



APPLICATION FORM

Training of Trainers IFOR's Women Peacemakers Program Application Form

The purpose of the IFOR Women Peacemakers Program (WPP) Training of Trainers (TOT) is to deepen the participants' skills in gender and non-violence training and education, and to aid them in developing international expertise and lobbying skills in order to take on the work of the WPP.

The participants should bring materials and resources from their regions. They must have previous experience as gender and non-violence trainers within their IFOR branch, group or affiliate (BGA); or their non-governmental organization. Applicants must have clear plans to take the skills gained at the Training of Trainers back to their IFOR BGA or to their nongovernmental organization. Participants must possess good communication skills and sensitivity, and be committed to respectful, participatory approaches to training. They will be expected to conduct, with the support of a mentor and their IFOR BGA or nongovernmental organization, one follow-up training within a year upon their return home.

The Training of Trainers is conducted in English and applicants must have sufficient English-language skills in order to participate fully in the training.

Application forms are also posted on-line at www.ifor.org/WPP

Deadline for application: December 1, 2005.

Personal Details:

1. Full Name:
2. Organization:
3. Mailing address (please mention whether this is your personal mailing address, or your organization's):
 - *Street and house number:
 - *City and postal code:
 - *Country:
4. Telephone:
5. Fax:
6. Email:
7. Date of Birth:

Questionnaire:

8. Please describe your organization and the role you play within it.

9. How long have you been involved in active gender and non-violence training? Please describe your involvement.
10. How long have you been involved in activities related to women and gender issues? Please describe your involvement.

11. Why do you want to attend this training? Are there specific goals you seek from your participation? What are the specific skills and training you want to get out of this Training of Trainers?

12. What skills and/or experiences would you like to share/teach to other participants?

13. How do you plan to spread the skills and ideas you have learned during the Training back in your branch, group, affiliate or nongovernmental organization?

14. Please describe one or two key issues involving differences (gender, class, religion, ethnic, sexual orientation, etc.) which are either a constant source of tension or which frequently emerge within the organization or community in which you work. Have these issues been resolved? If so, how?

15. When dealing with differences, and the tensions it may bring, what has been the most difficult for you personally?

16. Please attach a one-page personal statement (not a curriculum vitae) on the ways you see gender impacting on building a culture of peace.

Return this form by **December 1, 2005**, to:

International Fellowship of Reconciliation
Women Peacemakers Program
Sporstraat 38
1815 BK Alkmaar
The Netherlands
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Fax +31 72 515 1102
Email: ab.arauz@ifor.org



CRITERIA FOR PARTICIPANTS

A.1. Criteria for Participants in WPP Training of Trainers

1. The purpose of the WPP Training of Trainers (TOT) is to deepen the participants' skills in gender and nonviolence training and education, and to aid them in developing international expertise and lobbying skills in order to take on the work of the WPP.
2. The selected participants must have some training experience already and show a strong interest in active nonviolence and gender.
3. Priority will be given to members of IFOR branches, groups and affiliates, and to women belonging to non-governmental organizations (NGOs) already connected to the WPP network.
4. Priority will be given to individuals who have an interest in and commitment to women's empowerment, and who are willing to work for gender equality within their branch, group or affiliate.
5. The participants must be in a position to spread the skills they have learned during the TOT.
6. Participants must be women.
7. Participants must possess good communication skills and sensitivity, and be committed to respectful, participatory approaches to training.
8. Since participants may be in a position to represent IFOR, it is important that they be mature individuals with a sense of responsibility, whom IFOR would be willing to have speak in its name.
9. Two participants will be chosen from the same IFOR branch, group, or affiliate, or other participating NGOs. The individuals must commit themselves to supporting each other in working together within their organization.

10. Participants must indicate a commitment to work within their organization towards increasing the organization's capacity for gender sensitive, nonviolence education and training.
11. Priority will be given to participants from groups with a stated interest or aim in active nonviolent social change, rather than charity.
12. In selecting participants for the annual TOT, a balance will be sought in terms of regional representation and religion.
13. Participants not chosen for one year's training may be considered for the next series of TOTs.
14. Participants must commit themselves to conducting at least one (1) follow-up training. This follow-up training may be single-sex or mixed. The follow-up training will include development of links to further resources and training of trainers in the area.
15. Participants and/or their group must be prepared to contribute what they/it can to the implementation of the TOT, and the follow-up training in the home country (e.g. labour, materials and/or venue).
16. Participation in the mentoring program is mandatory, as is participation in all evaluations of the TOT and the follow-up training.
17. Women well-qualified in other respects who are not members of an IFOR branch, group or affiliate, or who have not worked with WPP in the past, but who work with a group in situations of armed conflict or situations where a significant potential exists for armed conflict, will be considered for participation in the WPP Training of Trainers.
18. Participants will be expected to give input into, and to adhere to once it is finalized, an IFOR trainer code of conduct.
19. Selection of participants will be made by the WPP TOT Working Group.
20. Participants must submit a timely application, and be informed of their selection five months prior to the TOT.
21. In selecting participants, priority will be given to local or regional trainers. The building of a network of local trainers and resource women, with links to regional networks, is important. Trainers, networks and FOR branches, affiliates or groups will be made aware of each other and encouraged to connect.
22. As the Training of Trainers will be conducted in English, participants must have a sufficient command of English in order to participate fully in the Training of Trainers.