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DESIGNING LEARNING FOR PEACE

PEACE EDUCATION COMPETENCE FRAMEWORK AND EDUCATIONAL GUIDELINES

MAINTREAMING PEACE EDUCATION SERIES
DESIGNING LEARNING FOR PEACE

Peace Education Competence Framework and Educational Guidelines

Mainstreaming Peace Education Series
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Preface

Purpose

This publication aims to support educators in formal and non-formal education in developing peace education activities.

The Peace Education Competence Framework seeks to enhance the professionalisation of peace education in the youth and non-formal education sectors by providing a tool for planning, monitoring, evaluation and assessment of competence development for young people through peace education activities. The Framework provides a springboard for further co-operation between organisations involved in its creation and their current and prospective partners.

The Framework contributes to this aim in three ways:

- by conceptualising peace and peace education
- by outlining peace education competences, together with learning objectives and learning outcomes
- by offering guidance on developing learning pathways and finally by suggesting a number of additional readings and resources on peace education.

The Framework was designed as an open, flexible and adaptable platform for education and learning. Although the Framework’s main target are educators in non-formal learning, it can also be used by learners in individual learning processes and by organisations in developing trainer teams and capacity-building. Furthermore, although the Framework’s roots are in non-formal and community learning as well as volunteering, it can be used in formal learning contexts. Last but not least, although the Framework is an effect of long-term collaboration between organisations working with peace education, it can be used with all age groups and in all educational contexts including adult, vocational and higher education.

History

The Competence Framework was developed as a response to current developments and shortcomings in education that aims to develop the capacities and competences of individuals to contribute to peace on local and global levels.

While in the past years one could observe an increase of popularity of peace education in the youth and non-formal education sectors, peace education lacks clarity as an educational category characterised by a low level of conceptualisation and poor delimitation of themes and issues it covers. Moreover, due to this lack of conceptual clarity and an unregulated educational landscape, educational activities labelled ‘peace education’ or ‘education for peace’ are of diverging quality and scope, resulting on a lack of recognition of peace education.

The Framework is the main output of ‘Mainstreaming Peace Education: Competence Framework’, a project funded by the EU Erasmus+ Programme under the Key Action 2 - Strategic Partnerships in the Field of Youth Strand. It is a result of a collaborative learning, writing and editing process undertaken together by the partner organisations in Germany, Latvia, the Netherlands, Turkey and the United Kingdom. For further details about the project and its other activities, please visit www.peaceducation.eu. For information about editors, authors and other contributors, please see chapters 4 and 5.

The publication is also part of Mainstreaming Peace Education series, a co-operation programme between European civil society organisations working with peace education, initiated in 2012. The first phase of the programme, concluded in 2014, resulted in the publication of the ‘Mainstreaming Peace Education: Methodologies, Approaches and Visions: A Practitioners Manual’.

Structure

The Competence Framework is composed of six chapters. The first one is the Framework including theoretical and conceptual foundations, contextual and action competence areas including competences, learning objectives and sample learning outcomes. The three contextual competence areas are: living peace (LP) and building peace (BP). The second chapter outlines educational guidelines covering key steps in developing an educational pathway and three sample pathways based on the action competence areas. The third chapter is devoted to acknowledgements - the Framework is a result of a lengthy collaborative process spanning five countries and involving over a dozen contributors. The fourth chapter includes short profiles of editors and researchers of the Framework. The next, fifth, chapter contains information on all five partners of the ‘Mainstreaming Peace Education: Competence Framework’ project that this publication is the main output of. Last but not least, the sixth chapter includes a resources and additional readings listed per theme and chapter of the publication.
Future

As mentioned above, the Framework is meant to be a springboard for future work in the field of peace education. The main space for this will be further co-operation between the on the two pillars five project partners and their networks and target groups, but the Framework editors and authors remain open to comments, suggestions and ideas for its future use. The project’s website (www.peaceeducation.eu) will remain active after the project’s closure and will serve as a space for sharing resources and ideas in the field of peace education. We would like to encourage all readers to submit their comments and suggestions through the website.
This chapter covers the Peace Education Competence Framework. The first part describes the theoretical and terminological background to the Competence Framework by detailing key concepts and ideas underpinning peace education, defining peace education and outlining the chosen competence areas of the Competence Framework.

In the second and third part of the chapter, the Framework’s contextual competence areas and action competence areas are presented in detail.

Theoretical and terminological background of the Framework

This Competence Framework is not only composed of its competence areas and the actual competences, but also includes a theoretical understanding of peace, peacebuilding and peace education.

Any peace educator needs to have a good understanding of key concepts in the realm of peace and peacebuilding. They need to understand the role of peace education as an educational instrument for fostering peace in the world and contributing to nonviolent change processes.

Key concepts

Understanding the concepts of conflict, violence and peace help those in the field to comprehend not only the character of peace and transformation processes but also the role which peace education plays in bringing about peaceful change.

Defining each of the three concepts and exploring the link between them helps develop an understanding of peace education, which in turn underpins this Framework.

Violence and conflict are often seen as interlinked or even synonymous - mainly because violent conflicts dominate the public perception of conflicts. It is therefore important to distinguish one from the other. This distinction helps to create a better understanding of the character of conflict and violence which is needed to develop an understanding of peace, peacebuilding and peace education.

For the purpose of this Framework, violence is understood as any human attitude, behaviour or context that harms any living being or the environment.
According to Galtung’s violence triangle, violence can take direct, structural and cultural forms. Violence can be directed not only at humans or other living beings but also at the environment in general. Violence is a good indicator for open or latent conflicts as it deprives living beings and the environment from achieving their development potentials and thus causes injustice that can be both the root and the expression of often systemic power imbalances, inequalities and oppression.

The definition highlights that peace aims to create the absence of all forms of violence in a nonviolent and highly inclusive process. This does not mean that peace does not include any conflicts – as conflicts are indeed part of daily life - but that those conflicts are dealt with by nonviolent means and addressed in a participatory manner. Moreover, for peace to be complete, peace has to be achieved in three dimensions that essentially compose the world:

- the social sphere of human life
- the cultural sphere - the interactions between individuals, groups, organisations, states
- and the environmental sphere - all biophysical surroundings on and around the Earth, including living and non-living beings.

Within this Framework conflict is understood as a perceived or actual contradiction of goals of interrelated actors or inner, social and environmental forces which is characterized by mutual influence between them.

Conflict is not seen as negative or positive, but as something that appears in interrelation between different actors or forces. Conflict is disassociated from violence as any perceived or actual contradiction can be dealt with in different ways, violently or nonviolently. However, many conflicts are characterised by violence and it is violence that makes those conflicts harmful at a personal, social and environmental level.

This Framework defines peace as a participatory nonviolent process that seeks to reduce all forms of violence and creates conditions for inner, social and environmental well-being.

Peace, peacebuilding and peace education

This understanding of peace is built on the two pillars of nonviolence and eco-centrism. Both pillars contribute essential values and practises to peace.

Nonviolence at the individual holistic level is guided by the principle of not harming any living being, including oneself, and conditioning daily actions and activities to this principle.

Nonviolence at a social level is understood as a means to achieving political or social change, and ideally it includes the holistic vision of nonviolence within the groups implementing the actions and each of the individuals that are part of these movements. This social dimension is usually connected with civil resistance, mobilisation, participatory processes and community oriented actions to rebalance powers, among others.

Eco-centrism rejects anthropocentric attitudes and behaviours, thus widening the area of concern by looking beyond the human sphere and promoting equality between all living beings and the environment. It is highly tied to climate change, overexploitation, natural protection, community conservation, limits to growth, animal rights, vegetarianism, and food security. Essentially, eco-centrism rejects superiority of humans over nature. It is critical of human impact on environmental assets in philosophical, economical, sociological and political terms.

If peace is based on these two pillars, then peacebuilding has to observe these two pillars as well. According to Anderson and Olson (2003), peacebuilding in general terms strives to achieve peace, and from a practitioner perspective refers to any process aiming at 1) stopping violence and destructive conflict and 2) building just and sustainable peace. In relation to the violence triangle, this means that peacebuilding needs to address direct physical forms of violence as much as underlying attitudes and values and structural violence (see right).

Peacebuilding practice differs in terms of approaches, activities and time depending on the understanding of peace. An overview of strategic peacebuilding responses and examples of peacebuilding measures in relation to conflict stages can be found overleaf.


Independently of these different approaches, peacebuilding should be based on the pillars of nonviolence and eco-centrism to truly contribute to peace, as the end goal of peace can only be achieved by peaceful means and principles. Within these approaches, peace education is a specific instrument and as such based on the very same pillars described above for peacebuilding. In the conflict cycle peace education is applicable for the stages difference, contradiction, and reconciliation (see diagram above).

