

PeaceTraining.eu



STRENGTHENING THE CAPABILITIES AND TRAINING CURRICULA OF CONFLICT PREVENTION AND PEACE BUILDING PERSONNEL WITH ICT-BASED COLLABORATION AND KNOWLEDGE APPROACHES

D2.7

Workshop summary report 2



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Executive summary

This report discusses the PeaceTraining.eu project's event organization and participation activities from January 2018 to August 2018. During this period, the main focus of the PeaceTraining.eu project was on developing the online platform, eliciting feedback from key stakeholders, and creating further awareness of the platform. The first section of this report details the events organized by the consortium to these aims. The second section outlines the external events participated in by consortium members in the framework of further outreach activities and awareness raising. The third and last section outlines the final PeaceTraining.eu October conference, its planned activities and formats, and target audience.

To introduce the platform and gain feedback from crucial stakeholders in the field, a meeting was organized in Brussels, Belgium, on 5 June 2018, with the topic "Shaping the Future of Peace Training in Europe & Beyond". The meeting brought invited experts together, both from civil society and state actors. The meeting introduced the platform, the 4.5. compendium report, and the final conference in October. Another important launch event included the Advanced Training of Trainers programme held by PATRIR between 4 and 8 June 2018 in Cluj, Romania. This programme allowed the consortium to discuss the project's output with trainers in the field, focusing in particular on the work delivered in report 4.5., which provides a guide on peace training and how to deliver it. The programme also offered the opportunity to introduce the platform and to invite key stakeholders to join and make use of the website. A third event organized by the PeaceTraining.eu consortium focused on mediation as a tool in peace training and was held in Vienna, Austria on 18 June 2018. The event focused on a key topic in peace training identified by the consortium, i.e. mediation skills and how to train them. The event invited experts on this topic to share ideas and practices.

PeaceTraining.eu consortium members have also actively participated in events organized by other stakeholders and actors which are relevant for peace training. These include events from other Horizon 2020 projects (EU CIVCAP), from training associations (European Association of Peacekeeping Training Centres), and key actors in the field (EPLO). During these events, the PeaceTraining.eu project and platform were introduced and discussed with external event organizers and participants.

The most important future event for the consortium is the final conference which takes place in Vienna, Austria, 1-2 October 2018. The event will bring together over 100 participants involved in Conflict Prevention and Peace Building (CPPB) as well as peace training activities. The conference has partnerships with organizations such as EPLO, GPPAC, and PCDN, as well as with the EU's EEAS CPCC unit. The conference brings together the different but interrelated topics concerning peace training which the consortium has developed over the project period (e.g. skills training, e-learning, self-care etc.). It brings together the consortium experts as well as external experts to discuss the current state of peace training in Europe (and beyond) and how to bring the field forward.

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1. Introduction

This report extends on Deliverable 2.5., *Workshop Summary Report 1*, which summarized the events organized by the PeaceTraining.eu consortium between the start of the project period, September 2016, and December 2017. Deliverable 2.7, *Workshop Summary Report 2*, discusses the events organized and participated in since January 2018 until August 2018. The report also describes the planned final conference, which will take place on 1-2 October 2018 in Vienna, Austria.

During the period January-August 2018, the PeaceTraining.eu consortium has been extensively engaged in the development of Deliverable 4.5., which provides a compendium on training in the Conflict Prevention and Peace Building (CPPB) domain. The compendium builds on earlier work delivered by the consortium under Work Package 3 and discusses and provides guidelines on, among others, curriculum development in C PPB training, training approaches and methods, and e-learning models. While this deliverable was submitted as a report, it is important to note that most of the guidelines will also be made available online on the peacetraining.eu website. In the Handbook section of the website, to which content is currently being uploaded, users will find the explanations and guides on these topics in an accessible format. This content is primarily targeted to new and experienced trainers and training organizations in the wider CPPB field.

At the same time, platform development under Work Package 5 has also set up other major sections of the website. These sections include the course overview and notification system which will allow training organizations to advertise their courses on the platform and interested participants to look up courses which can support their further professionalization. Similarly, the platform has a registration system for training organizations and a search tool for users to find these organizations. Finally, the platform has developed a section where trainers can register and complete their profiles to support openness on trainer information in the field and the forming of networks among trainers. These sections will be opened up to users soon and the registration process will be commenced in the coming weeks.

The events organized and participated in by the PeaceTraining.eu consortium should be seen against the background of our ongoing work on platform and Handbook development. Indeed, as the platform relies in the first instance on the registration of current training professionals in the CPPB field, the major aims of the consortium have been to create awareness on the platform and what it has to offer, as well as to engage in conversations with stakeholders to ensure that the platform meets their needs as much as possible, while retaining the potential to attract a wide range of stakeholders, including government and civil society actors.

The report is further divided in three sections. The first section discusses events organized primarily by PeaceTraining.eu, including:

- 5 June 2018 Experts' meeting in Brussels, Belgium
- 4-8 June 2018 Advanced Training of Trainers programme in Cluj, Romania
- 18 June 2018 workshop on mediation in peace training in Vienna, Austria

The second section then goes further into depth on the events organized by other actors in the field and participated in by PeaceTraining.eu consortium members:

- EU CivCap Peacebuilding forum 'PeaceTech'

- Europe in International Affairs 2018 conference
- 50th Colloquium of the German Association for Peace and Conflict Studies
- The European Union as a Global Peace Actor: Exchange of views on the EU and conflict prevention
- EAPTC 6th Annual Seminar 2018. Leading Innovation in Peace Operations: Strengthening Tomorrow's Performance

Finally, the third section details the most important event planned by the consortium for the future, the final conference of 1-2 October 2018 in Vienna. The section describes the partnerships making the conference possible, the target audiences as well as the planned sessions and workshops.

2. PeaceTraining.eu past events

2.1. Experts Meeting: Shaping the Future of Peace Training in Europe & Beyond

The PeaceTraining.eu Experts Meeting was a half-day event held at the European Peacebuilding Liaison Office (EPLO), on the 5th June 2018. At the meeting, experts in the CBBP field were invited to offer their perspectives on the PeaceTraining.eu web platform, the PeaceTraining.eu conference (to be held in Vienna on 01-02 October 2018), and a proposal to consider the creation of a trainers handbook informed by the outputs of the PeaceTraining.eu project (letter of invite is in Annex 1).

Participants were identified by PeaceTraining.eu consortium partners, based on contacts made during the research phase of the project, their experience in the peacebuilding field, and the positions they currently hold. The participants are outlined in table 2.1, and their full biographical details are in Annex 2.

