

## Conflict Sensitivity Training for Armenian NGOs

October 8-10, 2019

### Training objectives:

- Armenian civil society will understand the need & benefit of a conflict sensitive approach to their work
- Participants will be able to make the link between conflict transformation and conflict sensitivity
- Participants will have practical tools & skills to be conflict sensitive in their daily work, in project planning and in their interactions with conflict parties

**Target group:** Leaders and programme staff of Armenian CSOs working on Human Rights, Disability, Environmental, Gender, Cross-border, issues not only in Armenia but also regionally and internationally.

**Place of the Training:** EPF Conference Hall

### Day 1: Introduction to the Concept of Conflict Sensitivity

09:30 -10:00	Registration/Coffee
10:00 -11:00	<b>Opening:</b> Welcome remarks by the representative of EU Delegation to Armenia, Gayane Mkrtchyan from EPF and Tatshat Stepanyan from AGBU  Presentation of the project; Participant introductions, expectations, motivation and experience.
11:00 - 11:30	<b>Theoretical introduction with discussion.</b> What is conflict sensitivity and how does it manifest itself in individual interactions and in interactions between groups, across social, gender, political, ethnic and other divides in societies affected by conflict?
11:30 -11:45	Coffee Break
11:45 -13:15	<b>Theoretical introduction with discussion (continuation)</b>
13:15- 14:00	Lunch break
14:00 -15:45	<b>What are ‘Conflict sensitive lenses’?</b> Why conflict sensitivity is important for Armenian civil society. What is the benefit of such an approach?
15:45-1600	Coffee Break
16:00 -17:30	<b>Group work.</b> Discuss one successful and one less successful project through the lens of conflict-sensitivity. Analyse, why one was conflict sensitive and the other not.
17:30 -18:00	<b>Summing up the day.</b> Reflections and review/suggestions for agenda for the next day.

### Day 2: From Theory to Practice

10:00 – 10:15	<b>Reflection</b> on day 1 & overview of day 2
10:15 – 11:45	<b>Theoretical input &amp; discussion in groups:</b> Using the previous days’ group-work examples, explore: <ul style="list-style-type: none"> <li>• Link between Conflict Sensitivity and conflict analysis</li> <li>• Who are we as stakeholders? What is our interaction? What effect does it have? What our our messages, internal &amp; external? Are there any contradictions?</li> </ul>

11:45 – 12:00	Break
12:00 - 13:15	<p><b>Continuation of discussion.</b></p> <ul style="list-style-type: none"> <li>• What are our true goals and are our messages, actions and behaviour compatible with them?</li> <li>• How is conflict sensitivity reflected in our daily work: in office culture, project planning, interpersonal relations, between organisations and consortia.</li> </ul>
13:15 – 14:00	Lunch break
14:00 – 16:00	<p><b>Understanding the link between the project design, implementation and conflict transformation:</b></p> <p>Theoretical input followed by review of selected case studies from the projects implemented within EPF's cross border project (with input from EPF)</p> <ul style="list-style-type: none"> <li>• Review of interactions and analysis of negative and positive patterns of behaviour</li> <li>• Identifying the optimal components for effective design, cooperation and response to complex conflicts.</li> </ul> <p>At this stage, participants will be asked to critically reflect on how their organisational affiliation and/or community membership dictates certain attitudes, norms and rules, and thus how their own subjectivity and the expectations and perceptions of others towards them influences their analysis of a situation and thus their response. The result is a holistic psycho-socio-political understanding of conflict sensitivity.</p>
16:00-16:15	Break
16:15 – 17:30	<p><b>Film Screening and discussion.</b> Media Initiative Centre, Nouneh Sarkisyan</p> <ul style="list-style-type: none"> <li>• How to use modern media tools for peacebuilding;</li> <li>• How journalists defend themselves during war.</li> </ul>
17:30 – 18:00	Reflection on the day and review/suggestions for the final day.

### Day 3: Practical steps. Conflict sensitivity in daily work and strategic planning

10:00 -10:15	<b>Reflection</b> on the theoretical elements days 1 & 2
10:15- 11:45	<p><b>Putting into practice Theory:</b></p> <ul style="list-style-type: none"> <li>• Integration of conflict sensitivity into new project design and implementation</li> <li>• Adaptation of existing projects with conflict sensitive perspective</li> </ul>
11:45 -12:00	Coffee Break
12:00 -13:30	<p><b>Discussion:</b> How can each use conflict-sensitive approach to optimise results of their projects, programmes and interactions?</p>
13:30 -14:15	Lunch break
14:15 -16:15	<p><b>Group work:</b> Developing workplan for integrating conflict sensitivity into programming and programme management. Presentations.</p>
16:15-16:30	Break
16:30 -17:45	<p><b>Monitoring &amp; Evaluation of Conflict Sensitivity:</b> Indicators of success of a conflict sensitive approach? How will we monitor, gather evidence and evaluate? Communicating conflict sensitivity. Learning from our experience and communicating to others. Questions, discussion.</p>
17:45- 18:00	Reflection, closing ceremony and Certificate Distribution

## About Bridge for CSOs programme

BRIDGE for CSOs project is implemented by Armenian General Benevolent Union with Eurasia Partnership Foundation and financed by the European Union. This three-year project was launched in December 2016. The project targets civil society organizations registered and operating in Armenia, Armenian universities, young professionals from Diaspora who would like to contribute their knowledge and expertise to strengthen the capacity of Armenian organizations. The objective of the project is to strengthen the capacity of Armenian civil society to effectively contribute to decision making processes in Armenia. To achieve this objective, the project will:

- improve organizational capacities of CSOs to better respond to citizens' needs,
- provide accurate and tailored response to the needs of Armenian CSOs,
- increase CSOs' service delivery capacities,
- improve on the job management skills through application of international best practice,
- establish a sustainable capacity building mechanism in a local university,
- strengthen project management and social entrepreneurship capacities of the Armenian CSOs,
- increase the level of public awareness and trust towards CSOs, and
- improve the level of interaction between Diaspora and Armenian CSOs.

More information about the program is [here](#). To register in the network of Bridge for CSOs program, please follow the link: [www.agbu.am/am/bridge-for-csos/3024-bridge-for-csos-announcement-for-registration](http://www.agbu.am/am/bridge-for-csos/3024-bridge-for-csos-announcement-for-registration).