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Erasmus+ Programme  
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**HUMAN  
RESOURCE  
DEVELOPMENT  
CENTRE**



# Youth workers for Peaceful Conflict Transformation

12-20 November, 2019  
Pamporovo, Bulgaria



# SUMMARY OF THE PROJECT

The training course "Youth workers for Peaceful Conflict Transformation" will be held between 12-20 November 2019 (included travel days) in Pamporovo, Bulgaria. The participants will be 35 young people from 10 countries - Bulgaria, Ukraine, Georgia, Armenia, Azerbaijan, Macedonia, Greece, Serbia, Croatia and Romania.

**The context of the project** is the concept of "conflict transformation". It's focus is on the efforts of young people who face cultural differences, social inequalities, stereotypes or hatred to help them understand the best way to solve conflict and build a peaceful and sustainable dialogue. The participating countries are part of the process of internal and external conflicts and a struggle for independence (the dispute over the name of Macedonia with Greece, the territorial conflicts between the former Yugoslav countries (Serbia, Macedonia and Croatia), the conflicts between Romania and the neighboring northern states, the conflict between Armenia and Azerbaijan, the two conflict areas in Georgia - Abkhazia and Samakablo, the Ukraine-Russia conflict for the Crimea and the Donbass, the eternal historical dispute between Bulgaria and Macedonia). Through the implementation of this project, we are looking to learning stories with impact across cultural and social conflicts in European societies. We will look at the content and trace the impact of international conflicts on young people, transforming their perceptions and attitudes into the idea of creating peaceful societies and understanding between different countries.

**The main needs** addressed by the project "Youth workers for Peaceful Conflict Transformation" are driven by the opportunity to bring together representatives of youth organizations coming from these "critical" countries of Europe that have been associated with persistent conflicts and accumulated tension for decades and aims at:

1. To train youth workers with the necessary knowledge, skills and attitudes related to the transformation of conflicts.

2. Promoting the universal understanding between young people across different countries

3. Raise public and civil participation and encourage their active involvement in common causes

4. Encourage young people from different countries to cooperate despite the borders in the name of a common goal – the peace between them and

5. To become a peace ambassadors in Europe and around the world!

In order to achieve our **goals**, we will focus on issues related to conflict understanding; conflict analysis; sharing good examples of achieving peace; practical knowledge to deal with conflicts; analytical ideas and models of conflict intervention; relationships and roles in conflict situations; finding common goals for achieving peace and taking appropriate action. All activities and methods used in the exchange program will be based on non-formal education and will follow the "learning by doing" and "learning by

participation", "learning by experience" models. The working methods that we will use are debates, simulations, energizers, ice-breakers, communication games, knowledge and sharing activities, group discussions, reflection and self-analysis, teamwork, ideas generation, open space, etc.

**All activities and methods** will contribute to the process of non-formal learning and creating long-lasting understanding of the concepts, as well as sustainable motivation for applying of what is learnt and shared. The program methods follow the "learning through experience" model – debates, simulations, energizers, ice-breakers, communication games, learning and sharing activities, gamification, LEGO serious play, group discussions, coaching sessions, open space, etc. By means of debriefing in-depth learning and understanding of the subject matter will be ensured.

As a **result** of the training course, participants will understand the conflicts thoroughly and will have the necessary knowledge to deal with them. They will increase their sense of solidarity and community, which will help them to overcome the stereotypes and prejudices regarding racism and xenophobia and, on the other hand, will promote their active citizenship. They will share with their friends stories, knowledge, skills and competences related to conflict transformation and will be ambassadors of peace. At a global level, the project promotes tolerance and solidarity between young people and countries, which will help develop a quality system of mutual assistance among young people. It will increase their ability to organize themselves as youth societies and work together with young people from other countries to fight injustice and human rights abuse. They will be empowered to transform conflicts to achieve universal peace based on democracy and European values through the implementation of international projects within the European framework.

