



**International Training Course**

**BE THE KEY –**

**Empowering European Youth Workers**

**through**

**Conflict Management Skills**

**May 5th – May 13th, 2014**

**Sajan, Serbia**



The project will be implemented in the frame of the Youth in Action program of the European Commission.



## ABOUT THE TRAINING COURSE

Today's world is challenging for young people: different ways of living, loving, believing – as such – being often trigger misunderstanding and exclusion. Feelings of frustration and disillusion also often effect young people's relationship to others contributing to conflicts not just within the young person themselves but also to friends, relatives and co-workers. Youth workers play an important role in supporting young people in coping with personal, social and intercultural conflicts. They can facilitate constructive learning outcomes and stimulate reflective perspectives, supporting young people in recognizing conflicts as part of an important learning process.

The training course „**BE THE KEY: Empowering European Youth Workers through Conflict Management Skills**“ therefore aims to equip young people (youth workers, leaders, facilitators, coaches, trainers, NGO staff and volunteers) with practical skills to intervene and to deal with conflicts in their local community and environment in a way that bring out positive outcomes for learning and change. The training course intends to develop their competences contributing to a spirit of mutual understanding and respect on a local, national and European level. 24 participants from Bosnia and Herzegovina, Croatia, Czech Republic, Germany, Greece, Italy, Macedonia, Montenegro, Portugal, Serbia and Spain will come together for nine days in Sajan, Serbia from May 5<sup>th</sup> to 13<sup>th</sup>, 2014.

Objectives of the Training Course are:

- to deepen participants understanding on the nature and the different types of conflict
- to exchange experiences, expertise and good practices about conflict management
- to develop participants skills and knowledge on tools, strategies and methods of conflict management
- to develop common strategies to be used within the local environment in educating young people as peer mediator
- to foster a European network on conflict management

The use of non-formal methods as inputs and discussions in plenary sessions, exercises and simulations, thematic working groups and workshops, meetings and the use of open space will provide the platform to be trained with specific conflict management skills and relevant background knowledge.

## PROJECT PROMOTERS

Below you can find the number of participants and partner countries.

Country	Organisation	Contact	Participants
Bosnia and Hercegovina	Asocijacija „Mostovi prijateljstva BiH“ Zenica	Melih Karan <a href="mailto:melih.karan@zdk.ba">melih.karan@zdk.ba</a>	2
Croatia	Raplektion	Dijana Grgat <a href="mailto:dianagrgat@yahoo.com">dianagrgat@yahoo.com</a>	2
Czech Republic	Tmelnik o.s.	Oana Buzera <a href="mailto:info@tmelnik.cz">info@tmelnik.cz</a>	2
Germany	CGE Erfurt e.V.	Constance Bürger <a href="mailto:tckey14@gmail.com">tckey14@gmail.com</a>	2
Greece	Hellenic Youth Organisation	Eleni Kardamitsi <a href="mailto:hellenicyouthparticipation@yahoo.gr">hellenicyouthparticipation@yahoo.gr</a>	2
Italy	Connect	Desiree Pelliccia <a href="mailto:desiree.pelliccia@gmail.com">desiree.pelliccia@gmail.com</a>	2
Macedonia	European Cultural Epicenter (ECE)	Vele Georgiev <a href="mailto:head.ece.macedonia@gmail.com">head.ece.macedonia@gmail.com</a>	2
Montenegro	Juventas	Ivana Vujovic <a href="mailto:ivana@juventas.co.me">ivana@juventas.co.me</a>	2
Portugal	Associação Máguina do Mundo	Alina Espinha <a href="mailto:mobility@amm.org.pt">mobility@amm.org.pt</a>	2
Serbia	IUVENTA	Dijana Puskar <a href="mailto:iuventa.vp@gmail.com">iuventa.vp@gmail.com</a>	2
Spain	Libertas International	Cristina Juan <a href="mailto:infolibertasinternational@gmail.com">infolibertasinternational@gmail.com</a>	2

## HOW TO APPLY

The TC is designed for active youth workers, leaders, facilitators, coaches, trainers, NGO staff and/or volunteers who would like to gain further skills in conflict management as well as non-formal education.

Before you apply, make sure that you meet the following participant profil:

- to fit into the target group: youth worker, leader, facilitator, coach, trainer, NGO staff and/or volunteer
- committed to set up follow-up activities after the TC
- available to attend the full TC in Serbia: May 5th – May 13th, 2014
- able to communicate in English
- able to take care of the fees and travel costs (30 %)

If you meet this profile, please apply via SALTO-YOUTH Resources Centres until **April 4th 2014**. We will inform you about the selection results as soon as possible via e-mail.

