



International Peace and  
Development Training Center (IPDTC)

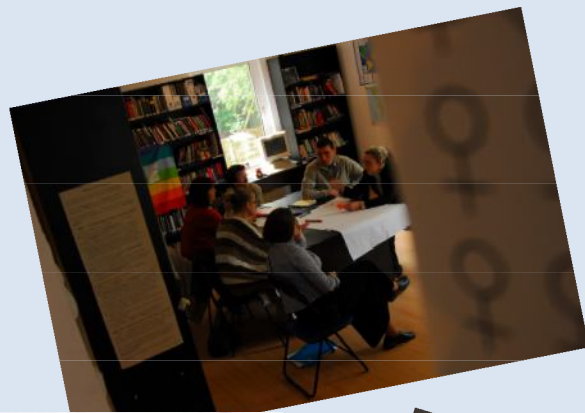


Peace Action, Training and Research  
Institute of Romania (PATRIR)

# Gender and Peacebuilding : Integrating Planning and Action in the Field (IGP)

## Advanced Certificate Programme (ACP)

### Training Programme Outline



# Gender and Peacebuilding : Integrating Planning and Action in the Field (IGP)

Advanced Certificate Program (ACP)  
International Peace and Development Training Centre (IPDTC)  
October 25th – 29th, 2010

**Gender and Peacebuilding : Integrating Planning and Action in the Field (IGP) is a five-day Advanced Certificate Program (ACP) for staff of national and international organizations, the OSCE, United Nations missions and agencies, governmental and nongovernmental organizations, gender officers and activists, peace workers, peacebuilding and conflict transformation practitioners, policy makers, NGOs working in peacebuilding, development, conflict transformation, violence prevention and post-war recovery.**

**Advanced Certificate Programs** are designed for experienced practitioners and middle to senior level policy and decision makers. Participants include UN staff, government officials and political representatives, donors, military, and staff of national and international aid, development, and peacebuilding organisations. Programs are in-depth and custom-designed for participants' specific needs and contexts.

## GENDER AND PEACEBUILDING : INTEGRATING PLANNING AND ACTION IN THE FIELD (IGP)

### AT A GLANCE

#### Participants:

staff of national and international organizations, the OSCE, UN missions and agencies, governmental and nongovernmental organizations, gender officers and activists, peace workers, peacebuilding and conflict transformation practitioners, policy makers, NGOs working in peacebuilding, development, conflict transformation, violence prevention and post-war recovery.

#### Key Skills – Improved:

- Integrate Gender and Peacebuilding Action Frameworks
- Learn from Gender work for better Peacebuilding Programming
- Learn from Systemic Peacebuilding for better Gender Programming
- Tackle Professional Issues in Gender and Peacebuilding

#### Location:

International Peace and Development Training Centre (IPDTC)  
Cluj-Napoca, Romania

#### Dates:

October 25th – 29th, 2010

#### Contact :

training@patrir.ro  
[www.patrir.ro/training](http://www.patrir.ro/training)

### Integrating Gender and Peacebuilding Frameworks

- Theoretical frameworks for integrating peacebuilding and gender action
- How to improve strategic planning for integrated gender and peacebuilding work

### Learning from Gender for better Peacebuilding Programming

- Developing a gendered mapping and analysis of conflicts and development of gendered peacebuilding strategy
- The role of women in improving the effectiveness of peacebuilding – case studies from international experience
- Practical case studies of peacebuilding programmes aimed at reducing violence against women and transforming its lasting effects on all parts of society
- From politically correct language to real understanding and action – raising awareness of gendered language as a step to reducing gendered violence
- Practical application and case studies on implementation of existing gender focused international resolutions and treaties including CEDAW, UN SCR 1325 and MDGs e.g. role of shadow committees, civil society reporting to international coordination committees, international and national advocacy campaigns
- How gendered strategies can improve peacebuilding work – maximising the on-the-ground effectiveness of peacebuilding projects, and strategic alignment with contemporary objectives of donors and international organisations

