

## 'YOUTH FOR HUMAN RIGHTS' PROJECT EVENT REPORT FORM

**(Date of the event)** 30 January – 1 February 2019

**(Town/city and country of the event)** Zagreb, Croatia

**Title of the event (if applicable)** Training of Trainers in HRE – 2<sup>nd</sup> seminar

**Report by: (name, NA)** Sabine Klocker, Ljubov Lissina, Dariusz Grzemny, Pieter-Jan Uyttersprot

**Type of event** Training of Trainers

**Number of participants**

**Background of participants** Youth workers / Youth leaders / Youth field trainers / National stakeholders / Policy makers / NAs / Higher education insitutions /

(please underline all relevant)

Other (please specify)

**Comments about the group of participants:** The group consisted of trainers who took part in the first phase of the course and in between they implemented national training courses in HRE in their respective countries. Before the training participants were asked by the team of trainers to prepare the presentation of the courses they implemented and provide the evaluation of these courses. All national team fulfilled the task.

**Signature sheet – insert here in PDF or link**

## Event programme



### Wednesday, 30 January

Afternoon: Arrival of Participants, buffet lunch 1:00-3:00 pm

3:30 pm Opening and Welcome by Katarina Brajdic (Senior Advisor Department for Youth Mobility)

3:40 pm Welcome on behalf of the Trainers Team & Introduction to the Programme

3:45 pm Re-connecting with the group (names, life updates, Y4HR project)

4:30 pm Presentations, Reflections and Lessons Learnt from the NAT TC on HRE (national group presentations, plus Q & A)

7:00 pm Dinner

9:00 pm Welcome Evening

### Thursday, 31 January

7:30-9:00 am Breakfast

9:30 am Competences and Roles of HR Educators (Including Self-Assessment & Personal Learning Plan)

11:00 am Break

11:30 Competences and Roles of HR Educators (Including Self-Assessment & Personal Learning Plan)

1:00 pm Lunch

2:30 pm Workshops on Capacity Building and Competence Development

2:30 pm Human Rights Education Advocacy Workshop

4-4:30 pm Break

4:30 pm Workshops on Capacity Building and Competence Development

➤ Managing conflict and controversy during HRE training activities

6:00 pm Wrap up in Plenary

7:00 pm Dinner

9:00 pm Fun Empowerment Evening 😊

**Friday, 1 February**

7:30-9:00 am Breakfast

9:30 am Networking

11:00 Break

11:30 Follow-up on European and National levels

12:30 Evaluation & Closing (Group Picture)

1:00 pm Lunch

➤ Departures

## Event summary

The seminar focused mainly on the evaluation of National Training Courses in HRE, which participants were running in their respective countries. Besides this, the trainers decided to respond directly to participants needs related to capacity building and ran workshop sessions on dealing with controversy and conflict, as well as advocacy in HRE within this educational activity.

Other parts of the programme included reflection on the participants' role as trainers in human rights education and their competences self-assessment (e.g. working with personal learning plans, elaborated by participants during ToT-HRE phase 1).

All training courses implemented by the participants were successful with minor challenges experienced by some teams. The groups took very different approaches to running the courses: some were run by pairs of trainers, some by all four of them. Some courses followed the same programme, and some were totally independent - either adapted to the target group, the national issues at hand or followed individual preferences of the trainers.

During the evaluation of the national HRE training courses run by the participants, the following challenges were mentioned:

- too short course; no possibility to go in depth
- difficulties in getting participants for the course (in Belgium, for example)
- no possibility to choose the location for the course
- hate speech during the course or other difficult situations (conflicts)
- participants being late (not showing up) or leaving before the course finished
- connecting human rights to daily youth work practice

Other outcomes of national HRE training courses:

Some national TC participants now meet in regular (once a month) HRE meet-up groups or founded a Dinner Club (for HRE project exchange).

## **Participants' main learning points from the National Training Courses**

Based on the evaluations of the National Training Courses in HRE, the participants felt they:

- learnt that it is very crucial for the TCs to have a very heterogeneous trainers' team in terms of different training styles
- learnt how to be creative in HRE and accommodate different aspects and interests of young people
- became more aware of human rights
- recognised the importance of respectful communication within the group
- realised that teamwork is crucial for the success of the course as well as well-planned preparation for the course
- realised they still need to learn much
- became reflective - "how can I as a trainer stop hate speech or deal with radical opinions?"
- learnt how to connect human rights with everyday life and the current situation in Europe / the world
- learnt that it is important to be realistic and not to have big expectations
- learnt how to manage the group and the conflicts within it
- got self-awareness related to their role as trainers in HRE
- reflected on own training styles
- exchanged resources among each other (e.g. HRE movie recommendations were exchanged, such as The Cleaners, P.R.I.D.E, Divela,..)