Name	Position	Organisation
Charlotta Ahlmark	Training Manager	European Security and Defence College (ESDC)
Victoria Carreras	Manager: Communications and Information Management	GPPAC
Dr. Antje Herrberg	CEO of mediatEUR	European Forum for Mediation and Dialogue
Anne Holohan	PI and Project Coordinator	GAP Trinity College Dublin
Philip Kusch	Advisor	Liaison Office of GIZ for the European Union
Nina Noorali	Director	IAHV Belgium
Sophie Picavet	head of Operational capability section in the Civilian Planning and Conduct Capability Directorate	European External Action Service (EEAS/CPCC)
Sonya Reines-Djivanides	Executive Director	EPLO
Maria Simonyan	Junior Professional	mediatEUR
Justyna Pyz	Project manager and research fellow	GAP Trinity College Dublin

Table 2.1: Participants list for Experts Meeting

From the PeaceTraining.eu consortium, the following members attended:

- Nancy Annan,
- Kai Brand-Jacobsen
- Leila Demarest
- Patricia García Amado
- Bernhard Jager
- Carmen Munteanu

The agenda for the meeting (as is outlined in Annex 3) focused on two significant aspects of the project as a whole: the PeaceTraining.eu Web Platform and the PeaceTraining.eu Conference. The web platform was chosen as it is a substantial output of the project, and this provided the consortium with a valuable opportunity to:

- Test initial responses to current state of the web platform
- Allow participants the opportunity to help shape the web platform
- Demonstrate the current and potential utility of the platform to practitioners and policymakers
- Get 'buy-in' from the practitioner community for the PeaceTraining.eu outputs

The focus on the PeaceTraining.eu conference offered the consortium the opportunity to:

- Have participants engage with the ideas behind the conference, allowing the consortium to shape it to the needs of the field
- Engage with new ideas brought to the meeting from participants (what topics are important, and what format the conference could take)
- Advertise the conference itself, and have key partners commit to conference attendance, presenting at the conference, and spreading information about the conference through their networks

The sessions dealing with the above topics were designed as interactive sessions, each led by a short presentation by a PeaceTraining.eu consortium member.

Moreover, space was allocated in the expert meeting for presentations on the project as a whole and on the outputs from Work Package 4, most notably Deliverable 4.5, the PeaceTraining.eu compendium.

The meeting brought a range of reflections from the participants on the topic areas, as well as more general points about the project:

- Regarding the **web platform**, discussion firstly focused on the general features of the platform. In particular, the utility of the platform as a 'hub' for advertising training in the CPPB field, the requirement to sustain the platform and ensure it is kept live and regularly updated, the need for care to be taken in ensuring its complementarity with other systems (such as Goalkeeper), and the potential to develop tools such as webinars, 'how-to' guides, video testimonials, and communities of practice. Participants then discussed the roster of experts. Here, discussion focused on the need to create space for new training actors, whilst maintaining quality, the need for distinctions along trainer roles (who is an expert, a facilitator, junior/senior trainers, part of training team), collaborative learning processes, and the potential utility of trainers, outlining their regional expertise, location, and willingness to travel through the roster.
- The main points from the discussion on the **October Conference** included the identification of topics of interest (including Training people with trauma, Communication and social media use, Moving beyond Western system viewpoints in training, Soft skills mainstreaming, Change management, Synergies between providers across sectoral boundaries), guidance on the potential participants of such an event (both in terms of the organisations and job functions), and the potential relevance of such a conference to the organisations represented.
- Feedback to the concept of the **Peace Training Handbook** included the need to include exercises within the handbook, the requirement to have the handbook reflect European

standards for training, and differing organisational capacities, and the potential to implement the handbook with videos to outline how to use approaches and methods.

- More **general reflections** on the project included the requirement of sustainability to make the platform a community of practice and keep it up-to-date and relevant, the recognition of gaps in the field, how to expand the outcome of the project globally beyond the EU after the end of the project, the need to take into consideration emerging strategic developments and frameworks in the field, and the critical need to identify how to motivate possible target groups to use the PeaceTraining.eu platform.

The *Quick Report*, which was sent to participants the day after the event is included in Annex 4. This expands on the findings, and outlines how the consortium seeks to continue engaging with participants.

2.2. Advanced Training of Trainers: Designing and Delivering Effective Capacity Building Programmes in the Peacebuilding and Conflict Transformation Field

The Advanced Training of Trainers programme was organized by the PATRIR PeaceTraining.eu team from 4 to 8 June 2018 at Cluj, Romania. The training programme brought together experienced civil society and military stakeholders involved as trainers or training coordinators in conflict prevention and peacebuilding training programmes. The programme was an important opportunity to introduce the potential of the platform for registered organizations and trainers as well as to elicit input and feedback on the Handbook sections of the platform developed under 4.5, among a key target group of the consortium.

The 5-day programme concretely addressed the following:

- Overall presentation of the project, consortium members, objectives, deliverables
- A session dedicated to a review and discussion of current gaps and challenges in the peace training field and connecting the answers to the results of the research in the project
- A series of sessions addressing the a) definition, understanding and components of a curriculum, b) process of elaborating a curriculum c) curriculum categories and d) curriculum standards
- A session dedicated to innovative approaches and methods in conflict prevention and peacebuilding training
- A session looking at sensitivities in conflict prevention and peacebuilding training
- A session looking at the Peacebuilding Trainer Qualification Profile
- Sessions in which participants applied the PeaceTraining.eu frameworks and innovations to development of model curricula and training methods and approaches for their courses and organisations

All the sessions included discussion and exercises on the above mentioned topics, an introduction to the findings of the project as well as noting down ideas/conclusions/recommendations/feedback from the participants. Some key comments and recommendations feeding into the further development of the platform include:

- The curricula frameworks are complex models that need significant time to be introduced, understood and incorporated into existing institutions. This advice can be combined with

comments raised during the experts meeting in Brussels on the possibility of including video examples

- The fact that the models and examples are cross-sectorial is welcomed and it brought about several ideas of future cooperation
- Interest in the PeaceTraining.eu platform is high as well as the expectations from such a platform
- Several examples were collected and could be incorporated into the e-platform, such an example being NATO's online curricula to which participants were invited to provide feedback
- Conflict sensitivity and other sensitivities are still among the blind spots in many training programmes and the identification and stressing of these by the PeaceTraining.eu project were appreciated

2.3. Is mediation an appropriate tool for peace training?

The workshop on mediation as a tool for peace training was organized by BMI (Austrian ministry of Internal Affairs) and ARGE Bildungsmanagement and was held on the 18th of June 2018, the international day of mediation, in Vienna, Austria. The workshop took the form of an evening discussion round and took place between 18h and 21h. The event focused on mediation, an important topic on which many trainings occur in the peace training field, but also in other areas involving conflict resolution (e.g. interpersonal relations, business). The workshop focused on whether mediation should be included more extensively in the preparation of field personnel, in particular as a way to develop their interpersonal communication skills. Indeed, interpersonal communication skills have been identified as an important gap in peace training and staff preparation by the PeaceTraining.eu project (D.3.5.).

The 29 participants were field workers, trainers, training institutes, university professors, and mediators. The invited panel included a range of different fields. The speakers were:

1. Aladin Bandi, Syrian, MBA, Founder+Chairman of SMART Academy, Vienna after successful Abu Dhabi Vision 2030, Master of Business Administration from Atlanta University, USA.
2. Berthold Hubegger, BA in Police-Leadership, MA in Security Management, Deputy Head of the Department "Operational Affairs" as well as Head of the Unit "International Missions and Operations" within the Ministry of Interior, Austria. He has extensive international experience in various EU and UN missions especially in police reform issues.
3. Galina Pokhmelkina, Dr.in, Moskau: Psychodrama-therapist, Mediator, Psychologist; engaged in and organising member of open dialogue between Ukrainians & Russians.
4. Harald Rettner, Vienna, M.A. Peace & Conflict Studies, Social Worker; he has worked in conflict zones around the globe – e.g. Bougainville, Zimbabwe, Uganda, Ukraine;
5. Roland B. Wilson, PhD, Incheon, Korea, Program Coordinator & Professor of Conflict Analysis & Resolution, George Mason University, Korea Campus
6. Jay W. Yamashiro, Vienna, M.A. Peace & Conflicts study, LGBTIQ-affirmative Kink-aware Mental health professional, Somatic Sexologist.

Moderation: Dr.in Gerda Mehta, Vienna, Psychotherapist, Mediator, Supervisor, Clinical Psychologist.