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</tbody>
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**Defining peace education**

Peace education is any holistic, multidisciplinary and transformative educational activity that aids the competence development for living and building peace.

Peace education is an instrument to foster peace in the three dimensions of inner, social, and environmental: particularly by competence development in individuals.

Learners in peace education include those with a general interest in peace, peace activists or those involved in or working in civil society organisations or governmental organisations.

**Defining a competence**

- **Knowledge**: the things one knows and understands based on experiences and/or study.
- **Skills**: the ability to take action or do something based on practice.
- **Attitudes**: settled ways of thinking and feeling about something, including patterns of actions and underlying values.

Peace education can clearly be distinguished from other peacebuilding instruments as:

- an educational means working on competence development of individuals
- a holistic form of education that not only works by cognitive means of learning but makes similarly use of emotional and tactile approaches
- multidisciplinary by nature as it has to involve a wide range of disciplines given the holistic character of peace

**Competition Development**

Peace education focuses on competence development. Competences are understood as the combination of knowledge, skills and attitudes:

- **Knowledge** the things one knows and understands based on experiences and/or study.
- **Skills** the ability to take action or do something based on practice.
- **Attitudes** settled ways of thinking and feeling about something, including patterns of actions and underlying values.

**Multidisciplinary and holistic educational approach**

Peace education aims to develop competences in a complex and interconnected area. As mentioned previously, to achieve peace, all dimensions need to be addressed - inner, social and environmental - therefore peace education is holistic and multidisciplinary. Its holistic character is reflected in two aspects of peace education.

First, peace education focuses on the development of the mind, the heart and the body. It is a form of education that addresses learning in all three aspects by fostering cognitive learning, emotional learning as well as tactile learning. Through this holistic educational approach the focus on competence development is mirrored.
Second, peace education’s holistic approach can be found in its multidisciplinary character. Peace education includes a wide range of interlinked forms of education that aims at competence development for living and building peace.

In order to define those specific competences for living and building peace, this Framework is organised along two types of competence areas: 1) contextual competence areas and 2) action competence areas.

While the three contextual competence areas describe the background against which peace should be built and in which peace education is conducted, the two action competence areas describe specific competences for living and building peace.

Without the contextual competence areas the background against which peace should be built remains unclear and unrelated to the factual reality, while without the action competence areas no specific abilities for living and building peace are defined. Thus, both competence areas compose the Framework together with the above described theoretical framework as inseparable parts.

Thus, peace education is a transformative form of education that aims to change the way people feel, think and behave. This, particularly with a view to eradicate violence as a socially accepted means for addressing conflicts by strengthening nonviolent patterns of behaviour and attitudes in relation to oneself, others and the environment.

Competences and sequence of change

As shown, peace education is an educational instrument for supporting learners to develop specific competences for living and building peace.

### Contextual competence areas

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<th>Definition</th>
<th>Content</th>
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</thead>
<tbody>
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<td>Description of the background and human and environmental context against which peace should be built and in which peace education is conducted.</td>
<td>• Specific competences for building peace in cooperation with others through planned and nonviolent transformative change processes</td>
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<tr>
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<td>• Learning objectives for each of the competences</td>
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<td>Interdependence</td>
<td>Specific core values for peaceful interaction among humans and between humans and all other living beings and the environment.</td>
<td>• Examples of learning outcomes for each learning objective</td>
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### Action competence areas

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<td>• Concepts and theories explaining effects of human behaviour on the inner, social and environmental well-being</td>
</tr>
<tr>
<td>Diversity</td>
<td>Specific competences for building peace in cooperation with others through planned and nonviolent transformative change processes</td>
<td>• Effects of human behaviour on the inner, social and environmental well-being through concrete examples of factual realities</td>
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<td>Interdependence</td>
<td>Specific core values for peaceful interaction among humans and between humans and all other living beings and the environment.</td>
<td>• Core values essential for peaceful interaction among humans and between humans and all other living beings and the environment</td>
</tr>
</tbody>
</table>

Knowing that the contextual competence areas provide the background and context for peace education, the action competence areas take a closer look at specific abilities - resulting from successful competence development a learner should develop during peace education activities.

In the understanding of the Framework, living peace and building peace are defined as follows:

- **Living peace** refers to competences that are connected with living harmoniously with oneself, other living beings and the environment both locally and globally.
- **Building peace** refers to competences needed when working on organising, planning and implementing peacebuilding activities.

Living and building peace are part of the same process and cannot be separated from each other.
The contextual competence areas aim to help the educator to structure learning processes so that the learner is enabled to:

• Detect and analyse situations in their environment that are not conducive to peace
• Recognise their own behaviour that is not conducive to peace
• Distinguish between peaceful and violent structures, attitudes and behaviours
• Formulate a vision for personal, societal and structural change for achieving peace

All three contextual competence areas have been presented following the same structure:

• A definition, linking the contextual competence area to peace and peace education
• A list of forms of participation, diversity and interdependence, outlining the main sub-divisions within the contextual area
• Key concepts and theories, covering the most essential notions relevant to the forms described
• Examples of challenges, describing violent realities that disturb or prevent peace
• Examples of positive developments, describing peaceful realities conducive to peace
• Learning objectives, framed in terms of knowledge and attitudes

Contextual competence areas also describe key values that underpin peace and peace education as an educational instrument to aid learning to live nonviolently.

These three areas have been identified as crucial for peace education because they help to understand local and global realities by highlighting different aspects of violence, conflict and peace in the inner, social and environmental sphere by:

- Describing concepts and theories explaining the effects of human behaviour on inner, social and environmental well-being
- Illustrating effects of human behaviour on inner, social and environmental well-being through concrete examples
- Postulating core values essential for peaceful interaction among humans and between humans and all other living beings and the environment

For peace education to contribute to such a change in awareness and behaviour, it can be approached from both the conventional and alternative sequence of change perspective. The theory of the conventional sequence of change (see below) argues that change in personal beliefs and values leads to behavioural change. The alternative sequence of environmental psychology, on the other hand, suggests that changed behaviour leads to changed values and beliefs.

It is important for learners to not only know how to interact peacefully in their daily routine with their environment but also how to address existing injustices and violations of the development potentials of all living beings and the environment by proactively fostering peace by means of peacemaking.

With this two-sided approach peace education is both a personal development programme and an empowerment programme. It aims to contribute to value-based transformative processes at an individual level and in a wider social and environmental context. To achieve these value-based transformative peace processes any learning has to translate not only to raise awareness thanks to changed attitudes but also to changed behaviour.
<table>
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<td>Eco-centrism, respect for diversity and heterogeneity as values and principles of peace</td>
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Participation

Participation is the process that provides humans with an opportunity and the power to actively engage in social, political, cultural, economic and environmental processes.

Participation is an essential value and a key dimension of peace education - active engagement with social, political, cultural, economic and environmental processes are a prerequisite for sustainable peace.

Participation is most often referred to in its political dimension. Political participation is either formal participation in the structures of a given political system (e.g. voting, standing in elections, party membership) or informal participation in the political culture of a country (e.g. hearings, demonstrations, boycotts).

For the sake of this Framework, participation is understood holistically and extends well beyond politics, including social, economic, cultural and environmental participation:

- Social participation refers to formal participation in civil society (e.g. membership in a civil society organisation) and informal participation in the social culture of the civil society (e.g. sporadic social activities and ad hoc volunteering).
- Economic participation encompasses different forms of employment, notably those with a community dimension and entrepreneurship.
- Cultural participation involves engagement in cultural activities at all levels, including both consumption of culture and active contribution to it (e.g. creative writing, singing).
- Environmental participation refers to one’s active engagement with the environment, including in processes of consumption and production as both are in numerous ways based on the use of natural resources, environmental education, environmental management and protection (e.g., disaster risk reduction, food security and health, nature conservation).

### Participation

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<th>Forms of participation</th>
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Interdependence is a state of mutual reliance between two or more actors and mutual dependence between actors, processes and contexts.

Interdependence can be observed and expressed in all of the social, political, cultural, economic and environmental areas of life. Interdependence is also one of the constitutive values and key dimensions of peace education, as mutual reliance and interdependence ensures social, emotional, economical, ecological and political responsibility towards each other, thus relating to facilitating sustainable peace.

Due to its mutual nature, interdependence is most often related to the social sphere, where it obtains an ethical or moral character based on beliefs and values focusing on fairness and justice, solidarity and security, cohesion and conviviality. However, for the Framework interdependence is not limited to its social dimension.

Economic interdependence has developed through the need to find mutual interests and gains. Economic interdependence has been strongly shaping the global market and ensuring global development in both positive and negative ways. Although advancement of the fields of communication, transportation and free-market can be considered as successful benefits, structural and direct violence in form of unethical exploitation or abuses of human and natural resources have led to dirty goods, services and capital.