**The impact of the project** aims to promote universal understanding among young people from different countries and encourage them to cooperate across borders, aiming a common goal - the peace between them. Through the implementation of international projects, sharing of results and good practices, the cooperation between youth organizations from different countries will be strengthened, the common European values will be spread, such as democracy and respect for human rights and will be facilitated.

**The long-term effects of the project** also aim at building a single European community based on peace, common values and the contribution of every European citizen to its development and progress. This would contribute to initiatives that are held within the project or after it, which solve a global problem - the conflicts around the world and have an impact at European and international level.

**The training course will be fully implemented in English!**

# WORKING PROCESS

**1. Preliminary information** – information material for the host and partner organizations, training program, venue and important information about Bulgaria - transport, climate, currency, prices and more. The information contain requirement for documentation and reporting of travel expenses of participants as well as a list of necessary items and preparation prior to the course. So, if you reading those rows – welcome on the first phase!

**2. Evaluation of personal training needs** - filling in form, which will contain information on personal training needs of selected participants. The trainers will gather information and be able to carry out final tuning of the program so that maximum to meet the needs of the participants.

**3. Online information packages** - it will be several e-info package that will send participants before the start of training. Info packages will represent a short online course with information on the topics of the training. Course will contain concepts, theories, video presentations and links to the participants on the topic. Info packages will have a role to set wave participants to learn and motivate them before training, also to prepare them with the necessary knowledge on the topic. Info packages will be prepared by the team-trainers who prepare the training program.

**4. Homework** - Participants will receive a list of tasks to prepare to national groups to cover several aspects of training strategic planning, inter-cultural learning, building partnerships and networks. The tasks will be to prepare presentations with the necessary materials: the future course of their organizations, the activities of the organizations and the national culture of the countries.

**5. Training course** – the program activities will be between 12-20 November 2019 in Pamporovo, Bulgaria. You will have more details bellow.

**6. Mentoring phase** – in the next 3 months after program activities (20 November 2019 – 20 January, 2020), each participant will receive mentoring support (if necessary) in two directions: directly mentoring - for the implementation of new tools and methods learned during the training; sharing of materials – our team will share useful information related with the topic of the project.

# PROGRAM AND METHODOLOGY

**The course** is prepared and will be run on the basis of a methodology that emphasizes active participation and commitment of all who's involved. Therefore, the program is subject to regular changes and adaptations before and during the course. The activities foreseen are ice-breakers, role-plays, teambuilding and outdoor activities, debates, open space and several workshops to develop life skills and competences useful for any youth worker. The working methods are the: "Experiential learning", "Educator to Peer" and "Peer to Peer". We will like to remind you again that this training course will be quite challenging since we will be reflecting and facing challenges on individual and on group level overcoming demanding situations, we will be questioning a lot how we and others are living and will pass intensive reflection moments.

**The methodology** of the training course is conceived in ways that require active participation and exchange between participants. It is based on participants' own experiences and builds on concrete actions for the future. The methodology of the training program is based on the main principles of experiential learning cycle and non-formal education.

**The program** is designed with a logical flow that starts with introduction to concepts and progressively gets into the topic, to end up working on the creation by participants of practical results. This way, the course will close with a document containing all the information gathered in the training. Here you can find full program of the project -

<https://docs.google.com/spreadsheets/d/1aF5ZZjj-JFGL6QgbYvUfwRPI0XJqM5Z-EJigiXbRtU/edit?usp=sharing>

