

CRISP ONLINE TRAININGS



WHO WE ARE

Since 2007 CRISP utilizes the simulation game method for conflict transformation and civic education purposes. We are an independent, nonprofit, non-partisan and non-confessional organization based in Berlin. Our staff has extensive experience in the development and implementation of various training formats, simulation game workshops, and long-term projects with local partners. We are an experienced international team that possesses different skills, language knowledge, qualifications, and regional expertise. This gives us the possibility to adapt to many different needs and requests.

WHY WE DO ONLINE TRAININGS

Our online offers evolve from many years of experience in implementing offline workshops. Implementing them online gives us the possibility to reach a broader audience without having to lower our sights concerning the content. For our online trainings, we are using tools that are both easy to use and comprehensive at the same time. Our methodological background being experience-based tools, we implement our online formats as interactive and inclusive as possible, with space for exchange between participants.

HOW TO USE THIS BROCHURE

This document gives an overview of the different formats and contents we are offering online. Our online portfolio covers three areas – Conflict Transformation, Simulation Games, and Country Studies, which are described in detail on the following pages.

As an individual, you have the possibility to register your interest (non-binding) for a course. We'll inform you then as soon as the official registration process starts. All our online courses include a fee for individuals of 180 €.

As an institutional customer, you can book a full course, which we will run for your target group. Just approach us and we'll provide you with a tailor-made offer.

If you are interested in any of our offers, please send us an email indicating the specific course you want to get involved with, by clicking [here](#).

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CONFLICT TRANSFORMATION



Working with conflicts or in conflictual environments is a challenging task, which demands a variety of competencies. Apart from a sound conceptual understanding, this includes skills in analyzing conflicts, sensitive program planning as well as effective intervention methods.

Having worked on peaceful conflict transformation in different regions of the world, we would like to share our insights with other practitioners and those interested in the field.

Thus, we are offering the online courses outlined on the next pages. The courses are connected to each other, but can also be booked separately.



INTRODUCTION TO PEACEFUL CONFLICT TRANSFORMATION

What this course is about:

During this course, you will learn the basic concepts and theories of conflict and conflict transformation. The course will also extensively cover conflict and context analysis, which should be done before interventions to engage in conflict more constructively. A good conflict analysis helps to design and implement projects that bring sustainable results and are sensitive to the local context. The sessions are adapted to the previous knowledge of the participants. Currently, the course is available in English and Ukrainian and can be carried out in other languages upon request.

Who this course is for:

- Young professionals, working or applying for work in the field of international development cooperation, humanitarian work, and peacebuilding
- Experienced practitioners who want to refresh their knowledge
- Grassroots activists and individuals, interested in gaining background knowledge about approaches to conflict transformation

What the structure of the course is:

The course consists of four 2.5-hour sessions and one home assignment with feedback from trainers.

- Session 1. Basic concepts of conflict, peace, and violence
- Session 2. Introduction to conflict analysis and main conflict analysis tools

- Session 3. Concrete cases from our target regions: Guest speakers share their perspectives and insider knowledge (speakers vary from course to course)
- Home assignment. Applying presented conflict analysis tools to a conflict of participant's choice
- Session 4. From conflict analysis to intervention: How to use the results of conflict analysis in project development

After completing the course you will be able to:

- Operate with the basic concepts of peaceful conflict transformation
- Conduct conflict analysis with various tools
- Use conflict analysis in professional life



SYSTEMIC CONFLICT ANALYSIS

What this course is about:

Conflict analysis forms an indispensable part of intervention planning as well as subsequent monitoring and evaluation processes. While a huge variety of tools have been developed in the last decades, their underlying understanding of conflict dynamics is frequently limited to a linear thinking approach. Interventions informed by such an analysis are running the risk to not adequately address the complexity of the conflict situation, making them less effective as well as more prone to unintended side effects. Building upon the insights of system thinking and complexity science, in this course you will acquire a systemic approach to understanding conflict as well as the necessary tools to conduct a respective analysis. With interactive exercises and case studies, we will guide you through the necessary steps for the analysis and the identification of initial entry points for strategic intervention.

Who this course is for:

- Students and professionals in the field of conflict transformation, development cooperation, or humanitarian aid, interested in getting a more holistic view of conflict situations

What the structure of the course is:

The course consists of four 2-hour sessions and one home assignment.

- Session 1. Concepts and terminology: Systems, complexity, feedback loops
- Session 2. Steps for systemic conflict analysis I: Key driving factors and key actors

- Session 3. Steps for systemic conflict analysis II: Causal loops and system archetypes
- Session 4. Systemic conflict analysis before and during the interventions

In between the sessions you will have the chance to apply the gained knowledge to a conflict of your choice.

