

**Second N-PEACE Regional Training of the Trainers
20-27 November 2012
Amari Watergate Bangkok, Thailand**



N-Peace Second Regional Training of the Trainers

20-27 November, Bangkok, Thailand



*Empowered lives.
Resilient nations.*

**The Institute for
Inclusive Security**

ABOUT THE N-PEACE NETWORK

The N-Peace (Engage for Peace, Equality, Access, Community and Empowerment) Network is a multi-country initiative managed by UNDP Asia Pacific Regional Centre (APRC) with UNDP Offices across Indonesia, Sri Lanka, Timor-Leste, Nepal, Afghanistan and the Philippines, in partnership with Search for Common Ground, the Institute for Inclusive Security and supported by AusAID. The network serves as a means for engagement between civil society, government, and other groups on the issues of Women, Peace and Security, and conflict prevention. It works to support women's networks and leadership capacities to build peace and empower their communities. To learn more visit: www.n-peace.net

N-PEACE REGIONAL TRAINING OF THE TRAINERS (TOT)

Under the N-Peace initiative, UNDP APRC in partnership with the Institute for Inclusive Security has implemented two regional Training of the Trainers (ToT) programs, enhancing the skills and knowledge of fifty women to advance the Women, Peace & Security agenda and thereby strengthen capacities and networks in their own country contexts.

The First N-Peace Regional Training of the Trainers (ToT) took place from 3-10 February, 2012, in Bangkok, Thailand, bringing together twenty-two women peace builders from Nepal, Timor-Leste, Sri Lanka and Indonesia. Candidates were identified via a thorough application, review, and interview process to form the first batch of trainers and advocates for Women, Peace & Security.

The innovative ToT program exposed participants to *Inclusive Security: A Curriculum for Women Waging Peace*, a unique teaching tool that aims to foster strong coalitions, enhance problem solving skills, bolster confidence, and most significantly result in a concrete agenda for advancing women's leadership in peace and security. Following the first ToT the Curriculum was translated and adapted as the N-Peace trainers carried out national trainings to further enhance knowledge and skills on Women, Peace & Security, altogether reaching approximately 100 women.

The Second N-Peace Regional ToT was carried out from 20-27 November 2012, bringing together twenty-eight women peace advocates from Nepal, Timor-Leste, Sri Lanka and Indonesia, the Philippines and Afghanistan.

INTRODUCTION

The Second N-Peace Regional ToT was carried out by UNDP Asia Pacific Regional Centre in partnership with the Institute for Inclusive Security, from 20-27 November 2012, bringing together twenty-eight women peace advocates from Nepal, Timor-Leste, Sri Lanka, Indonesia the Philippines and Afghanistan. The training was coordinated by UNDP APCR and facilitated by the Institute for Inclusive Security's trainers, Miki Jacevic, Vice-Chair, and Carrie O'Neil, Senior Training Specialist, with sessions also run by UNDP APCR staff; Radhika Behuria, Programme Specialist Regional Crisis Prevention and Recovery, and Cherie Hart, Regional Communications Advisor Communications.

Drawing upon the innovative training manual, *Inclusive Security: A Curriculum for Women Waging Peace*, the training aimed to increase participants' knowledge and skills to show leadership in building peace and security and create a pool of women to serve as advocates for the Women, Peace & Security agenda within their respective countries and across the region.

The Second N-Peace batch of trainers represent diverse regions and stakeholder groups; they are grassroots peace activists, national government representatives, provincial government leaders, peace advocates, women's rights activists, community and CSO leaders, academics, researchers, religious leaders, journalists, government advisors for peace and gender issues, counselors, indigenous women leaders, trainers and lawyers (*for a full list of biographies visit www.n-peace.net/n-peace-trainers*). Each trainer brought unique skills and expertise to the eight day course which allowed for cross-sharing amongst all ToT participants.

The ToT drew upon an integrated methodology which combined peace and conflict theory and practical skills to promote action. This methodology was similarly taught for adaption. The workshop also created a space for women peace advocates to apply lessons learnt in practical sessions, and make plans for ongoing capacity-building and advocacy efforts in country. In the coming six months, within country groups the Second Pool of N-Peace Trainers will adapt the training manual for their country contexts and local capacity needs. This report will capture the ToT highlights, workshop plans, and next steps.

OBJECTIVES & METHODOLOGY

OBJECTIVES

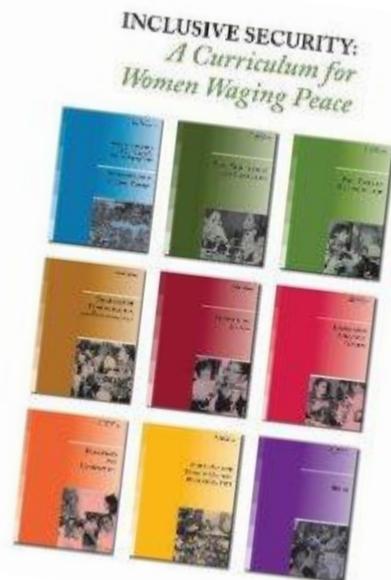
The training aimed to increase participants' knowledge and skills to show leadership in building peace and security and catalyze action for advocacy and ongoing capacity-building. To this end, the ToT workshop objectives were to: introduce *Inclusive Security: A Curriculum for Women Waging Peace* as a training tool to participants; practice an integrated training methodology; draw upon the Curriculum in designing training workshops for country contexts; develop skills to monitor and evaluate training programs; network and build connections amongst women peace advocates within and across the N-Peace network countries for future collaborations.