Examples for structural and direct forms of violence in the economic sphere are forced labour of children and adults in war torn societies, life threatening work conditions in factories producing consumer goods for Western markets, low wages forcing people to live under or just on the breadline and extreme air pollution due to a development-driven industrial production as well as processes of deforestation in protected ecological habitats in developing countries.

Environmental interdependence highlights relationships between all living beings and the environment including non-living beings and ecological systems. It is based on the notion and fact that all living beings share a common living space - the planet Earth, and it is a shared ethical concern to be responsible about it and to sustain it today and for future generations.

Environmental interdependence emphasizes and explores life-support systems, rules and structures that enable people to interact fairly with the environment with consideration for all living and nonliving components, ways of producing and exchanging goods and services, and decision-making about how social and economic systems use the environment.

Learning Objectives

Knowledge

The learner shall be enabled to...

1. Define different types of participation and participatory processes
2. Recite and discuss important concepts and theories explaining forms of participation
3. Distinguish different means and forms of participation on personal, social and environmental levels
4. Recognise, illustrate and provide examples for different forms of participation on social and environmental levels
5. Demonstrate why some forms of participation are positive and others harmful for the individual, the society and the environment
6. Identify obstacles and support factors for participation
7. Create a vision for a participatory world, based on key concepts related to all levels of participation

Attitudes

The learner shall be enabled to...

1. Value participation in all its forms
2. Believe that engaging in participatory processes contributes to building peace
3. Feel responsible for their participation and its consequences
### Interdependence

<table>
<thead>
<tr>
<th>Forms of interdependence</th>
<th>Key concepts and theories</th>
<th>Examples of challenges</th>
<th>Examples of positive developments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economic</td>
<td>World-systems theory</td>
<td>UK international development programme (UKAID)</td>
<td></td>
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<tr>
<td></td>
<td>Capitalism (conventional economic model)</td>
<td>PINE association of fair trade &quot;Equal Exchange&quot; the fair trade brand and cooperative</td>
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<tr>
<td></td>
<td>Wealth distribution</td>
<td>Global market volatility after the Brexit referendum</td>
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<td></td>
<td>Glocalisation</td>
<td></td>
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<tr>
<td>Environmental</td>
<td>Ecosystems</td>
<td>Worldwide permaculture practices</td>
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<tr>
<td></td>
<td>Habitat</td>
<td>Carbon offset programmes</td>
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<tr>
<td></td>
<td>Ecosystems services</td>
<td>Restoring ecologies</td>
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<tr>
<td></td>
<td>Political Ecology</td>
<td>Zero-energy buildings</td>
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<tr>
<td></td>
<td></td>
<td>Off the grid systems</td>
<td></td>
</tr>
<tr>
<td>Sociocultural</td>
<td>Migration</td>
<td>Discriminatory immigration policies in the UK</td>
<td></td>
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<tr>
<td></td>
<td>Globalisation</td>
<td>Anti-migratory wall in the USA</td>
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<tr>
<td></td>
<td>Access to information</td>
<td>Exclusion of developing countries from globalisation processes</td>
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<td></td>
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<td>Inclusion in globalisation processes</td>
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<td></td>
<td></td>
<td>Open migration policy</td>
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</tr>
<tr>
<td>Political (Global)</td>
<td>Governance</td>
<td>Inefficiency of global organisations (UN)</td>
<td></td>
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<tr>
<td></td>
<td>Political Transformation</td>
<td>Collapse of post-World War II security order in Europe - Yugoslavia, Ukraine</td>
<td></td>
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<tr>
<td></td>
<td>Food Security</td>
<td>Global criminal justice system</td>
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<tr>
<td></td>
<td></td>
<td>Global maritime governance system</td>
<td></td>
</tr>
</tbody>
</table>

### Learning Objectives

#### Knowledge

The learner shall be enabled to...

1. Define interdependence for inner, social and environmental peace
2. Recite and discuss important concepts and theories explaining interdependencies in the world
3. Identify mechanism of interdependencies and distinguish causes and effects of interdependencies in all three dimensions of peace
4. Recognise, illustrate and provide examples for different forms of interdependencies on personal, social and environmental levels
5. Distinguish desirable forms of interdependence from harmful ones existing on personal, social and environmental levels
6. Demonstrate why some existing interdependencies are desirable and others harmful for the individual, the society and the environment
7. Explain which forms of interdependence they wants to see on personal, interpersonal and environmental level in the world

#### Attitudes

The learner shall be enabled to...

1. Believe that their well-being depends on the well-being of other living beings and the environment.
2. Value the fact that the world is shared by all living beings and the environment
Diversity

Diversity encompasses acceptance and respect for individual features and characteristics of all living beings and the environment.

Peace education aims to embrace and celebrate all forms of diversity so that difference becomes a positive source and an asset rather than the cause for conflict and violence. The term ‘diversity’ as used here is not a mere description of reality - the world is a diverse place, both in its human and environmental realms - but an active attitude that goes beyond accepting diversity but acting for and with it.

This Framework highlights four areas of diversity, essential for holistic peace education activities. The list is not exhaustive but is an indication of important areas of diversity that are addressed through peace education:

• Gender diversity covers all aspects of gender and sexuality
• Cultural diversity refers to race, nationality, ethnicity and religion
• Social diversity concerns social classes, groups and castes
• Biodiversity covers species and genetic variations

<table>
<thead>
<tr>
<th>Forms of diversity</th>
<th>Key concepts and theories</th>
<th>Examples of challenges</th>
<th>Examples of positive developments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender Diversity</td>
<td>Gender studies, Gender equality, Gender equity, Intersectionality, LGBTQI</td>
<td>Gender-based domestic violence in Eastern Europe, Online homophobic and transphobic hate speech, Law in Saudi Arabia that doesn’t allow women to drive</td>
<td>EU anti-discrimination legislation</td>
</tr>
<tr>
<td>Biodiversity</td>
<td>Species, Genetic variations, Anthropocentrism and ecocentrism, Bioethics</td>
<td>Degradation of Aral Sea, Land Reclamation in Yellow Sea</td>
<td>Global Footprint Network Studies, The IUCN Red List of Threatened Species</td>
</tr>
</tbody>
</table>

Learning Objectives

Knowledge

The learner shall be enabled to...
1. Define diversity in its inner, social and environmental dimension
2. Recite and discuss important concepts and theories explaining diversity
3. Demonstrate the value of diversity in the world
4. Illustrate different forms of diversity through specific examples on personal, social and environmental levels
5. Distinguish existing problems related to diversity from positive developments and success stories
6. Explain how they want to live together with other living beings who are different from themselves

Attitudes

The learner shall be enabled to...
1. Value one’s own unique identity
2. Appreciate the uniqueness of each individual
3. Value diversity in one’s personal life, social life and the environment
Action competence areas
The action competence areas of the Framework are living peace and building peace.

Both competence areas describe competences that are connected with the personal behaviours of individuals that directly lead to transforming conflict and contributing to and sustaining peace.

Both competence areas are part of the same process and they are inseparable. Both aim to reduce violations of the development potentials of all living beings and the environment and to create sustainable nonviolent patterns of behaviour and peaceful forms of interaction of individual and societies.

While living peace focuses on the abilities to co-exist and act responsibly and peacefully in an interdependent, diverse and participatory world, building peace looks at those abilities that allow people to take an active role in shaping nonviolent transformative processes together with others directed at all levels of inner, social and environmental peace.

- Living peace refers to competences that are connected with living harmoniously with oneself, other living beings and the environment within nearest and global reach
- Building peace refers to competences needed when working on organising, planning and implementing peacebuilding activities

Each of the two competence areas is composed of four competences which define concrete abilities that should be developed by peace education to foster peace on inner, social and environmental levels. For each competence specific learning objectives - framed in terms of knowledge, skills and attitudes - are formulated which are accompanied by matching examples of learning outcomes.

<table>
<thead>
<tr>
<th>Competence Area</th>
<th>Living Peace</th>
<th>Building Peace</th>
</tr>
</thead>
<tbody>
<tr>
<td>Description of competence area</td>
<td>Living peace refers to competences that are connected with living harmoniously with oneself, others, all beings and the environment within nearest and global reach</td>
<td>Building peace refers to competences needed when working on organising, planning and implementing peacebuilding activities</td>
</tr>
<tr>
<td>Competences</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Being nonviolent</td>
<td>Planning, monitoring and evaluating peacebuilding activities</td>
<td></td>
</tr>
<tr>
<td>Transforming conflict in everyday life</td>
<td>Transforming conflict</td>
<td></td>
</tr>
<tr>
<td>Engaging with the world</td>
<td>Implementing and organising grass-root peacebuilding activities</td>
<td></td>
</tr>
<tr>
<td>Exploring identity and embracing diversity</td>
<td>Enhancing and sustaining peace</td>
<td></td>
</tr>
</tbody>
</table>

This competence area consists of four competences:
1. Being nonviolent
2. Transforming conflict in everyday life
3. Engaging with the world
4. Exploring identity and embracing diversity

Each of these main competences are specified by learning objectives that indicate the educator’s aims to be achieved throughout an educational process. For each of the learning objectives two examples of learning outcomes indicate the possible learner’s results that should be achieved throughout the educational process.

