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CENTAR ZA NENASILNU AKCIJU, SARAJEVO

# 3-Month Report

December 2000 – February 2001

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

The project started in September 1997. The main objectives are  
trainings in nonviolent conflict transformation, networking and advisory  
activities aiming to support and induce local training structures in BiH.

CNA is a registered NGO in BiH, as an external branch of KURVE  
Wustrow.

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## Introduction

A new volunteer has joined our team this trimester, Nedžad Horozovic, from Zavidovici – BiH.

Part of the team has returned to Sarajevo from an exploratory mission in Macedonia. They are slowly starting to prepare the opening of our Belgrade office. Bajram and winter holidays took some days away from work, but also contributed to having a good working atmosphere. Moreover, one of CNA members got a baby girl.

Part of the time was spent on the evaluation of CNA's three year work, which resulted in numerous new ideas concerning the further functioning of the organisation. About a dozen of team meetings were held, where we shaped those ideas and put them together with some other visions about the future improvement of the team. In accordance to the goals of our mission, future development and work strategy were defined.

The training in Kiseljak, BiH, which was planned for the end of February/beginning of March, along with the first encounter of our new volunteers with technicalities of organising an actual training and all the additional difficulties, brought some stress into our work.

We hope you will find some time to read this report, whose length already says a lot about CNA's activities in the past quarter. It is clear that it's getting harder to get financial support from donors in BiH, because of their budget cuts for this year.

Government crises in BiH and political turmoil on both entity and national level have a deep impact on relations within BiH, but also with the international community. Inefficiency in producing legal regulations in the overall situation, creates more problems, for the citizens as well.

Croatia is fighting to keep their judicial system independent, against increasing dissatisfaction, which has a strong nationalistic tone.

The new Serbian government is facing many territorial, economic and political problems. The International Community is keeping up the pressure and imposing conditions on receiving international aid with demands for extradition of war criminals to The Hague Tribunal. This is only slowing down the recovery of disintegrated state structures.

It's worth mentioning that this has been the hottest winter for the past 100 years.

During the finalising of this report, conflict in Macedonia escalated. The threat of another war in ex Yugoslavia induce us to do something. The less we could do was to write an Appeal and forward it to peace groups, NGO networks and diferent institution and medias. We add the text of this appael to the report.

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*Dear Friends,*

*The latest news from The Republic of Macedonia make us very worried. During the past decade we have witnessed similar news so often and they frighten us a lot causing fear of another war. And we ask ourselves: "Again? Again, after all those years of war, atrocities, violence and madness over here? War again?"*

*Ten years of wars around here have shown us that in the war everybody, except the war profiteers loses.*

*With this letter we want to articulate our*

**APPEAL  
AGAINST VIOLENCE AND WAR  
FOR PEACE AND  
NONVIOLENCE**

*We address our appeal to all people in order to raise their voice against another threatening war.*

*Citizens of Macedonia, see what the war has left behind in Bosnia-Herzegovina, Croatia, Serbia and Kosovo and do not let it happen to you as well. Do not allow yourself to become overtaken by hatred against your fellow citizens. Do not allow yourself to take arms into your hands. Do not allow yourself to be overwhelmed with the feeling that "they are all the same", because they are not, do not forget that. Gather all your courage and raise your voice against the war, do not keep silent, because it may be understood as approval. Do not divide people onto "us" and "them", because that is exactly what the war machinery wants you to do.*

*Determine yourself for peace and nonviolence and raise your voice against all kinds of violence. You make up the majority. We were also the majority in Bosnia-Herzegovina, Croatia, Serbia and Kosovo, but we were too silent, silenced by the violent explosion.*

*Do not let it happen to you!*

*Give signs to your fellow citizens which are on the "other side" that you want peace and believe that there are many of them on the other side who wish the same. Only together you can secure sustainable peace and constructive cooperation.*

*If you do not feel the tension or here shooting in your place of living, do not turn your head away thinking that it is far enough away from you.*

*Appeal to all sides in the conflict to stop violence. It is your human right to live in peace. Demand it! Demand all your human rights and realise them.*

*Bear in mind that the way of violence can not be a legitimate mean to achieve political goals and citizens rights. Be brave and decide for dialogue and cooperation, for the way of nonviolence. We understand that it takes lot more courage, strength and will, but it is worth of trying to build stabile relationship of mutual interest. It is worth deciding for peace. We appeal to all military and paramilitary conscripts to resist conscription and mobilisation.*

*We appeal to all people, in particular the governments to offer shelter and support to war resisters and all other refugees.*

*We deeply sympathise with victims of violence and their closest ones.*

*In solidarity*

*Centar za nenasilnu akciju - Sarajevo/Beograd*

*Adnan Hasanbegovic*

*Iva Zenzerovic*

*Ivana Franovic*

*Milan Colic*

*Nedžad Horozovic*

*Nenad Vukosavljevic*

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# **MAIN ACTIVITIES/EVENTS**

## **Exploratory trip to Macedonia November-December 2000**

### **Introduction**

Exploratory trip in Macedonia in the period November-December 2000 was conducted by Ivana Franovic and Nenad Vukosavljevic from the Centre for Nonviolent Action Sarajevo.

The exploratory trip had the following goals:

- To analyse the political situation in the country
- To explore the needs of groups active in the area of peace building, conflict transformation and inter-ethnic relations
- To proof the possibilities of intensifying training-work in the triangle Serbia-Kosovo-Macedonia, through the opening of an additional CNA office in Macedonia

The political situation in neighbouring Serbia has drastically changed in-between the time of planning and implementing the exploratory trip to Macedonia. Newly established acting space within Serbia/Yugoslavia enables activities in the area of peace building and civil society development that have been unthinkable until recently.