METHODOLOGY

The ToT drew upon a highly interactive and integrated methodology merging content and skills with a focus on learning by doing. The methodology employed and taught for application within the ToT aimed to motivate effective and strategic action. Experiential learning models were unpacked during the ToT, allowing participants to explore this learning theory and ways to adapt the methodology. How to apply a model of 'do', 'reflect' and then 'apply' via five steps (experience, share, process, generalise, and apply) was explored. Participants also looked the challenges of training in a conflict/post-conflict context and looked at methods for bridging divides within trainings. Best practices and techniques to use in trainings with participants from different cultural, political, and ethnic groups were also explored.

CURRICULUM MODULES

Each participant at the ToT received *Inclusive Security: A Curriculum for Women Waging Peace* which combines content and skills modules. Theory and conceptual frameworks covered within the content modules include: democracy and government; disarmament, demobilisation and reintegration; legislation affecting women; peace negotiations and agreements; post-conflict reconstruction; transitional justice; and United Nations Security Council Resolution (UNSCR) 1325. Skills modules within the curriculum cover the following areas: advocacy; coalition building; crafting recommendations; message management; and strategic planning. ToT participants were introduced to the contents of the Curriculum and how it can be used to design and deliver trainings. The curriculum was drawn on for practical sessions in which the participants adapted modules and designed a 3-5 day workshop.



CONCEPTS OF CONFLICT

Theory-based sessions combined with activities for learning focused on concepts of conflict including: conflict prevention, conflict management, conflict resolution, conflict transformation. Human security discourses were also touched on so to introduce broad frameworks and locate the Women, Peace & Security agenda.

WOMEN, PEACE & SECURITY

Exploring the above concepts introduced the role of women as key agents for building sustainable peace and the Women, Peace & Security agenda. The Inclusive Security facilitators outlined and unpacked conceptual frameworks, evolving policy, and discourses on the Women, Peace and Security agenda, as underpinned by United Nations Security Council Resolution 1325 (2000) and subsequent resolutions which have supported its implementation. The participants developed arguments for women's inclusions in peace building and delivered these convincingly within the session.

POST-CONFLICT RECONSTRUCTION

Phases of reconstruction were explored including the pillars of security, justice and reconciliation, social and economic well-being, governance and participation. In groups the participants designed and delivered a set of policy recommendations based on a hypothetical case study from *Inclusive Security: A Curriculum for Women Waging Peace*. The participants provided specific examples of activities and action to ensure women's priorities would be incorporated into post-conflict reconstruction processes looking at four pillars of a case study interim poverty reduction strategy; enhancing national security; revitalizing economic growth; strengthening governance and rule of law; and encouraging infrastructure and provision of basic services.



STORYTELLING & COMMUNICATIONS

Within the workshop sessions the importance of storytelling was emphasised and methods for creating a public narrative were explored. This included ways to create a 'story of self' (which allows others to experience the values that move us to lead), a 'story of us' (strongly communicating the shared purpose of our work and creating a common cause to unite diverse stakeholders through shared values) and a 'story of now' (framing current challenges in terms of concrete strategy and pushing participants to specify the urgency of action to address the shared future). Public speaking skills to strengthen advocacy efforts and written communication skills for donor advocacy were also imparted and practiced.

ADVOCACY SKILLS

So to foster action and strengthen capacities for change, developing advocacy skills was a focus of the ToT. This included looking at several aspects of successful advocacy; strategy, objectives, tactics, coalitions, audiences, key messages, presentation and evaluation.

The benefits of **coalition building** were highlighted within the ToT, particularly via case study examples of women's movements towards peace, including the story of the Liberian women's peace building movement as documented in *Pray the Devil Back to Hell*.

Crafting recommendations for a policy audience was another skill developed in the ToT. To craft effective recommendations the process of 'ABC' was practiced – analyze the problem, brainstorm the solution, and craft the recommendation.



MONITORING & EVALUATION

Participants were introduced to key concepts and strategies for monitoring and evaluation, including purposes and processes for M&E. A variety of tools to evaluate the impact of training workshops and programs were introduced looking at immediate to long-term impacts. These tools and strategies were drawn upon in practical sessions when participants designed country relevant workshops.

PRACTICAL SESSIONS & WORKSHOP DESIGN

WORKSHOP DESIGN: MERGING THEORY & SKILLS BUILDING

Participants designed 3-5 day country targeted training programs aimed at increasing women's participation in peace and security, while drawing on the methodology of merging content with activities that build skills. The ToT coordinators and facilitators supported the design of country group workshops which adapted Curriculum modules. Programs were outlined and sessions within the proposed trainings/workshops were delivered in plenary to practice facilitation skills.

COUNTRY GROUP WORKSHOPS

The N-Peace trainers finalized country level plans and delineated next steps for implementation. The areas of focus for country level workshops include the following:

Indonesia: Advocacy Training Towards a National Action Plan on UNSCR 1325

Nepal: Advocacy for Effective Implementation of Nepal's National Action Plan on UNSCR 1325 & 1820

The Philippines: Engaging Women (in the PAMANA and IP areas) in the implementation of Peace Agreements and the Philippine National Action Plan (PNAP) on Women, Peace and Security

Afghanistan: Coalition Building Training

Timor-Leste: A Youth Consultation on UNSCR 1325 in Timor-Leste

Sri Lanka: Post-Conflict Reconstruction Training in Jaffna, Matara, & Puttlam

NEXT STEPS

In the coming months the N-Peace trainers will be supported to localize the trainings they have designed in country groups at the regional ToT.



To know more about the N-Peace Network visit: www.n-peace.net

Coordinated by

Supported by

In partnership with



*Empowered lives.
Resilient nations.*



The Institute for
Inclusive Security

