



## **Concept Note for the Face to Face Training on Gender and Conflict Sensitive Programme Management (G/CSPM)**

**Bern, Switzerland, 28-30 March 2023**

### **Background information**

One of the core functions of SDC's Peace, Governance and Equality Section is to contribute to the strengthening of skills and competences of colleagues at HQ and in Swiss Representations abroad. PGE's support in the thematic areas of prevention of violence and conflict, peace promotion, human rights and gender for sustainable development includes the provision of tools for sound risk and fragility assessments as well as Conflict Sensitive Program Management.

Addressing deep rooted causes of fragility and conflict in international cooperation is fundamental to contribute to re-establish trust in societies, including in state and society relations. Thereby it is critical to understand and address the structural barriers and persistent social norms and gender stereotypes that perpetuate violence, conflict and gender-specific harmful impact.

Conflicts and violence are crucial challenges that threaten to slow down or to reverse development achievements. They adversely affect the lives and dignity of millions of people and drive most of the humanitarian needs worldwide: individuals are displaced, families separated, livelihoods are devastated and opportunities for broader growth, development and prosperity are destroyed.

Situations of armed conflict and violence go hand in hand with human rights violations and have gender specific impacts, mostly at the disadvantage of women and girls who are particularly affected by different forms of gender based violence and other conflict-related implications. In many contexts, such violations are both causes and consequences of armed conflicts and represent as such major obstacles for sustainable development. Women have an important role in social cohesion and in preventing and transforming violent conflicts.

### **Objectives of the G/CSPM Training 2023**

The overall purpose of this 3-day capacity building training is to provide participants with practice-oriented knowledge and methods on how to integrate CSPM at strategic, project/programme, and institutional levels, with particular attention on a Gender responsive and transformative approach.

The upcoming training will:

- Allow participants to get familiarized with SDC's specific institutional commitments, rationale and theory of change behind the G/CSPM approach
- Further deepen the participants' knowledge of the [CSPM](#) tools, with the integration of the gender dimension, and their application.
- Provide the participants with an opportunity to analyze and discuss elements that are especially relevant for their operations and own local contexts by applying tools to SDC projects.

The training modules and the respective agenda will be tailored to respond to the participants 'priorities, interests and needs; the detailed program will be finalized once registrations are made.

### Training methodologies

Training modules will encompass methodological inputs, group discussions and practical exercises. Participants will link theory with practice by applying tools and methods on concrete field examples. The workshop will provide opportunities to stimulate experience and knowledge sharing through peer coaching.

### Target groups, language and content of training

The training is primarily for FDFA colleagues from Swiss Representations or based in Bern. There is a limited number of places for external partners who are PGE Network members. **By registering, participants agree to take part in the entire 3-day workshop (partial participation not accepted).**

The working language will be English and the course will take place with a minimum of 15 and a maximum of 25 participants.

The overall program will be structured as follows

	Day 1: Context analysis	Day 2: G/C - from analysis into programming	Day 3: institutional level
	<p><b>Intro: what are conflict sensitivity and gender all about?</b></p> <p>What is SDC's strategic orientation regarding conflict-sensitivity, conflict / violence prevention and transformation and the particular gender dimensions? What are the core principles of CSPM and interlinkages to a gender responsive and transformative approach? What are participants own experiences?</p> <p>What are the implications for context analysis? What are SDC's tools and how are they applied practically?</p> <p><b>Reality check:</b> the case of Mozambique</p>	<p><b>Introduction to interaction analysis and adaptations</b></p> <p>How does the project interact with the conflict context? What are particular gender dimensions? What adaptations are needed to address identified risks and reinforce opportunities for peace? What are gender specific needs and priorities, capabilities and opportunities to prevent and transform violent conflicts?</p> <p><b>Conference:</b> Presentation of the draft report of the Capex on CSPM and the Psychosocial Approach in SDC programs in the Latin America and Caribbean countries</p>	<p><b>Integrating G/CS at the institutional level</b></p> <p>What are key questions when applying Conflict Sensitive Communication, Risk Management, HR, Financial Management?</p> <p><b>Panel discussion:</b> What are the implications of G/CS on Staying engaged?</p> <p><b>Peer coaching/clinics:</b> topics based on participants requests</p>