After completing the course you will be able to:

- Analyze conflict situations through a systemic perspective
- Identify starting points for an intervention



PROJECT DESIGN

What this course is about:

Interventions in conflict contexts aim at contributing to a sustainable transformation of conflicts. Research in this field has shown that there is frequently a gap between the goals defined within projects and the impact they have. At the same time, several frameworks based on empirical research have been developed, which aim to provide strategies for the development of effective project design.

During the course, you will get an in-depth insight into all aspects needed for an impactful project design. We will cover different types of intervention logic, work on goal formulations and discover the underlying theories of change. You will furthermore have the chance to work on your own case study and apply the gained competencies to your daily work.

Who this course is for:

- Professionals working in conflict transformation, development cooperation, and humanitarian aid
- Students interested in developing their practical skills for the work in the NGO sector

What the structure of the course is:

The course consists of four 2-hour sessions and one home assignment.

- Session 1. Intervention logic, theory of change
- Session 2. Objectives and indicators
- Session 3. Impact measurement
- Session 4. Putting it into practice

After completing the course you will be able to:

- Apply the principles of impact-oriented project design to your own cases
- Set adequate goals for your intervention
- Critically assess the theories of change you are working with



DO NO HARM

What this course is about:

How can we ensure that our work contributes to peace and not to conflict? One of the lessons learned from the last 20 years of international development cooperation is that the “do no harm” principle is not sufficiently applied in practice. Development actors are often not aware of the position and role they play in sensitive contexts. Besides, they are often confronted with the challenge of having to make decisions that influence and change local structures in the long term under great time pressure and lack of preparation. This course aims to promote the participants’ personal and social competencies as well as their ability to reflect on their own roles to prepare them appropriately for a possible foreign assignment in development cooperation. Irrespective of the conflict situation, our offer is also suitable for preparing participants to lead or work in a development policy project abroad. During the course, we will provide participants with the background and basics of the “do no harm” principle and complement the concept by considering global power relations of the Global North vs. the Global South within the development sector. Therefore, specific reflection exercises will help participants learn to question their role within these general structures and in conflict-sensitive contexts.

Who this course is for:

- Staff of international NGOs
- Employees of public institutions and think tanks who deal with the implementation of development cooperation in the field
- Students of thematically related fields

What the structure of the course is:

The course consists of three 2-hour sessions and one home assignment.

- Session 1. Introduction to the “do no harm” principle. Introduction to conflict transformation and conflict analysis tools in the context of the “do no harm” principle
- Session 2. “Do no harm” in the context of unequal power relations between the Global North and Global South
- Home assignment. Case study and application of learned tools and concepts; self-reflection
- Session 3. Stress and time pressure in development projects, lessons learned, and transfer to practice.

After completing the course you will be able to:

- React more sensitively to local conflict dynamics, taking into account the “do no harm” principle
- Be more sensitive to power dynamics on the ground and thus better cooperate on an equal footing with local partners
- Better deal with stress and time pressure for your assignments in conflict-sensitive contexts



COLONIAL CONTINUITIES IN DEVELOPMENT WORK

What this course is about:

Black, Indigenous, and People of Color, particularly in the target regions of development cooperation, have been struggling against racial inequalities in the development sector for decades. In recent years, the multiple effects of racism have once again come into sharper focus. Mechanisms of granting international funds, a disproportionate share of white staff in the higher management of international NGOs, or working conditions of local staff in the target regions of development cooperation – the manifold ways in which structural racism manifests itself are no less represented in the field that is dedicated to helping and supporting formerly colonized societies. In this course, we will explore the extent to which the development sector operates within a colonial tradition and what can be done about it at both individual and organizational levels. What are the roots of colonial and racist images and narratives, and in what ways do they persist today? How do I reproduce these narratives and how do I benefit from them? With the help of postcolonial studies and approaches of critical whiteness research, we will go deeper into these and other questions.

Who this course is for:

This is a sensitization course for people who are NOT affected by racism. The aim is to increase the awareness and analytical capacity concerning racist structures and to strengthen the participants' ability to act. Otherwise, this offer is aimed at:

- Staff of international NGOs, employees from public institutions, foundations and associates of political parties, institutes and think tanks who deal with the implementation of development cooperation in the field

- Students of thematically related fields

What the structure of the course is:

The course consists of four 2-hour sessions. In between the sessions participants will be given self-reflection assignments.