Living peace
The competence area of living peace covers competences that are connected with living in harmony and cohesion with oneself, all living beings and the environment.

As peace is both an inward and an outward process, living in peace and harmony reflects attitudes, beliefs, lifestyle and personal behaviours of individuals. It directly relates to acting peacefully and sustaining peace in their everyday lives. Yet, without inner peace one’s life can appear in a constant state of conflict that could be explained as a result of disconnection with social, cultural and environmental processes or with Earth as a living system.

A source of inspiration for the competence area of living peace can be found in Gandhi’s famous statement: ‘be the change you want to see in the world’, and his vision of nonviolence that ‘without a direct action, nonviolence is meaningless’.

Living peace provides the educator with an overview of different competences that can be developed by the learner aimed at improving their personal behaviour in their daily lives in regards to violence and how to handle conflict situations. This competence is crucial when working with learners who are willing to live more peacefully with themselves, others and in co-existence with the environment.
Competence 1 (LP C1): Being nonviolent

While with the exception of extremists violence is widely rejected, it appears that violence is still a widespread phenomenon. Violence in direct, structural and cultural forms occurs in the relation between humans and between humans and other living beings and the environment. What is more, violence seems to be a commonly accepted approach to handle conflicts at a personal but also at a social level as various political or social conflicts indicate. Against the environment, violence is directed in multiple ways legitimised by an anthropocentric worldview.

Based on the principles of nonviolence, this competence encompasses a broad understanding and practice of peace in one’s daily life. Cultivating inner peace is key to ‘being nonviolent’, a state of mind which allows a choice and the ability to handle inner and social conflicts in a peaceful way. On an environmental level ‘being nonviolent’ is reflected in the consequences of living with an eco-centric perspective and awareness of the surrounding environment, such as daily decision making about one’s consumer choices.

This competence is relevant for those learners who would like to reflect on their own patterns of behaviour and become less violent in their daily lives.

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Example of learning outcomes</th>
</tr>
</thead>
</table>
| LP C1-1 | To enable the learner to use nonviolent communication | • I can distinguish and explain different ways e.g., approaches, methods of nonviolent communication and refer to personal stories of my life in which I acted nonviolent.  
• I am able to apply different ways e.g., approaches, methods of nonviolent communication appropriately in my daily life. |
| LP C1-2 | To enable the learner to examine their life through the lens of nonviolence, determining which of their thoughts, attitudes and behaviours are violent or harm living beings and the environment | • I am able to apply nonviolent ways e.g., approaches, methods, experience-stories in my daily life.  
• I can demonstrate that being nonviolent is essential and beneficial to me, those around me and the environment. |
| LP C1-3 | To enable the learner to be inspired by role models of nonviolent ways of being and life-styles | • I am able to acknowledge nonviolence as a way of being in living or historical personalities.  
• I am able to honour and learn from role models of nonviolent ways of being. |
| LP C1-4 | To enable the learner to be honest and to practise positive thinking | • I can identify negative effects of non-acceptance and dishonesty.  
• I can recognize and demonstrate the effects of positive thinking in my daily life. |
| LP C1-5 | To enable the learner to actively seek and take on feedback from others to transform their violent attitudes and behavior | • I am able to listen to others’ feedback and accept it without reacting defensively.  
• I am able to see myself through the eyes of others. |
| LP C1-6 | To enable the learner to restrain themselves from using violence in all its forms | • I am able to distinguish different forms of violence towards myself, others and the environment.  
• I can restrain myself to use violent in my daily life for example by making informed consumer choices and acting nonviolently towards my family and peers. |
Competence 2 (LP C2): Transforming conflict in everyday life

Many of the conflicts one is involved in escalate due to attitudes and behaviour that spiral violently in a give and take with the other conflicting side. Transforming conflicts in situations of rising tensions is difficult due to the complexity of conflicts, one’s own emotional involvement, and an inability to consider the other side and difficulty in imagining alternative realities as a result of a mutually designed and pursued transformative process.

This competence highlights the idea that transforming conflicts brings benefits to people and the environment. In this sense, it is one of the drivers of change which aims to sustain peace in one’s daily life and Earth as a community. Transforming conflict begins with replacing a need to control with a willingness to reflect and understand the source of conflicts and violence in one’s personal or social life. The next steps are to be able to be empathic to others, create pathways to transform inner and outer conflicts and to engage actively in transforming conflicts to reduce their negative impact on oneself, others and the environment.

This competence is relevant for those learners who would like to learn how to transform conflicts in their daily lives.

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Example of learning outcomes</th>
</tr>
</thead>
<tbody>
<tr>
<td>LP C2-1</td>
<td>To enable the learner to keep hope alive in a conflicted or turbulent world</td>
<td>• I can demonstrate how I nurture my sense of hope through activities which make me feel more connected and alive, e.g. music, being in Nature, meditation. • I am able to seek forgiveness and envision a hopeful future for me, those around me and the environment.</td>
</tr>
<tr>
<td>LP C2-2</td>
<td>To enable the learner to analyse inner and interpersonal conflicts in order to understand parties, needs and issues at stake</td>
<td>• I can use analytical tools for a conflict that I am involved in or that affects my life. • I am able to distinguish between my position, interest and needs and those of others.</td>
</tr>
<tr>
<td>LP C2-3</td>
<td>To enable the learner to be empathic towards themselves, other living beings and the environment</td>
<td>• I am able to accept myself as I am, and others as they are. • I can look at conflict situations through the eyes of others and to understand their thoughts, point of view and emotions.</td>
</tr>
<tr>
<td>LP C2-4</td>
<td>To enable the learner to structure, follow and monitor a pathway to transform inner and interpersonal conflicts</td>
<td>• I can manage and transform my conflicted thoughts and emotions. • I am able to use conflict as an opportunity for positive change.</td>
</tr>
<tr>
<td>LP C2-5</td>
<td>To enable the learner to constructively transform a conflict in their personal and social life</td>
<td>• I can apply conflict transformation skills to my personal and social life, • I am able to use self-help tools and self-protective strategies, or seek help from an outside professional.</td>
</tr>
</tbody>
</table>
Competence 3 (LP C3): Engaging with the world

One of the greatest dangers to peace is a narrow worldview and isolation. Time and again it is evident that violence, whether self-harm, suicide, mass shootings or terrorist attacks, can be caused by a person or group feeling isolated from the community. At an environmental level, too, it is isolationist thinking which, in seeing species as separate, leads to violence to Earth as a community.

This competence seeks to address the danger of isolation by exploring ways of interaction with others by improving interpersonal skills, learning to work better in teams and by fostering a constructive engagement in the social, political and economic life of the local and wider community. It also seeks to create the conditions for sustaining well-being in one’s life, the living beings on this planet, and the environment.

This competence is relevant for those learners who would like to enhance their abilities to connect to and communicate constructively with others and be part of a bigger community of peace activists.

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Example of learning outcomes</th>
</tr>
</thead>
</table>
| LP C3-1 | To enable the learner to envision with others pathways for peaceful living | • I am able to find my own voice in a group visioning exercise.  
• I can engage in listening to others’ thoughts without interrupting. |
| LP C3-2 | To enable the learner to take part in connected conversation with others | • I am able to engage with others in meaningful conversation exchanged meaningful life turning points.  
• I am able to open up to others and share personal thoughts and feelings, goals and visions. |
| LP C3-3 | To enable the learner to understand group dynamics and applying them in working peacefully within a team | • I can identify and distinguish different personality types in my family members, friends and colleagues.  
• I am able to apply my knowledge about group dynamics in order to work peacefully with others. |
| LP C3-4 | To enable the learner to get out into the local community to meet others in a shared vision and action | • I can find and create opportunities for myself to participate in social, cultural, political and economic life.  
• I am able to engage constructively in participatory processes. |
| LP C3-5 | To enable the learner to collaborate with other living beings to nurture a peaceful co-existence in a global interdependent world | • I can recognise local and global interdependencies in my daily life.  
• I am able to adapt my lifestyle to better share the planet with other living beings. |
| LP C3-6 | To enable the learner to co-create a group ethos for peaceful living within communities | • I am able to foster well-being and cohesion in my community life.  
• I am able to work with others to co-create strategies and group ethos for a healthy community life. |
Competence 4 (LP C4): Exploring identity and embracing diversity

Earth as a community is a habitat of a multitude of identities that are interdependent on each other. Ignorance, prejudice and fear of diversity and difference are often the cause of conflict and violence not only in multicultural society but also against the habitats of other living beings and the environment.

