



**Training Workshop for Iraqi Women:
“Building Skills in Conflict Management and
Resolution”**

Madrid, Spain, May 7-11 2007

Fundación Rafael del Pino, C/Rafael Calvo 39, Madrid

Conducted by:

**George E. Irani PhD., Director of the Africa and Middle East
Programme (CITpax), with the collaboration of**

Shireen Dajani, Programme Assistant, (CITpax),

Amina Goyani, Iraqi al- Amal Association and

Monica Martinez, Consultant (CITpax),

Sponsored by:

The Spanish Ministry of Education and Science



Rationale

The Toledo International Centre For Peace (CITpax), in cooperation with its Iraqi partner “**al-Amal Association**” and “**Fundación Del Pino**” organises this workshop within the framework of its core mission to contribute to the resolution of conflicts and peace building, while fostering the respect for human rights and democratic values.

As a follow up to the training workshop that CITpax held in cooperation with the Iraqi al- Amal Association in Sulamaniyyah (Northern Iraq) from 22-26 of July 2006, the purpose of the workshop is to strengthen Iraqi women’s role, as an essential component of the Iraqi civil society, in conflict management and resolution, advancing thus gender equality in the context of peace and security. Established international norms and standards promote indeed the protection of women during armed conflict and their participation in peace and security decision making in conflict and post conflict situations¹

The training workshop aims therefore at empowering a group of Iraqi women, carefully identified in close cooperation with the Iraqi al- Amal Association, and representing from various regions of Iraq, different professional backgrounds, religious and ethnic groups, so that they will become trainers themselves in their own country (“to train the trainers”).

The workshop will analyse and apply conflict resolution techniques fostering a common approach to conflict prevention and resolution. It will focus on developing the intellectual and practical skills necessary for managing and resolving conflicts.

Workshop Format

The training sessions from Monday to Friday (7-11 May 2007) will address the definition of conflict, the root causes and conditions of conflicts, multicultural approaches to conflict resolution, communications skills, group facilitation and collaborative problem solving, culture, mediation, and negotiation techniques.

Moreover, a series of afternoon open conversations will be devoted to an informal exchange of views with the participation of Spanish experts on the following topics:-

1:“Current Situation of Iraqi Women”

2: “Women, Conflict, Peace and Security. The role of Women in Conflict Prevention and Resolution”

3: “Special Session on Spanish Women and Democratic Transition”

¹ The two critical sets of standards are the Security Council Resolution 1325 (2000) and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

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Madrid, May 7-11 2007

Monday, 7 May 2007

1st Training Session: Women and Conflict Resolution Techniques

9:30-10:30 Opening Session

(Interpretation Arabic- Spanish/ Spanish- Arabic Provided)

Welcoming Remarks

- María del Pino, VicePresident of Fundación del Pino
- Antonio Garrigues, President, CITpax
- Jamal Al-Jawahiri, Public Relations, Iraqi al- Amal Association

Interventions by:

- Wijdan Mikha'il, Minister of Human Rights, Baghdad, Iraq
- Ignacio Rupérez, Spanish Ambassador to Iraq
- Talal H. al-Khudairi, Iraqi Ambassador to Spain
- Aurelio Pérez Giralda, Technical Secretary General, Ministry of Education

10:30-11:00 Coffee break

11:00-13:30 Participants Introduction.

Defining conflict, conditions of conflict, factors that cause conflict. Various cultural perspectives

Goal: To understand the dynamics of conflict, and develop skills for working toward a solution that preserves and improves relationships.

