



Conflict Resolution, Communication Skills and Organizational Management



A CAPACITY-BUILDING WORKSHOP FOR IRAQUI WOMEN LEADERS

**Istanbul, Turkey
11-15 June 2007**

**CONFLICT RESOLUTION,
COMMUNICATION SKILLS
AND ORGANIZATIONAL MANAGEMENT**

**A Capacity-building Workshop
for Iraqi Women Leaders**

**Istanbul, Turkey
11-15 June 2007**

PREFACE

In October 2000, the United Nations Security Council passed resolution 1325 on Women, Peace and Security. This resolution calls for action related to women's experiences in conflict settings and for their participation in reconstruction and peace processes. Through its mission, the United Nations Population Fund (UNFPA) has recognized the distinct experiences of women in conflict settings. In collaboration with its international partners, donors and local women's organizations, UNFPA has responded to women's reproductive health needs and to gender-based violence. A forerunner in implementing resolution 1325, UNFPA has advocated swift action to bring the resolution from rhetoric to reality. To this end, it has hosted a number of conferences and workshops, beginning with a consultative meeting in Bratislava, Slovakia, in 2001, to formulate strategies and tools to ensure that reproductive health programmes and women's empowerment interventions address the actual needs of women, particularly in conflict and post-conflict situations.

This report concerns a workshop that was part of that series of meetings. It reflects the findings and observations of Iraqi women, most of whom were working in non-governmental organizations (NGOs), on the challenges facing their war-torn society and on the needs of NGOs and other institutions if they are to contribute effectively to peacemaking and peacekeeping. The Women, Peace and Security Initiative of the Technical Support Division of UNFPA organized the meeting, with overall coordination by Ms. Sahir Abdul-Hadi. Dr. Nashat Hanafi, Officer in Charge, UNFPA/Iraq; Ms. Wassan Al-Joudi, Acting National Programme Officer, UNFPA/Iraq; and Ms. Eman Al Omari, Administrative Assistant, UNFPA/Iraq assisted in hosting the workshop. Facilitators for the workshop were Lesley Abdela, Eleni Kyrou, Fotini Sianou and Eleni Stamiris.

LIST OF ACRONYMS AND ABBREVIATIONS

CEDAW	Convention on the Elimination of All Forms of Discrimination against Women
DDR	Demilitarization, demobilization and reintegration
KEDE	Centre for Research and Action on Peace
KEGME	Mediterranean Women's Studies Centre
Logframe	Logical Framework Approach
NGO	Non-governmental organization
PCM	Project Cycle Management
UNFPA	United Nations Population Fund

CONTENTS

Preface	ii
List of Acronyms and Abbreviations	iii
EXECUTIVE SUMMARY	1
I. INTRODUCTION	3
A. Background	
B. Purpose	
C. Participants	
D. Opening Session	
II. SETTING UP AND MANAGING A NON-GOVERNMENTAL ORGANIZATION	5
A. Defining Challenges	
B. Developing a Mission Statement	
C. Undertaking Long- and Short-Term Planning for the Organization	
D. Planning and Managing Projects	
E. Playing “the Management Game”	
F. Participants’ Feedback on Organizational Management	
III. DEVELOPING COMMUNICATION SKILLS	9
A. Advocacy	
B. Preparing Messages on Women’s Human Rights	
C. Working with the Media	
D. Participants’ Feedback on Communication Skills	
IV. ANALYSING AND RESOLVING CONFLICTS	15
A. Identifying Types and Levels of Conflict	
B. The WIN/WIN Approach	
C. Participants’ Feedback on Conflict Resolution	
V. PREPARING STRATEGIES	21
A. Visions of Iraq in 10 Years	
B. Personal Action Plans	

ANNEXES

1.	AGENDA	24
2.	LIST OF PARTICIPANTS	28
3.	WORKSHOP EVALUATION QUESTIONNAIRE	30
4.	TEXT OF UNITED NATIONS SECURITY COUNCIL RESOLUTION 1325	31

LIST OF BOXES

1.	International Principles on Human Rights	11
2.	A Conflict Analysed	17
3.	Some Principles of WIN/WIN	18

LIST OF HANDOUTS

Stages of Conflict	16
The Iceberg Model	19



预览已结束，完整报告链接和二维码如下：

https://www.yunbaogao.cn/report/index/report?reportId=5_20480

