

# Report of the IRS 2006

Taking place at the University  
on Youth and Development  
Mollina, Spain

1 – 8 October 2006



**all different**  
**all equal**

Diversity- Human Rights-Participation

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## A. Preparatory Work

### **1. Details on the composition of the Organising team**

1. Jenny Hennecke, YFU Sweden, 26 (coordinator)
2. Dora Raphael, YFU Hungary, 32
3. Caglar Suren, YDA/YFU Turkey, 34

### **2. Preparatory meetings:**

Unfortunately we did not have any preparatory meeting because of financial constraints. Therefore we had to prepare everything via email. Having no preparatory meeting was experienced as a disadvantage by the team for several reasons. First, we did not have the time to discuss the content of the seminar; second, we did not have the chance to get to know each other, and third, we could not get used to each others working styles in beforehand.

## B. Specific objectives of the project

The aim of this IRS was to introduce the participants to the topic of conflict management through intercultural learning by using different methodologies. This was to be done by having workshops on how to manage conflicts in different situations, especially conflicts with an intercultural dimension. Furthermore another focus was on stereotypes and prejudices. Additionally we tried to address the topic of Islam during the IRS.

The goal of this IRS was to give the volunteers tools which are useful when dealing with exchange students and organising seminars in their home countries. We tried to take the different levels of experience of the participants into consideration by giving everybody the chance to talk but also to exchange experiences.

The specific objectives for the IRS were:

- To address topics such as conflict management and (through) intercultural learning with creative methods
- To work with prejudices and stereotypes
- To let the participants benefit from each others experiences
- To give the participants additional tools for their YFU work, such as orientation seminars and counselling
- To motivate volunteers for YFU work, mainly on national level as becoming multipliers on the topic of the IRS

### C. Main educational methods used during the project

All methods used were non formal educational tools: plenary discussions, role plays, brainstorming, working groups, problem solving, open space and presentations. The experience of the participants was highly valued as we strongly encouraged the volunteers to share their knowledge with the other participants. We had a self-reflective approach and we gave the participants the possibility to try out the new methods and receive feed back on their performance.

### D. The context of the IRS: University on Youth and Development (UYD)

The IRS 2006 took place in connection with the University on Youth and Development (UYD) in Mollina, Spain. The University on Youth and Development is a yearly event taking place in Mollina/Spain at the Euro- Latin-American Centre for Youth (CEULAJ). The UYD brings together 200-300 young people from all over the world which participate in different seminars and training courses which are offered at the University during one week.

The UYD is sponsored and supported by the Spanish Youth Council (CJE), the Spanish Youth Institute (INJUVE), the North-South Centre (CoE) and its partner organisations. EEE-YFU has been a partner of the UYD since 2004.

Organisations which were present in Mollina were (amongst others):

- Youth Action for Peace (YAP)
- Youth For Exchange and Understanding (YEU)
- Youth Express Network (Y-E-N)
- Asia Europe Foundation (ASEF)
- Latin American Youth Forum (FLAJ)
- European Youth Forum (YFJ)

Every year, the University has a different theme which connects and unites all the different activities taking place in Mollina. The theme of the University in 2006 was “All Different / All Equal: a youth perspective to global inequalities”. The University was also part of the ‘All Different / All Equal’ campaign of the Council of Europe.

There was a joint evening program for all the participants of the UYD which included activities on diversity, human rights and participation (the topics of the ‘All Different / All Equal’ campaign). EEE-YFU was together with Y-E-N responsible for the “diversity evening”. Moreover, leisure activities such as sky

visioning, cave excursions and body painting were offered to the participants. There was also a music band and a theater group which entertained the participants in the evenings.

Having the IRS at the UYD provided an inspiring environment for the seminar and it allowed the participants to get to know young active people from all over the world. Furthermore it gave the participants an insight into European and international youth work. A report of the UYD 2006 is available at the EEE-YFU office.

## E. Report from each day

### Day 1, Sunday, Oct 1

Arrival of the participants. On the first evening the Youth Forum organized some games so that all the participants of the UYD had the chance to get to know the organizations present in Mollina and the activities taking place during the week.

### Day 2, Monday, Oct 2

On the second day the University officially started. There was an opening ceremony for the whole University on Youth and Development where all partners of the university held a speech. Furthermore the theme of the University ("All different/All equal") was introduced. Dora Raphael held the speech on behalf of EEE-YFU.

After that we had several getting-to-know each other games and group building exercises which aimed to already introduce the topics of the seminar. We also had a session where all the participants had the chance to present their fears and expectations for the seminar. At the end of the day there was an NGO market at the University where all organizations had a stand.