Topics to be covered:

- Approaches to conflict resolution,
- Escalating and Deescalating conflicts
- Victimization
- Equity in Conflict Resolution
- Separating persons from problems

13:30-15:00 Lunch offered by Fundacion Rafael Del Pino

15:00-16:30 Free time

16:30-18:30 Simulation exercise and debriefing

18:30 -20:00 Open Conversation: “Current situation of Iraqi Women”

(Interpretation Arabic- Spanish/ Spanish- Arabic Provided)

Moderator:

Wijdan Mikha'il, Minister of Human Rights, Baghdad, Iraq

Participants:

- Bramón, Dolors, Specialist in Arab Studies, University of Barcelona.
- Corbi, Henar, Representative Religious Affairs, Spanish Ministry of Justice.
- Flores Cerdan , Patricia, General Director, Women Affairs Directory, Madrid Regional Government.
- Picazo, Paloma, Professor of International Relations, Expert on Women's Affairs, University for Distance Education (UNED).

Tuesday, 8 May 2007

9:30 Visit to Toledo

**12:30 Welcoming Remarks by Maria Luisa Araujo Chamorro,
Consejera de Economía**

13:00 Lunch hosted by Junta de Castilla La Mancha

15:00 Return to Madrid

20:30- 22:00 Dinner offered to the Iraqi Participants by His Excellency Talal H. al- Khudairi, Ambassador of the Republic of Iraq to Spain.

Wednesday, 9 May 2007

2nd Training Session: Women and Conflict Resolution Techniques

9:00-10:30 Communication Skills and Conflict Resolution

Goal: To recognize communication as the key to building good relationships and resolving conflicts and to develop skills for constructive communication.

Topics to be covered:

- Values and communication skills, such as
 - o Active listening,
 - o Paraphrasing,
 - o Reframing,
 - o Summarizing,
 - o “I” Statements, and
 - o Open questions.

10:30-11:00 Coffee break

11:00 - 13:00 Follow up and discussion

13:00-14:00 Simulation exercise and debriefing

14:30-16:00 Lunch offered by Comunidad de Madrid, DG Empleo y Mujer

16:00-18:00: Free time

18:00-19:30 Open Conversation: “Special Session on Spanish Women and Democratic Transition”

(Interpretation Arabic- Spanish/ Spanish- Arabic Provided)

- Educational and professional issues
- Justice and legislating equality
- Equity and women’s rights: Spanish laws
- Involvement in reconstruction and development
- Media power

Moderator:

Shlomo Ben - Ami

Participants:

- Alberdi, Inés, Complutense University, Madrid.
- Blanco Terán, Delia, President of the Commission for International Cooperation, Spanish Congress.

- Garcia Moreno, Carmela, Director of Social Action Centre, Sociologists' College, Madrid.
- Rico, Mercedes, General Director, Religious Affairs Directorate, Spanish Minister of Justice.
- Rodríguez Salmones, Beatriz, Deputy and Spoke Person of the Culture Commission Popular Party, Madrid.
- Sauquillo, Francisca, Director of "Movement for Peace, Disarmament and Freedom" (MPDL), Madrid.

Thursday, 10 May 2007

3rd Training Session: Women and Conflict Resolution Techniques

9:00-10:30 Group Facilitation and Collaborative Problem Solving

Goal: To facilitate collaborative problem solving, in a productive and non-confrontational manner.

Topics to be covered:

- Directing Versus Facilitating
- Facilitation
- Dialogue, Not Debate
- The Mediator
- The Recorder

10:30 -11:00 Coffee break

11:00-13:00 Follow up and discussion

13:00-14:30 Lunch at Zurbano Hotel

14:30-16:00 Free time

16:00-18:00 Simulation exercise and debriefing

18:00-19:30 Open Conversation: "Women, Conflict, Peace and Security. The role of Women in Conflict Prevention and Resolution"

(Interpretation Arabic- Spanish/ Spanish- Arabic Provided)

Moderator:

Jumana Trad, Tribuna de Casa Árabe

Participants:

- Alemany Rojo, Angela, former President, Association of Jurists Women (Themis), Madrid.
- Durán, Paloma Professor “ Filosofía del Derecho”, Complutense University, Madrid, Former Advisor on Social Affairs, United Nations.
- Escobar, Silvia, Ambassador on Special Mission (Human Rights), Spanish Ministry of Foreign Affairs.
- Mejía Aurora, Ambassador on Gender Issues, Spanish Ministry of Foreign Affairs.
- Pérez-Llorca, Carmen, General Director, Employment Directorate, Regional Government of Madrid.