The event addressed the following issues specifically:

- Introduction to the PeaceTraining.eu project and the platform.
- Broader debate on the key characteristics of peace training and the limitations of training in supporting mission effectiveness.
- Main debate: mediation as an essential skill for field workers, including lessons to be learned from mediation experts from various disciplines, the need to pay attention to interpersonal relations in the field, as well as mediation as a tool to enhance local ownership.
- Mediation and trust-building require time. There is a potential mismatch with short-term missions or missions engaged in by personnel with high turnover. It is necessary to understand this when training personnel is hired. Even highly trained individuals in mediation require time in the field to learn the context, build trust, and support conflict resolution.
- Difficulties of providing training for those who engage in peace and conflict resolution activities during times of escalation in various regions, and in the aftermath of escalation when dealing with long term effects, such as trauma, resettling in society, preventing and countering violent extremism, and peace keeping missions.

3. External Event participation

3.1. Past events

The PeaceTraining.eu consortium members have also participated in several external events where they have presented and debated several aspects of the PeaceTraining.eu project. The following events were participated in:

- EU CivCap Peacebuilding forum ‘PeaceTech: Exploring the potential of technologies for conflict prevention and peacebuilding’, 15 January 2018, Brussels (Belgium)
- European Union in International Affairs Conference, 18 May 2018, Brussels (Belgium)
- 50th Colloquium of the German Association for Peace and Conflict Studies, 12 April 2018, Berlin (Germany)
- EPLO meeting with Federica Mogherini, entitled ‘The European Union as a Global Peace Actor: Exchange of views on the EU and conflict prevention’, 25 May 2018, Brussels (Belgium)
- EAPTC 6th Annual Seminar 2018. Leading Innovation in Peace Operations: Strengthening Tomorrow’s Performance, 22-24 May 2018, Geneva, (Switzerland)

We discuss the aims and target audiences of these events below, and how PeaceTraining.eu has participated and presented itself.

3.2. EU CivCap Peacebuilding forum ‘PeaceTech’

The ‘PeaceTech: Exploring the potential of technologies for conflict prevention and peacebuilding’ took place on the 15th of January 2018 (15-17h) in Brussels, Belgium. The event was organized as a Peacebuilding forum of the EU-CIVCAP Horizon 2020 project focusing on the EU’s civilian capabilities for CPPB and ways to enhance them. The event focused specifically on technology as a way of enhancing civilian capabilities. It is within this purview that PeaceTraining.eu was invited to discuss the opportunities and challenges of e-learning for CPPB staff training. The consortium was represented by Dr. Leila Demarest (KU Leuven). A representative of the Gaming for Peace (GAP) Horizon 2020 project was also present.

The target audience of the event were civil society, EU, and state actors involved in CPPB policies. PeaceTraining.eu engagement consisted of a PowerPoint-assisted presentation on how e-learning technologies are currently used in the field, the problems e-learning applications face, and how ICT can be used more effectively to enhance peace training. The presentation was based on research conducted under Work Package 3 and was followed by a short Q&A session.

It is interesting to note that for many participants to the event, e-learning and its current and potential uses for staff training was a rather new topic, revealing that the CPPB field has not picked up e-learning as much as other fields already have. From this perspective, it was useful that the presentation mostly focused on introducing the topic of e-learning to audience members not familiar with the topic and demonstrating that e-learning can be more than text on a screen. The main contribution was hence introducing the idea of e-learning to CPPB practitioners and highlighting some of the challenges and opportunities to them.

3.3. European Union in International Affairs 2018 conference

The European Union in International Affairs Conference 2018 took place from the 16 to the 18th of May in Brussels, Belgium. The conference brought together scholars, experts, and policymakers focusing on the European Union's external relations, including the Common Security and Defence Policy (CSDP). The conference held a specific panel on enhancing CSDP effectiveness, including training, on Friday 18th of May. PeaceTraining.eu representative Dr. Leila Demarest attended the panel.

The panel on 'Improving the effectiveness of the capabilities in European Security and Defence Policy' was chaired by Kirsi Maria Hyttinen (Laurea UAS & University of Jyväskylä) and Arnold Kammel (Austrian Institute for External and Security Policy). Paper presenters mainly represented Horizon 2020 projects with closely related topics and interconnections to PeaceTraining.eu such as GAP, CivCap, WOSCAP, and IECEU.

The panel provided an opportunity for the PeaceTraining.eu project to be informed on the latest research and activities of the related Horizon 2020 projects, to share ideas on how to enhance EU CPPB training with other experts in the field, and to raise awareness on PeaceTraining.eu activities and platform development.

3.4. 50th Colloquium of the German Association for Peace and Conflict Studies

The 50th colloquium of the German Association for Peace and Conflict Studies was held between 12 and 14 April 2018 in Berlin Germany. PeaceTraining.eu, represented by Svenja Wolter (Marburg University), Andra Tanase (PATRIR) and Dr. David Curran (Coventry University) organized a panel discussion on the possibilities of practitioner training to improve peacebuilding practice, which also invited Dr. Volker Jacoby, head of the training Department at the German Center for International Peace Operations (ZIF) as speaker. Target audience members included (German) researchers, academics, teaching staff, and PhD students in Peace and Conflict studies, as well as peace and conflict practitioners.

The panel introduced the project and the platform to audience members and allowed the 3 speakers, Andra Tanase, David Curran, and Volker Jacoby, as well as audience members to provide their input and expert opinions based on the following questions:

- Is there a peacebuilding crisis?
- If so how can enhanced/better/more/different training for practitioners (military, police, civilians) help to tackle it?
- What can training achieve – and what not? Can anyone be trained to be a peacebuilder?
- International peacebuilding practitioners work in various contexts, often for only short periods of time. Can a training prepare practitioners for such differences in cultural and political contexts? Which cross-cutting competencies could be developed?
- Multidimensional peace operations often involve various actors such as military, police and civilians, both international and national. To what extent do these actors work together effectively in the field? How can training prepare for this?
- Is it really relevant to establish training standards and mainstream curricula?

The panel discussion offered the consortium the opportunity to share and test some of the key insights and discussion points on the current state and future of peace training with other experts and policymakers. Also, the project was further introduced to the field including the platform.

3.5. The European Union as a Global Peace Actor: Exchange of views on the EU and conflict prevention

The event ‘The European Union as a Global Peace Actor: Exchange of views on the EU and conflict prevention’ was organised by the European Peacebuilding Liaison Office (EPLO) in the context of the Civil Society Dialogue Network and in Partnership with the office of Federica Mogherini on 25th of May 2018 in Brussels, Belgium. The event gathered participation from EU Officials dealing with European Foreign & Security Policy (EEAS) and Directors of European Peacebuilding Organisations (civil society). PeaceTraining.eu was represented by Kai Brand Jacobsen (PATRIR).

The discussion focused on addressing the EU’s role in peacebuilding and conflict prevention and addressing specific aspects of EU policies and mechanisms. Plenary presentation by Federica Mogherini was followed by interactive discussion and then working groups with EU officials and Directors of Peacebuilding Organisations. Its relevance to the PeaceTraining.eu project was as one of the highest level forums in which to introduce and present the project to some of our key audiences / stakeholders both in the EU and in the peacebuilding sector in Europe.

The event provided the opportunity to raise awareness on the project, its outputs so far, and how they are relevant for the broader discussion on improving the EU’s CPPB policies. Furthermore, it was an important forum to draw attention and raise interest for the final conference of the project.