- Session 1. Historical breeding ground of today's racism: Postcolonial perspectives on development cooperation
- Session 2. Modern manifestations of racist structures in the development sector
- Session 3. Whiteness and privilege in development cooperation, intersections with other power structures
- Session 4. Dismantling racism: Allyship, complicity and transformative justice as tools for counteracting racial inequalities

After completing the course you will be able to:

- Reflect on your position within power structures
- Analyze racist dynamics within the development sector
- Take first steps in counteracting racist structures on an individual and organizational level



DIALOGUE METHODS

What this course is about:

Working on peaceful conflict transformation often involves initiating a dialogue between groups and individuals who would usually not talk to each other. The challenge here is that different groups have different needs when it comes to communication. To initiate and conduct a dialogue process so that all involved parties feel welcome and secure to raise their voice is therefore a task not always easy to fulfill. If implemented in the right way, dialogue processes help to open up to other views and to agree on common strategies with people of different backgrounds, positions, and values. To do so, people working in conflict contexts need tools and methods to support and foster dialogue. In our course, you can learn about the main principles and approaches to dialogue facilitation, discuss the role of a moderator, and the challenges you may face when organizing a dialogue. Also, we will discuss the place of dialogue in preventive diplomacy, peacebuilding, and post-conflict regulation.

Who this course is for:

- Young professionals, starting their peacebuilding work and eager to develop the skills of a dialogue facilitator
- Grassroots activists and individuals, interested in enriching their community work with dialogue methods
- All those, who want to get inspired and feel the power of an enriching dialogue and its role in peaceful conflict transformation

What the structure of the course is:

The course consists of three 2-hour sessions and additional readings.

- Session 1. Main notions and principles of dialogue
- Session 2. Dialogue facilitation: The role of a facilitator, organizing dialogue process, arranging the space for dialogue, home reading and blog discussion.
- Session 3. The place of dialogue in peacebuilding, conflict prevention, and post-conflict regulation

After completing the course you will be able to:

- Operate with the main terms and principles of dialogue methods
- Develop a plan for organizing and facilitating dialogue in a community
- Feel more secure as a dialogue facilitator

SIMULATION GAMES



A simulation game is a model of reality. Within a given scenario, participants are challenged to deal with political and social problems by taking over the role of a stakeholder in a respective conflict. Simulation games let participants experience the roots and dynamics of a conflict and offer opportunities to experiment with different behaviors and conflictual actions. Participants discuss and negotiate courses of action and take decisions. Unpredictable dynamics and participants' intense experience within a simulation game encourage them to discover new perspectives, understand complex problems, and further think about a given topic.

We focus on an experience-oriented learning approach and therefore use simulation games as a political laboratory. It offers a risk-free environment and a chance to test alternative ideas and approaches that can then be applied in reality with greater certainty about their effects and consequences, especially the unintended ones. The method is a great tool to raise empathy and stimulate self-reflection processes through changes of perspective. Moreover, simulation games promote critical thinking, improve important skills like negotiating, strategic planning, and the ability to find a compromise.



ONLINE SIMULATION GAMES

What this course is about:

We have been developing and conducting tailor-made simulation games with a strong focus on local needs since 2007. Our simulation games cover a wide variety of issues. Topics can range from communal politics to decision-making in the parliament, negotiations and conferences in the EU context to social conflicts. Having run numerous simulation games remotely, we are experienced in interactive online facilitation. You can choose from a list of already existing simulation games in [our portfolio](#), or get in touch with us and we will develop an individual tailor-made simulation game to suit your needs. We can facilitate a chosen simulation game for your participants, ensuring the process runs smoothly and your learning goals are achieved.

Who this course is for:

In our portfolio, we have simulation games for various target groups and our trainers have experience in facilitating groups of civil servants, youngsters, diplomats, soldiers, teachers, and more. Mixed groups can also benefit from a simulation game.

What the structure of the course is:

Depending on the chosen simulation game and the learning goals, the session will last for 4-8 hours with breaks in between.

PART 1. PREPARATION

We can adapt our simulation games to different levels of background knowledge. Once we have identified the learning

goals and the topic of the simulation game, participants will receive all the necessary instructions and files for their participation, including the technical assistance for online tools. Next, we meet the participants and introduce them to the method of simulation gaming and the procedure we will go through. Depending on the simulation game, our trainers will give an introduction to the topic to prepare all participants for active participation.

PART 2. SIMULATION GAME

The simulation game itself starts with stepping into the roles and finding out the interests and positions of other actors. In different formats like group discussions, plenary sessions and individual negotiations participants work on the issues of the scenario and role profiles. In the end, participants present the results of their negotiations, e.g. during a press conference or in a common resolution.

PART 3. EVALUATION

After the simulation game, our trainers facilitate the discussion about the process, outcomes and draw a connection to the real world. Here, we make use of various interactive methods and tools, which let every participant reflect on their experience.

After this course you will be able to:

- Experience the application of the simulation game method
- Get deeper into the topic of the simulation game in an interactive and holistic process



TRAINING ON SIMULATION GAME FACILITATION (TRAINING OF TRAINERS)

What this course is about:

Facilitators play a crucial role in any simulation game. From the preparation phase onward, facilitators provide the necessary framework, make sure participants are actively involved, and channel the process towards the pre-identified learning goals. In doing so, facilitators should intervene as little as possible and as much as necessary while the game is happening. If you want to learn how to facilitate a chosen simulation game yourself, our course will guide you through all the necessary steps. This course has a special focus on implementing simulation games online, but will also enable participants to facilitate the process face-to-face.