### **Political Situation in Macedonia Inter-ethnic relationships, Democracy, Human Rights**

The political situation in Macedonia, Kosovo and Serbia has been the theme of all the talks, which were held during our visits to various organisations and the contacts with others. The views on the current political state of affairs and the work direction of the present Macedonian government are very different, although two major, each other opposing, points of view can be identified. Simplified, one can claim the existence of a Macedonian and Albanian perception of causes for the disturbed inter-ethnic relationships, which is considered an undeniable fact. Both points of view identify the opposing side as the only one responsible for and guilty of the current situation. In-between there are few people which have analysed the situation and found their own responsibility to act towards understanding and the establishment of communication between both sides.

Macedonia is a divided country: the West of the country at the border with Kosovo and Albania is populated by a majority of ethnic Albanians; in the rest of the country ethnic Macedonians represent a majority. Besides these two major ethnic groups there are various other ethnic groups living in Macedonia: Turks, Slavic Muslims, Serbs, Roma, Gorani, Bulgarians and Vlahs. Generally one can say that these national minorities share

the view of the Macedonian „side“. In the Capital City of Skopje, the Albanian minority is strongly present making up already a quarter of the total population. The regional centre of Albanians in Macedonia is the town of Tetovo, west of Skopje. Albanians make up two thirds of Tetovo population. Tetovo University, which offers high education in Albanian language, has an unclear legal status, not being funded by the government and its graduate certificates not being recognised. In our exploratory trip, CNA has paid special attention to areas, which have ethnically mixed population and therefore represent a focus point of ethnic tensions. Those are the towns of: Skopje, Tetovo, Gostivar and Debar.

The total number of people of Albanian origin in Macedonia is unknown and controversial. While official numbers claim 25% of Albanian population, unofficial estimates are 30-35%. Altogether there are about two million people living in Macedonia. A census should be undertaken in 2001. The difference between official and unofficial data may be explained by an extensive problem of statelessness in Macedonia. After disintegration of former Yugoslavia, of which Macedonia was a member republic, Macedonian authorities have denied the right to citizenship and Macedonian documents to many people. Those affected by denial of citizenship are foremost Albanians who lived in Macedonia, but have not been included in census 1991 or those who have been born in Kosovo or other parts of former Yugoslavia, no matter of their decades of residency in Macedonia. About 120 000 people are affected, claim Albanian sources. As a consequence of this they have: no right to vote, to social insurance, to Macedonian documents (usually just travel documents for stateless) and therefore no right to participate in the political life of the society. Their citizenship requests are being rejected without explanation, with a notice about discretionary right of police to lay open their reasons. In many cases one member of the family has no citizenship, whereas the others have. Children of stateless persons born in Macedonia also remain stateless. This hard discrimination act probably has a goal of reducing the political influence of Albanians living in Macedonia, though creating a fertile ground for political extremism.

Political movement of Albanians in Macedonia is organised in two political parties, the Democratic Party of Albanians (DPA), a member of the governing coalition and the Party of Democratic Progress (PDP) which used to be a member of former government. The major goal of both parties is the recognition of constitutional equal rights of Albanians in Macedonia. The legalisation of Albanian language as official language, the state financing of Tetovo University and the adjustment of percentage of Albanians in state service, according to their percentage in total are just single steps towards the goal of constitutional recognition of Albanians in Macedonia.

The percentage of Albanians is constantly rising due to the high birth rate. This can be explained with the lack of education and traditionally strong patriarchal family structures. High birth rate is connected with poverty, low economy growth, high unemployment and finally the demotivation of parents to finance education of their children. The educational trend of the 80s has been reversed in the 90s, because people who received high education remained unemployed and have consequently been demotivated to invest in the education of their children.

In ethnically mixed areas, as for example in Tetovo, two parallel societies exist beside each other. Streets are clearly divided in Albanian and Macedonian ones. Particularly in the

evening it appears to be a rule not to enter premises which belong to the „others“. It goes as far that people reject stepping into a cafe or restaurant of the „others“. Lectures in school are divided in Albanian and Macedonian through time shifts, so that neither teachers nor pupils, who use the same school premises, ever get in contact with each other, studying in their own mother tongue respectively. Violence escalates regularly, as recently on 28<sup>th</sup> November 2000, the Day of Albanian Flag, as Albanian pupils hanged down the Macedonian flag off the school building and put up an Albanian one. In respond to that, Macedonian pupils boycotted the lectures and organised demonstrations, so that dangerous confrontation of pupils was hardly kept under control, divide by police cordons.

Hatred and mistrust are ruling the country. The situation has similarities with the situation in Kosovo at the beginning of 90s, between Kosovo Serbs and Albanians. It is to be mentioned that the situation in Kosovo is followed with great interest. While Albanians in Macedonia feel solidarity with Albanians in Kosovo, many Macedonians fear that a similar scenario may take place in Macedonia in order to separate West Macedonia and merge it into Great Albania.

The current governing coalition is made up of extreme nationalist party of VMRO-DPMNE and their Albanian extreme nationalistic counterpart, DPA. This constellation reminds us of coalition of Bosniak, Croat and Serb nationalists in Bosnia-Herzegovina, that governed the country before the war and started the war itself. Many media reports tell of corruption affairs in the government indicating criminal practice agreements concerning smuggling of cigarettes, drugs and weapons. Clear proofs have not been presented as yet.

Only few years ago, at VMRO rallies one could spot slogans as „Albanians into gas chamber!“, whilst DPA has been playing with thoughts of Great Albania. Therefore it seems unbelievable that the coalition of these two parties has been excellently functioning for two years. Majority of Albanians in Macedonia is mainly satisfied with the government's achievements so far, as some steps towards equalisation of status of Albanians with Macedonians have been done. On the other hand, the majority of Macedonians is scared of this development. The slow but sure change of ethnic balance in Macedonia scares Macedonian population extremely. One can hear statements as: „They will take away everything from us.“ «They will become majority here and make our country a part of Great Albania“.

