



CONFLUXCENTER

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GENDER  
MAINSTREAMING  
*In Mediation*

VIRTUAL TRAINING COURSE **PROGRAM**

*10 — 11 March 2021*

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Conflux Center for Intercultural Dialogue and Mediation

# Speakers & Organizers

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## *Senior Mentor:*

**Ambassador Miloš Strugar**  
*UN Senior Mediation Adviser*

## *Course Coordinator:*

**Emilija Marić**  
*Conflux Center*

## *Facilitators & Lecturers:*

**Professor Emerita Milena  
Dragičević-Šešić PhD**  
*University of Arts in Belgrade,  
UNESCO Chair*

## *Project Officers:*

**Mina Strugar**  
*Conflux Center*

**Višnja Jovančević**  
*Conflux Center*

## **Renata Avila**

*International Human Rights Lawyer,  
Co-Founder - Alliance for Inclusive  
Algorithms*

## **Zorana Antonijević**

*National Programme Officer, OSCE*

## **Jesus Gil Ruiz**

*Women, Peace, Security Expert*



# About the Course

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## *Overall Goal*

The objective of the course is to expand specific knowledge on gender related issues with the view to applying gender perspective in mediation processes, to deepen understanding of the role women could play in conflict prevention and conflict resolution, and enhance specific skills in gender-sensitive conflict analysis and mediation process design.

## *Learning Objectives*

By the end of the course, participants will be able to:

- Apply gender-sensitive approach in conflict analysis and conflict monitoring by using relevant tools and skills;
- Differentiate the impact of conflict for different gender groups, and better understand conflict drivers, actors and dynamics;
- Design inclusive mediation processes and use various modalities for greater inclusion of women;
- Apply a range of techniques, practical measures and good practices to incorporate gender-relevant language in cease-fire and peace agreements;
- Address conflict-related sexual violence (CRSV) while drafting and negotiating cease-fire, security arrangements and peace agreements;
- Deal with challenges in integrating gender perspective in mediation.

## *Target Audience*

The course program is designed for mid and senior level civil affairs, political affairs and other civilian, military and police officers working in field and peacekeeping operations, as well as those working in public sector, non-governmental organizations, academic institutions, or preparing to serve in peace operations. The program is balanced between the operational and tactical level.

## *Content and Structure*

The virtual course will take place over a period of two days, from **10 – 11 March 2021**. The training will consist of lectures and facilitated discussions by senior experts and practitioners in the field, as well as simulation exercises, role play and case studies, which will comprise a significant portion of the course. A space will be provided for group discussions and best practices and experience sharing among the participants under the guidance of the senior mentor.

Given its core purpose, the course will take place via the **online platform Zoom**. The activities will be designed to be highly interactive, characterised by a similar format to that of face-to-face courses. As a result, a similar level of engagement will be ensured through discussion, Q&A sessions, group work, and hands-on exercises and assignments.

Upon completion of the course, certificates of participation will be issued in PDF, and a hard copy can be sent via post upon request.

# Course Program

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## DAY 1

10 Mar 2021

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9:00 – 9:30

*Opening & Introduction —  
Agenda & Program of Work*

9:30 – 10:00

*Tour de Table  
& Expectations*

10:00 – 11:00

**SESSION 1:**

*“Gender-Sensitive Conflict Analysis  
— Tools & Skills”*

**MILOŠ STRUGAR**

11:00 – 11:15

**COFFEE BREAK**

11:15 – 12:00

**SESSION 2:**

*“The Gender-Related Impact of  
Conflict”*

**ZORANA ANOTNIJEVIĆ**

12:00 – 13:00

**LUNCH BREAK**

13:00 – 13:45

**SESSION 3:**

*“Prevention and Response to CRSV  
and SGBV”*

**JESUS GIL RUIZ**

13:45 – 14:00

**COFFEE BREAK**

14:00 – 15:00

**SESSION 4:**

*“How Can Mediators Encourage the  
Incorporation of Gender Provisions in  
Ceasefire and Peace Agreements?”*

**MILOŠ STRUGAR**

15:00 – 15:15

*Wrap-Up*

15:15 – 16:30

**EXERCISE:**

*Work in groups using a fictitious  
scenario*

## DAY 2

11 Mar 2021

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9:00 – 9:15

*Reflections on the previous day*

9:15 – 10:30

**EXERCISE:**

*Presenting group work*

10:30 – 10:45

**COFFEE BREAK**

10:45 – 11:30

**SESSION 5:**

*“Gender & Inclusive Mediation”*

**MILOŠ STRUGAR**

11:30 – 11:45

**COFFEE BREAK**

11:45 – 12:30

**SESSION 6:**

*“Tracking Influences of Media,  
Information & Communication  
Technologies, & Artificial Intelligence  
on Gender”*

**RENATA AVILA**

12:30 – 13:30

**LUNCH BREAK**

13:30 – 14:15

**SESSION 7:**

*“Gender & Culture”*

**MILENA DRAGIĆEVIĆ ŠEŠIĆ**

14:15 – 14:30

**COFFEE BREAK**

14:30 – 15:30

**CASE STUDIES:**

*“Challenges & Best Practices in  
Integrating Gender Perspective in  
Mediation”*

**MILOŠ STRUGAR**

15:30 – 15:45

*Coffee Break & Evaluation*

15:45 – 16:30

*Course Wrap-Up &  
Q&A with Senior Mentor*

# *Additional Information*

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## *Technical Requirements:*

In order to join the virtual training, all attendees should have access to the internet and a personal computer (laptop), with an operational camera and microphone (external or internal). A stable internet connection is essential in order to minimize the chances of stutter or disconnection. It is advisable that the participants download the Zoom application (free of charge). It is also possible to join a meeting directly from a web browser, but the meeting experience and available features are limited. The participants will receive all necessary information in the joining instructions prior to the start of the course.

## *Registration:*

Registration is open until **7 March 2021** and can be done via the following link:

<https://www.confluxcenter.org/events/application-form/>

Upon online registration, participants will receive an invoice, pre-course video and reading materials, as well as information on how to use Zoom. The pre-course materials will also be available on Conflux Center's website. Instructions on how to use Zoom will also be presented during the introductory session of the course.

### **COURSE FEE:**

450 EUR (550 USD)

Conflux Center alumni are eligible for a 20% discount.

Partial subsidy could be available at a later stage. Those interested in a partial subsidy should send their CV and a motivation letter not later than **1 March 2021** to [office@confluxcenter.org](mailto:office@confluxcenter.org).

Conflux Center will not provide refunds for participants who face technical issues beyond its direct control. It is recommended that all prospective participants test Zoom for free at Zoom.us prior to confirming their payment.

- The participants should be relieved of their regular work duties for the duration of the course.
- The course is conducted in English and translation is not provided.

For further details about the course, please contact us at:

[office@confluxcenter.org](mailto:office@confluxcenter.org) or **+381 65 308 19 76**