### Learning from Systemic Peacebuilding for better Gender Programming

- Strategies and lessons learnt from peacebuilding through sustainable and inclusive social change strategies, and how they can be applied to gender work:
  - Multi-partiality
  - Conflict transformation
  - Human legitimacy rooted in basic needs
  - Multi-track approaches
  - Developing empathy to transform conflictual relationships
- Strategic planning approaches used in peacebuilding – maximising impact of gender and peacebuilding work through:
  - Strategic Conflict Analysis as the basis for a planning process
  - Clarity of objectives for both the process used and the outcome constructed through peacebuilding and gender programmes,
  - Critical assessment of assumptions and theories of change used in peacebuilding and gender work
  - Development of robust and holistic engagement strategies
- Practical application and case studies on implementation of existing gender focused international resolutions and treaties including CEDAW, UN SCR 1325 and MDGs e.g. role of shadow committees, civil society reporting to international coordination committees, international and national advocacy campaigns

### Tackling Professional Issues in Gender and Peacebuilding

- Deconstructing gender roles in conflict work - enlarging political space for women's action in mediation, conflict transformation and peacebuilding work and for men's work in the gender field
- Supporting the group gathered for this training to create its own mutual support network of professionals engaging in gender and peacebuilding work internationally and locally – within international organisations, within specific regions and across geographic divides.

<b>Location:</b> Cluj-Napoca, Romania	<b>Trainers:</b> Ms. Gal Harmat and Mr. Denis V. Matveev	<b>Contact Details :</b> <a href="mailto:training@patrir.ro">training@patrir.ro</a> Tel: +40-264-420298
<b>When:</b> October 25 <sup>th</sup> – 29 <sup>th</sup> , 2010	<b>Director IPDTC:</b> Ms. Zsuzsanna Kacso	<a href="http://www.patrir.ro/training">www.patrir.ro/training</a>

**DEADLINE for APPLICATIONS: September 20<sup>th</sup> for Applicants WHO NEED a Romanian Visa and October 7<sup>th</sup> for Applicants who DO NOT NEED a Romanian Visa**

## THE PROGRAM

<i>Day 1, Monday</i>	Morning	Introduction of Trainers, Participants and Program; Getting to know each other's experiences
	Afternoon	Integrated conceptual frameworks in gender and systemic peacebuilding work;  Strategic program design in systemic peacebuilding and gender work
<i>Day 2, Tuesday</i>	Morning	Principles of peacebuilding – can they be applied to gender work?
	Afternoon	Conflict mapping and analysis with a gender lens
<i>Day 3, Wednesday</i>	Morning	Understanding the problem, setting clear goals: Gender-based violence and peacebuilding strategies for overcoming it
	Afternoon	Case studies of successful gendered peacebuilding work, and the role of women in peacebuilding
<i>Day 4, Thursday</i>	Morning	Theories of change and assumptions made in programme strategy and design
	Afternoon	International treaties and conventions – from policy to practical social transformation  Gendered language and the political correctness of 'gender sensitivity'
<i>Day 5, Friday</i>	Morning	Gender roles in professional peace and gender work;  Professional survival – strategies for building support networks and exchanging best practices
	Afternoon	Evaluation, Next Steps and Closing

## Who should apply:

- Policy and Field Staff for international and national organizations and agencies working in areas affected by violent conflict and war or in post-war violence-situations;
- Gender Officers and Activists, Peace workers, Peacebuilding and Conflict Transformation Practitioners;
- Directors & Programme Managers / Coordinators of Organisations / Agencies / Departments working in violence and war affected countries, in aid, development, and emergency relief, and/or in organizations with programmes in gender, peacebuilding and conflict transformation, including national, international head office and field staff;
- Staff of International and National Development Agencies and Inter-Governmental Organisations – UN Agencies, OSCE, CoE, OAS, AU, AL, EU, ASEAN;
- Local and National Government Authorities responsible for programmes in violence and war affected communities, including communities suffering from domestic violence, violence against women and children, human trafficking, sexual slavery and communities in post-war recovery;
- Government and Agency/IGO/NGO Policy Makers and Strategic Planners;