Some of our discussion partners have the opinion that democracy development has been reversed under the new government. Local elections in 2000 have had various irregularities, pointing out at attempts of election fraud. The great defeat of the governing party VMRO during the first round of local elections, has been miraculously reversed in the second round (in Skopje about 100 000 votes for the opposition were „not casted“ in the second round). Independent election monitors reported of various physical attacks, false identification documents and similar.

In all parts of Macedonia there are claims of ruling party corruption and abuse of authority in favour of single political parties. This is also reported to be a reversed political development trend and perceived as a burning issue. Although the previous government lost the elections because of their numerous corruption affair involvements,



it is now being described, in comparison to VMRO, as less corrupt. In the town of Gostivar, populated with 95% of Albanians, an NGO activist claimed that especially West Macedonia is, now after the fall of Milosevic regime, the last dictatorship bastion in the Balkans.

All major parties of the political scene have been or are currently part of the government, therefore all are connected with corruption. There is no recognisable alternative to the nationalistic course of both sides. Oppositional parties are also using nationalistic rhetoric, that appears to be a safe tool in the fight for power.

Some government moves have been faced with approval of the Albanian population, because they are seen as steps towards recognition of equal rights. This policy is being insufficiently presented and explained to the public, so the Macedonian part of the population has small acceptance and understanding of it. Moreover, fear is growing among Macedonians. Instead of leading a public debate and searching for support of citizens and their initiatives, small government circles are making and implementing decisions, hoping that glorifying tones of state TV will convince the public of their success. The lack of democracy and the culture of dialogue is threatening to turn steps which could contribute to stabilisation into a major violent setback in the future, possibly at next general elections.

### Existing Initiatives in the areas: Peace, Conflict Transformation, Inter-ethnic Communication and Regional Cooperation

There are only few organisations and initiatives that gather Albanian and Macedonian activists. Ethnically divided, the NGO scene seems to be focussing on differently defined goals. Hence, most Macedonian organisations that do some inter-ethnic work, describe their goals as „education for loyal citizens“. Under these terms, assimilation is being considered and hardly any space left for joint efforts in the creation of common future. Albanian organisations, on the other hand, are mainly focussing on advocacy for their own rights, which are indeed in many ways unfulfilled. There are hardly any cases of solidarity across ethnic borderlines. A feeling of fear and discrimination is shared among Macedonians in areas where they are a minority. Only few people have the awareness of sharing the society they live in with others, and being responsible to further the social transformation process through dialogue.

Obstacles for initiatives that wish to engage in sincere inter-ethnic dialogue, are certainly present within the surrounding environment, which may exert pressure and create fear. Besides this, NGOs are usually afraid of local authorities, which may use tools in their hands to act against those groups, who dare criticise them or pursue politically opposed goals. Questioned about the legal regulations concerning NGO work, many of our discussion partners told us that there are no problems. During our visit at the only organisation in Tetovo, to our knowledge, that employs both nationalities and does inter-ethnic work with children, we asked our host whether they could somehow intervene in ongoing troubles between high-school pupils. The person answered that they

do not dare do that, because they would immediately feel the power of local authorities through intense financial control and otherwise. Similar to Bosnian NGO regulations, Macedonian ones are also stuffed with bureaucratic forms and limitations, that force NGOs to use „creative“ bookkeeping in order to meet the legal requirements. The practice is known to the authorities and tolerated up to the point that someone needs to be threatened.

There are some initiatives that focus on inter-ethnic meetings of youth and children, designing those meetings with more or less recreative and educational contents. These meetings are held in Macedonian language, that almost all Albanians speak, as hardly any Macedonians understand or speak Albanian language. These activities are very valuable, offering unique opportunities for people of different ethnic origin to get to know each other and communicate.

In the area of conflict transformation, we met a single group that is the Ethnic Conflict Resolution Project - ECRP, from Skopje, which does Trainings in Conflict Transformation. The group gathers both Macedonians and Albanians, who work as trainers with ethnically mixed groups of youth from high schools. In this case, the activities go beyond meetings and educate participants in nonviolent communication, conflict resolution, dealing with prejudice and difference, etc. Nevertheless, this group has rather limited capacity with only 4 Trainers. CNA has brought this group in contact with our participants from the Training for Trainers and besides this agreed on terms of future cooperation. The cooperation should enclose attendance of ECRP staff and former participants to our training courses and visits of ECRP trainers as guest trainers at CNA events.

A particular problem seems to be the orientation of NGOs towards concrete projects. This means that very few NGOs have a clearly designed mission and strategy. Most of them create project proposals in the moment when Donors announce advertisements for implementing partners in a specific area of work. Hence, donors define strategy of civil society development and work priorities instead of authentic local activist initiatives. As a result of such practice, many groups were formed based on financial interest and without activist motivation. Occasional practice of NGOs connection with political parties, whose policies they advocate, draws an even darker picture.

There are basically no local initiatives that concentrate their work on the wider region, beyond Macedonia. Burning problems within Macedonia probably contribute to such orientation. Despite that, some of the people we spoke to/discussed with expressed interest in joining regional activities and profiting from cross-border experience exchange.

## Conclusions

### *Capacity building*

Existing capacities in Macedonia appear insufficient. Some of the initiatives founded within the past 1-2 years offer potential for capacity development. Nevertheless, these groups need in the first place training and structural support themselves.

The education of multipliers deserves particular attention.

Despite the lack of awareness about the need for regional, cross-border work, we estimate it important for Macedonian participants to be included in regional activities.

### *Meeting Point Macedonia*

Macedonia can be used as a neutral meeting point for people from Kosovo and Serbia. Meeting and training work in conflict transformation can concentrate on these three regions including minorities respectively. The exchange may get additional quality and ease likely ethnic confrontation between Albanians on one side and Serbs and Macedonians on the other, through inclusion of participants from Croatia, Bosnia-Herzegovina and Montenegro. Similar conflict lines, but partly different ways of their expression and development stages, offer a rich background for necessary constructive confrontation and conflict transformation.