**You can apply via the following link:**

**<https://www.salto-youth.net/tools/european-training-calendar/training/be-the-key-empowering-european-youth-workers-through-conflict-management-skills.4140/>**

### **PARTICIPATION FEE**

A participation fee in the amount of 75 EUR per person is taken to cover expenses which are not covered by the YiA grant. The amount is paid in cash by the participant on the spot (arrival day).

### **TRAVEL COSTS**

We will reimburse 70% of the travel costs for the TC on the basis of the cheapest possibilities, e.g. second class railway tickets, APEX-flights etc. by bank transfer after the TC and the receipt of complete and original tickets, bills, receipts, boarding passes etc. Arrival day is May 5th 2014. Official departure day is May 13th. Participants must travel from the country of sending organisation, and back to it.

Please note that :

1. Any taxi costs are not covered by the YiA programme.
2. In case persons arriving later than May 5th or leaving before May 13th 2014 will be charged any related costs (e.g. for booked accommodation)
3. Following the guide lines of the YiA programme the travel must be realized by the participants on direct way within maximum 2 days. In case of longer stays or indirect traveling (holiday travel etc.) there is no reimbursement of travel costs! Here you find the maximum travel costs for ONE participant per country from home town to Sajan and back.

We urge you to send us back all your complete travel documents in ORIGINAL by post mail as well as your bank account information (computer printed version including name of account holder, name of the bank, IBAN code, BIC/SWIFT code) until June 2nd, 2014 to:

CULTURE GOES EUROPE (CGE) – Soziokulturelle Initiative Erfurt e.V.  
Iderhoffstraße 12  
99085 Erfurt  
Germany

Please note that :

1. The reimbursement of travel costs will not happen before all participants will have sent their complete travel documents as described above.
2. Missing tickets will not be reimbursed. Any faked tickets/documents will not be reimbursed.

In the following you can find the approved travel calculations:

<b>Country</b>	<b>Organisation</b>	<b>Max. costs / person in € (100 %)</b>
Bosnia and Hercegovina	Asocijacija „Mostovi prijateljstva BiH“ Zenica	100
Croatia	Raplection	150
Czech Republic	Tmelnik o.s.	400
Germany	CGE Erfurt e.V.	400
Greece	Hellenic Youth Organisation	350
Italy	Connect	400
Macedonia	European Cultural Epicenter (ECE)	150
Montenegro	Juventas	150
Portugal	Associação Máguina do Mundo	450
Serbia	IUVENTA	100
Spain	Libertas International	450

## TRAINERS

### MARIJA FARMER

Marija (nee Gajic, 1972, Belgrade, Serbia) is an international consultant and trainer of personal, professional and civil society development programs and a theatre director and writer. She is an expert in creativity and innovation programmes. Marija has founded and has directed the “Magic Agency”, an agency for training, consultancy and theatre events [www.magic-agency.net](http://www.magic-agency.net). She loves cats, empty sand beaches and wild things.



### SYLVIA SCHMIDT



Sylvia (born 1982 in Germany, lives at present in Prishtina/Kosovo) has graduated in Social Work and made a master degree in Peace and Conflict Studies. As a teenager she has participated in an intercultural year abroad and since then she was convinced from the idea of intercultural learning as a essential contribution for peace promotion. Later she worked in different national and international projects – always following her conviction. She is not afraid to experience conflicts, as conflicts always mean a chance to her.

## VENUE AND ACCOMMODATION

Our project will be realized in the European Youth Education and Meeting Centre in Sajan (Serbia). Sajan is a small village next to Kikinda. Being located in the multicultural North of Serbia, Sajan is mainly inhabited by the Hungarian minority in Serbia.

Accommodation is provided in rented houses in the surrounding of the training center (single and double rooms, apartments etc.)

The activities will be held in the Training Center in the middle of the village.

**IMPORTANT!!!** Please bring your own towels (bed sheets will be provided).

100 per cent of accommodation and food costs will be covered.



## TRAVELLING AND TRANSPORT

You should travel in Kikinda from where we will pick you up. **Therefore, please inform us on time about your arrival time in Kikinda.**

### • From Belgrade Airport to Belgrade City centre

You can use the shuttle bus (called A1) from the airport to the Central Bus station (Autobuska stanica Beograd) in Belgrade (approx. DIN 350 ~ € 3.50, one way). The Airport bus runs from the airport to the main bus station from 7:00 to 22:00 every 60 min.

Furthermore, bus No. 72 runs twice an hour to the city center (approx. DIN 120 ~ € 1, one way if you buy ticket directly at the busdriver; DIN 80 at the shop inside the departure hall that sells food and newspapers).

The trip is around 45 minutes.