Likewise, unresolved identity issues, be they sexual, national, racial or religious, create inner and outer violence in one’s life. On an environmental level, this manifests as a threat to biodiversity and the environment.

This competence seeks to recognise the value of identity, whilst fostering a sense of interconnectedness and being at peace within a diverse world of other identities, living beings and environment. By understanding other ways of being and cultures, one’s sense of self is enriched and expanded. In the same way, by appreciating the biodiversity of planet Earth, one can learn to live in harmony with the natural world.

This competence is relevant for those learners who would like to explore aspects of diversity and the effect that diversity has on the richness of their lives.

<table>
<thead>
<tr>
<th>No.</th>
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</tr>
</thead>
</table>
| LP C4-1 | To enable the learner to build and nurture their unique identity | • I am able to undertake inner practices to develop and enrich my identity.  
• I am able to embrace and nurture my unique identity. |
| LP C4-2 | To enable the learner to strengthen their sense of self in relationship to other unique identities | • I am able to recognise my unique identity as part of a diverse world, without being threatened by social, cultural, economic, and environmental differences.  
• I am able to engage in peaceful and empathic communication to discover the uniqueness of each living being. |
| LP C4-3 | To enable the learner to get to know and transform their cultural prejudices and biases | • I am able to recognise in what ways my culture plays a part in my attitudes and behaviour and what makes me culturally sensitive to others.  
• I am able to overcome my natural prejudices by appreciating other cultures and beings. |
| LP C4-4 | To enable the learner to be at peace with living in an environment of diverse species and cultures | • I am able to be mindful that the world consists of different habitats and cultures.  
• I can speak and act in ways that embrace diversity. |
| LP C4-5 | To enable the learner to find and take their place within the Earth community | • I am able to acknowledge that I belong to the Earth community.  
• I can organise my personal and professional life according to my belonging to the Earth community. |
| LP C4-6 | To enable the learner to appreciate and celebrate a diverse world of unique identities | • I am able to recognise that I participate in a diverse world of unique identities by sharing my unique story and being positively inspired by other stories.  
• I am able to practice the principle of unity in diversity. |
Building peace

The competence area of building peace refers to competences needed when working on organising, planning and implementing peacebuilding activities from a local to a global level and in relation to social and environmental conflicts.

As peacebuilding is a complex endeavour that requires diverse competences, this competence area reflects many aspects of conflict transformation, inclusive participation and systemic thinking and acting. Without a coherent understanding of change processes and the need for translating the values of diversity, participation and interdependence into peaceful action, a peacebuilder cannot contribute constructively to peacebuilding.

Building peace provides the educator with an overview of different competences that can be developed by the learner aiming at establishing and implementing peacebuilding activities and transforming conflicts at the social and environmental level. This competence is crucial when working with learners who are planning to intervene in social and environmental violent conflicts.

The four main competences under building peace are:

1. Planning, monitoring and evaluating peacebuilding activities
2. Transforming conflict
3. Implementing and organising grass-root peacebuilding activities
4. Enhancing and sustaining peace

<table>
<thead>
<tr>
<th>Competence</th>
<th>Learning objective</th>
</tr>
</thead>
</table>
| LP C1 Being nonviolent | 1. To enable the learner to use nonviolent communication  
2. To enable the learner to examine their life through the lens of nonviolence, determining which of their thoughts, attitudes and behaviours are violent or harm living beings and the environment  
3. To enable the learner to be inspired by role models of nonviolent ways of being and life-styles  
4. To enable the learner to be honest and to practise positive thinking  
5. To enable the learner to actively seek and take on feedback from others to transform their violent attitudes and behavior  
6. To enable the learner to restrain themselves from using violence in all its forms |
| LP C2 Transforming conflict in everyday life | 1. To enable the learner to keep hope alive in a conflicted or turbulent world  
2. To enable the learner to analyze inner and interpersonal conflicts in order to understand parties, needs and issues at stake  
3. To enable the learner to be empathic towards themselves, other living beings and the environment  
4. To enable the learner to structure, follow and monitor a pathway to transform inner and interpersonal conflicts  
5. To enable the learner to constructively transform a conflict in their personal and social life |
| LP C3 Engaging with the world | 1. To enable the learner to envision with others pathways for peaceful living  
2. To enable the learner to take part in connected conversation with others  
3. To enable the learner to understand group dynamics and applying them in working peacefully within a team  
4. To enable the learner to get out into the local community to meet others in a shared vision and action  
5. To enable the learner to collaborate with other living beings to nurture a peaceful co-existence in a global interdependent world  
6. To enable the learner to co-create a group ethos for peaceful living within communities |
| LP C4 Exploring identity and embracing diversity | 1. To enable the learner to build and nurture their unique identity  
2. To enable the learner to strengthen their sense of self in relationship to other unique identities  
3. To enable the learner to get to know and transform their cultural prejudices and biases  
4. To enable the learner to be at peace with living in an environment of diverse species and cultures  
5. To enable the learner to find and take their place within the Earth community  
6. To enable the learner to appreciate and celebrate a diverse world of unique identities |
Competence 1 (BP C1): Planning, monitoring and evaluating peacebuilding activities

In order to be successful, any peacebuilding activity needs to be carefully planned, designed, monitored and evaluated. Peacebuilders often lack awareness of the complexity of peace interventions, but start their actions with a lot of enthusiasm and the inner drive to contribute to peace in their communities or at global level. While this enthusiasm and motivation is a positive factor it needs to be accompanied by the essential knowledge, skills and attitudes on conflict-sensitive intervention design and an awareness of the usefulness of in-depth planning, monitoring and evaluation.

This competence seeks to address the abilities needed for understanding conflict situations, assessing one’s own capacities for change and mapping pathways of change for a potential peacebuilding intervention. Moreover, it aims to highlight the importance of needs-based and inclusive intervention logics as well as the need for formulating goals and nonviolent strategies for change. Last but not least, this competence also refers to the requirement for monitoring, evaluation and learning during and from peacebuilding activities.

This competence is relevant for those learners who plan to design and implement interventions for social and environmental violent conflicts.

<table>
<thead>
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<th>No.</th>
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</tr>
</thead>
<tbody>
<tr>
<td>BP C1-1</td>
<td>To enable the learner to analyse contexts and conflicts jointly with other stakeholders</td>
<td>• I can use conflict analysis tools and determine entry points for my activities. • I am able to identify stakeholders and conduct conflict and context analyses together with them in a mutually beneficial process.</td>
</tr>
<tr>
<td>BP C1-2</td>
<td>To enable the learner to assess honestly their own capacities for change</td>
<td>• I am able to use tools and identify my/our own resources and their value and benefit for a given conflict. • I am able to use tools to check if I plan my/our interventions according to my/our capacities.</td>
</tr>
<tr>
<td>BP C1-3</td>
<td>To enable the learner to set nonviolent pathways of change by creating a theory of change</td>
<td>• I can identify conditions and preconditions to achieve a desired change. • I am able to set measures to verify if conditions and preconditions are achieved.</td>
</tr>
<tr>
<td>BP C1-4</td>
<td>To enable the learner to co-create needs-based and inclusive intervention logics, goals and nonviolent strategies for change</td>
<td>• I can identify needs, plan nonviolent actions and set goals in a given context through inclusive and participatory processes. • I am able to design group processes during which grass-root activists plan and design needs-based interventions.</td>
</tr>
<tr>
<td>BP C1-5</td>
<td>To enable the learner to monitor and evaluate own peace interventions transparently throughout the entire duration of the intervention</td>
<td>• I am able to establish measures to track the implementation of the actions planned and their impact. • I can distinguish between activity, results, long-term goals and to put the appropriate means for monitoring and evaluation in place.</td>
</tr>
<tr>
<td>BP C1-6</td>
<td>To enable the learner to identify main learning outcomes based on needs, successes and failures and transfer the lessons learnt into action</td>
<td>• I am able to draw conclusions from a peacebuilding activity and to document the resulting learning outcomes. • I am able to integrate the lessons learnt from the past into my current planning processes.</td>
</tr>
</tbody>
</table>
Competence 2 (BP C2): Transforming conflicts

Transforming conflicts is a very sensitive process with many obstacles. It requires significant changes in relationships, interests and even core values of a given society to end cultural, structural and direct violence.