Contacts with organisation gathering ethnic Albanians from Macedonia offer easier access to Albanian organisations in Kosovo. These contacts have been made during the exploratory trip and therefore a precondition for improvement of contacts to Kosovo has been achieved. Due to many prejudices and recent terrible events in the region, it is particularly difficult for people of Serb origin to get in contact with Albanians and the other way around. Grave security circumstances in Kosovo make it very dangerous for native Serbo-Croat-Bosnian speakers to travel through Kosovo.

### *Language barrier*

Native Serbo-Croat-Bosnian speakers understand Macedonian language and the other way around. Workshops that CNA conducted in Skoplje and Tetovo confirm this, although language difficulties have occurred sometimes. In particular young people of Albanian origin needed translation occasionally, as they never learned Serbo-Croat-Bosnian language in school, as it was practice previously.

### *Training need*

The need for inter-ethnic work in Macedonia is very big. Trainings in nonviolent conflict transformation with themes: nonviolent and intercultural communication, teamwork, dealing with difference, national identity, prejudice, gender; are perceived by CNA as needed in order to initiate and enhance the communication process at different levels of the Macedonian society.

To our knowledge, there is no Training for Trainers in nonviolent conflict transformation in Macedonia. Some activists have taken part in educational courses outside the country, primarily in USA and Scandinavia. Criticism about these courses concerned mainly the non-adjustment of curricula and the non-applicability to the settings of their local environment.

There are only few brochures in Macedonian and Albanian language, which can be considered as literature concerning conflict transformation. CNA met a high demand for our training Manual „Nonviolence?“, as there is no comparable literature in either of the languages.

Strengthening of NGO capacities through NGO management deserves also attention, since there are some international agencies and groups concentrating on this area. Some local groups are already offering trainings in NGO Management and work on networking and information exchange.

### *Strategy Recommendation*

A group residing in Macedonia has various possibilities of contributing to peace building. Nevertheless, because of public acceptance there are some possibilities that can be recommended. It could be an initiative that gathers:

- Macedonians and Albanians , with or without additional activists of other ethnic origin, that have conflict transformation as a focus of their work
- Only Macedonians, working with Macedonians on issues of prejudice reduction, hence creating preconditions for further inter-ethnic work
- Only Albanians, working with Albanians on issues of prejudice reduction, hence creating preconditions for further inter-ethnic work

A potential CNA office in Skopje should necessarily gather trainers from Macedonia from both main ethnic groups, beside two activists from CNA Sarajevo (Serbian and Serbian-Montenegrin origin) – who would help build up the office. Due to our knowledge there are only few Macedonian trainers that could get engaged and no Albanians. A contribution to trainers education and capacity building can be pursued also from outside Macedonia.

Goal definition should foremost enclose the education of trainers of Albanian and Macedonian origin. Lack of capacity appears apparent in Kosovo and Serbia, which are having similar problems and conflicts. Regional focus of the work demands cross-border cooperations which could, thanks to CNA Sarajevo's experience, be successfully done when the initiative is carried out by educated activists of various ethnic origin. Communication barriers and prejudice can be overbridged more easily with such a set up. The high priority of CNA should be support of local initiatives that wish to work on improving inter-ethnic relationships in Macedonia, Kosovo and Serbia.

Political changes in Serbia have opened totally new space for action. Two activists from CNA Sarajevo, who should pursue the extension and intensification of work in the triangle Serbia-Kosovo-Macedonia, could do the following:

- To develop regional training work in the triangle Serbia-Kosovo-Macedonia, hence responding to numerous training requests from Serbia and Macedonia.
- To act as a local initiative within Serbia, contributing to the development of a culture of dialogue, demilitarisation, communication with neighbouring regions and co-initiate the reconciliation process through dealing with the recent violent past.

Opening an office in Belgrade/Serbia as an authentic local initiative, gathering activists from Serbia (current CNA Sarajevo staff), including further activists of non-Serbian origin (useful because of public acceptance), appears as a possible response to the current situation. Unthinkable, until recently, this possibility has become realistic through the revolution in Serbia.

The main goal of the Belgrade Centre should be furthering of training work in nonviolent conflict transformation in the Balkan region. Trainings should, at this stage, take place in Macedonia or Montenegro, including participants from Serbia, Kosovo, Macedonia, Montenegro, Bosnia-Herzegovina and Croatia. Contacts in Macedonia should be used for improvement of the contact net in Kosovo and reaching out to those activists there who need such training.

An additional dimension of the Centre in Belgrade should be public acting, practice and advocacy of the culture of dialogue and the overcome of the culture of violence in Serbia itself. Future political agreements and solutions to the question of Kosovo's status, clarification of minority status, demilitarisation, will only be possible if there is a broad acceptance by citizens of them. Such acceptance within the population can be reached only through multi-level public work and the process of opening up taboo themes in society. Those are the preconditions for a sustainable Peace and Democracy development.

CNA Belgrade could give a strong contribution in capacity building, through trainers education in the area Macedonia-Kosovo-Serbia. Contacts and knowledge of the situation gathered during the exploratory trip in Macedonia are needed preconditions for an efficient choice of partner organisations and well targeted development of human resources there. Gathered knowledge is already been of benefit in the work of the CNA Sarajevo office.

In order to secure efficient regional work, an exploratory trip within Serbia is to be recommended. An exploratory trip in Kosovo is recommendable also, as far as the security situation there allows free movement for Non-Albanians.