Single Course		
PARTICIPATION FEES	DESCRIPTION	FEE
<b>Full Fee</b>	The full fee is payable through wire transfer or on-line payment or upon arrival to the program.	<b>Euros 950 OECD / 600 Non-OECD</b>
<b>Early Payment:</b>	Participants who complete payment prior to September 10 <sup>th</sup> .	<b>Euros 800 OECD / 500 Non-OECD</b>
<b>Multiple Participants</b>	Departments, Agencies and Organisations sending 3 or more staff	<b>Euros 800 OECD / 500 Non-OECD</b>

Two Courses -IGP and PCTR-		
PARTICIPATION FEES	DESCRIPTION	FEE
<b>Full Fee</b>	The full fee is payable through wire transfer or on-line payment or upon arrival to the program.	<b>Euros 1300 OECD / 1000 Non-OECD</b>
<b>Early Payment:</b>	Participants who complete payment prior to September 10 <sup>th</sup> .	<b>Euros 1100 OECD / 900 Non-OECD</b>
<b>Multiple Participants</b>	Departments, Agencies and Organisations sending 3 or more staff	<b>Euros 1100 OECD / 900 Non-OECD</b>

## What you will get from IGP:

IGP Program Experience	The 5 days will provide structured and informal opportunities for dialogue and relationship building with colleagues from around the world, working in gender and peacebuilding – to expand your global network of collegial support and mutual learning.
Conflict Analysis & Assessment	A key step to any program design, this training will draw on the best practices of conflict and situation analysis from both the peacebuilding and gender fields.
Lessons Learned and Best Practices	The trainers will make regular use of specific case studies to show both positive experience and lessons learnt from challenges – these case studies come from both personal experience and from professional networks – opening the possibility to connect with the ground experiences both in the training room and also after the completion of the course.
Conceptual Frameworks	Ample opportunities will be provided to participants to test their on-the-ground operations and policy experience against holistic conceptual and strategic frameworks used in the fields, drawing on some of the latest literature available.
Learning from Each Other	The course is specifically designed to help overcome challenges and ‘blind spots’ encountered by practitioners in the fields of gender and peacebuilding, and to draw proven approaches from the two fields to enrich both.

## Logistics: About The Programme

1. **Applying to the Program:** To participate, applicants must complete the **Application Form** and send it to: [training@patrir.ro](mailto:training@patrir.ro). Application Forms may be completed on-line at [www.patrir.ro/training](http://www.patrir.ro/training) or received through e-mail by writing to [training@patrir.ro](mailto:training@patrir.ro). **Please note:** positions are limited and those wishing to participate are encouraged to apply early.
2. **Receiving Notice of Your Selection:** Participants will receive notice of their selection to the program within 7 working days of their application.
3. **Preparations and Resource Materials:** Prior to the training programme resource materials will be sent out in order to assist the participants with the preparation for the training programmes. These may also be shared with departmental and organizational colleagues and staff. Upon completion of the program a web-site will be created to provide to all participants with the report of the program, slide shows and materials used, and select materials chosen to assist in your work. Copies of all key documents made available during the program will also be accessible from the web-site.
4. **Accommodation and Meals:** The course fee for **Integrating Gender and Peacebuilding Action (IGP)** training programme covers:
  - a. training fee
  - b. accommodation in double room (room with two beds) from Sunday 24<sup>th</sup> of October (check-in time 12:00 a.m.) till Saturday 30<sup>th</sup> of October (check-out time 12:00 a.m.). For those who wish accommodation in single room, extra fee will be charged.
  - c. Breakfast at the hotel for the duration of the training
  - d. Lunch for the duration of the training (Monday 25<sup>th</sup> of October – Friday 29<sup>th</sup> of October)
  - e. Three dinners (Monday, Tuesday and Friday)
5. **Visas:** Participants requiring visas are responsible for applying for them on time to ensure they are able to take part. Participants requiring visas will receive a letter of invitation confirming their participation in the program for the Romanian Visa and Consular authorities. Participants requiring visas are encouraged to apply for their visas 4 – 6 weeks in advance.