TIME FRAME	12.11.2019	13.11.2019	14.11.2019	15.11.2019	16.11.2019	17.11.2019	18.11.2019	19.11.2019	20.11.2019		
	DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	DAY 7	DAY 8	DAY 9		
08:30 - 9:30	ARRIVAL DAY	BREAKFAST	BREAKFAST	BREAKFAST	Visit to "Youth Space" of NGO "Young improvers for youth development", meeting and discussion with local young people	BREAKFAST	BREAKFAST	BREAKFAST	DEPARTURE DAY		
10:00-11:00		Official opening and introduction	Understanding of intercultural learning	Conflict Mapping Exercise		Conflict Transformation - Key Issues and Challenges. Part 1	Conflict intervention	Implementation of the results			
11:00-11:30		BREAK	BREAK	BREAK		BREAK	BREAK	BREAK			
11:30-13:00		Get to know each other	Conflict Cycle	Positions, interests and needs during the conflicts		Conflict Transformation - Key Issues and Challenges. Part 2	Conflict Transformation and Cultural Diversity.	Erasmus+ partnerships and future projects			
13:00-14:30		LUNCH	LUNCH	LUNCH		LUNCH	LUNCH	LUNCH			
14:30-16:00		-Teambuilding - Presentation of Erasmus+ program and Youthpass	NGO Fair	Conflict management and strategies. Part 1		Cultural visit in Smolyan city	Tools fair. Part 1	Cultural conflict in public space. Campaigns.		Personal action plan	
16:00-16:30		BREAK	BREAK	BREAK			BREAK	BREAK		BREAK	
16:30-17:30		Introduction of the topic.Conflict definition.	NGO Fair	Conflict management and strategies. Part 2			Tools fair. Part 2	Walking in the nature		Final evaluation and closing	
17:30-18:00		REFLECTION	REFLECTION	REFLECTION			REFLECTION	REFLECTION			
18:00-19:00		FREE TIME									
19:00-20:30			DINNER	DINNER		DINNER	DINNER	DINNER		DINNER	DINNER
20:30-.....	Dinner + Welcome party	Sharing stories	Cultural cross - road 1	Cultural cross - road 2	Free time	Pamporovo got talents	Motivational evening - TEDxPamporovo	Goodbye party			

# SELECTION OF PARTICIPANTS

Age: 18+

Profile: Youth workers, trainers, students, volunteers and young people actively work/participate in youth field.

Countries: Bulgaria, Ukraine, Georgia, Armenia, Azerbaijan, Macedonia, Greece, Serbia, Croatia and Romania.

Number of participants: 3 per country.

**APPLY here:** <https://forms.gle/QEJ328BrEKfavvHq9>

**Deadline for applying is 10 September 2019**

# TRAVEL INFORMATION

We will provide the bus from Sofia to Pamporovo in the day of arrival and departure!

Please, try to look for travel options which allow you to be in Sofia **before 14.00h. on 12<sup>th</sup> November 2019 and after 17:00h. on 20<sup>th</sup> November 2019.**

You can stay in Bulgaria 2-3 days before and after project activities. If you plan to **arrive earlier** or **leave later** and you need to find an accommodation, let us know, so that we can support you. Your expenses out of the days of the training will not be reimbursed by the organizers.

## **Travel limits:**

**Bulgaria, Romania, North Macedonia, Serbia, Greece – 180€**

**Armenia, Croatia, Georgia, Ukraine, – 275€**

**Azerbaijan – 360€**

Board and lodging will be provided and paid by the organizers of the Training Course. There will be travel reimbursement according to the Erasmus + regulations. Please pay attention to the figures and conditions.

Organizers will reimburse 100% of eligible travel costs up to the limit. The reimbursement will be done by bank transfer to our partner organizations after project's report.

Very important: your tickets are an essential part of accounting of the project that we must keep and present to the Erasmus+ National Agency, the main funders of the training. **Therefore, if you cannot provide your original tickets, receipts, insurance and invoices clearly stating the travel agency, your name and the exact costs of the tickets, we will not be able to reimburse you.** Please **DO NOT BUY** any tickets before approval of the organizers!