More Info: [http://www.beg.aero/passengers/to\\_and\\_from\\_the\\_airport/bus\\_transport.326.html](http://www.beg.aero/passengers/to_and_from_the_airport/bus_transport.326.html)

### • From Belgrade to Kikinda

Belgrade bus station is next to the central station in Železnička 4. It takes around 2h 30min to get to Kikinda. Buses are running from 6.30 a.m. to 8 p.m. (last bus!), one-way costs around 13 €.

For more information: [http://www.bas.co.rs/basweb\\_eng/RedVoznje.aspx?lng=en](http://www.bas.co.rs/basweb_eng/RedVoznje.aspx?lng=en)

## WHAT TO BRING WITH YOU?

- materials/short presentation about your organization
- materials about best practice projects; experiences, ideas, memories or anything else that have helped you to take care of conflicts and to achieve positive learning outcomes
- towels
- music, photos, stories etc. that you connect with the European Union for the „What does Europe mean to you?“ – evening
- and all your creativity, patience and motivation!

## SAFETY AND PROTECTION AGREEMENT

Please note the following points, which you will need to sign at the beginning of the TC:

1. Excessive consumption of alcohol and in accordance with Serbian jurisdiction all intoxicant substances are prohibited during the TC.
2. All material and physical damage caused under the effect of excessive alcohol or / and intoxicant substances are not covered by the insurance of

- the host organization (CGE Erfurt e.V.).
3. Non-compliance implies the non-reimbursement of travel costs and exclusion from the program.
  4. This agreement is to be signed after arriving to the TC in Sajan.

## CONTACTS

If you have questions concerning the TC please contact Juliane and/or Constance at:

tel.: +49 (0) 361 6021515 (Office) or/and  
e-mail: [tckey14@gmail.com](mailto:tckey14@gmail.com)

The local contact person in Sajan is Aleksej. He is responsible for the logistics in Serbia and the person to call if your arriving time is delayed, etc.. You can contact him at

tel.: +381 (0) 631 758138 (cellphone) or/and  
e-mail: [aleksej.stepanov@gmail.com](mailto:aleksej.stepanov@gmail.com)

**We are looking forward to seeing and learning with you and from you in May in Serbia :)!**

The training course „**BE THE KEY: Empowering European Youth Workers through Conflict Management Skills**“ will be realized by

**CULTURE GOES EUROPE (CGE) – Soziokulturelle Initiative Erfurt e.V.**

Iderhoffstr. 12  
99085 Erfurt, Germany

tel.: **+49 (0) 361 6021515**  
e-mail: [office@cge-erfurt.org](mailto:office@cge-erfurt.org) (Office)  
[evs@cge-erfurt.org](mailto:evs@cge-erfurt.org) (EVS)  
[head@cge-erfurt.org](mailto:head@cge-erfurt.org) (Board)

Facebook: [CGE Culture goes Europe Soziokulturelle Initiative Erfurt e.V.](https://www.facebook.com/CGE-Culture-goes-Europe-Soziokulturelle-Initiative-Erfurt-e.V.)

Homepage: [www.cge-erfurt.org](http://www.cge-erfurt.org)

**“BE THE KEY: Empowering European Youth Workers through Conflict Management Skills”  
European Youth Meeting and Education Center Sajan (Serbia) / May 5th – 13th, 2014**

	May 5th Day 1	May 6th Day 2	May 7th Day 3	May 8th Day 4	May 9th Day 5	May 10th Day 6	May 11th Day 7	May 12th Day 8	May 13th Day 9		
	Breakfast										
<b>M</b> <b>o</b> <b>r</b> <b>n</b> <b>i</b> <b>n</b> <b>g</b>	Opening & Introduction  Setting the scene  Key Competence Analysis	Youth Workers & Conflicts I	Competences of Youth Workers in Conflict Management I	Pilot Projects & Introduction to methods of conflict management  Methods of CM I: Communication	Methods of CM IV: Co-operation Solutions  Evaluation: Methods of CM and Me	Follow-up: Young people as peer mediators	Presentation of follow-up activities	DEPARTU RE			
	Lunch										
<b>A</b> <b>f</b> <b>t</b> <b>e</b> <b>r</b> <b>n</b> <b>o</b> <b>o</b> <b>n</b>	Introduction: terms, definitions & concepts  Reflection	Youth Workers & Conflict II  Reflection	Competences of Youth Workers in Conflict Management II  Reflection	Methods of CM II: Negotiation  Methods of CM III: Mediation  Reflection	Meeting, roundtable & Open space – visit to local institutions in Kikinda  Reflection	Follow-up: Creating a European Network  Reflection	Evaluation and closing of training  Reflection				
	Dinner										
<b>E</b> <b>v</b> <b>e</b> <b>n</b> <b>i</b> <b>n</b> <b>g</b>	NGO Cocktail Party	Open Space Night	Movie Night	„What does Europe mean to you?“ – Evening	Free Evening	It is time for conflict (management) – A role play	Farewell Evening				