### **Seminar in public advocacy with community mobilisation Mostar, BiH, 6/12/- 10/12/ 2000**

Quaker Peace and Social Witness BiH (QPSW BiH) organised a three-day training in Public advocacy with community mobilisation, in Mostar, BiH. Participants came from various organisations in BiH, to whom QPSW has been offering support and cooperation. Besides CNA, the training was attended by representatives of the following

organisations: Women to Women (Žene Ženama), Sarajevo; Youth Centre (Omladinski centar), Gornji Vakuf; Vive Women (Vive Žene), Tuzla; M3M (Youth of the third millenium/Maldi treceg milenijuma), Zenica; two young women activists from Srpsko Sarajevo; Alter Art, Travnik; Luna, Rudo; Helsinki Committee for Human Rights RS (Helsinki odbor za ljudska prava u RS), Bijeljina; Bureau for Conscientious Objection (Biro za prigovor savjesti), Banja Luka; Young bridge (Mladi Most), Mostar; DemNet (USAID/ORT Democracy Network), Sarajevo and Why not (Zasto Ne), Sarajevo.

Goals of the seminar were:

- to explain what advocacy is,
- to help planning advocacy campaigns
- to help conducting advocacy campaigns

Themes that were worked on were:

- What is public advocacy and community mobilisation
- Exploring needs and defining problems in community
- Choosing and defining campaign themes
- Defining targets
- Defining goals
- Obstacles and strength
- Mobilising the community
- Strategy and tactics
- Structure and communication
- How to finish a campaign

Having in mind that CNA is planning to organise media campaigns once the Belgrade office is open, this seminar is going to be very useful in defining an approach to a wider community and choosing appropriate methods for it.

*For more information, please contact QPSW - Sarajevo.*

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**MIRamiDA Partnership**  
**Centre for Peace Studies, Zagreb**  
**Alliance of Autonomous Trade Unions of Croatia**  
**Vukovar, Croatia 11/12/ - 12/12/ 2000**

One member of our team acted as an external evaluator in *MIRamiDA Partnership* Programme, organised by the Centre for Peace Studies, Zagreb and the Alliance of Autonomous Trade Unions of Croatia.

The pilot cycle *MIRamiDA Partnership* was planned as a series of 4 two-day seminars/training with trade union representatives, members of political parties (local authorities) and activists. The goals of this project were: rising awareness of civil society concepts, gender issues (gender roles in society), communication skills and conflict management, and also developing a network of individuals willing to restore communication, develop partnership between themselves, and promote a culture of democracy.

This last training was held in Vukovar, Croatia, from 11-12 December 2000 (trainings were held also in Pazin, Požega and Varaždin). This training was specific because the invitation for it had come from trade unions. It was for union representatives only and there weren't any political party representatives included. The reason for this was the existence of two ethnically divided trade unions (VUPIK Trade Union and Trade Union of Slavonia and Baranja). It's important for both trade unions to define mutual interests and reconsider uniting into one trade union organisation, in order to achieve their goals in negotiations with the employers.

The workshop included 19 union representatives and union members. Two female members joined on the second day of the workshop. During those three days, some elements of nonviolent communication and conflict transformation were presented. The basis of mutual and particular interests was defined together with participants. SWOT analyses of defined mutual interests were done (assessment method of strengths, weaknesses, opportunities and threats regarding the problem). That helped get different views regarding the problem.

The series of MIRamiDA Partnership workshops will continue next year (which year, the training took place in December 2000, so next year could be 2001, but if you read it now it is 2002. Clarify), since trade unions have shown a great interest. They have evaluated this series as positive step towards establishing communication with the local authorities, and recommended inclusion of employers in workshops. The programme will proceed with further support of Friedrich Ebert Foundation.

### **Training in Zenica Zenica, BiH 16-19/12/2000**

UMCOR organised a four-day training in Zenica, from 16-19/12/2000 as part of a project called „Support to Youth Centres in BiH“. The project includes five four-day trainings in different youth centres in BiH (Gornji Vakuf - Uskoplje, Sarajevo, Zenica, Travnik and Mostar) with groups that had been formed within these centres. The implementation of the project means that after these four-day trainings and few working meetings, the group of youth centres is given 8000 DM donation which will go for a project that is the result of groups' need assessment and activities they want to pursue. The project is financed by UMCOR.

Each training itself in this whole projects consists of two parts. During the first part (three days), the following workshops are held: nonviolent communication, nonviolent conflict resolution, differences, respecting differences and leadership. One of the basic goals of this part of the training is to form a group and achieve good communication in it. After the second part of the training (one day) on issues such as strategic planning and writing a project, the group is given the task to come up with a project that would be financed by UMCOR.

CNA received an offer from UMCOR to do the first part of the training within this project or to recommend some of their collaborators.

Few of the participants to the Training for Trainers Programme implemented the previous workshops in Gornji Vakuf and Sarajevo. The training in Zenica was the third in a row, out of five, planned in this project.

Two CNA team members and one of our collaborators were in the training team (all of them were already included in CNA's Training for Trainers I or II).

At the end of the training, on the third day, participants gave an oral evaluation of the training. They looked back to their own work, their participation in the group, the work of the team and the training as a whole. The evaluation showed that they liked this kind of work very much, and that they were satisfied with the space they've been given to express their own views. Participants also liked the way trainers facilitated the whole process. It is interesting to point out that none of the participants has ever come across to workshop approach. Most of them were expecting „some kind of lectures, something like school“. Most of them didn't know each other, and never took part in any joint activities until that training. During these three days, a good feeling about the group and the group work appeared. Participants often declared they would not like their cooperation to stop with the end of the training.

The training team faced some substantial difficulties: the team wasn't gender balanced (there were three male trainers), lack of experience in working together and a very short time for the third trainer to be introduced to the team.

**Workshop in Rudo**  
**One-day workshop on Nonviolent communication,**  
**organised by Youth Association „Luna“ Rudo**  
**Rudo, BiH, 28/12/2000**

One of CNA's team members, together with a collaborator and CNA-member-to-be from Zavidovici, BiH, prepared and conducted a one-day workshop on Nonviolent communication. The invitation for the event came from NGO "Luna" from Rudo, BiH, and they organised the event.