#### VISA limits:

**Armenia – 35€ per person**

**Azerbaijan – 35€ per person**

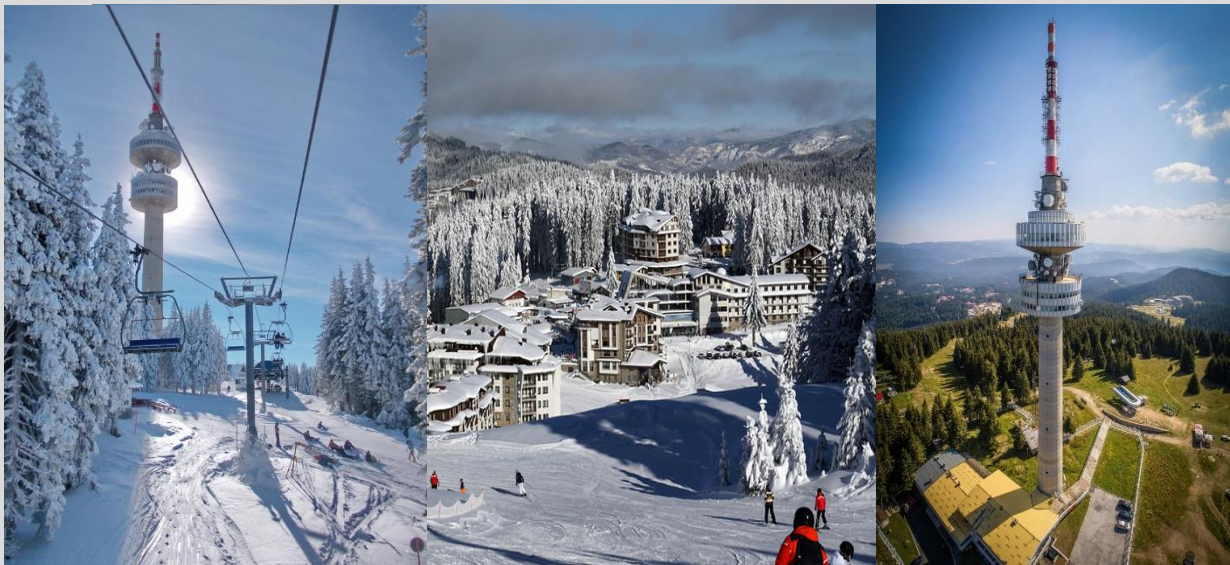
Organizers will reimburse 100% of eligible visa costs up to the limit.

#### Insurance:

We are strongly recommending you to have insurance (or European health card) while you are in Bulgaria. Each participant will be in charge of purchasing one, because no private insurance will be reimbursed.

## VENUE

The training course will take place in hotel “Pine Hills”, Pamporovo - <http://pine-hills.com/>  
Participants will be accommodated in private apartments. Each apartment has a bathroom (and towels), kitchen and balcony. Accommodation and full board meals (breakfast, lunch and dinner) are covered by organizers.





## IMPORTANT DATES

- 10 September 2019** – Deadline for submitting of application forms;
- 10-15 September 2019** – Selection of participants;
- 25 September 2019** – Deadline to buy your tickets and send the copies of them;
- 12 November 2019** – Arrival day before 14:00h. in Sofia;
- 20 November 2019** – Departure day after 17:00h. from Sofia;

## USEFULL INFORMATION

- ✓ CAPITAL CITY IS **SOPIA**.
- ✓ OFFICIAL LANGUAGE IS **BULGARIAN**.
- ✓ THE CURRENCY IN REPUBLIC OF BULGARIA IS "LEV". THE COURSE OF EXCHANGE IS FIXED AND **1 EUR = 1.95583 BGN**.
- ✓ THE AVERAGE TEMPERATURE FOR NOVEMBER IN THE MOUNTAIN ON 1300m. ALTITUDE IS **0-10 DEGREES CENTIGRADE**.
- ✓ EMERGENCY NUMBER – **112**
- ✓ FIND YOUR FLIGHT ON **[WWW.ESKY.COM](http://WWW.ESKY.COM)**

# PROJECT PARTNERS

## **Youth For Change Civil Society Development - Armenia**

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Contact person: Grigor Janikyan

## **Modern Youth Public Union - Azerbaijan**

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## **Asociatia MasterPeace – Romania**

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## **CET PLATFORM – Croatia**

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## **Non-formal education for youth – Ukraine**

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## **Human Rights Research Center - Georgia**

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Contact person: Davit Totadze

## **UNITED SOCIETIES OF BALKANS - Greece**

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## **CET PLATFORM – Bulgaria**

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