Depending on the conflict at stake different measures have to be undertaken to achieve this transformation by nonviolent means, while at each stage of the change process obstacles pave the transformative path. Thus, being aware of these obstacles and existing power relations is a prerequisite for peacebuilders. Only then can they make qualified choices for their transformative approach and design appropriate strategies together with others in an inclusive process of shared decision making.

This competence aims to provide the learner with a comprehensive set of abilities to set-up a vision for conflict transformation, to better understand how to raise awareness about injustice and oppression amongst others, to effectively empower and include all the actors - including victims and perpetrators of violence - as part of the process for transforming conflict, and to imagine and integrate alternative power dynamics and approaches to conflict transformation through shared decision making processes and nonviolent actions.

This competence is relevant for those learners who would like to actively engage and shape change processes of transforming violent conflicts.

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Example of learning outcomes</th>
</tr>
</thead>
</table>
| BP C2-1 | To enable the learner to envision peaceful transformation of a specific conflict | • I can imagine alternative realities when I see an unjust situation.  
• I can name the main pillars of power that need to be changed to reach a more peaceful reality in a given context. |
| BP C2-2 | To enable the learner to raise awareness about injustice and oppression | • I am able to identify injustice and oppression and explain why a situation is unbalanced, unjust or oppressing a certain group of people.  
• I can use different methods to inform others of existing injustices and oppressions. |
| BP C2-3 | To enable the learner to empower communities and other stakeholders and create barrier-free opportunities for inclusive participation | • I am able to provide participatory spaces to different groups and make them accessible, particularly for marginalised and oppressed groups.  
• I can engage with others, include them and lead them to take action. |
| BP C2-4 | To enable the learner to mobilise and connect communities sensitively without creating additional divisions | • I can engage others in community building processes by motivating them to care about peaceful co-existence and to become part of a peace process.  
• I am able to build bridges between divided communities on local level by creating a platform for dialogue. |
| BP C2-5 | To enable the learner to share decision making powers and create pathways for change | • I am able to create horizontal power structures and create shared visions for peace.  
• I can plan pathways for change together with others. |
Competence 3 (BP C3): Implementing and organising grass-root peacebuilding activities

When confronted with conflict, particularly when this conflict has a social or environmental dimension of a bigger scale, many people say that nothing can be done from the grass-root level. The conflict seems too complex and too big to trigger a transformation process as individuals or a small group of activists. While there are many successful examples of grass-root peacebuilding initiatives and a large portfolio of peacebuilding measures and concrete actions to draw from, many peacebuilders are not aware of the wide range of possible activities they could undertake to bring about change.

This competence is based on the notion that grass-root peace initiatives are needed to build peace and aims to provide the learner with different forms and methods of peacebuilding such as lobbying and awareness raising methods, nonviolent actions or people to people approaches for reconciliation processes. In this sense it adds to the other competences a structured overview of possible peacebuilding measures to choose from for conflict transformation.

This competence is relevant for those learners who are eager to learn about the different means of peacebuilding and concrete actions for building sustainable peace on the ground.

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Example of learning outcomes</th>
</tr>
</thead>
</table>
| BP C3-1 | To enable the learner to advocate and lobby for peace | • I am able to develop a message that promotes peace and includes statement, evidence, example, goal and desired action.  
• I can select the most appropriate format to deliver my message to my selected target group. |
| BP C3-2 | To enable the learner to organise nonviolent actions | • I can explain different methods of nonviolent action e.g. protest, intervention, non-cooperation and their suitability in different situations.  
• I am able to plan and implement a nonviolent action effectively. |
| BP C3-3 | To enable the learner to build confidence and reconciliation via collective people-to-people processes and shared responsibility | • I am able to act as a mediator - external party to a conflict - and create spaces for safe and meaningful dialogue between those who have been victims and perpetrators of violence.  
• I can apply a structured and peaceful approach to negotiation. |
| BP C3-4 | To enable the learner to build peace with negotiations and mediation involving all affected communities and stakeholders | • I can name the main obstacles and supporting mechanisms for a reconciliation process.  
• I am able to create spaces for safe and meaningful dialogue between those who have been victims and perpetrators of violence. |
| BP C3-5 | To enable the learner to co-create participatory communities and social cohesion | • I am able to act as a mediator - external party to a conflict - and create spaces for safe and meaningful dialogue between those who have been victims and perpetrators of violence.  
• I can apply a structured and peaceful approach to negotiation. |
| BP C3-6 | To enable the learner to engage with different groups, coordinating and creating joint actions with a common vision of peace | • I can explain a vision for peace and engage others to act towards it.  
• I can construct a network consisting of different stakeholders on the local level in order to use the insights of a diverse group of people to coordinate local peacebuilding activities. |
Competence 4 (BP C4): Enhancing and sustaining peace

Peace does not only need to be planned but also has to be sustained. Often peacebuilding processes are jeopardised by missing a follow up after successful interventions and unfortunately people tend to forget the value of peace when they enjoy it.

Thus, the threat of recurring violence has to be addressed in a similarly strategic and structured manner as peace needs to be built. Learners often do not perceive this task of enhancing and sustaining peace as important when they live in a state of relative peace, which makes building an infrastructure for peace even more relevant for peacebuilders.

This competences seeks to provide the learner with the essential abilities for peace monitoring, early warning and response mechanisms, establishing formal and informal institutions for peace and aims to highlight the necessity for constantly reinforcing the value and need for peace in any society.

This competence is relevant for those learners who are interested in using a strategic approach toward enhancing and sustaining peace after a certain degree of nonviolence is already achieved.

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Example of learning outcomes</th>
</tr>
</thead>
</table>
| BP C4-1 | To enable the learner to monitor the level of violence in a given context | • I know what are the manifestations of violence in a given context and how to identify them.  
• I know monitoring mechanisms and can create them to monitor the level of violence in a given context. |
| BP C4-2 | To enable the learner to establish grass-root mechanisms of early warning and response to violence | • I can predict potential escalations of violence and create potential responses to it.  
• I can involve different stakeholders to react against violence in a fast manner. |
| BP C4-3 | To enable the learner to consolidate and reinforce civil society initiatives and institutions that contribute to and sustain peace | • I am able to connect relevant civil society initiatives and institutions in a specific context that work towards a similar goal.  
• I can implement a scaling up strategy of a peace activity by linking the initiative to other civil society initiatives such as a local media programme runned by a local community group. |
| BP C4-4 | To enable the learner to build formal and informal institutions enhancing peace. | • I can create a local peace council in my community, that brings together community leaders, religious leaders and local decision makers to discuss current conflicts.  
• I can organise an informal network of youth led initiatives that support social cohesion in my community/region. |
| BP C4-5 | To enable the learner to raise awareness on the value of peace | • I know how to communicate to others the importance of peace even when there is not a high level of violence.  
• I know what are the benefits of peace in a given context and how it benefits every living being and the environment. |
<table>
<thead>
<tr>
<th>Building Peace Competence Area</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Competence</td>
<td>Learning objective</td>
</tr>
</tbody>
</table>
| BP C1 - Planning, monitoring and evaluating peacebuilding activities | 1. To enable the learner to analyse contexts and conflicts jointly with other stakeholders  
2. To enable the learner to assess honestly their own capacities for change  
3. To enable the learner to set nonviolent pathways of change by creating a theory of change  
4. To enable the learner to co-create needs-based and inclusive intervention logics, goals and nonviolent strategies for change  
5. To enable the learner to monitor and evaluate own peace interventions transparently throughout the entire duration of the intervention  
6. To enable the learner to identify main learning outcomes based on needs, successes and failures and transfer the lessons learnt into action |
| BP C2 - Transforming conflicts | 1. To enable the learner to envision peaceful transformation of a specific conflict  
2. To enable the learner to raise awareness about injustice and oppression  
3. To enable the learner to empower communities and relevant stakeholders and create barrier-free opportunities for inclusive participation  
4. To enable the learner to mobilise and connect communities sensitively without creating additional divisions  
5. To enable the learner to share decision making powers and create pathways for change |
| BP C3 - Implementing and organising grass-root peacebuilding activities | 1. To enable the learner to advocate and lobby for peace.  
2. To enable the learner to organise nonviolent actions.  
3. To enable the learner to build confidence and reconciliation via collective people-to-people processes and shared responsibility involving all affected communities and stakeholders  
4. To enable the learner to build peace with negotiations and mediation  
5. To enable the learner to co-create participatory communities and social cohesion.  
6. To enable the learner to engage with different groups, coordinating and creating joint actions with a common vision of peace |
| BP C4 - Enhancing and sustaining peace | 1. To enable the learner to monitor the level of violence in a given context  
2. To enable the learner to establish grass-root mechanisms of early warning and response to violence  
3. To enable the learner to consolidate and reinforce civil society initiatives and institutions that contribute to and sustain peace  
4. To enable the learner to build formal and informal institutions enhancing peace.  
5. To enable the learner to raise awareness on the value of peace |
This chapter provides guidelines for educators on designing educational pathways for groups of learners, based on the Competence Framework. The guidelines include a brief introduction to key steps in designing an educational pathway as well as three sample educational pathways based on the Framework.