Who this course is for:

- Educators and trainers willing to enrich their methodological portfolio

What the structure of the course is:

The course consists of three sessions each lasting for half a day.

- Session 1. Participation in an existing simulation game from our portfolio
- Session 2. Evaluation of the simulation game and discussion of its phases
- Session 3. Skills and behavior of a simulation game facilitator. Guidelines for a successful implementation process

After completing the course, you will be able to:

- Facilitate a chosen simulation game
- Introduce the method of simulation games to others



TRAINING ON SIMULATION GAME DESIGN

What this course is about:

In this training, you will acquire advanced knowledge about the method of simulation gaming and get continuous mentoring while writing your own simulation game. Participants enroll in the course having a rough vision of their simulation game in mind or develop it together during the process.

In the course, they will be supported in defining learning goals, specifying target groups, and incrementally building their own simulation game. They will also get the possibility to playtest and refine their creations with other participants and CRISP staff.

Who this course is for:

- Educators and trainers willing to enrich their methodological portfolio, who have participated in our training on simulation game facilitation (precondition)

What the structure of the course is:

The course consists of four 1.5-hour sessions and some home assignments.

- Session 1. Identifying the learning goals of the to-be-developed simulation game
- Session 2. Developing the actors' map and interest groups

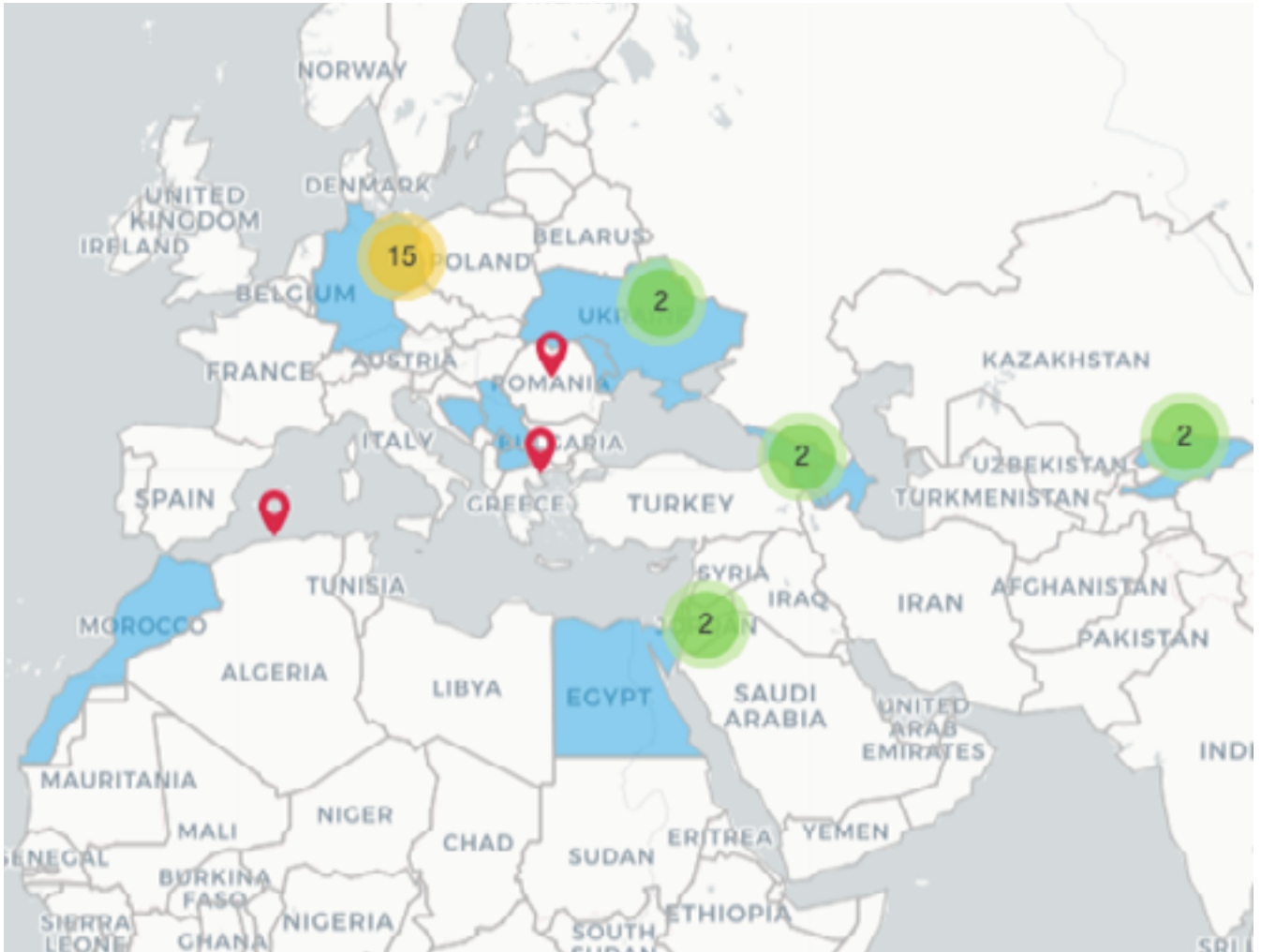
- Session 3. Writing scenarios, rules and procedures, and role profiles
- Session 4. Testing the newly-developed simulation game

