



## INTERNATIONAL TRAINING FOR WOMEN IN CONFLICT TRANSFORMATION

### Background

Oikosnet Africa in collaboration with the (now informal) Board of *OIKOSNET International* is hosting a **five-day** International Training for Women, using Dialogue for Peaceful Change (DPC) concept for the active regions of Oikosnet International: Europe, Middle East, Asia and Africa. Oikosnet - as the global network of Christian lay Centres, academies, and movements of social concern - invites Women in our Centres and Constituents across the four Regions for the upcoming Training.

### **DATES: SEPTEMBER 27-OCTOBER 2, 2017**

- a) Arrival and check-in , Tuesday, **26 September**. The opening session will be on Wednesday at 08.30 hrs.
- b) Check out / Departure will be on Monday October 02.
- c) Whoever would like to stay beyond the end of the Training, will have to arrange with the owners of the facility for extension, and should be willing to pay whatever the charge would be.

### **VENUE: PRESBYTERIAN WOMEN'S CENTRE/ THE MISSION HOUSE, ACCRA, GHANA**

**COURSE FEE:** Euro 200.00 (USD\$ 225.00)

**LANGUAGE:** ENGLISH

### **Some more detailed information:**

#### **1. Programme elements**

More and more we see that prevention of tensions is worth almost any investment. For that, quite some approaches and techniques, which are provided by DPC, can be applied. The same techniques can be very useful after the heat has gone away from a conflict. In these situations our members all over the world could play an important role. This is heavily dependent on many things, like the acceptance of our members in their respective communities. Women have and will continue to make significant contributions towards building a culture of peace. The role of women is underestimated in many cases. They can nurture positive cultural practices and non-violence through the following means:

- Engaging in cross cultural dialogue and exchanges.
- Ensuring that creativity is not bound by the limits of ethnic and political differences.

- Advocating against social stratification and stereotyped gender roles that portray women as sex symbols or with weak personalities.
- Promoting positive interaction among different groups leading to social bonding and consequentially non-violence.
- Promoting conflict prevention and peaceful resolution of conflicts.<sup>1</sup>

Dialogue for Peaceful Change (DPC) has been developed as an Oikosnet-programme which trains people to deal more effectively with conflicts. A basic assumption is that conflicts are part of a normal life in any place in the world. Changes come with conflicts, be it mostly at a very low level. The experiences from the past in dealing with conflicts can be used and expanded with the consequence that people can also deal with more complicated conflicts. DPC heavily relies on the experiences, which people already have. This is made clear through the use of the so called 'Experiential learning' as a main method. This is applied in the five-day training. In the first part of the training all attention goes to three aspects. They are:

- Understanding conflict (with attention to patterns in childhood, in the families, in schools but also with integration of knowledge regarding the biology of conflict),
- Models regarding conflicts (a model explaining drivers of conflicts, called FEARS, a model explaining ways out of conflicts and a model which shows general patterns within conflicts. The last also deal with the question about direct and indirect involved persons and finally
- Required tools for effectively dealing with conflicts (communication, knowledge about different ways to solve conflicts, communication-aspects, different forms of mediation, and more).

The second half of the training is fully dedicated to the practice of all learnings from the first part. In fact the second half integrates all aspects of the first parts through working with different real-life-scenarios of conflicts.

Going through the training, the participants feel encouraged to apply the learnings in daily life as well as in more difficult or tense situations where they are called in for support.

The outcome of the DPC-training is that the participants have gained new knowledge about the way one can deal with a conflict. And they have gained the self-confidence to work through conflicts in the role of a mediator, be it formally recognized or informally. Through the practice of the knowledge – for some this will be new, for others they recognize many elements in the way they already apply in their daily life – they master more and more difficult situations where conflicts are involved. Some of the participants will be able to transfer their knowledge and experience to others and hopefully they become new DPC-trainers.

## **2. Assumptions regarding participation**

Maximum twenty four (24) women are required from different but active Oikosnet member Centres in the four regions: Africa, Middle East, Asia and Europe. Within this assumption we expect participation in the following modalities:

Africa – 16

Europe – 4

Asia – 1

Middle East – 3

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<sup>1</sup> Transforming Approaches to Conflict Resolution by Dr. V. Mohini Giri, Chairperson ; Guild of Service, India

### **3. Course Leadership and Training Team**

Mrs. Afia Darkwa –Amanor – Coordinator (Ghana), Mr. Jaap van der Sar- DPC -Coach and trainer (Netherlands), Mrs. Rachel Craig – DPC-trainer (No. Ireland), Mrs. Marijke Boessenkool – Associate DPC-trainer (Netherlands), Mrs. Mercy Ama Harley – Associate DPC-trainer (Ghana) and Mrs. Joyce Agbenorku – Associate DPC-trainer (Ghana).

This training is also an opportunity for some associate trainers to become certified.

### **4. Profile of Participants, criteria for participation**

- Good to very good command of the English language (there will be no translation),
- Working as senior programme staff in a situation that will allow them to implement and apply learnings
- Openness for experiential learning methodologies.
- Ready to reflect about processes and own experiences regarding conflicts (generally at a low level)

Participants will receive a certificate for the DPC facilitator training which is valid if participants wish to continue DPC training in order to become certified DPC trainers.

### **5. Finances**

Each participant will make a financial contribution either in their travel costs or in the costs for Boarding and Lodging. A contribution of Euro 200 (225 USD) is expected from each participant. Travel subsidies are available for participants coming from The Middle East, Asia and Africa (outside Ghana). Since we have limited resources, a request for support (the expected amount included) has to be made when applying for participation. When resources fall short, the principle of 'first come first served' will be applied within the given numbers per Oikosnet-region.

### **6. Application procedure**

If you are interested to participate, please send a message (preferably via email as soon as possible to the coordinator of Oikosnet Africa and at the same time to the secretariat of your respective Oikosnet region.

Kindly find the form below. **Please** send this information together with a one-page description of who you are, where you are presently working, what your professional training/background is and how you envision applying the learnings of the course in the future.

Your message should also contain the name and contact details (including email and/or phone number) of a senior person in your context who can give a reference statement for supporting your participation.

#### **Deadline for submission: July 27, 2017**

Here are the addresses to send this message to:

For all regions, please send a message to the Oikosnet Africa coordinator:

Mrs. Afia Darkwa-Amanor: [afiadarkwa.09@gmail.com](mailto:afiadarkwa.09@gmail.com). In addition  
Please send the same information also to your Oikosnet regional secretary.

P.S.: Attached is the personal information form that we ask you to include in your initial application for the course (plus a one page description as mentioned above):



**Oikosnet International**  
**Application for International Training for Women in Conflict Transformation 2017 in Ghana**

Given name(s):.....

Family name(s):.....

Age:.....

Street address:.....

City, postal code:.....Country:.....

Phone:.....

Fax:.....

Email address:.....

Nationality:.....

Passport number:.....Issued by, in:.....

.....Valid until:.....

Do you have international coverage in your health insurance? Yes\_\_ No \_\_

Organisation you work for:.....

Working there since when:.....

Your task in that organization:.....

Training, professional education:.....

Name and contact details of reference person:.....

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**Expected amount as support for travel costs and participation fee (in USD or Euro): .....**

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Signature

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Date