Friday, 11 May 2007

4th Training Session: Women and Conflict Resolution Techniques

9:00-10:30 Culture, Mediation and Negotiation

Goal: To work together to reach consensus about the problem, and then solve it. Collaborative problem solving recognizes people’s right and responsibility to manage their own affairs. When people participate in making a decision, they support it.

Topics to be covered:

- Problem Solving
- Group Process
- Collaborative problem solving
- Positions vs. interests
- Power
- Strategies to avoid impasse
- Agreements

10:30-11:00 Coffee break

11:00-13:00 Simulation exercise and debriefing

13:00-14:00 Final evaluation, Recommendations and Certificates to be distributed to the participants

Saturday, 12 May 2007

17:00 Flight back to Iraq

ANNEX 1

LIST OF IRAQI PARTICIPANTS:

- **Wijdan Mikhail**, Human Rights Minister, Baghdad, Iraq.
- **SawsanAl-Barrak**, General Director, Women Department, Human Rights Ministry, Bachelor Degree in Chemical Engineering.
- **Al-Jawahiri, Jamal**, Public Relations, “al-Amal Association, Iraq
- **Ahmmad, Suhood**, Bachelor Degree in Agriculture. Representative “al-Amal Association, Kirkuk, Iraq
- **Benjamin, Janet**, Diploma in Teachers Training. President of the Inana Women Organization in Ninawa Province.
- **Goyani, Amina**, Bachelor Degree in Biological Sciences. Representative “al-Amal Association and of the Network of Iraqi women, Sulaymaniyah, Iraq
- **Dalya Jassim**, Bachelor Degree in English Translation. Representative “al-Amal Association” and of the Network of Iraqi women, Baghdad, Iraq
- **Kaimawi, Nagam**, Bachelor Degree in Business Management. Representative “al-Amal Association and of the Network of Iraqi Women, Najaf, Iraq
- **Kazem, Thoha**, Master in International Commerce and Trade. Professor, Faculty of Education and Law, University of Maisan and a Director of Female Teacher’s Institution in Maisan Governorate.
- **Taqi, Nidal**, Bachelor Degree in Linguistics. Journalist in the *Al- Zaman* daily newspaper, specialized on Women issues, Baghdad, Iraq

LIST OF SPANISH PARTICIPANTS

- **Alberdi, Inés**, Complutense University, Madrid, Spain

- **Alemaný Rojo, Angela**, former President, Association of Jurists Women (Themis), Madrid.
- **Alquezar, Laura**, “Instituto de la Mujer”, Spanish Ministry of Labour and Social Affairs.
- **Blanco Terán, Delia**, President, Commission on International Cooperation for Development, Spanish Congress.
- **Bramón, Dolors**, Specialist in Arabic Studies, Barcelona University
- **Corbi, Henar**, Representative of Religious Affairs, Spanish Ministry of Justice.
- **Del Viso, Nuria**, “Centro de Investigaciones para la Paz”, Madrid.
- **Durán, Paloma** Professor “ Filosofía del Derecho”, Complutense University, Madrid, Former Advisor on Social Affairs, United Nations.
- **Escobar, Silvia**, Ambassador on Special Mission, (Human Rights), Spanish Ministry of Foreign Affairs.
- **Flores Cerdán, Patricia**, General Director, Women Affairs Directory, Madrid Regional Government.
- **García Moreno, Carmela**, Director “ Centro de Acción Social del Colegio de Politólogos y Sociólogos”, Madrid
- **Mejía Aurora**, Ambassador on Gender Issues, Spanish Ministry of Foreign Affairs.
- **Montagud, Fiona,**” Instituto de la Mujer”, Spanish Ministry of Labour and Social Affairs.
- **Pérez-Llorca, Carmen**, General Director, Employment Directorate, Regional Government of Madrid.
- **Picazo, Paloma**, Professor of International Relations, Expert on Women’s Affairs, University for Distance Education (UNED) Madrid
- **Quinteiro, Raquel**, “Instituto de la Mujer”, Spanish Ministry of Labour and Social Affairs.
- **Rico, Mercedes**, General Director, Religious Affairs Directorate, Spanish Ministry of Justice, Madrid
- **Rio Ana**, “Instituto de la Mujer”, Spanish Ministry of Labour and Social Affairs.