The goal is to learn how to use the benefits of the method for a multitude of learning processes by developing own simulation games. We offer a guided overview of different tasks in each phase of the development process. In the end, you will be able to create your simulation games, designed specifically for your topics, audiences, and contexts.

After completing the course you will be able to:

- Implement the newly-developed simulation game
- Conceptualize and develop your own simulation games

COUNTRY STUDIES



Having worked in various countries in the last decade, each with a unique history, actors, dynamics, and contexts, we felt the need for qualitative introduction into the local contexts to support international actors in their efforts. Therefore, we are offering country studies, which were developed in close cooperation with our local partners and thus give insights into conflict lines and valid analysis of their causes and effects. The country study sessions can be either booked as a built-in module of our online course on Peaceful Conflict Transformation or as an individual module.

The goal of the country study sessions is to promote a more differentiated view on the situation in countries under analysis and consequently contribute to more professionalized and impactful interventions on site. We believe in the necessity of profound conflict and context analysis before every intervention, be it development, peacebuilding, business, or other actions.

The country study sessions are targeting people who are planning to work in one of the presented contexts on a professional base as well as those who just want to learn more about a certain country than they can get from the general media.

Though every country study session is unique in its thematic scope, some core elements are applying to all of them:

- Local perspective: all country study sessions will be co-facilitated by our local partners, ensuring a unique and qualified perspective on the countries
- Analytical approach: based on our experiences with different conflict analysis tools, we give a structured and systemic overview of current conflict lines, root causes, and relevant actors
- Grassroot topics: in our country studies we will focus on conflicts that affect people in their everyday life rather than on “big politics” that is usually covered in the media

COUNTRY STUDY: UKRAINE

What this course is about:

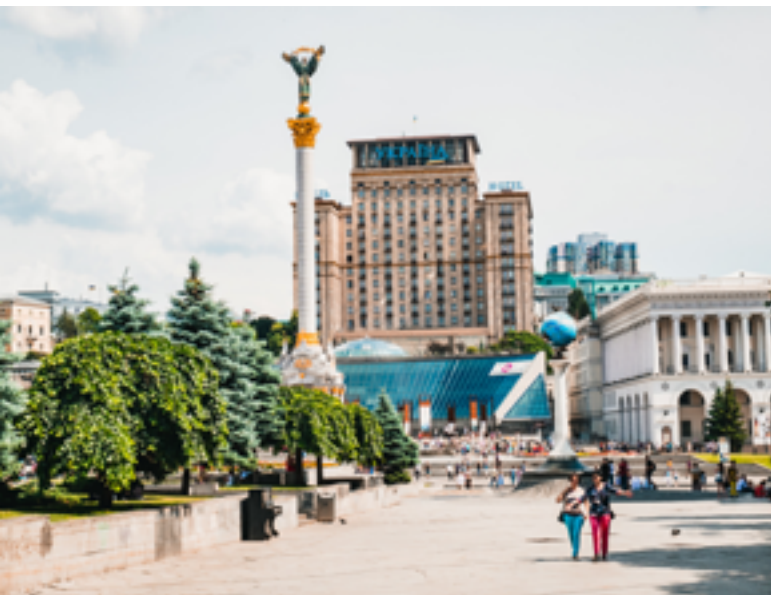
Many peacebuilding and development organizations have been interested in Ukraine since its independence in 1991 or even before, but after the beginning of a violent conflict in its eastern part and since the annexation of Crimea by the Russian Federation, it has moved even more into the focus of the international community. In this course, participants will get an insight into different conflict lines influencing Ukraine these days. We will speak about poles and intersections in the Ukrainian society, the influence of social memory on local politics and positions of the people, and look at what moves Ukrainian youth.

Who this course is for:

- International development workers planning to do their service in Ukraine
- All people eager to get a deeper insight into Ukraine

What the structure of the course is:

The course consists of three 2-hour sessions, one 4-hour session, and recommended preparatory additional readings.



SESSION 1. POLES AND INTERSECTIONS IN THE UKRAINIAN SOCIETY: FOCUS GEOGRAPHICAL DIVISION

A frequently simplified view on this diverse country has led to a widely-spread illusion that it is all about the polarized society – “pro-Russian East” and “pro-European West”.