"Luna", Rudo, is an non-governmental, non-profit organisation mostly involved in development of civil society in Eastern Bosnia. With their activities, they try to improve the living conditions of citizens of the area, through promoting and creating the conditions for increasing employment rate and offering support to NGO sector. Their basic activities include: organising seminars, language courses, concerts, sport events etc. They concentrate their activities on youth. They're trying to empower young people to take a more active part in the community.

The workshop had 10-14 male and female participants, aged 20-45, mostly Luna's staff. The main goal of the workshop was to introduce participants to the basic nonviolent communication skills. Participants expressed their satisfaction with both the workshop approach and the way trainers facilitated it.

The trainers experienced the group as very active. They were able to recognize potential participants to CNA's Basic Trainings and to the Training for Trainers Programme. The trainer's evaluation concluded that due to the lack of time available for preparation, the workshop had not been prepared thoroughly enough. However, this did not influence the course of the workshop too much.

At the end of the workshop, both participants and trainers expressed their wish to continue cooperation and organise this kind of events in the future.



## **Training for teachers from the orphanage “Gazaz”**

**Sarajevo, BiH 01.01. – 03.01. 2001.**

Orphanage “Gazaz”, Sarajevo, is a boarding-school and a home for children, aged 7-18, who lost one or both of their parents in war. Besides primary and elementary school education, this institution offers additional activities and programmes for children. There are 12 female teachers who take care of the children during their after-school activities and try to work on developing children’s creativity and communication skills.

CNA was invited to do a three-day training with the group of teachers, on the following themes: nonviolent communication, team work, decision making and perception. The training was held from 01/01 to 03/01/2001 in Gazaz’s premises in Sarajevo.

The workshops were perceived as constructive and inspiring, for both the group and the facilitator. Interesting discussions were held about nonviolent approach to children’s upbringing and improving quality of relations within team of teachers. During the evaluation, the group members emphasized that this training had given them new, constructive ideas to work with kids. The training has also initiated them to revise some of their previously enrooted ideas of nonviolence.

It is important to mention that this group of women, and the institution itself, have Muslim character and identity. During the workshops, many discussions were held about the relationship between Islam and nonviolence, and about methods of interactive learning process while working with people. It was nice to hear opinions on possibilities to work with people who have strong Muslim identity through nonviolent conflict resolution training.

Some participants were interested in receiving further education in nonviolent communication and conflict resolution in general.

## **Training for trainers**

**Centre For Peace Studies, Zagreb**  
**Zagreb, Croatia 23/01/- 26/01/ 2001**

The first part of the Training for Trainers Programme was held from 23-26/01 in Zagreb, Croatia. It was organised by the Centre for Peace Studies. The training was attended by one of CNA team members.

In the first part of the training, the following themes were included: facilitation - conducting a workshop, interactive learning (what is delivered through the workshop), methods and techniques (how we do it) and shape (structure) of the workshop. Participants together made a list of techniques and methods that have been used in workshops. After that, they had a chance to conduct and present certain methods. A wide range of methods was presented: from brainstorming to debate and guided fantasy. Feedback was offered through discussions about how adequate those methods were to workshop approach and peace work.

At the end of March, when the training continues, participants will be prepared to conduct single workshops, and in-between two sessions, it is recommended that they conduct workshops on their own, in order to practice their training skills.

### **Training in Travnik Travnik, BiH 31/01-02/02/ 2001**

“Alter Art”, a humanitarian organisation from Travnik, organised a four-day training, as a part of UMCOR’s project “Support to Youth Centres in BiH”, above-mentioned in this report. This training was the fourth in a row (Gornji Vakuf-Uskoplje, Sarajevo, Zenica and Travnik) and it was prepared and conducted by one CNA team member and another trainer from Belgrade. Another similar training had been planned to happen in Mostar, as a part of the same project, but UMCOR gave up on it.

Themes, methodology and composition of workshops, conducted during the first three days weren’t much different from the previous trainings included in this project. The following themes were worked on: nonviolent communication, nonviolent conflict resolution, differences and respecting differences.

Six male and three female participants aged 17-19, mostly members of “Alter art” took part in these workshops.

The final evaluation expressed participants’ satisfaction with the choice of themes and the way they were presented. The group was relatively small, which sometimes, in the trainer’s opinion, interfered with the workshop dynamics. The workshops and the trainers’ work were evaluated as successful. The trainers’ evaluation highlighted their satisfaction with the atmosphere within the group and the communication, which was a solid precondition for the further implementation of this project.

### **Evaluation of “Abraham” training Fojnica, BiH 24/01/2001.**

“Abraham”, Sarajevo (local organisation for inter/religious work) and Ecumenical Service – Wethen, Germany, organised a basic training in nonviolent action, called “Actively for Peace”. Participants were representatives of different religious communities from BiH, FRY and Croatia. Facilitators were Ana and Otto Raffai, from CMS, Zagreb. The training was held in Fojnica, BiH, from 12/01 to 23/01/2001.

CNA had been invited to take part in the evaluation of the training, together with the facilitators and the organisers, so one CNA team member was present as a counsellor.

This was in a way a pilot seminar on nonviolence, gathering people with a strong religious identity of Christian, orthodox and catholic, and Muslim confession, from the area of former Yugoslavia. With regard to that, the concept of the training was adjusted to this target group ( for example: avoiding exercises with bodytouching ).

Most of the participants found the training to be useful and the goals of the training achieved, as they stated in the evaluation. The majority of the group was very active in the process. Basic elements of nonviolent communication, understanding of conflicts, revising one’s own views and views of others, were principally accepted by the group.

The training process showed a significant improvement in understanding and use of those elements.