## THE RESOURCE PERSONS



**Ms. Gal Harmat**  
**Expert Trainer – PATRIR**

Gal Harmat is a Gender and Peacebuilding Specialist. She has extensive experience in training, conflict analysis, dialogue facilitation and gender empowerment research. As a group facilitator she has conducted a large number of trainings at the IPCRI - Israel Palestine Center for Reconciliation, in Jerusalem and Beit Lehem. Gal is active from 1991 as a dialogue facilitator in Reut Sadaka – Friendship – an Arab- Israeli youth movement; she was the movement's educational director for 2 years. She has also facilitated many Jewish Palestinian encounter groups for teachers and students.

Gal has worked as a group facilitator for the Seeds of Peace International Co-Existence training in Maine, USA and for Jewish-Palestinian, India-Pakistan and Balkan multicultural groups.

Gal worked as General Director, Mahapach - Student Movement for Social Change, Israel. This extensive work included leading a staff of 30 full time community organizers and 400 students, negotiating with various ministries, academic research regarding social developments in communities. She was the facilitator for various Gender Empowerment and Management projects for the Nansen Dialogue Center, under PRIO, in Dubrovnic (Croatia), Podgorica (Montenegro), Mostar, Sarajevo and Bania Luka (Bosnia–Herzegovina).

Gal has been in charge of gender trainings for journalists, young politicians, lawyers and teachers. These comprehensive trainings included field research regarding women's rights violations, centred mainly on violence against women and sexism and the system of war. Since 2004, Gal is teaching conflict transformation and gender and is Co-Director of the Social Justice and Peace Education Teachers Training Programme of the Kibbutzim Teachers College in Tel Aviv. Today she also continues facilitating extensively Peace Dialogue between Jews and Arabs in the Middle East. In the last twelve years Gal gave hundreds of Peacebuilding and Gender equality and empowerment trainings in conflict zones around the world. She is a lecturer of the Masters Degree courses of the UN-Mandated University for Peace in Costa Rica and the UN-Awarded European Peace University in Austria.

She is also a regular consultant for intergovernmental organizations such as the Organisation for Security and Cooperation in Europe (OSCE), corporate donors such as the UBS (United Bank of Switzerland) Optimus Foundation and peace organisations such as the Peres Centre for Peace (founded by President of Israel and Nobel Peace Prize Laureate Shimon Peres).

Gal holds a Bachelor Degree in Law and Political Science from Haifa University, a Master of Arts in Gender and Peacebuilding from the UN-Mandated University for Peace in Costa Rica and is currently a PhD candidate in Gender Analysis of Multi-Cultural Education at Nitra University (Slovakia).



**Denis V. Matveev**  
**Director, Black Sea Region Programme – PATRIR**



Denis Matveev is an international peacebuilding consultant. He also works as a strategy and organisational development expert, trainer, facilitator and programme manager. Denis has worked with NGOs, corporations, political parties, governments, de facto authorities, intergovernmental organisations and education institutions in Moldova-Transnistria, Australia, Romania, Sri Lanka, Austria, Ukraine, Thailand/Burma and UK, focusing on consulting and training in applied strategic planning, organisational development and programme design for peacebuilding, peacemaking and conflict transformation initiatives.

From 2005 to 2008, Denis led the Moldova Country Program of the Department of Peace Operations of PATRIR. This involved the design, fundraising and managing of 4 major peacebuilding project lines in Moldova-Transnistria. From 2008, Denis is the Regional Director – Black Sea Program at PATRIR. In his work at PATRIR, Denis has also designed and facilitated peacebuilding and conflict transformation trainings and workshops for numerous groups of civil society, government, de facto authorities and INGO representatives. Among past participants of Denis' trainings are: staff of UN, EC, OSCE, Members of Parliaments, diplomats and NGO leaders.

Denis brings with him 5 years of experience in the corporate business sector, where most recently he headed up the Corporate Strategy department for a major Australian corporation (3 million clients, \$2 billion revenue). In his time in the commercial sector, Denis has also acted as adviser and facilitator for many high level forums of Senior Executive Management, Boards of Directors, and diverse project teams.

He has completed the Master of Arts in Peace and Conflict Studies course at the UN-awarded European Peace University in Austria, where he now teaches a Masters curriculum course on Designing Peace Initiatives. Denis is also an invited lecturer at the University of Basel, Switzerland (Swiss Centre for Peace Studies) and a Field Team Mission Preparedness Trainer for Nonviolent Peaceforce – a global organisation which prepares and deploys unarmed civilian peacekeepers in zones of violent conflict.