### Day 3, Tuesday, Oct 3

The third day was dedicated to get closer to the subject of conflict management. We had a brainstorming session on the definition of 'conflict', the reasons for conflicts and what different kind of conflicts exist (types and sources of conflicts). Furthermore, we played Abigale (an interactive exercise focusing either on intercultural learning or on conflicts) with a conflict centered approach. Additionally, we presented one possible way of solving conflicts: the win win approach. The last two hours of the evening were dedicated to presentations of the national organizations by the participants.  
(Fight, flight, flow)

#### Day 4, Thursday, Oct 4

The fourth day started with a session called “conflict management in practice” where the participants came up with different conflict situations which can occur within YFU and ways to solve them. After that we shifted the attention to ‘sources of conflicts: stereotypes’. The participants had a lively discussion on what stereotypes are and how we can deal with them. After the lunch break we continued with a session called “world café”. The participants sat down at a table of their choice and discussed questions and statements posed on a ‘menu’. The questions/statements were among others:

- What is the relation between stereotyping/prejudices/discrimination and phobic behaviour?
- Discrimination is a natural behavior in small communities.
- What is your opinion on the role of the media in terms of creating or dealing with prejudices and discrimination?
- Is there a Christian Europe and a Muslim Europe?

#### Day 5, Thursday, Oct 5

On the fifth day we had a joint session with Youth Action for Peace (YAP). YAP had a seminar about Human Rights Education with focus on the Middle East, with both European and Middle Eastern participants. As most of our participants showed interest in the Middle East and Islam, we decided to have a joint session with YAP and hence bring a different and more ‘Middle Eastern’ focus to our activity.

Both groups met on the tennis court for the first session. We started with reading different statements related to religion and culture to the participants. Here some examples of the statements:

- Human Rights are universal.
- Religion is a personal choice.
- Cultures that share the same religion have much more in common than cultures that have different religions.
- Immigrants who move to another country should adapt to the new culture.
- You can not get the whole truth without media.

The participants had to choose side (agree/disagree), physically moving to either the agree side or the disagree side. Then the different standpoints were discussed. There were interesting discussions going on as the group was very diverse both in age (18-65) and in nationality (Europe and Middle East).

After a short break we continued with an Open Space exercise. Questions discussed in the Open Space were media reporting and Islam and other topics related to Islam. The method of Open Space leaves it up to the participants,

which discussion they want to leave or join and which topics shall be discussed. Participants are encouraged to join any discussion they want and participate as long as they feel that they either contribute to or learn from the discussion.

After lunch the participants had a free evening with an optional visit of the nearest town Antequera.

#### Day 6, Friday, Oct 6

The sixth day started with an introduction to EEE-YFU by Elizabeth Niland, the EEE-YFU office coordinator, and a quiz about European Youth Work. After that we had a session on Islam. Maram from YAP visited us and the participants were able to write all the questions and prejudices which they had about Islam on post-its. Maram, Caglar and Orhan (Turkish team member and Turkish participant) then tried to answer most of them.

We then went over to discussing non-formal education and we also touched the topic of intercultural learning. After that the participants formed three groups and received a task to prepare by themselves. They were required to design a workshop which could be carried out on YFU seminars to prepare exchange students to their intercultural experience. This should be done with new innovative tools by using methods and knowledge that they have gained on the IRS.

#### Day 7, Saturday, Oct 7

On the seventh day the groups continued to prepare their workshops which they later on presented to the group. The outlines of the workshops are available as attachments of this report (one is missing).

We then had an exercise to summarize and conclude the seminar. The seminar was presented as a river (or flow) and the participants remembered the different parts of the seminar. We reflected about the red threat of the IRS and the logic of the order the topics were discussed and presented. Finally, coming to the end of the seminar, we made a small exercise (The statue) to finish and round up the experienced of the IRS.

In the afternoon there was the closing ceremony of the University where all activities taking place at the University presented in a creative way.

## F. Results and conclusions

### **1. The context of the seminar, the University on Youth and Development**

It was a very positive experience to have the IRS at the UYD. It gave the participants the chance to get an insight into a larger youth field and to exchange experiences with the other participants of the University. We tried to use the opportunity to get to know other organizations by working together with Youth Action for Peace (YAP) for half a day. The joint session we had was very much appreciated, both by the YFU participants and by YAP. For us as a team it was also quite interesting and challenging to work together with another team while preparing the joint session.

The UYD offered a fantastic leisure program this year. The participants could climb in caves, watch the sun and the stars through gigantic telescopes, enjoy a music band and a group which played 'Theatre of the Oppressed'. From the evaluations it becomes clear that the leisure program was liked very much and contributed to the good spirit of the participants. Unfortunately, the joint program sessions on Diversity, Human Rights and Participation did not hold a high standard. This was due to several reasons: First, the joint sessions are generally taking place after the dinner starting around 22:30. That is a very late hour to work seriously. Second, the Theatre of the Oppressed group had prepared 'theatre plays' on all topics. This took away time from the organizations which had prepared the program. In our case (EEE-YFU and Y-E-N) we decided to just have a small exercise on diversity and then give the floor to the Theatre of the Oppressed. Afterwards we discussed at the evaluation meeting that the Theatre of the Oppressed took away too much space which could have been used for interactive exercises where the participants could have gotten to know each other more. Third, the sessions were not well prepared by the partners, a problem which has existed for many years and which needs to be improved.