The main problems of this training were: missionary work and insisting on interreligious dialogue, during the process itself and in informal time, not focusing on nonviolence issues like expected. There were moments, when things became very tense with a lot of open conflicts, mostly related to different religious doctrines and cognition. That disturbed the working process and took up time for discussing problems regarding religious dialogue.

The training team had a dilemma whether to stop open conflicts or not. It looked like the training was turning into a seminar on inter-religious dialogue, instead of pursuing planned goals. There were elements of intolerance like treating people with disrespect, which provoked emotional reactions. It made it harder for trainers to do their job, as sometimes they had to act as patrons.

The working process was additionally complicated due to the fact that the facilitators were catholic theologians. They were asked a lot of questions in relation to religion, which in a way influenced the impartiality of the trainers and the trainer's role within the group. Sometimes they'd give up their role of trainers and take part in the dialogue and the process as theologians.

There was a lack of issues related to gender and gender roles in a society, and lack of female participants from Muslim background.

Still, general impressions from the training were satisfying because, despite the difficulties, most of the goals and expected results had been fulfilled. It was agreed to continue with this kind of trainings at the end of this year, but to pay more attention during preparations to the elements that were causing difficulties. The team's religious balance should be taken into account in the future. The conclusion was drawn that trainings like this one contribute to tolerance development, and to learn about each other and oneself.

Missionary work and other problems of inter-religious dialogue will remain subject of a more complex research and reflection, both within "Abraham" as an inter-religious organisation, and in the region of Balkan and Europe.

### **Basic training in Nonviolent conflict transformation**

**Kiseljak, BiH, 23/02/-05/03/2001**

Remark: a detailed report about this training will be included in our next 3-month report March – May 2001.

CNA Sarajevo organised a training in »Basics of nonviolent conflict transformation« from 23/02 to 05/03 in Kiseljak, BiH.

19 participants attended the training. They came from countries of former Yugoslavia: FR Yugoslavia (including Vojvodina, Serbia proper, Montenegro and Kosovo), Bosnia and Herzegovina (Federation of BiH, Republic Srpska), Macedonia and Croatia.

About 40 applications were received for this training. One person cancelled one day before the training, so it was difficult to invite anybody else from the waiting list.

This training was specific, due to the fact that 9 participants came from the same organisation Suedost Europa Kultur Verein ( till now, we had the maximum two participants from the same organisation . Suedost has started their own project in Bosnia-Herzegovina, and asked CNA to do a training in Nonviolent conflict transformation for their new local staff. CNA training was meant to enable participants from Suedost to get to know each other better, and to introduce them to the subject of violence/nonviolence, and thus help them develop skills required for their work with traumatized people.

One of the difficulties was the different level of motivation amongst participants, since some of them were selected by CNA and others were obliged to attend the training as a part of their job.

It was the first time the training team had worked together, and for most of the members, it was their first long and demanding training. The training team was made of CNA members and Helena Rill, one of the participants to Training for Trainers Programme 2000 and future member of CNA Belgrade. Just like in the past, inviting a guest trainer from the Training for Trainers Programme meant offering a chance to less experienced trainers to gather experience in conducting a 10-day training and also building and reinforcing CNA trainers network.

Workshops were grouped in two blocks, morning and afternoon, three hours each. The following issues were included:

- nonviolent communication
- team work
- understanding of conflict
- perception
- violence – nonviolence
- differences
- prejudices
- leadership and power
- identity – national identity
- role of gender in society
- creative conflict transformation
- power

This training was partly financed by the European Union, as part of the project: Suedost Europa Kultur e. V. , and partly from CNA resources.

### **CNA evaluation and meeting with Martina Fischer Berghof Research Centre for Constructive Conflict Management**

Just as we mentioned in some of our previous reports, CNA has conducted a three-year work evaluation. Preparations for this evaluation have started a year ago, and evaluation itself in summer last year. The evaluation consists of:

- internal evaluation of CNA: CNA's three-year work evaluation, evaluation questionnaires addressed to participants of previous CNA training events (Basic and Training for Trainers) and to training team collaborators from previous CNA trainings
- external evaluation done by Martina Fischer from Berghof Research Centre for Constructive Conflict Management, Germany: interviews with former participants of CNA trainings (Basic and Training for Trainers) and interviews with team members.

A thorough publication of the evaluation is being planned. It will be printed in English, in local language and perhaps German, depending on financial resources. Most of the CNA's internal evaluation has already been published in our Annual report (September 1999 - September 2000).

The evaluation questionnaires, quite unexpectedly, brought some difficulties. It was only after our third or fourth appeal that we've started to receive them. We still haven't got questionnaires from all the people we had sent them to. However, we have started to process them. Hopefully, this will be finished by the end of March 2001.

Martina Fischer did interviews with participants of our trainings (in two occasions, in July and October last year), and also with the CNA team. She's preparing a report/article based on this, "Conflict Transformation by Training in Nonviolent Action: Activities of the Centre for Nonviolent Action Sarajevo". The final version of this report will certainly be issued in a publication about our evaluation. This report will also be published by Berghof Research Centre as a separate issue.

In February, we received a draft version of Martina's report. After that, we got together for a meeting to hear her comments and impressions based on evaluation, and to get some recommendations. The two most important topics of that conversation were: the concept of the training, including goals - multiplication and networking, and the organisation and future development of CNA.

We take this opportunity to thank Martina Fisher for the great and valuable work she's done for us.

This meeting and the whole evaluation have had a great impact on CNA following internal meetings, where we worked on development of our future strategy, goals and activities.

The publication, with all the elements of evaluation, is expected by April 2001.

**Training Seminar in Athens, Greece**  
**"Gender Integration into Conflict Prevention, Transformation & Peace Building:**  
**The Case of the Balkans"**  
**Athens, Greece 23/02/ - 28/02/ 2001**

The training-seminar "Gender Integration into Conflict Prevention, Transformation & Peace Building: The Case of the Balkans" was organised by KEGME, the Greek organisation *The Mediterranean Women's Studies Centre* (more information on KEGME could be found on their web site: [www.kegme.org.gr](http://www.kegme.org.gr)) in cooperation with UN-INSTRAW (Dominican Republic), UNESCO - Culture of Peace Programme, ACCORD (South Africa) and The Network University (The Netherlands). The training-seminar took place in Athens, 23-28 February 2001. One of CNA team members participated.