Developing an educational pathway key steps

Developing an educational activity based on the Competence Framework is a complex process and depends on a number of factors, including the objectives of the activity, the competences of the educator, the environment in which the activity takes place, the organisation they work with or for, the intended target group and their identified learning needs. It is not the purpose of this publication to provide guidelines covering the whole variety of educational environments, but to provide advice for key stages of a planning process to ensure a quality learning environment. They include:

1. Identifying learner needs
2. Matching learning needs with the Framework
3. Creating indicators for the selected learning outcomes
4. Designing an activity programme - and identifying suitable educational tools and methods

Examples of identification measures can include one or several of the following:

- Contextual analysis of learner environments, communities and organisations
- Interviewing learners
- Benchmarking previous experience using shared assessment methods for the whole group of learners
- Recording learning needs in learner application forms and motivation letters
- Analysis of learner curricula / previous training experience of the learner
- Learner observation

Learner needs should be recorded and preserved for the purpose of planning, monitoring and evaluation of learning. Furthermore, they should be matched against the Framework competences including learning objectives and learning outcomes.

1. Identifying learner needs

As the Framework is flexible and adaptable to both educator and learner, the ways of identifying learner needs can vary greatly from one context to another. What is essential for any peace education activity is that learner needs are a departure point for any planning process or activity. The Framework has been conceived as a tool to be adopted by educators and organisations to suit specific needs.
2. Matching learning needs with the Framework

Once learning needs have been established and recorded, they need to be matched against the Framework. As the Framework is designed as a flexible and adaptable tool, the educator(s) may choose to pick only a single competence area or a few specific competences from either the contextual or action competence areas (or both).

The matching process can also depend on the character of the educational project in question, but as a general principle it should start with identifying competences matching learning needs, and drawing learning objectives from them. Learning objectives indicate the educator's aims to be achieved throughout a specific educational process. Once learning objectives have been identified, they can be narrowed down further to specific learning outcomes which indicate the possible learner's results that should be achieved throughout the educational process.

The contextual competence areas include definitions, forms, key concepts and theories, challenges and positive developments followed by learning objectives. Learning objectives for contextual competence areas are framed in terms of knowledge and attitudes. Within this Framework, all three areas are addressed. Within the contextual competences, this is narrowed down to knowledge and attitudes, whereas the action competences areas cover all three.

Indicators should be built upon learning outcomes - they are a further step in narrowing down the specific benefits to the learner involved in a learning activity based on the Framework. See opposite for examples of indicator development for knowledge, skills and attitudes.

3. Creating indicators for the selected learning outcomes

Once learning objectives and outcomes have been established, the educator(s) can move on to defining indicators for each of the learning outcomes.

Indicators are specific evidence (e.g. behaviour, third-party testimony or materials) that enables the educator and the learner to determine whether the learning outcomes of an educational activity have been achieved. Indicators can relate to all aspects of a competence: knowledge, skills and attitudes. Within this Framework, all three areas are addressed. Within the contextual competences, this is narrowed down to knowledge and attitudes, whereas the action competences areas cover all three.

Indicators should be built upon learning outcomes - they are a further step in narrowing down the specific benefits to the learner involved in a learning activity based on the Framework. See opposite for examples of indicator development for knowledge, skills and attitudes.

### Example 1

<table>
<thead>
<tr>
<th>Knowledge Aim:</th>
<th>Skill Aim:</th>
<th>Attitude Aim:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding the causes of conflict</td>
<td>Improved communication skills</td>
<td>Development of tolerance</td>
</tr>
</tbody>
</table>

- **Possible Outcome:** Students will be able to describe likely causes of typical conflicts in their lives.
- **Possible Indicators:**
  - Students will be able to list various causes of conflict including: conflicts over resources, conflicts over feelings, conflicts over values or beliefs. When presented with a description of a typical conflict in their school or community, students will be able to identify a likely cause, and explain their reasoning. Students will be able to identify conflicts in which there may be more than one cause.

### Example 2

<table>
<thead>
<tr>
<th>Knowledge Aim:</th>
<th>Skill Aim:</th>
<th>Attitude Aim:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding the causes of conflict</td>
<td>Improved communication skills</td>
<td>Development of tolerance</td>
</tr>
</tbody>
</table>

- **Possible Outcome:** Students will demonstrate effective listening.
- **Possible Indicators:**
  - After listening to another, students will show that they can accurately restate the speaker's ideas. After listening to another, students will show that they can accurately reflect the speaker's feelings. Students will demonstrate an ability to ask open-ended questions.
  - Students will demonstrate that they can listen without re-directing the conversation to another topic.
  - Students will remain silent while listening to another, when appropriate.
  - Students will demonstrate body language that conveys respect to the speaker.

### Example 3

<table>
<thead>
<tr>
<th>Knowledge Aim:</th>
<th>Skill Aim:</th>
<th>Attitude Aim:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Understanding the causes of conflict</td>
<td>Improved communication skills</td>
<td>Development of tolerance</td>
</tr>
</tbody>
</table>

- **Possible Outcome:** Students will demonstrate attitudes of acceptance and respect for persons who are different from themselves in terms of race or ethnicity.
- **Possible Indicators:**
  - When asked to work together to complete a task in a group composed of peers of varying racial or ethnic groups, students will cooperate effectively.
  - Students will demonstrate that they can refrain from using racial or ethnic stereotypes in their speech.
  - In situations where others express racial or ethnic stereotypes, students will respond by countering the stereotype in some way, such as correcting misinformation, or providing examples of individuals who do not fit the stereotype.
  - Students will be able to list the contributions of the different racial and ethnic groups in their community or country to the society as a whole.
  - Students will be able to give at least one reason why racial and ethnic stereotypes can be harmful.
4. Designing an activity programme and identifying suitable educational tools and methods

As stated previously, the educational approach of peace education is holistic in the sense that it focuses on:

- Competence development, understood as the development of knowledge, skills and attitudes to ensure that the learning process translates into changed behaviour.

- Different forms of learning - cognitive, emotional and tactile - to contribute to a learning process that responds to different learning styles.

As the Framework draws on non-formal learning environments and methodologies, principles of non-formal education shall also apply. These are within the context of the Framework:

- Learner-centred
  The needs of the learner are in the centre of the educational process and the programme is tailored to the specific circumstances and learning intentions of the learner. That is why an assessment of learning needs and the formulation of learning goals is placed at the beginning of the educational activity.

- Flexible and adaptable
  Content and methodology are flexible to adapt throughout the learning process to the learning needs and intentions of the learner. This means changes to made plans are rather the rule than the exception, because only via this approach is it possible to respond to the learning needs of the learner.

- Inclusive
  No learning obstacles shall affect the participation of the learner in the educational programme. That is why it is essential to create a barrier-free programme making it accessible for anybody by a sensitive use of exercises and language. The level of complexity raises with the learner and not against them.

- Planned
  All educational activities are planned alongside the learning intentions of the learners and have clear objectives in relation to competence development. This allows not only for the evaluation of the entire educational programme, but also for the evaluation of single programme elements such as sessions, exercises or simulations based on debriefing techniques and learner-based feedback.

- Voluntary
  All participation is at all times voluntary and based on the free choice of the learner. All learning achievements are welcome and considered right.

Based on these principles, the methods and educational tools used for peace education shall have the following characteristics:

- They are open-ended and, rather than offering definitive answers, challenge the learner to draw their own conclusions.

- They are highly reliant on active contributions of the learners.

- They favour cooperative learning over competitive learning.

- They are holistic and, even if the learning outcome or indicator pertains to one area of competence (e.g. skills), other areas are also concerned; the same applies to inner, social and environmental dimensions of learning.

- They are flexible and adaptable to learner needs, including changing the tools and methods during the educational activity on the basis of learner feedback or overall monitoring and evaluation.

- They are based on experience and reflection.

The specific methods that can be applied in peace education are wide-ranging. Examples are:

- Workshops and discussions to provide space and time for the participants to generate and exchange their ideas and thoughts on the respective topic.

- Structured input sessions to introduce key thematic concepts and to conceptualise the learnt content.

- Simulation activities and role plays to involve the participants emotionally and to expose them to specific situations which allow the educator to debrief on jointly observable behaviour, displayed attitudes and emotions and to make use of these experiences for competence development.