In this session, we will shed light on the geographical division of Ukraine and its meaning for internal and international politics. We will also speak about the influence of the languages on the conflict.

SESSION 2. POLES AND INTERSECTIONS IN THE UKRAINIAN SOCIETY: FOCUS RELIGION

Different confessions and politics behind them will be the focus of this session. We will discuss the role of the Moscow patriarchy in the country, developments since the Ukrainian church became officially independent from Russia, and which reactions it caused in the regions.

SESSION 3. SIMULATION GAME “QUO VADIS UKRAINE”

During this session, participants will be able to apply their knowledge about Ukraine by stepping into the role of one of the stakeholders in the country. Participants receive scenario and their role profile and are guided through different phases of the simulation game: group discussions, plenary sessions, and individual negotiations. Afterward, an evaluation and a discussion about the learning outcomes take place.

SESSION 4. SOCIAL MEMORY AND PERSPECTIVES FOR THE FUTURE: FOCUS HISTORICAL AND POLITICAL NARRATIVES

How does Ukraine deal with its Soviet past? What are the narratives around Crimea annexation and the war? What is the role of oligarchy in the country? These and other questions will be highlighted in the last session. Additionally, we will speak about the main needs and constraints of Ukrainian youth and currently the biggest migration wave in Europe, which is from Ukraine to Poland.

Partners:

CRISP has been working in Ukraine for many years and will invite local partners to share their experience as a part of the course. Our network includes such organizations as [EdCamp Ukraine](#), [Kyiv Educational Center TolerSpace](#), [NGO Youth Organization STAN](#), [Amnesty International Ukraine](#), [Educational Human Rights House Chernihiv](#), and others.

COUNTRY STUDY: EGYPT

What this course is about:

Since the Egyptian revolution in 2011, Egypt has witnessed a dynamic political scene that reflected on the country's social and economic development. As the most populated Arab country that hosts millions of refugees, Egypt suffers high poverty and unemployment rates with barriers specifically to women. On the other hand, the country has an exceptionally skilled labor force of youth and women whose potential attracts efforts of social development. This course will walk you through some of the rising issues in Egypt after a decade from the revolution, including the new NGO law and its impact on the development work, women's struggle to combat structural marginalization, and the standing of refugees in Egypt, providing insights on the political, economic and societal impacts of each topic.

Who this course is for:

- Development practitioners and NGO staff members working on or planning projects in Egypt
- Anyone interested in acquiring in-depth knowledge about the topics below



What the structure of the course is:

The course consists of three 2-hour sessions and recommended preparatory additional readings.

SESSION 1. NGO LAW IN EGYPT

After almost two years since the new NGO law (Law 149/2019) was ratified, NGOs in Egypt can finally achieve legal recognition of their activities, as opposed to the preceding law that was criticized for restricting their work.

This session provides insights from established civil society organizations and organizations trying to register under the new law on how these changes are affecting civil society organizations, foreign funding, and general human rights obligations, what difficulties they are facing, and what lessons are learned from their experiences.

SESSION 2. WOMEN IN EGYPT

In a society where victim-blaming is prevalent, women in Egypt finally stood together, combating the physical, emotional, and sexual violence against women, in what was compared to the “Me Too” movement in Hollywood. Feminists and public figures spoke up to support victims while they exposed their harassers after being silenced for so long out of shame. This revolutionary movement had legal impacts, including the legislative amendment in the criminal code to protect the identities of victims of harassment, rape, and assault during court cases. 2020 has been a revolutionary year regarding women's awareness of their legal rights, with social media activism as the primary tool of expression. How can this momentum be used as an opportunity to empower women on different levels?

SESSION 3. MIGRATION

In the past years, Egypt has evolved from being the largest regional provider of migrant labor in the Middle East to a country that hosts refugees and asylum-seekers from 56 different countries. Even though Egypt signed the 1951 Convention relating to the Status of Refugees, refugees in Egypt face livelihood and employment challenges, but again, these challenges are also faced by Egyptian nationals. This session discusses the socio-economic impact of the current situation and the role of community-based organizations (CBOs) and civil society organizations (CSOs) in enhancing it.

Partners:

CRISP has been working in Egypt since 2012 and will invite [The Center for Development Services](#) as the local partner to share their experience as a part of the course.

COUNTRY STUDY: BOSNIA AND HERZEGOVINA

What this course is about:

Bosnia and Herzegovina is usually seen as a battlefield of different national, ethnic and religious groups. 25 years since the last bloodshed, the country is still largely fragmented with many people having to deal with structural and cultural forms of violence on an everyday basis.