- introduced city tours and evening walks on HR perspective (as part of the NAT TC programme) with a professional guide or tours created by youth, to locations where you see, become aware of your HR / historic impact
- became advocates and activists for/in HR

Some participants mentioned that they discovered that human rights education is what they really want to do in life / for work / with young people and finally they are able to explain to others what they actually do (with an HRE elevator pitch, they practiced this very skilfully in teams, throughout this course, too:).

Participants evaluated the whole course very positively, especially, highlighting the logic of its structure: a) preparation seminar, b) implementation of the National Training Courses and c) evaluation seminar. Many participants, however, expressed that all training seminars were too short.

Based on their experiences, the participants came up with the following recommendations:

- The target group for the training courses should be more specified; the group should also include people from other related fields, e.g. youth policy
- Before planning the course the needs of young people should be taken into account
- It would be interesting to involve people who experienced human rights violations in the training course
- Including mentoring or coaching into the course would be beneficial for the participants
- It is important to connect human rights to daily youth work practice
- The aspect of acting for human rights should be highlighted in the course
- The course should include the fundamentals on HR concepts
- It is crucial to include activities for people who experience difficult situations in youth work
- It would be better to have a possibility to choose the location/venue for human rights education trainings (it can foster human rights thinking)
- It is important to have a stable group of trainers who know each other (the "newcomer" should act as an "apprentice")
- To create an alumni network (for the participants of the National Training Courses)
- The trainings were too short; therefore, it is advisable to make them longer
- It would be beneficial for the team to have a supervisor to turn for advice if needed

## Key points

### 1. What are the results of the training?

The evaluation seminar was very important for the course participants: they had a chance to reflect on their direct experience as trainers in HRE and come up with recommendations for their further work. However, it would be more beneficial for them to have this seminar a bit longer to respond to their training / learning needs. Such an activity, besides evaluation, should include a strong capacity building element.

Besides the point already mentioned, the following results can be identified:

- Participants learnt how to evaluate the educational activities
- They learnt how to deal with controversy and conflict in the training situation
- Participants reflected on their role as trainers in HRE and HRE advocates
- Participants learnt how to advocate for human rights / human rights education

- They got motivation to carry on with HRE activities with young people, including international activities within Erasmus+
- Participants planned the following follow-up activities:
  - youth exchange on HRE (Germany, Poland, Austria)
  - HRE training for university staff in Latvia
  - educational programmes for students (phase I: HRE training for young HR advocates, young HR lawyers on national level in Croatia, phase II: multinational youth exchange)
  - Human Rights Summer School in Croatia in 2019 or 2020
  - National ToT-HRE in 2019 in Croatia
  - Open School project in Slovakia: HRE, civic education, peer-to-peer workshops
  - NTC Networking Meeting Germany: How to connect to other HRE networks?
  - Workshops on HRE in schools in Austria
  - Transfer Seminar "HRE and youth work" on March 20, 2019 in Austria
  - Co-operation in Austria between National Youth Council, NA, Zentrum Polis, IFP (Institut fuer Freizeitpädagogik)
  - Inspiration Day among the Belgian team, New HRE Training, HRE offer for youth work and adults, NGO position paper on HR
  - Position Paper Flemish League for HR
  - LGBT related projects in Slovakia (YE, TC) - looking for partners
  - Child & Youth Participation National Strategy in Slovakia
  - Conference: Radicalization of Youth in Slovakia, March 2019
  - TC on gender in Estonia
  - Youth Exchange: Discrimination in the Digital Era, Germany
  - options to apply for ToT-HRE of Council of Europe Youth Department end of 2019/beginning of 2020
- Participants learnt about upcoming events within the Youth For Human Rights Project, in which they can take active part:
  - transfer seminars (reaching out to the formal sector) in various countries, organised by the NA's in 2019
  - Facebook group for Y4HR participants (ToT-HRE and NAT TCs) to share resources, best practice and follow-up measures
  - TCA Partnership Building Activity in Vienna, Austria 4-7 July 2019 (for NAT HRE TC participants)
  - Y4HR Final Conference in Tallinn, Estonia, 29-30 Oct 2019

## 2. What were the highlights of the training course?

The evaluations of the National Training Courses was definitely a highlight of the course. Not only did the participants have a chance to share their experience gained when implementing the trainings but also they learnt how to do it. This part was crucial for their learning: they got feedback and were able to reflect on experience of their colleagues in other countries.

Another highlight was the session on planning the follow-up of the course: participants had very clear ideas what they want to do after the course. This session was very motivational and empowering for the participants.

The atmosphere of the course should be mentioned here as well. The training was run in the very respectful and relaxing atmosphere that very much facilitated the learning process of the participants.



### **3. What were the lowlights?**

The venue of the seminar was nice, however the working conditions were not up to standard: training (plenary) and eating (restaurant) at the same place was not convenient; quite a small working space, no possibility of running simultaneous workshops.

The length of the seminar was too short: it would be good to have some extra day to respond to participants' training / learning needs and run some capacity building workshops.