



African training course for camp coordinators

Harare, Zimbabwe | 23 - 30 January 2022

The Association of Service Civil International (SCI), Servei Civil Internacional and the Zimbabwe Workcamps Association are opening **applications** for a **residential African training course for camp coordinators** that aims to improve the quality of short term voluntary projects by empowering (future) coordinators to create grassroots change in their communities. The training course will focus on the topic of **gender and gender equality** and its relevance in volunteer activities.

Background of the training course

Service Civil International (SCI) is a century-old volunteer organisation, dedicated to promoting a culture of peace. Its main activity is the international exchange of volunteers on long- and short-term projects, which serve its vision of a world of peace, social justice and sustainable development. SCI works to promote values of mutual respect, and problem solving without recourse to any form of violence. SCI is open to all, irrespective of gender, sex, race, ethnicity, colour, age, disability, religion, culture or language. SCI views equal inclusion, participation and treatment of all, regardless of gender identity, as fundamental to peace. SCI has been working to acknowledge, understand and address gender inequalities within its own activities and in the communities in which it works. For many SCI's partners in Africa, gender realities are very complex. Working priorities identified by SCI's African partner organisations include: tackling gender-based violence in society; tackling gender-based discrimination and stigmatisation; encouraging women's participation and leadership in activities; gender mainstreaming in all projects and community action.

This training course is organised in the framework of two projects:

- 1/ **Grassroots change: Volunteering, leadership and emancipation through hands-on work and mentoring** has been funded by the Erasmus+ Programme of the European Union and is being implemented by the following project partners: Zimbabwe Workcamps Association (ZWA), Voluntary Workcamps Association of Nigeria (VWAN), Associacao de Jovens Voluntarios (AJOV Mozambique), South Africa Volunteer Work Association (SAVWA), SCI Catalonia, SCI International, SCI Italy, and KVT Finland.
- 2/ **Step to the future: empowering youth leaders to tackle gender inequalities** has been supported by the UNESCO's Participation Programme and supports participation of all SCI partners in Africa.

Methodological approach

All participants will be expected and stimulated to contribute to the activities and discussions. The interactions will be horizontal and learner-centered to create a transformative facilitation style and sharing space. Especially in this training role plays, simulations and interactive methods will be used to involve the participants fully and to re-create a workcamp learning atmosphere. Please see the full programme attached at the bottom of this document.



Intended results

- Improved understanding of what it takes to be a camp coordinator;
- Improved understanding of different gender perspectives and gender equality and related concepts and terms, specific context/situation in participating countries;
- Exchange of current practices of project partners; shared ideas on how to start valuable conversations with young people, volunteers and society in general;
- Bigger confidence to address gender-based discriminations and conflicts in a non-violent way;
- Creation of SCI Gender Toolkit to enable NGOs and youth leaders to carry out tangible actions relevant in their context.

Participation

The training course will take place in Harare, Zimbabwe from 23 to 30 January 2022 and it will bring together a group of 20-30 (future) activity leaders of all genders representing SCI partner organisations from various African countries and representatives of SCI's working groups on gender and Africa.

In order to participate, you need to fulfil the following conditions:

- Be ideally between 18-35 years old;
- Have an experience with a workcamp (having participated in a workcamp or having led a workcamp in the past) and/or be actively involved in the local organisation involved in setting up international voluntary projects;
- Be motivated to lead a workcamp in their own organisation in 2022 and/or lead a workshop on gender in their own organisation as a follow-up of the training course;
- Commit for the full duration of the training course;
- Have a good command of English as the training will be in English;
- Be ready to do some preparatory tasks (online questionnaire, bring some good examples or materials from their organisation on the topics of the training) and participate actively in the training.

Conditions

Thanks to the financial support of the Erasmus + programme and the UNESCO s Participation Programme, we offer the following conditions:

- Food and accommodation during the training course will be provided;
- Travel costs will be reimbursed up to an agreed limit;
- Other necessary expenses, such as visa fees or COVID-tests will be reimbursed after approval by organisers.



With the support of
**Participation
Programme**



Co-funded by the
Erasmus+ Programme
of the European Union

How to apply?

Please fill in the application form: <https://forms.gle/sRcfeyUeV5kKcWki9>

Deadline for applications is 18 November 2021.

For any questions related to participation, please contact us at projects@sci.ngo

Provisional Programme

	ARR 23/1	Day 1 -24/1	Day 2: 25/1	Day 3: 26/1	Day 4: 27/1	Day 5: 28/1	Day 6 : 29/1	Day 7: 30/1
M	Arrivals	Project and participants presentation	Me as a camp leader: - role and responsibilities of camp coordinator -Gender considerations & creating a safe space	Group dynamics and methods for managing diversity & inclusion	Zooming in on a workcamp: quality standards and study part, how to use it? - Sharing inspiration for utilising the 'learning' sessions of a workcamp to introduce a theme - How to explore gender thematics through workshops - Other topics like climate, decolonisation etc. which can be tackled	Exploring local realities: - Discussing similarities and differences in gender situations of participating countries How participating organisations do or do not work with the gender topic	Open space: - Participants free to propose topics for discussion, share skills/ knowledge, clarify information with team	Evaluation and saying goodbye: - Ensuring written feedback for monitoring and evaluation - Sharing evaluation methods with participants for future use
A	Introduction & getting to know each other	Expectation, hopes and fears Set common working rules Common understanding of terms Preparing the week together	Leadership styles: - Types of leaders & reflections about their effectiveness	Conflict resolution - What if conflict appears in my workcamp? Principles of nonviolent communication - Workshop on NVC	Introduction of resources on (gender) inclusion: - Presentation of Free to be You and me toolkit (in original and revised forms) - Tips and games to demonstrate toolkit in action - Participants have chance to present resources they know/ use	Inspiration session: SCI and gender: - previous SCI initiatives) on gender - Setting up links and support networks	Planning for the future: - Keeping in contact - Sharing and strengthening ideas for action	Departures

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