3.6. EAPTC 6th Annual Seminar 2018. Leading Innovation in Peace Operations: Strengthening Tomorrow’s Performance

The European Association of Peacekeeping Training Centre’s 6th Annual Seminar was held in Geneva, Switzerland, from 22 to 24 May 2018. The title of the event was ‘Leading Innovation in Peace Operations: Strengthening Tomorrow’s Performance’. The event brought together a majority of the training providers for peace operations in Europe. PeaceTraining.eu was represented by Patricia García Amado, who participated in the Ideas Bazaar during the first day of the meeting.

The event allowed PeaceTraining.eu to further raise awareness and spread information on the project and the platform among the most important stakeholders of the project: major CPPB training organizations in Europe, such as FINCENT, SWEDINT, UNPOL, and FBA. The seminar and discussion itself also supported PeaceTraining.eu’s research and guidance to enhance future peace training. For instance, the gap in skills training also noted by the project is increasingly debated by training actors in the field while further guidance on how to include skills training is welcomed. This indicates the growth potential of the platform, in particular the Handbook section which offers tools to support peace training.

4. Final PeaceTraining.eu conference

The final PeaceTraining.eu conference ‘Shaping the Future of Peace Training in Europe and Beyond’ will take place in Vienna, Austria from 1st to 2nd of October 2018. The 2-days event marks the ending of the PeaceTraining.eu Horizon 2020 projects and aims to share results from the project in terms of research, introduce the platform and encourage actors to register, as well as to bring key stakeholders together to discuss how to enhance the field and address key gaps (e.g. in skills development, self-care and e-learning among others). The event will take place at the Sigmund Freud University. A dedicated web page has been devoted to the conference on the [peacetraining.eu](https://www.peacetraining.eu/shaping-the-future/) website: <https://www.peacetraining.eu/shaping-the-future/>

The conference is organized by PeaceTraining.eu in partnership with:

- The Peace and Collaborative Development Network (PCDN)
- The Global Partnership for the Prevention of Armed Conflict (GPPAC)
- The European Peacebuilding Liaison Office (EPLO)
- The European Union External Action Service (EEAS)
- The European Security and Defence College (ESDC)

These partnerships were forged during earlier events and joint projects, including the Peacebuilding Practitioner’s Survey 2018 (with PCDN, EPLO, and GPPAC). Several sessions are organized by the consortium and partner organizations. A workshop proposal submission system has also been implemented to allow other organizations and participants space for crucial topics and contributions in the field of peace training.

The conference will provide a multi-stakeholder forum bringing together government departments, deployment agencies and training institutions – including military, police, diplomatic and civilian (NGO and private sector) – to identify the state of the art of peace training in Europe and internationally in order to:

- Learn from best practices and improve streamlining front of the field approaches across sectors;
- Identify challenges and how they can be practically addressed: what corrections and improvements are needed;
- Explore front of the field innovations in training methods, approaches and use of information and communication technologies to support and improve peace training;
- Take steps towards improving competency frameworks and quality standards for peacebuilding and prevention training and improved collaboration amongst training institutions across sectors in Europe and beyond;
- Explore training within a more comprehensive approach to capacity building across the field – with special focus on strengthening local and national ownership in the field
- Improve partnerships and collaboration across the full-breadth of the training and deployment fields for peacebuilding and peace operations in Europe and internationally, including across sectors

The conference targets participants from across Europe and internationally, including leading training institutions, government ministries, trainers, deployment agencies, donor institutions, EEAS and key

institutions, and experts and practitioners involved in peacebuilding and prevention operations, training and capacity building. The number of participants is limited to 150.

The conference will hold plenary sessions with invited expert speakers, workshops of PeaceTraining.eu members and other partners, and a promotion hall for participating organizations. The workshop format is aimed to move beyond 'lecture-based' formats and talks, and create interactive and collaborative spaces, emulating best practices in the peace training field. Several workshops will also consider/examine practical skills training.

The following are the examples of workshops and sessions intended for the conference:

Plenary Sessions:

- Training for Peace in Europe and the World Today: Relevance, Horizons, Potential – Mapping the Need and Future of the Field
- Meeting the Needs of the Field: How Training and Capacity Building can Better Support Developing Effective Capabilities for Peacebuilding and Prevention
- PeaceTraining.EU – Innovating the Future of Peacebuilding and Conflict Prevention Training and Training Support in Europe
- The Role of Peace Training, Peacebuilding and Conflict Prevention in Europe's Common Security and Defence Policy

Workshops:

- Bridging the Gap: Improving the Link between training and preparation, and competencies needed in the field
- Innovations and New Frontiers: ICT, e-approaches and training for deployment
- Learning from the Viking Exercise: Lessons for the Field
- Improving Peace Training in Europe & Globally: Fostering Cooperation & Collaboration
- Improving Training Methods: Innovative Approaches to Training and Gaining 'Operational Competencies'
- Designing Curricula for Peace Training: Advances in Practice
- Beyond Training: Towards Comprehensive Approaches for Developing Effective Capacities for Peacebuilding and Conflict Prevention
- Introducing the PeaceTraining.EU Web-Platform: A Resource for Training Institutions, Deployment Agencies and Trainers in Europe and Globally
- Gender Dimensions of CPPB Training: Addressing Gender in Training, Methods and Results
- Improving Peace Training in Europe & Globally: Synergies Across Sectors – NGOs, Military, Police, Training Institutes.
- From the Ground-up: Best Practices in Strengthening Local Capacities for Peacebuilding and Conflict Prevention

5. Conclusion

During the period January-August 2018, the project consortium has focused extensively on the development of the PeaceTraining.eu web platform as well as platform content delivery. The external outreach of the project has been in line with these objectives. Events organized by the consortium have introduced the platform to key stakeholders and have elicited debate and input on the key challenges facing CPPB training today and how to overcome them. Consortium members have also participated in events organized by relevant actors in the CPPB (training) field to raise further awareness on the projects' aims, and the platform in particular. The final conference in October brings together a range of stakeholders in the CPPB training field to interact and collaborate on key challenges and future pathways identified in the PeaceTraining.eu project. The conference also serves as the major launch event for the web platform.

6. Annex 1: Invite letter for Expert Meeting



29 March 2018

Dear Madam,

Dear Sir,

The PeaceTraining.eu consortium would like to invite you, or a representative from your organisation, to our Expert meeting taking place in **Brussels** on **Tuesday morning, the 5th of June 2018**. The meeting will focus on the launch of the [PeaceTraining.eu](https://www.peacetraining.eu) web platform.

Since the start of the project in September 2016, the PeaceTraining.eu project has been working on a web platform which aims to be the major online training and network hub for Conflict Prevention and Peace Building training in Europe and beyond. The consortium will be launching the platform in Spring 2018. The platform will provide up-to-date information on training courses, training providers, and tailor-made training in the field. Furthermore, it provides information and guidelines on established and new approaches to training, training content, and methods. The platform is aimed at both seekers of training and training developers who wish to improve on existing practices.

The expert meeting will bring together representatives from a limited number of Conflict Prevention and Peace Building training institutes and deployment organizations which represent both state and civil society organizations. The meeting will:

- introduce you to the features and content of the platform;
- provide for the opportunity to explore the platform first hand;
- and allow for extensive feedback and questions and answers.

The meeting will take place in the center of Brussels (Belgium), with the exact location announced at a later date. The meeting takes place from 9 to 12.30h, followed by a lunch. Your travel expenses and accommodation will be covered by PeaceTraining.eu.

Your feedback as an expert would be extremely valuable and would allow us to ensure the platform is relevant for major training institutes in Europe.

