Tamara Šmidling

For Centar za nenasilnu akciju

in Sarajevo, March 2003

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