

**Division for the Advancement of Women
Department of Economic and Social Affairs**

AIDE-MEMOIRE

**Advanced Training Workshop on “Conflict Management for Women”
Enhancing Women’s Capacity to Negotiate and Mediate**

Conakry, Guinea
20 – 25 October 2002

A. Introduction

The Division for the Advancement of Women (DAW) of the United Nations Department of Economic and Social Affairs, in close collaboration with the Centre for Conflict Resolution of the

activities at all levels, particularly at the decision-making level, and to integrate a gender perspective in

Consultation Meeting on “Enhancing Women’s Participation in Peace-Building” held in Addis Ababa in April 2001

The Division for the Advancement of Women (DAW) organised a consultation meeting on “Enhancing Women’s Participation in Peace-building” in Addis Ababa in April 2001 in close collaboration with the Economic Commission for Africa (ECA) and the African Women Committee on Peace and Development (AWCPD). This aimed to: (1) review current initiatives in relation to women and peace-building to identify strengths and weaknesses; and (2) identify capacity building needs for women to enhance their contribution to the peace process.

The consultation identified the following capacity building needs:

1. to launch and support a women’s peace network in the Great Lakes Region;
2. to train women in political skills, including communication, mediation, and negotiation skills;
3. to train trainers in conflict resolution and in assisting women in exercising their human rights;
4. to build support for alliances with and between grassroots, national, regional and international women’s groups;
5. to support training in stress and trauma healing and counseling;
6. to train NGOs in early warning methods.

Training workshop on Conflict Management for Women held in Cape Town, South Africa, October 2001

In order to address some of these capacity building needs identified in the consultation meeting, DAW organised, under the same project, a training workshop on “Conflict Management for Women” in close collaboration with the Centre for Conflict Resolution (CCR) of the University of Cape Town in October

2001 This training specifically aimed to create a learning situation to enable women participants to: 1) apply theory and tools to analyse conflicts; 2) critically compare and use various negotiation styles; 3) understand mediation approaches, process and challenges through case studies; 4) apply their understanding in simulation exercises; 5) identify and draw key lessons for facilitating intra-state or national peace processes; and 6) learn lobbying and advocacy.

D. Objectives and Format of the Training Workshop

3. Creatively handling emotions, issues and interests of parties through skills development and

understanding of mediation process

4. Developing skills and knowledge of mediation through participation in role-plays, simulations and a variety of exercises.
5. Critically assessing and identifying the appropriate use of mediation in different contexts

This workshop will be conducted entirely through an interactive training format. Each

participant will have the chance to mediate and negotiate followed by an in depth debriefing session. The emphasis is on trying out the processes of mediation and interest-based negotiation in an effort to have

2. Conduct a 5-day training workshop on conflict management, in the forms of presentations, exercises, simulations, and role-play, to examine the role of mediators and try out the processes of mediation and interest-based negotiation.
3. Provide 2 CCR staff to facilitate the training.
4. Identify and recruit 3 – 4 resource persons to provide inputs to the training on negotiation and mediation.
5. Carry out an evaluation of the workshop and its objectives. This will be accomplished through written evaluations undertaken by workshop participants, by correspondence from participants and by follow-up requests to provide deeper long-term training support to participant governments.

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1. UNDESA/DAW as an organizer to provide substantive and administrative support

3. Resource persons and facilitators

Language of the consultation

The working language of the workshop will be English with interpretation from and to French. Documentation for the consultation will be provided both in English and French.

Passports and Visas

Participants will be expected to make necessary arrangements with regard to passports, visa and health certificates for travel and consultation attendance.

All relevant correspondence should be addressed to:

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