We hope to hear from you soon,

Sincerely,

The PeaceTraining.eu consortium

Contact: office@peacetraining.eu



This project has received funding from the European Union's Horizon 2020 Coordination & Support Action under Grant Agreement No 700583.

7. Annex 2: Expert Meeting Participants Biographies



Bios

Shaping the Future of Peace Training in Europe & Beyond

Experts Meeting

Profiles at a Glance: Participants & Organizations

Participant Profiles

Charlotta Ahlmark

Ms. Charlotta Ahlmark is since 2014 a Training Manager at the European Security and Defence College (ESDC) in the European External Action Service (EEAS). She is responsible for the coordination of civilian crisis management and conflict prevention training. Her work includes project management, strategic and conceptual developments as well as substantial support and lectures in areas such as EU integrated approach, fragile states, conflict analysis, strategic planning of CSDP missions, security sector reform (SSR), mediation, negotiation and dialogue, gender and human rights and training policy for CSDP. She is the coordinator for the ESDC Board on Security Sector Reform (SSR), a member of the EU task force on SSR and the CSDP Human Rights and Gender Task Force. She has previously worked at the Swedish government agency Folke Bernadotte Academy, the Swedish Government offices, the Swedish National Defence College, the Swedish Armed Forces and the European Commission. In the field of training she was a project coordinator for UN-DPKO and EU-CSDP projects on crisis management and peacebuilding with a focus on leadership and capacity building. She has also worked with the Nordic dimension, the Middle East, Southern Caucasus and Central Asia and the European Neighbourhood Policy as well as with international media relations. Ms Charlotta Ahlmark holds a Bachelor in Peace and Conflict Studies (American College Dublin and Uppsala University) and a Master of International Studies from Uppsala University.

Patricia García Amado

Patricia García Amado is a PhD candidate with the Human Rights Institute Pedro Arrupe, University of Deusto, Spain. Her dissertation deals with the role of tenure security in the process of local integration of internally displaced persons in urban areas. In addition, she is a research assistant and liaison officer for the EU funded PeaceTraining.eu project. With an academic background in Political Science and Humanitarian Aid, she has previously worked as a researcher and analyst of armed conflicts, humanitarian emergencies, and peace processes with the School for a Culture of Peace, Autonomous University of Barcelona; and international NGOs such as Doctors Without Borders; and as a research associate for the Refugee Law Project. Her main areas of research are forced migration and local integration; urban internal displacement, housing rights and tenure security; protection, informality and non-state actors.

Nancy Annan

Nancy ANNAN is a doctoral candidate with the Centre for Trust Peace and Social Relations (CTPSR), Coventry University, UK. Her research is focusing on Local Infrastructures for Peace in Post-Conflict Societies. In addition to her current post, she is a Research Assistant at the CTPSR for the EU funded PeaceTraining.eu project where she has helped to co-author the 'Peace Training Handbook' to be published in October 2018. Prior to this, Ms. Annan was a Researcher with the Peace Support Operations (PSO) Programme at the Faculty of Academic Affairs and Research (FAAR), the Kofi Annan International Peacekeeping Training Centre (KAIPTC) Accra, Ghana. Furthermore, she had gained experience working in various capacities with other organizations including Plan International and United Nations.

Kai Brand-Jacobsen

Kai Brand-Jacobsen is Director of the Department of Peace Operations (DPO). He is a senior expert in facilitation and development of mediation and peace processes; strengthening local, national and international capabilities and infrastructure for peacebuilding and prevention (I4P); strategic peace and conflict analysis and intelligence; scenario development and futures forecasting; and policies and proposals for improving evidence-based peacebuilding and peacemaking practice, effectiveness and impact. Mr. Brand-Jacobsen is a senior evaluator of peacebuilding and peace support operations and advisor to governments and inter-governmental organizations. He was co-founder of the Peace Action, Training and Research Institute of Romania (PATRIR) and President of the Institute from 2001 – 2011. He has provided more than 300 training and executive leadership programs for senior government and political leadership, UN staff, and experts and practitioners in the field, and has experience working in Iraq, Lebanon, Israel-Palestine, Nepal, Northern Ireland, Sri Lanka, Cyprus, Afghanistan, Burma, Cambodia, Somalia, Liberia, Libya, Nigeria, Sudan, and elsewhere. He is author of "Searching for Peace in Iraq", "Palestine and Israel: Improving Peacebuilding Strategies, Design and Impact", the "Strategic Peacebuilding Handbook" and more, and an editor of the international Journal of Peacebuilding and Development. He has taught upon invitation at more than 40 universities world-wide including Oxford, Hacettepe, the United Nations University for Peace, Colombia, York, the European Peace University, Royal Roads, and many more.

Victoria Carreras

Victoria Carreras is the Manager Communications and Information Management at GPPAC. She has more than ten years of experience in defining and developing online communication tools and marketing strategies. Prior to GPPAC she applied her skills in both the commercial and academic world. She holds a Master in Business Administration (MBA) in Social Entrepreneurship from the Universitat Oberta de Catalunya, a Master's degree in European Studies from the University of Amsterdam and a Master's degree in Contemporary History from the University of Girona, Spain.

Leila Demarest

I am currently working as a post-doctoral research fellow at CRPD. I joined the Centre in November 2011 as a research assistant. From October 2012 to September 2016 I worked at the Centre as a PhD fellow of the Research Foundation Flanders (FWO). I have a Master's degree in Political Science (International Relations) and a Master of Science degree in Complementary Economics, both from Ghent University, Belgium. In 2017 I also obtained a Master in the Quantitative Analysis in the Social Sciences (QASS) from the KU Leuven. In October 2017, I completed my doctorate, entitled 'Scarcity and Social Disorder in Africa: A Critical Analysis'. In my PhD project, I have focused specifically on how factors such as natural resource scarcity, climate change, and urbanization can affect the onset of conflict, mainly on the intra-state level. The main focus was on protests and riots; my geographical focus was (sub-Saharan) Africa. Since September 2016, I have also been working on a Horizon 2020

Coordination and Support Action project entitled "Strengthening the capabilities and training curricula of conflict prevention and peacebuilding personnel with ICT-based collaboration and knowledge approaches" (Acronym: PeaceTraining.eu). The main goal of the project is to assess shortcomings in current peace training curricula and develop new learning curricula to improve European peacebuilding on the ground. The project runs until November 2018. Meanwhile I have also embarked on a new research project on federalism in Nigeria, focusing specifically on the role and functioning of the National Assembly. My general research interests include African politics, social movements, conflict causes and dynamics, ethnicity, and peacebuilding. I make use of both qualitative and quantitative methods.

Dr. Antje Herrberg

*CEO of mediatEUR, the European Forum for Mediation and Dialogue
Guest professor College of Europe)*

Antje Herrberg is a facilitator, mediator, negotiator and process designer working since the 1990's in mediation processes of circa 13 countries, in Europe, Asia and Africa. Founder and CEO of mediatEUR a non-for profit service based peace mediation NGO; Guest professor of Peace Mediation at the College of Europe. Senior Mediation Expert for Process Design on UN Standby Team 2013-2014. From 2005 – 2010 Mediation Director at the Crisis Management Initiative. Director, East West Institute 2000-2005. Since 2005 years trainer/peace mediation coach for diplomats, and negotiating parties. Chief facilitation advisor to Peace Nobel Laureate Martti Ahtisaari working on Aceh/Indonesia peace process. Capacity building on peace mediation and setting up of mediation support unit in four countries & AU, OSCE. Created the EU mediation concept and incubated the setting up of the European Institute of Peace. Specialist on separatist conflicts, neuropsychological dimensions in negotiations, PTSD, mind-body, working on peace technology, land restoration & humanitarian mediation. PhD Intercultural Communication (Aalborg), MA Mediation (Viadrina), MEconSci European Economic and Public Affairs (UCD), BA Diplomacy & International Relations.