Personally I would have wished that our participants would have bonded more with participants of other organizations. Apart from being a comfortable place to have the IRS, the UYD provides the participants with possibilities to network, to gain inspiration and motivation, to live in an intercultural environment and to start new projects or cooperations. Therefore we tried to encourage the participants to mingle as much as possible. But as often in YFU activities, the participants prefer to stay for themselves. The group spirit was hence very strong which was fruitful for the sessions but not so good for opening up for other people from the University. For future activities at the UYD, I would like to recommend the team to try even harder to make the participants feel part of the whole University so that they are more open for getting to know the other participants of the UYD.

## **2. The program**

As a result of insufficient preparation before the seminar, we as a team felt that the content could have been prepared a lot better. Instead of enjoying our free time with the participants, we had to prepare the sessions for the next day every evening, but we often felt that we lacked of time to prepare the sessions sufficiently. Especially the small details which make every seminar so special were not there. This situation created some tensions in the team.

From the evaluations it is clear that the participants were satisfied with the seminar as a whole but that there were some sessions which they did not like so much. The part of the conflicts could have been better prepared. However, we as a team feel that we have done the best we could under the given circumstances (no prep meeting). For being able to plan the sessions which required a good knowledge of the contents and methodologies well we would have needed a longer preparation period (or expertise knowledge from outside). There were also some problems with linking intercultural learning and conflict at times.

The joint session was a highlight of the program. It allowed the participants to get out of their own “four walls” and to get to know new perspectives. Some participants complained that they would have liked the session being more directly about Islam (now it was more indirect) but I think that in general the session was good as it was as it gave everybody the space to talk about what the participants were most interested in.

Every day after the sessions we had reflection groups, where the participants had the possibility to talk about their thoughts and feeling about the program and in general with a small group of people.

## **3. Outcomes of the seminar:**

- The participants gained a bigger understanding of the topics conflict, conflict management and the connection between Conflict Management and Intercultural Learning
- The IRS was an important motivation factor for the participants (and team members) to continue their volunteer work with YFU both on national and local level and on international level
- The participants gained knowledge about the different European YFU organizations and their way of working. Participants were able to build friendships with volunteers from other European YFU organizations.
- The participants gained a bigger understanding on European Youth Work and other organisations working on a European level and the other organizations got to know YFU
- The participants got to learn about many different methods which they can use for their own seminars and trainings (especially beneficial for

that was the team membership of Caglar who was not familiar with YFU methods but brought new methods to the IRS)

- The joint session with Youth Action For Peace led to a friendly relationship with YAP which could result in more cooperation in future
- The participants were introduced to new (traditionally non YFU topics) such as Human Rights through the University which they can use in the work of their organization

## G. Recommendations

As a team we had several reflections on the seminar, the cooperation with the UYD and with EEE-YFU. On that basis we have several recommendations for future IRS's and events taking place in Mollina.

1. Even if the number of participants was small (14), this did not reduce the workload for the team significantly. Therefore we think that the number of team members should not be dependent on the number of participants. For us, having one person being responsible for the practical things and for the coordination with the University would have been a big help. No preparation, not knowing each other in advance were part of our misunderstandings. In retrospective we believe that it was sometimes too much for the three of us, putting the program together and being present all the time for ten days.
2. As the coordinator for the IRS, I had to take two roles: coordinating the team and dealing with the University. This did not allow me to have any free time at all which I perceived as very negative as one of the beauty of Mollina is to get to know the other participants and to network with them. For future activities in Mollina, I propose to have a coordinator who takes care of *all* YFU volunteers participating at the University (in the YFU activity and in other activities which are open to all organizations), who deals with practical things, who networks with other organizations, and who goes to the coordination meetings of the University.
3. We as a team would have liked to get a better support from EEE-YFU. We experienced a lack of communication with the board (and the liaison person) and we would have liked to receive clearer directions. The lack of communication with EEE-YFU resulted on the one hand in insecurity about what was expected from us and on the other hand to many delays, as for instance the sending out of the Call for Participants. For future activities we would recommend a greater availability from EEE-YFU's side and better guidelines in questions like:
  - what is expected from the team
  - what can we decide on by ourselves and what do we have to ask EEE?

Finally, we as the team would like to take the chance to thank EEE-YFU for its support, even after the grant from the European Commission was not received.