- **Rodríguez Salmones, Beatriz**, Deputy and Spoke Person of the Culture Commission, Popular Party, Madrid.
- **Sauquillo, Francisca**, Director, “Movement of Peace, Disarmament and Liberty (MPDL), Madrid.
- **Trad, Jumana**, *Tribuna, Casa Árabe*, Madrid
- **Suarez Leonardo, Eva**, Project Manager, European Integration, Embassy of Spain in Bosnia and Herzegovina.

CITpax PARTICIPATION:

- Antonio Garrigues**, President
- Shlomo Ben Ami**, Vice-President
- Emilio Cassinello**, General Director
- George Irani**, Director, Africa and Middle East Programme
- Shireen Dajani**, Programme Assistant, Africa and Middle East Programme
- Nuria Ayarra**, Communication and Web Design
- Monica Martinez**, Consultant (Human Rights and International Justice)

ANNEX 2

BIOGRAPHY OF IRAQI PARTICIPANTS

1. **Amina Goyani:** B.A in Biological Sciences, specialized in popular Laboratories, Founder of the Women's Cultural Social Association in Mosul, and former member of Ninawa Province Council. Representative of the Iraqi al- Amal Association in Sulaymaniyah Province where she is currently conducting the Youth Civil Dialogue Programme. She is also a coordinator of the Iraqi Women Network and other women organizations in the Province.
2. **Janet Benjamin:** Diploma in Teachers Training. Formerly school principal, currently retired. President of the Inana Women organization in Ninawa Province.
3. **Jamal Al Jawahiri:** B.A. in Accounting, member of the board of the Iraqi al- Amal Association and Secretary for Public Relations and Financial Affairs. Member of the Arab Development NGOs Network in Lebanon. He has a long history as an activist in civil society organizations, especially during the campaign to promulgate a new NGO law in Iraq.
4. **Dalya Jassim:** B.A. in English Translation. Former Manager of Al- Janah Association for Psychiatrist Care, former broadcast journalist in the National Council Radio. Currently she is Admin & Media Assistance in the office of the Iraqi Women's Network.
5. **Surood Ahmmad:** B.A in Agriculture. She was formerly appointed to the Agricultural Research Center and worked with the Food and Agriculture Organization (FAO). Currently she is working for the Iraqi al- Amal Association in Kirkuk office. There she leads the civil dialogue programme for youth in issues related to citizenship, reconciliation, forgiveness and human rights.

6. **Sawsan Al Barrak:** B.A. in Chemical Engineering. Active in many women organization among them the Fatima Al- Zahra' Center for Women Rights and Al-Furat Cultural Center in Babylon province. Currently she manages the women section in the Ministry for Human Rights in Baghdad.

7. **Thoha Kazem:** Master in International Commerce and Trade. Currently she teaches in the Faculty of Education and the Faculty of Law in the province of Maisan. She is the Director of the Teachers College in Maisan Province, and frequently contributes articles to various Iraqi newspapers.

8. **Nidhal Taqi:** B.A. in Linguistics. Formerly a translator, and currently a journalist in the *al- Zaman* daily newspaper in Baghdad focusing on women issues.

9. **Nagam Kaimawi:** BA in Business Management. Feminist active in the Iraqi Women's Network in Najaf office. Coordinator and manager of the Iraqi al- Amal Association office in Najaf where she supervised several projects in the field of health, education, social and political issues, and human rights. One of these projects is the programme for the legal and social clinic to fight violence against women. She also supervises centers to fight illiteracy in the two provinces of Najaf and Diwaniyah.