The seminar was the second event of the transnational programme "Women's Dialogue for the Promotion of Stability, Human Rights and Peace in South East Europe". It gathered women active in NGOs and other organisations from the following countries/regions: Albania, Bosnia-Herzegovina, Bulgaria, Croatia, Cyprus, Greece, Macedonia, Romania, Serbia and Turkey.

Morning sessions were supposed to be focused on skills-development: conflict analyses, instruments for conflict resolution (international peace instruments, role of civil society), tools for conflict transformation (ways of ending conflict, negotiation, mediation). Afternoon sessions were supposed to be allocated to group work on:

women's experiences of conflict, women in conflict situations, women's practices for achieving sustainable peace. Also, an online discussion was organised, so interested individuals who didn't have the chance to participate in the seminar, could join the online discussion and share their views and experiences with participants of the seminar. The online discussion is still on-going, and if you are interested in joining it, just send an email to [tcc@netuni.uva.nl](mailto:tcc@netuni.uva.nl).

The seminar was very useful for CNA, as it was an opportunity to get more contacts with organisations in the Balkans active in the fields of peace building and conflict transformation, and also to gain an insight of the situations and needs in the different Balkan countries.

The trainers' approach towards training in "conflict transformation" was quite different from CNA's one, so it was interesting to get information and experience on different training methods and attitudes. Unfortunately, it was a seminar on basics in conflict transformation (or "resolution"), so there was no space to discuss different approaches - which would be interesting for CNA. One could hear a lot of interesting analyses of conflicts and crises around the world, but there was lack of analyses concerning the Balkan region, and many participants wanted to hear and speak more about the Balkans.

CNA member who participated in the seminar was very unhappy with the training team set-up where a man was dominant (there were 3 women and one man). It was a very stereotypical situation, even there where empowerment of women is the issue to deal with.

At the very end of the seminar a group of women from the Balkans developed recommendations for approaching conflicts and difficulties that exist in our societies. Those recommendations should be available hopefully very soon on KEGME's web-site.

## **FUTURE PLANS**

### **Future activities**

After finishing our three-year evaluation a need was felt to make a general strategic plan of activities for the following three years, and to define in more details relationship between the Sarajevo centre and the Belgrade centre, in the context of future activities. In addition to that, a possibility appeared for CNA to apply for a three year project to some international organisations. This possibility initiated further meetings that resulted in a draft plan for the following three years.

One of the propositions which came as a result of our Training for Trainers 2000 evaluation, was to extend this Programme from 6 months to one year, with some

additional activities. With the support from CNA and the training team, participants would create and write projects for trainings in Nonviolent action, communication, etc. and later carry them (the projects) out during the Programme. This had significant impact on creating a three-year plan. It was suggested that the Training for Trainers Programme should be organised alternatively by CNA Belgrade and CNA Sarajevo, while the four basic trainings would be held by each office separately. That would leave a chance to exchange volunteers between offices and create joint training teams.

As an additional activity, an annual trainers networking meeting is planned every year, in order to gather trainers working in nonviolent conflict resolution in countries from former-Yugoslavia.

During these meetings, a need for greater engagement of CNA in public acting was discussed, which was not the case until now. CNA future strategy will also include public activities, such as press conferences, public debates, etc. on a regular basis. CNA will work more on this plan in the following period, before the opening of the Belgrade office in June 2001.

## **WORD FROM CNA MEMBERS**

### **Word from new CNA member - Nedžad Horozović**

The first time I heard about the „Centre for Nonviolent Action“, sometime in August 1999, I got very interested right away. I never thought that both my life and my future would become so attached to it.

At that time, I was working for Youth centre (Centar za mlade), a small NGO from Zavidovici, BiH. By working with young people, I was trying to deal with problems that were bothering me in an environment still burdened with war. I was trying to fight against things like ethnic hatred, disturbed value system, lethargy and passivity.

In the first half of 2000, I received an invitation to take part in the CNA Basic Training in Kiseljak. When I think about that training now there's nothing else in my life I can remember of that changed me and affected me in such a way and in such a short period of time (only ten days). If multiplication, as one of the goals of these trainings, means constant “harassment” of one's environment by talking about one's most affirmative impressions gained on a ten-day training, then the goal is, in my case, completely achieved.

Afterwards, an invitation to attend Training for Trainers course came and finally an invitation to join CNA Sarajevo team. To be a member of CNA team!? To be in the same team with all those people I've met and become friends with during the training. To work on peace building with the feeling that I'm not alone while “fighting windmills”. The idea was extremely absorbing, but also brought along lots of dilemmas. First of all: am I

up to it? Besides all that, there was something that helped me decide and accept the offer. It was the huge support from the other team members. The same feeling I have today, after a month in CNA, while going through all the difficulties and learning a lot from them.

At the end, I hope we'll accomplish our plans and ambitions regarding work on peace building and nonviolence. I want to be a part of that, as much as I can.

There is a word »nonviolence« in the former sentence. I'm sorry I cannot find another word for that concept, a one that does not come from the word »violence«. For me, nonviolence is not only opposite to violence, and it's not only fighting against violence, but is a philosophy and a way I want to live my life.



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

Your thinking helps us along!

Thank you.

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Adnan Hasanbegovic  
Ivana Franovic  
Iva Zenzerovic  
Nenad Vukosavljevic  
Milan Colic  
Nedžad Horozovic  
For Centar za nenasilnu akciju  
The Project office of KURWE Wustrow, Germany

In Sarajevo, 22th March,

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