## H. Attachments

- Program IRS 2006
- Participants list

### **Available at the EEE-YFU office:**

- Summary of evaluation forms
- Outlines of workshops “Preparing for intercultural experience” (one missing)
- Report of the University on Youth and Development
- Call for Participants for the IRS 2006

# 1. Program of IRS 2006

	Oct 1 Sunday	Oct 2 Monday	Oct 3 Tuesday	Oct 4 Wednesday	Oct 5 Thursday	Oct 6 Friday	Oct 7 Saturday	Oct 8 Sunday						
8.30	Antequera	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast	Breakfast						
9.30		Break	Energizer	Energizer	Energizer	Energizer	Energizer	Departures						
10.00		Opening ceremony	Conflict General introduction	Conflict management in practice	Joint session with YAP (Moving debate)	About EEE-YFU European youth work	Preparing for intercultural experience II.							
11.30		Break	Break	Break	Break	Break	Break							
12.00		Getting to know each other	Conflict management	Source of conflicts: stereotypes	Joint session with YAP (Open space)	Session on Islam	Evaluation							
14.00		Lunch	Lunch	Lunch	Lunch	Lunch	Lunch							
15.30		Antequera	Expectations of participants, introduction of aims a program	Conflict management II.	World café on prejudice, discrimination, racism	Excursion to Antequera	Non-formal education Intercultural learning		Joint activity on Participation					
16.00														
17.30										Break	Break	Break	Break	Break
18.00										Group building	Presentation of NOs	World café II.	Preparing for intercultural experience I	Closing ceremony
18.30	Reflection groups									Reflection groups				
19.00	Info market NGOs							Reflection groups		Round table: Human Righths	Reflection groups			
								Newsletter group						
21.00	Dinner							Dinner		Dinner	Dinner	Dinner	Dinner	Dinner
22.00	Intro activity	Joint activity on Diversity		Joint activity on Human Rights			Farewell party							

Joint activities							
Meals, breaks							
IRS programs	Body painting	Body painting	Body painting	Body painting	Body painting	Body painting	Body painting
Optional programs					Sky visioning	Sky visioning	
			Cave Excursion Leaving at 20.00		Cave Excursion Leaving at 20.00		

## 2. List of participants IRS 2006

	First name	Second name	Country	Age	Sex	E-mail-address
<b>Participants</b>						
1	Katarina	Olsson	Sweden	20	Female	<a href="mailto:katarina_o@home.se">katarina_o@home.se</a>
2	Benno	Breitenmoser	Sweden/Switzerland	25	Male	<a href="mailto:benno@yfu.se">benno@yfu.se</a>
3	Malgorzata	Radwanska	Poland	21	Female	<a href="mailto:gosiaradosna@web.de">gosiaradosna@web.de</a>
4	Marta	Vilkancaitė	Lithuania	20	Female	<a href="mailto:marta@yfu.lt">marta@yfu.lt</a>
5	Audrius	Zolubas	Lithuania	18	Male	<a href="mailto:miskelis@gmail.com">miskelis@gmail.com</a>
6	Olga	Trumm	Estonia	21	Female	<a href="mailto:Olga.Trumm@gmail.com">Olga.Trumm@gmail.com</a>
7	Rihards	Strubergs	Latvia	20	Male	<a href="mailto:richi@inbox.lv">richi@inbox.lv</a>
8	Péter	Békés	Hungary	21	Male	<a href="mailto:pbekes@gmail.com">pbekes@gmail.com</a>
9	Tom	Buurman	Netherlands	21	Male	<a href="mailto:tom@neighbour.nl">tom@neighbour.nl</a>
10	Hester Christine	Kuijk	Netherlands	26	Female	<a href="mailto:hester_christine@yahoo.com">hester_christine@yahoo.com</a>
11	Jasmine	Zahno	Switzerland	20	Female	<a href="mailto:jasmine.zahno@yfu.ch">jasmine.zahno@yfu.ch</a>
12	Elise	Plissonneau	France	21	Female	<a href="mailto:elisou_s2@hotmail.com">elisou_s2@hotmail.com</a>
13	Orhan Salih	Cubukcu	Turkey	23	Male	<a href="mailto:orhancubukcu@yahoo.com">orhancubukcu@yahoo.com</a>
<b>Team</b>						
14	Jenny	Hennecke	Sweden	26	Female	<a href="mailto:jennysol@web.de">jennysol@web.de</a>
15	Dora	Raphael	Hungary	32	Female	<a href="mailto:draphael@t-online.hu">draphael@t-online.hu</a>
16	Caglar	Suren	Turkey	34	Male	<a href="mailto:caglarsuren@yahoo.com">caglarsuren@yahoo.com</a>
<b>Office coordinator EEE-YFU</b>						
17	Elizabeth	Niland	Ireland	24	Female	<a href="mailto:office@eee-yfu.org">office@eee-yfu.org</a>