Among Denis' publications are:

'Moldova-Transnistria: Working Together for a Prosperous Future – socioeconomic aspects of the Transnistrian conflict through the eyes of the regional expert community' (17 articles, 3 volumes, ed. with Selari, Bobkova & Cseke) - 2009

'Civil Society Peacebuilding Guide for Moldova-Transnistria' (with Baldenkova & Ataman) – in translation, upcoming 2009

'Toolkit for Designing Peacebuilding Projects in Moldova-Transnistria' – upcoming 2009

'Four Case Studies of Crimean Community Conflicts' – upcoming 2009

Denis served on the Council of Directors of PATRIR (Romanian Peace Institute) from 2005 till 2008. He has been an invited Member of TRANSCEND International since 2005, of the Institute for Integrative Conflict Transformation and Peacebuilding (IICP, Vienna) since 2006, and of the Steering Committee of the Western CIS Region of the Global Partnership for the Prevention of Armed Conflict (GPPAC) since 2008.

Denis is an Australian citizen, and has lived in Russia, Australia, Austria, Romania, Moldova (Transnistria) and Ukraine. He trains, facilitates and writes professionally in both English and Russian, and is learning Romanian and Ukrainian. He enjoys spending time with his wife and two children, and in researching post-Soviet political systems, ideology and collective subconscious.

Contact: [denism@patrir.ro](mailto:denism@patrir.ro)

## The Organizers



**PATRIR**  
**The Peace Action, Training and**  
**Research Institute of Romania**

Founded on March 1st, 2001, PATRIR works in applied peacebuilding, violence prevention, mediation, conflict transformation, and post-war recovery. Through its Department of Peace Operations (DPO) PATRIR staff provides support to local, national and international organizations in the development, facilitation and implementation of peace processes, mediation, and community-based to national level peacebuilding. PATRIR's involvement in peacebuilding processes and local and national peacebuilding initiatives is based upon requests from governments, conflict parties, and local and international organizations. The Institute has worked in cooperation with UN agencies, the OSCE, Council of Europe, Save the Children, and a wide-range of local and national organizations and partners in Colombia, Mexico, the United States, Canada, the UK, Norway, Spain, Italy, Moldova-Transnistria, Austria, Jordan, Israel-Palestine, Somalia, Kenya, Cambodia, Burma-Myanmar, Southern Thailand, Nepal, Sri Lanka, Japan and Aceh-Indonesia. PATRIR has provided training programs to more than 4000 practitioners and policy makers in 42 countries. PATRIR is a member of the European Network of Civil Peace Services and Nonviolent Peaceforce, and the Global Partnership for the Prevention of Armed Conflict.



**International Peace and Development**  
**Training Center**

Established in 2003 the International Peace and Development Training Centre specializes in providing advanced and expert training programs for governments, UN staff, policy makers, conflict parties and leadership, field workers, local and national organisations, and staff of international agencies. IPDTC annual programs include:

- Peacebuilding, Conflict Transformation and Post-War Recovery (PCTR)
- Gender in Conflict Transformation and Peacebuilding (GaP)
- Enhancing Peacebuilding Effectiveness (EPE)
- Designing Peacebuilding Programs (IPI)
- Reconciliation and Healing After Violence
- Democracy, Human Rights and Peace by Peaceful Means

In addition, the majority of IPDTC trainings are developed upon request and provided in host countries around the world. IPDTC requested programs are custom-designed to meet the specific needs, contexts, objectives and experiences of the requesting organisations. Programs have been designed for:

- Political Leadership and Policy Makers
- Conflict Party Leadership
- Humanitarian Relief, Aid and Development Agencies and Organisations
- National and International Organisations
- Community-Based Organisations
- Chambers of Commerce
- Universities
- Military Academies and Training Centers

**For more information or to register as a participant, please contact:**

Ms Iulia Socea, Training Coordinator IPDTC at [training@patrir.ro](mailto:training@patrir.ro)

Or visit: [www.patrir.ro/training](http://www.patrir.ro/training)

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