Anne Holohan

Anne Holohan, PhD, is Associate Professor of Sociology at Trinity College Dublin. She received her PhD from UCLA, and was a Marie Curie Incoming International Fellow at the University of Trento, Italy. Her PhD, which researched the network institutional culture holding together the diverse organizations in the United Nations Mission in Kosovo was published as *Networks of Democracy: Lessons from Kosovo for Afghanistan, Iraq and Beyond* (Stanford University Press, 2005). She is also interested in the impact of digital technologies, especially gamification, and has researched the role of gamification in citizen science, published in *Community, Competition and Citizen Science: Voluntary Distributed Computing in a Globalized World* (Ashgate, 2013). While doing her PhD, she worked as a webmaster and IT support for the UCLA Women's Health Centre. She also researches the role of gender and culture in both peacekeeping and gaming and is particularly interested in using qualitative research to understand the experiences and social dynamics in these domains. She is PI and Coordinator of Gaming for Peace (GAP), which merges her areas of research and policy interest by using a digital role-playing game to train military, police and civilian peacekeepers in the soft skills of communication, cooperation, gender awareness and cultural awareness. She lives in Dublin with her husband and two daughters.

Bernhard Jäger MA, BA

Bernhard Jäger is Research Manager at SYNNO. He holds a master degree in sociology and a bachelor of arts in communication studies. As a project researcher Bernhard Jäger was working on police based security research at the Department of Criminal Law and Criminology at the University of Vienna where he gathered extensive knowledge on deviant and criminal behaviour of individuals and masses, policing, crowd control, criminal justice and crime prevention. Besides his expertise on qualitative and quantitative social research methods he also gained experience in usability, accessibility, user

experience methods and user interface prototyping. At SYNIO Bernhard is responsible for the coordination of national and international research projects including the Horizon 2020 project PeaceTraining.eu.

Carmen Munteanu, MSc

Carmen Munteanu is a Research Manager at SYNIO GmbH. She holds a Master of Science degree in Sustainable Development Management and Policy. Due to her work experience in various public and private organizations and diverse fields, she has valuable insights and knowledge in policy making, policy analysis and strategy development especially in sustainable development-, security- and public administration-related topics. At SYNIO she is in charge of project acquisition, international partnerships and project management. She is part of the coordination team of the Horizon 2020 project PeaceTraining.eu.

Philip Kusch

Philip Kusch has worked since 2006 on the African continent, at first in the area of governance and administrative reform programmes in Tanzania, South-Africa and Mali as well as post-conflict and reconstruction in Burundi, then leading for 3 years a programme to support the African Union in the area of border management and cross-border collaboration. Since 2016 he is based in Brussels at the Liaison Office of GIZ for the European Union, advising mainly with regard to the portfolio of GIZ in the area of stabilization, migration and peace/security in Africa.

Nina Noorali

Born and brought up in the Democratic Rep of Congo, Nina has lived in many countries following her studies in Canada and pursuing her career in the world of insurance. Not long into that field did she feel the call for more human values and deeper meaning to her life. From 2003 she dove into personal development trainings focusing on stress relief and mind management. She then joined actively the teams of IAHV to train not only in stress relief but trauma relief and rehabilitation to communities impacted or implicated in conflict. She worked in South African prisons, with Congo based NGOs that were close to burn out, and provided other stress relief programs in Europe. Her main area of focus is to develop projects for the Middle East as well as Belgium to support victims and communities affected by conflict. She's been in Iraq working with refugees as well as providing trauma relief and support to Belgian parents whose children have been radicalised and left for Syria. She's currently director of IAHV Belgium focusing on violence prevention programs, trauma relief support for victims of terrorist attacks and refugees, prison rehabilitation and providing professional care programs to social workers/police/government agents who are working in CVE.

Sophie Picavet

Sophie Picavet is an EEAS administrator and Temporary agent from the French national diplomatic service (Ministry of Armed Forces). She took up duties as the head of Operational capability section in the Civilian Planning and Conduct Capability Directorate, European External Action Service (EEAS/CPCC) in September 2016. CPCC is the strategic and operational headquarter for civilian Common and Security Defence Policy (CSDP) Missions. Previously, she was the head of Political, Press and Information section within the EU Delegation to Guinea-Conakry. Her current and past assignments have covered civilian and military crisis management both with the French MOD and various organisations, including the EU, the OSCE, the UN and the Council of Europe, mostly during field-missions in Guinea, Haiti, the Balkans and Ukraine. In her current capacity, she is tackling a range of horizontal issues aimed at enhancing coherence and consistency of civilian CSDP mandates delivery. Her works and those of her colleagues in the section focus inter alia on the adaptation of civilian CSDP capabilities to new security threats and challenges, the implementation of the training policy for

civilian CSDP Missions, the lessons process, the standardisation process for guidance documents, the mainstreaming of rule of law, gender and human rights perspective in the planning and reporting of the Missions as well as other cross-cutting issues. In particular, she follows-up on the operationalization of the integrated approach, including for SSR-related activities. In this regard, she represents CPCC in the SSR-Task Force, an inter-service group co-run by the EU Commission and the EEAS dedicated to strengthening the integrated approach for SSR. She holds master and post-graduate diplomas in political science and international relations and has just graduated from the CSDP High Level Course.

Sonya Reines-Djivanides

Sonya Reines-Djivanides has been the Executive Director of EPLO since April 2015. She is a peacebuilding professional with over ten years of experience in international conflict resolution. Prior to joining EPLO, she was the Director of Search For Common Ground's (SFCG) Brussels Headquarters, managing European fundraising, liaison, advocacy and programme support. She also managed the development and implementation of SFCG's Track II programmes. Sonya holds a Master of Arts in International Relations with focus on International Conflict Negotiation and an advanced Certificate in International Conflict Management from the Maxwell School of Citizenship and Public Affairs at Syracuse University.

Maria Simonyan

Maria Simonyan is a Junior Professional at mediatEUr. She has recently finished the Blue Book traineeship at the European Commission, Education, Audiovisual and Culture Executive Agency (EACEA), working on university-business cooperation projects of the Erasmus+ programme. Her academic background is in the EU International Relations and Diplomacy, equally studied at the College of Europe and Estonian School of Diplomacy. She is also a co-founder of a youth-led organization, Armenian Progressive Youth NGO, and worked as a project coordinator of various educational projects funded by the European Commission's Erasmus+/Youth in Action programme. As part of her active engagement in youth policy field, Maria was also a Youth Adviser at the United Nations Youth Advisory Panel (UNYAP) for a year, nominated by the UN Office in Armenia.

Justyna Pyz

Justyna Pyz, PhD, is Gaming for Peace (GAP) Project Manager & Research Fellow in Trinity College Dublin. She is an anthropologist specialising in intercultural relationships. She received her MA and PhD from the Jagiellonian University, Kraków. Her research includes Role Playing Games amongst secondary school and university students and interreligious dialogue in India. She worked previously on the IRCHSS-funded project, 'Ireland, empire and education', based in the TCD Centre for Irish-Scottish and Comparative Studies and co-edited *Irish classrooms and British empire: Imperial contexts in the origins of modern education* (Four Courts Press, 2012). She also has experience in database management, exhibition curating and working with charities.