While there have been significant investments in peace- and nation-building by external actors, it is often unclear to what extent they had a sustainable impact on the protracted conflict situation. The course aims at giving a comprehensive understanding of contemporary challenges, trying to deconstruct and explain the nature of dominant conflict lines. It furthermore outlines opportunities for 'dealing with the past', reconciliation and peacebuilding efforts.

Who this course is for:

- International development workers planning to do their service in Bosnia and Herzegovina
- Staff of NGOs implementing their interventions in Bosnia and Herzegovina



- All people eager to get a deeper insight into contemporary challenges in Bosnia and Herzegovina

What the structure of the course is:

The course consists of two 2-hour sessions and one 1.5-hour session and recommended preparatory additional readings.

SESSION 1. UNDERSTANDING CONFLICT 14TH – 20TH CENTURY

Understanding the contemporary situation in Bosnia and Herzegovina and all silent conflicts present in the society is not possible without looking at the past. Bosnia and Herzegovina was and still is at the crossroad of various cultures; different empires and states were fighting each other in the Balkan region. Understanding the nature of those conflicts and their repercussion nowadays will shed a light on current struggles. Instead of trying to find the one true narration, the session will focus on different historical narratives and their receptions today.

SESSION 2. UNDERSTANDING THE CONFLICT TODAY

Although not violent and invisible for the eyes of the unfocused observer, numerous conflict lines still persist in BiH today. Many burdens from the past are still alive and keep influencing the social relations. The position and the influence of religions and religious communities, politicians and political parties, the segregated system of education, as well as widespread socio-psychological issues among the society will be discussed. Since the Dayton agreement BiH lives in peace under the regulations of the contract. While it has been efficient in stopping the war, the constitution is constantly reproducing segregations along ethnic lines, making the development of a common way forward very challenging.

SESSION 3. UNDERSTANDING PEACEBUILDING

Peacebuilding is one of the most common words in BiH reality for the last 25 years. Politicians, religious leaders, media, civil society actors, war veterans and foreign organizations are mentioning it on daily basis. During this session approaches of peacebuilding during different phases in BiH will be challenged. To what it extended were they successful? Did they manage to heal the society? Is it a real help or just a charade? What are the actual needs of the society? These intertwined questions will be thoroughly discussed, thus offering participants an opportunity to get a more nuanced understanding and to reflect on their own interventions from a different angle.

Partners:

The course will be implemented in close cooperation with our local partner organization Youth for Peace.

COUNTRY STUDY: EL SALVADOR

What this course is about:

The 1992 Peace Accords in El Salvador, after 12 violent years of civil war, were initially celebrated by the international community as a remarkable achievement and as a model for future peace processes. However, the lack of a true national reconciliation hindered a proper transition to peace and democracy. This course will delve into the consequences of this failed reconciliation. Each session will explore a different expression of the violence inherited by a deeply divided post-war Salvadoran society, and about the efforts within civil society to transform these new conflicts.

Who this course is for:

- International development workers planning projects in Central America
- Academics, activists, and others interested in El Salvador, Central America, or countries with a similar recent history of civil war and/or prevalence of organized crime

What the structure of the course is:

The course consists of three 2-hour sessions and recommended preparatory additional readings.



SESSION 1. MIGRATION AND TRANSNATIONAL ORGANIZED VIOLENCE

Gangs have waged an unofficial war against each other, against the state and their fellow citizens for two decades. They have a stronghold on most of El Salvador, Honduras, and Guatemala and are notorious for their brutal violence. How does this relate to the Salvadoran Civil War and the displacement caused by the conflict in the 1980s and 1990s?

SESSION 2. GENDER VIOLENCE

Gender-based violence is pervasive in El Salvador. It manifests in high femicide and sexual violence rates, and the recurrent and brutal cases of hate crimes against the LGBTQ+ population. These are symptoms of a deeper, ongoing problem with roots in past conflicts. This topic will allow us to explore how gender-based violence is waged as a weapon in current times as it was used during the civil war.

SESSION 3. THE END OF THE POST-WAR PERIOD

For most of the post-war period, El Salvador seemed to be politically split into two with each half of the electorate backing one of the two major parties that represented the two sides during the civil war. However, after 30 years of rule by these two parties and a series of corruption scandals from all sides, the electorate was fed up. This was fertile ground for the anti-establishment populist “millennial” politician, now president, Nayib Bukele. Many in civil society and the international community have expressed concerns about his clear attempts to weaken democracy – including a coup attempt in February 2020. Despite this, he holds the overwhelming approval, and many citizens express to stand not only despite, but because of his authoritarian tendencies. How did the faults in the post-war transition lead to this scenario?

COUNTRY STUDY: JORDAN

What this course is about:

Amidst the conflicts and the aftermath of the Arab Spring, Jordan remains a relatively undisturbed monarchy. However, the continuous flow of refugees and the outbreak of the pandemic have threatened its stability and have raised some of the already existing concerns, including the decline of economic activity, unemployment of youth and women, and the vulnerability of the refugee population. This course discusses the efforts exerted in response to the challenges mentioned, highlighting the role of CSOs in leading Jordan's reform.