Organisational Profiles

PeaceTraining.eu

www.peacetraining.eu



During the past decade the CPPB training field is rapidly evolving as a result of the growing engagement of the European Union in the field of peacebuilding. This dynamic is both challenging and opportunity -arising. Some issues arise at both state and non-state level training. The main findings of this research show there is a clear gap in meeting the needs of the field, in matching training content to target groups' needs, but also in finding the right certified professionals, experts and trainers, where required. The PeaceTraining.eu initiative has reviewed current understandings and training approaches relating to conflict prevention and peacebuilding (CPPB) in Europe, developed recommendations and novel tools for enhancing the potentials of European civilian and military training and in turn, has done that with the ambition and recognition of contributing to the efficiency of peacebuilding missions. The PeaceTraining.eu online platform is the main outcome of this project. It is developed based on an extensive research process and responds to some of the major current challenges in the field of CPPB training. Its interactive, user-friendly modules include reliable information on training providers, individual trainers, and training courses in Europe. Moreover, it offers advice and tools for designing and implementing CPPB training through its online Handbook, as well as access to a resource directory on training in the field. Through the offering of these tools and resources, the platform promotes innovation, effectiveness, and ultimately, the continued improvement and performance in CPPB training.

Civilian Planning and Conduct Capability (CPCC) of the EEAS

https://eeas.europa.eu/topics/common-security-and-defence-policy-csdp/5438_en



The Civilian Planning and Conduct Capability (CPCC) Directorate is the EEAS Directorate which is the Operational Headquarters for the 10 civilian CSDP Missions. The CPCC Director, as Civilian Operation Commander for each Mission, exercises command and control at strategic level for the operational planning and conduct of all civilian crisis management operations. The Operational Capability Section is part of the Chief of Staff/Horizontal Co-ordination Division. Its primary responsibility is to provide guidance on cross-cutting issues, including the capability process and the development of operational guidelines to ensure greater consistency and coherence on operational mandate delivery as well as efficiency and responsiveness. It encompasses the reflexion on the improvement of capability, the mainstreaming of gender, human rights and rule of law in the mandate of the Missions, the implementation of the training policy, the follow-up of the lessons drawn from the field and the HQ.

European Peacebuilding Liaison Office (EPLO)

www.eplo.org



EPLO is the independent civil society platform of European NGOs, NGO networks and think tanks which are committed to peacebuilding and the prevention of violent conflict. It was founded in 2001 by 16 member organisations. EPLO aims to influence the EU so that it promotes and implements measures which lead to sustainable peace between states and within states and peoples, and which transform and resolve conflicts non-violently. EPLO wants the EU to recognise the crucial connection between peacebuilding, the eradication of poverty, and sustainable development worldwide and the crucial role NGOs have to play in sustainable EU efforts for peacebuilding, conflict prevention, and crisis management. EPLO advances the interests of its member organisations through common policy positions and consequently advocating for those common positions. EPLO

disseminates information and promotes understanding of EU policies of concern to its member organisations. The Office also builds solidarity and co-operation amongst its member organisations and with other relevant NGO networks. Finally, EPLO raises awareness about the contribution the EU should make to peacebuilding and the need to hold the EU accountable to its own political commitments of helping secure peace within and outside its borders.

European Security and Defence College (ESDC)



The European Security and Defence College -ESDC is embedded in the crisis management structures of the European External Action Service (EEAS). It has its own legal capacity, its own budget (via the CFSP budget) and a Steering Committee that consists of the 28 EU Member States. The ESDC is organised as a network bringing together more than 130 institutions, civilian and military institutes, colleges, universities, and other actors, developing and conducting training activities in the wider context of CFSP. The objective is to provide Member

States and EU Institutions with knowledgeable personnel able to work efficiently on CSDP matters. In pursuing this objective, the College contributes to a better understanding of CSDP in the overall context of CFSP and to promoting a common European security culture. Among others, it coordinates working groups in support of mission and operation related training, security sector reform and the development of a ESDC CSDP Doctoral School.

Whole of Society Conflict Prevention and Peacebuilding (WOSCAP)

www.woscap.eu



WOSCAP is a project aimed at enhancing the capabilities of the EU to implement conflict prevention and peacebuilding interventions through sustainable, comprehensive and innovative civilian means.

It assesses current capabilities, and identifies gaps, best practices, lessons learned and research priorities. Through a community of practice and dialogue forums, it also brings together policymakers, civilian and military practitioners, academic experts and the beneficiaries of EU interventions. It will result in a tailored set of recommendations on the policy priorities and information and communication technologies needed for effective civilian conflict prevention.

Main project objectives:

- **Review:** To assess past and ongoing conflict prevention and peacebuilding initiatives of the EU and its partners.
- **Reflect:** To create an evidence base of best practices and lessons learned, to identify capability gaps in current EU and partner engagements, and to elaborate options for change and potential improvements in long-term civilian peacebuilding efforts.
- **Recommend:** To complement and adjust existing capacities, policies, and initiatives for conflict prevention and peacebuilding, through an inclusive policy-practice dialogue and the development of policy recommendations.
- **Innovate:** To make a significant contribution to civilian conflict prevention and peacebuilding, by identifying future research priorities, and enhancing the potential of information and communication technologies.

Gaming for Peace (GAP)

<https://gap-project.eu>



Personnel in peacekeeping missions come from diverse organizations and nations, yet must coordinate together in the temporary network or umbrella organization that comprises each peacekeeping mission. Coordination is challenging strategically and operationally. Even if the structures to coordinate together are in place, diversity in organizations (militaries, police forces, civil organizations), gender and culture (national, ethnicity, religion) make communication and cooperation difficult yet vital in order to achieve peacekeeping missions' goals. Current training puts few resources into training personnel in the critical soft skills of communication, cooperation, gender awareness and cultural competency that are essential for a mission to be successful. Gaming for Peace (GAP) interviewed 177 experienced military, police and civilian peacekeeping/peacebuilding personnel around Europe to identify the relevant soft skills for peacekeeping and to develop a curriculum in these soft skills, and to embed these skills in a digital role-playing game. The interviews also provided the experiences which are the basis for the scenarios in the game. There is standardized in-game and out-game assessment of learning objectives associated with the soft skills, and each player will receive a 'skills passport' on completion of the module. The curriculum and game can be accessed via ipads, thereby achieving standardized learning that can be easily accessed by all personnel going on deployment.

www.gap-project.eu

Global Partnership for the Prevention of Armed Conflict (GPPAC)

www.gppac.net



The Global Partnership for the Prevention of Armed Conflict (GPPAC) is a global member-led network of civil society organisations (CSOs) who actively work on conflict prevention and peacebuilding. The network consists of fifteen regional networks of local organisations with their own priorities, character and agenda. These regional networks are represented in an International Steering Group, which jointly determines our global priorities and actions for our conflict prevention and peacebuilding work. Our mission is to promote a shift in **how armed conflict is dealt with: a shift from reaction to prevention**. We do this through multi-actor collaboration and local ownership of strategies for peace and security. Together, we aim to achieve greater national, regional and global synergy in the field of conflict prevention and peacebuilding, and to strengthen the role of local members in the regions affected by conflict. Together we work on supporting the capacity of our regional networks for collaborative action by facilitating regional and global exchanges: members from diverse regions meet to learn from each other experiences. Our members also connect with other actors, including the UN, regional intergovernmental organisations such as the League of Arab States, state actors, the media and academia. This has resulted in unique initiatives, showing our ability to bridge global policy making with local ownership and practice on the ground. Our work is structured around three core strategies: enabling collaboration, improving practice, and influencing policy. Cutting across our strategic and thematic priorities is a commitment to gender mainstreaming and we strive to integrate gender perspectives in all our work.

Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)

www.giz.de



As a provider of international cooperation services for sustainable development and international education work, we are dedicated to building a future worth living around the world. GIZ has over 50 years of experience in a wide variety of areas, including economic development and employment, energy and

the environment, and peace and security. The diverse expertise of our federal enterprise is in demand around the globe, with the German Government, European Union institutions, the United Nations, the private sector and governments of other countries all benefiting from our services. We work with businesses, civil society actors and research institutions, fostering successful interaction between development policy and other policy fields and areas of activity. The German Federal Ministry for Economic Cooperation and Development (BMZ) is our main commissioning party.

International Association of Human Values (IAHV)

iahv-belgium.org



The International Association for Human Values (IAHV) is a non-profit organisation founded in 1997 in Geneva, Switzerland. It is affiliated with the United Nations on a consultative status at ECOSOC (UN). Today, IAHV is established in more than 25 countries and works in the field of trauma relief due to war, rape, physical and/or mental abuse, natural catastrophe, rehabilitation of prisoners and prison staff members as well

as in the field of violence prevention to improve mental health.

Its mission is to build a sustainable and inclusive peace by promoting the development of human values in both the individual and societies on a global scale. IAHV Peacebuilding Programs effectively transform the mindsets, attitudes, wellbeing and behaviour of individuals and communities engaged in or affected by conflict and violence. Cooperating with other organisations in a holistic approach, IAHV lays a strong psycho-social foundation in which other peace and development efforts can take root. Supplying this missing link in peacebuilding, we turn personal transformation into greater peacebuilding impact. Our human-centred approach lends itself to working across sectors and populations, including international organisations (UN, EU, World Bank), governments, managers and CEO's, social and community workers, women's groups, religious leaders, refugees, victims of violence, youth, terrorists and rebels, prisoners and children, and differing religious, ethnic and social communities.

mediatEUR

www.themediateur.eu



mediatEUR has been active since 2007. Ever since, we have worked on projects supporting local communities, political actors, and international organisations working for a more peaceful world. mediatEUR's is a team of value-based mediation and dialogue experts who are peace entrepreneurs. Our members and network are located all around the world, bringing in their experience in mediation, dialogue, and technology. A base office in Brussels, with small and nimble core staff, helps transform ideas into actionable and sustainable projects.

8. Annex 3: Expert Meeting Agenda



AGENDA

Shaping the Future of Peace Training in Europe & Beyond Experts Meeting

Agenda

Time	Session
09:00 – 09:15	Introduction & Welcome: Meeting Objectives and Round Table (Hosts: Leila Demarest & Kai Brand-Jacobsen)
09:15 – 09:30	Introduction to PeaceTraining.eu (Presenter: Leila Demarest)
09:30 – 09:45	Introduction to the Peace Training. Web Platform Including roster of trainings, training providers, trainers and support tools (Presenter: Bernhard Jaeger)
09:45 – 10:15	Small Group Discussion: <ul style="list-style-type: none"> - Would you or your organization benefit from using the rosters? - How would you use the rosters? - What would make the rosters more practical/useful for you and your organization?
10:15 – 10:30	Meeting the Needs of the Field Full Group Discussion on Rosters of Training Providers, Trainers & Trainings
10:30 – 10:45	<i>Coffee break</i>
10h45 – 11h00	Shaping the Future of Peace Training in Europe and Beyond – October Conference (Presenter: Kai Brand-Jacobsen)
11h00 – 11h30	Small Group Discussion: <ul style="list-style-type: none"> - How can the conference strengthen bringing together of key stakeholders in the field in Europe and beyond? - What are the key issues you would like to see it address? - Which are the key institutions that should be involved?
11h30 – 11h45	Plenary discussion on the Conference
11h45 – 12h00	Next steps, questions & answers
12h00 - 12h20	Introduction to the PeaceTraining.eu Handbook (Presenter: Kai Jacobsen)
12h20 – 12h30	Final Words: Identifying Next Steps, Appreciation & Closing
	Lunch



This project has received funding from the European Union's Horizon 2020 Coordination & Support Action under Grant Agreement No 700583.

9. Annex 4: Expert Meeting Quick Report

Experts Meeting: Additional Insights & Recommendations

Sustainability

- Project-based financing of projects, but sustainability is needed to make the platform a community of practice and keep it up-to-date and relevant – also relevant for other projects
- Potential of scaling up towards peace training on a global level (also feeds into need to recognize valuable training activities and trainers in local settings)
- Partnering up with key stakeholders: EPLO, GPPAC, ESDC, mandated institutions for training (e.g. ZIF)
- EU officials can be sceptic about H2020 results, need to be very clear on relevance for them (specific outreach needed) – and to follow-through to support utilisation and uptake in the field – part of why the October conference is so important
- Donors and political leadership need to be aware of importance of training and should also be incorporated (e.g. in the conference with a session for Donors and ensuring strong state and policy maker participation and presence as well)

Quality standards and guidelines

- Importance of balance: room for quality assurance, but also creativity. Create 'baselines' to build from to help improve quality and capabilities but not 'straightjackets' to limit or impose models on the field
- Collaborative development and reflection on standards: aim is not to impose criteria but to create space for discussion on quality criteria between peace training actors and to support collaborative efforts to improve the field

Recognition of gaps in peace training

The PeaceTraining.eu project has mapped both **gaps** and **significant progress and evolutions** in the field. Some of these were mentioned at the event and found also in comments by participants:

- **Skills / Performance Gap:** there is a critical need to improve training to improve practitioners ability to *do* in the field – to enhance competencies and performance capabilities – and move beyond 'lecture' and top-down trainings to more immersive and skills and capabilities development
- **Curricula & Competencies Gap:** Many key areas are not included or not included enough, such as training on resilience and handling trauma; working with survivors of sexual violence; how to do prevention in practice; strengthening local and national ownership
- **Training Resources Gap:** while there are many manuals for trainers, there is a deficit of key resources which could support trainers, from model curricula to up-to-date and customised case studies
- **Care Gap:** This has improved in recent years but much needs to be done and greater emphasis – and *training* – is still need to support well-being, resilience and trauma care with practitioners
- **Collaboration Gap:** Collaboration across sectors and projects is needed + linking up with ongoing efforts to improve coordination (e.g. ongoing developments CPCC) as well as improve and foster learning across sectors
- **Beyond Training:** There is a need for a more comprehensive approach to 'capacity development and support' than just training, from writing key responsibilities into ToRs and job descriptions to change management and institutional development, increasing the use of communities of practice, improving the 'evaluation-learning' to 'training' linke, increasing and

improve field-based training and seeing how to make better use of information and communication technologies (ICT) to support practitioners in the field

Conceptual clarifications

- Different understandings of curriculum/course/qualifications framework across sectors/organizations: strong attention to clarity is needed
- Soft skills terminology and dichotomy with hard skills could be revised to reach more sectors/organizations (e.g. core skills, links with leadership training)

Importance of Peacebuilding and Prevention

As above, there is a critical continuing need to achieve greater recognition of the importance of training and capacity building amongst policy makers and governments, donors, and in some cases mission leadership.

Prevention: How it's Done

As with many areas of the field there is still a need to really bring forward concrete examples, tools and lessons to improve understanding of *how* prevention is actually done.