Who this course is for:

- Development practitioners and NGO staff working on or planning projects in Jordan
- Anyone interested in acquiring in-depth knowledge about the topics below

What the structure of the course is:

The course consists of three 2-hour sessions and recommended preparatory additional readings.



SESSION 1. DEVELOPMENT OF JORDAN YOUTH VISION 2030

During the previous years, efforts have been made to further explore various paths for Jordanian youth to become active citizens. The Kingdom of Jordan acknowledges the importance of young Jordanian men and women in driving social and economic development, as it works towards the National Youth Strategy 2018-2025.

However, efforts to enable effective participation of youth in developing and implementing national strategies and policies, and enhancing their access to relevant information and resources remain largely fragmented and uncoordinated. Therefore, in cooperation with local partners, we have developed a vision for Jordanian youth divided into three vision statements each corresponding to one of the three main topics: Education, Employment, and Participation, which we will present during this session.

SESSION 2. REFUGEES AND ASYLUM SEEKERS IN JORDAN

The Ministry of Planning and International Cooperation (MoPIC) reports that 34% of the population in Jordan are refugees. Jordan's current refugee population is estimated to be 1.1 million, including Syrians, Iraqis, and others. Due to the absence of a legal framework to deal with refugees, the Jordanian policies in this respect are unclear. The UNHCR asserts that Jordan provides asylum for many Syrians, Iraqis, and others, recognizes them as refugees and has granted Syrian refugees in host communities access to health, education, and other services. To enhance the livelihoods of both refugees and host communities, collaboration with development actors and private investors will be further pursued.

SESSION 3. GENDER EQUALITY

With less than one-fifth of women engaged in the workforce, Jordan has one of the lowest rates of women's economic participation in the world. Violence against women persists and is underreported due to societal and familial pressures. However, Jordanian NGOs are currently focusing on advocating for women's rights and women's NGOs are involved in awareness-raising projects and programs in almost all fields.

Partners:

CRISP has been working in Jordan for many years and will invite local partners to share their experience as a part of the course. Our network includes such organizations as Motivators for Trainings and Save the Children MENA.

COUNTRY STUDY: MOROCCO

What this course is about:

Morocco is a country that has remained politically and economically stable so far. However, almost a quarter of the population, especially in rural areas, lives in poverty. There is a huge disparity between the levels of development in urban and rural areas. A substantial budget deficit, high unemployment, and poor political participation still pose major challenges. Water is scarce, and climate change threatens the resources on which the population depends.

This course will walk you through Morocco's current political, economic, and societal situation. We will also exchange experience with experts working in the field of the topics below.

Who this course is for:

- International development workers planning to do their service in Morocco
- All people eager to get a deeper insight into Morocco

What the structure of the course is:

The course consists of three 2-hour sessions and recommended preparatory additional readings.



SESSION 1. GOOD GOVERNANCE

In reaction to the political unrest of 2011, the government of Morocco promised comprehensive political change; in particular, the decentralization reform was intended to enhance the political participation of the population and make the work of state institutions more efficient and transparent. Important democratic principles such as participation and accountability are also backed by the 2011 constitution.

Therefore, in cooperation with local partners, we have developed a program for Moroccan youth under the objectives of political comprehension and encouragement of participation, which we will present during this session.

SESSION 2. GENDER EQUALITY

Though Morocco has made significant advancements in women's rights since 1999, it still ranks 137 out of 149 countries according to the 2018 World Economic Forum's Global Gender Gap Report and ranks 141 out of 149 countries in women's economic participation and opportunity. Morocco's 2011 constitutional reforms included several proposals to increase women's political and economic participation. However, women remain underrepresented in elected office, leave school at younger ages than male students, and do not reach their full economic potential in Morocco. In the last year, we worked closely with different organizations around this subject. In this session, we will share the experiences of our local partners.

SESSION 3. MIGRATION

Though much attention in recent years was focused on sub-Saharan Africans attempting to reach Europe, migration within West Africa is roughly nine times larger than movements from the region toward either Europe or neighboring North African countries. Morocco has seen its share of migration and recently became a springboard for other migrants on their way to Europe. In the last ten years, Morocco has become a country of destination for immigrants and not just a country of transition. Amid growing Moroccan interest in sub-Saharan Africa and for better cooperation with the EU, the government has indicated its willingness to adopt integration measures and policies to start an integration plan for migrants. However, the situation is sensitive and requires the engagement of government organizations and civil institutions.

Partners:

CRISP has been working in Morocco for many years and will invite local partners to share their experience as a part of the course. Our network includes such organizations as [NGO Racines](#), [NGO Badira](#), and [The Council of the Moroccan Community Living Abroad \(CCME\)](#).