- Exercises to foster the participants’ critical thinking and creativity to think outside of the box.

- Case studies to enhance analytical thinking and to learn from experiences from the past and other real life contexts.

- Study visits to deepen knowledge and to learn from the experience.

- Monitoring and evaluation measures (e.g. joint setting of learning objectives, daily reflections, evaluation forms) to make the learning process transparent, receive ongoing feedback from the participants, be able to respond immediately to the learners needs and evaluate and learn from the experience.

It is the task of the educator or team of educators to choose the appropriate educational methods - bearing in mind the approach, principles and characteristics of peace education - and to match the specific method to the group of learners they work with, the educational pathway and sequence of activities, ensuring an appropriate diversity of educational methods.

As with any value-based education, the educational set-up of peace education has to reflect the values and principles it proclaims. Thus, any activity programme that builds on the Competence Framework has to be coherent with the values and principles of the contextual competence areas. As an example, an activity that will not guarantee learner participation in defining the activity content, or any activity that does not respond to the uniqueness of the individual learner as well as to the diversity of the group, will not be considered as operating within the contextual areas.

In order to assure compliance of the educational activity with the contextual areas, the educator(s) can review the activity programme using contextual competence area guidelines, making sure they observe the following principles (among others):
Participation:

• Provide all learners with a safe space to express their opinions and to be heard
• Guarantee that group decisions are based on consensus and reflect the different needs within the group
• Acknowledge the rights of each of the members to be part of the group in the way they consider most comfortable to their needs
• Make sure that each person is able to follow the learning process if they want to do so
• Encourage the expression of minority voices and ideas and provide a space for their exploration
• Find creative solutions to accommodate as many ideas and mechanisms as needed by the group and its members

Diversity:

• Take note of individual needs and preferences and react accordingly
• Ensure different ideas and opinions in the group are heard and acknowledge them
• Use inclusive and non-discriminatory language
• Use different approaches to education, acknowledging different learning styles within the group
• Explore diversity and be ready to open discussions which may include several different points of views and perceptions
• Use the diversity in the group to bring empathy and develop understanding about differences

Interdependence:

• Take note of the personal background of the learners, the setting of the educational activity and the time frame as factors influencing group dynamics and learning achievements
• Consider power structures and interdependencies in the relation between the educator(s) and the learners as well as amongst the learners
• Provide mechanisms to reinforce the cooperation among learners and avoid competitive incentives
• Acknowledge the relevant interdependencies that the educational activity is subject to, including external influences and the impact of the activity on its surroundings
• Consider the environmental impact of the activities and act to minimise it

Educational pathways

The purpose of sample educational pathways is to illustrate the process of designing an educational pathway through practical examples based on a specific group of learners and covering the journey from identifying their needs to devising an activity programme. As it serves primarily as an example it is not meant for direct implementation but can be adapted or used as a map in developing an actual educational activity based on a real group of learners.

Each educational pathway outlines the main steps of designing an educational process, including:

• a description of the learning profile, serving as a base for identifying learning needs
• a list of the competences matched with the needs identified
• a list of the learning objectives and learning outcomes from within the competence area selected on the basis of the identified learning needs
• indicators developed on the basis of the learning objectives and learning outcomes
• tools, methods and resources – a pool of learning ideas and approaches suitable to address the learning objectives selected
• a sample activity programme, based on a generic 7-day residential full-time schedule, covering all the learning objectives identified
• a programme script, explaining each programme activity in terms of objectives, methods used and providing a link to a detailed session description (those are based on external materials, not part of the publication itself)
• additional resources and materials relevant for each pathway, included in Chapter 6 (Resources)
Sample education pathway 1 - living peace

The first educational pathway refers to the core competence area of living peace. It addresses all four competences and is thus an example of an educational pathway that cuts across an entire competence area.

Learner profile and competences

Learning objectives, learning outcomes and indicators

Based on the identified competences that need to be addressed for this specific group of learners, the table opposite displays the corresponding learning objectives, learning outcome, indicators verifying their achievement and references to general examples for educational tools and methods.

<table>
<thead>
<tr>
<th>Learner profile</th>
<th>Matching competences</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Age range: 22-25</td>
<td>• C1 - Being Nonviolent</td>
</tr>
<tr>
<td>• Countries: EU Member States</td>
<td>• C2 – Transforming conflict in everyday life</td>
</tr>
<tr>
<td>• Profile: Volunteers</td>
<td>• C3 – Engaging with the world</td>
</tr>
<tr>
<td>• Experience: Short-term local and long-term international volunteering, local activism for social change</td>
<td>• C4 – Exploring identity and embracing diversity</td>
</tr>
<tr>
<td>• Areas of interest: Intercultural dialogue, equality and diversity, anti-racism, citizenship issues</td>
<td></td>
</tr>
<tr>
<td>• Learning needs: Explore the idea of peace, address violence and conflict in their daily life, be able to apply peace education to own activities to be able to ‘live peace’</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Learning outcome</th>
<th>Indicator</th>
<th>Tools, methods and resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>LP C1-1</td>
<td>To enable the learner to use nonviolent communication</td>
<td>I can distinguish and explain different ways e.g., approaches, methods of nonviolent communication and refer to personal stories of my life in which I acted nonviolent.</td>
<td>The learners can describe a range of problems or issues they are facing in their daily life using nonviolent communication.</td>
<td>• Rosenberg, M.B. (2003) Nonviolent Communication - A Language of Life</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• NVC UK: <a href="http://tiny.cc/nvc-uknonviolentcomm">http://tiny.cc/nvc-uknonviolentcomm</a></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>• WiikHow: How to Practice Nonviolent Communication: tr.im/9fhlnknonviolent</td>
</tr>
<tr>
<td>LP C1-2</td>
<td>To enable the learner to examine their life through the lens of nonviolence, determining which of their thoughts, attitudes and behaviours are violent or harm living beings and the environment</td>
<td>I am able to apply nonviolent ways e.g., approaches, methods, experience-stories in my daily life.</td>
<td>The learner can propose a nonviolent alternative to a number of forms of violent behaviour in their daily life.</td>
<td>• Centre for Nonviolent Communication – Key Facts About Nonviolent Communication (NVC): <a href="http://tiny.cc/nonviolentcommunicationkeyfacts">http://tiny.cc/nonviolentcommunicationkeyfacts</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>• 10 Tips to Overcome negative Thoughts: <a href="http://tiny.cc/tinybuddha10tips">http://tiny.cc/tinybuddha10tips</a></td>
</tr>
<tr>
<td>LP C1-4</td>
<td>To enable the learner to be honest and to practise positive thinking</td>
<td>I can recognize and demonstrate the effects of positive thinking in my daily life.</td>
<td>The learner can present a range of intended life improvements using positive thinking methods.</td>
<td>• Redekop, P. (2015) Inner Peace Through Conflict Transformation.</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
<td>• The EQ Toolbox: <a href="http://tiny.co/eqtbxboxexercises">http://tiny.co/eqtbxboxexercises</a></td>
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<td>• The Emotional Intelligence Toolkit: <a href="http://tiny.co/motionmachine">http://tiny.co/motionmachine</a></td>
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<td>• Recognising and Managing Emotions: <a href="http://tiny.co/ksdlyyumbed">http://tiny.co/ksdlyyumbed</a></td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>• The Enneagram Institute: tr.im/ennagrammist</td>
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<td>• Enneagram personality Types: <a href="http://tiny.co/">http://tiny.co/</a> enneapersonalitytypes</td>
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<td>• Personality Test: tr.im/temperamenttest</td>
</tr>
</tbody>
</table>
Sample activity programme

The sample activity programme below responds to the learning needs of the learners, the identified learning objectives, learning outcomes and indicators.

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Learning outcome</th>
<th>Indicator</th>
<th>Tools, methods and resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>LP C3-4</td>
<td>To enable the learner to get out into the local community to meet others in a shared vision and action</td>
<td>I am able to engage constructively in participatory processes.</td>
<td></td>
<td>Council of Europe. Revised European Charter on the Participation of Young People in Local and Regional Life: <a href="http://tiny.cc/coeparticipationofyouth">http://tiny.cc/coeparticipationofyouth</a></td>
</tr>
<tr>
<td></td>
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<td>SALTO-YOUTH. Participation Resource Centre: <a href="http://tiny.cc/saltoyouthparticipation">http://tiny.cc/saltoyouthparticipation</a></td>
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<td>Technical Assistance for Civil Society Organisations. CSO’s and Citizens Participation: <a href="http://tiny.cc/tacsocsosandcitizens">http://tiny.cc/tacsocsosandcitizens</a></td>
</tr>
<tr>
<td></td>
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<td></td>
<td>The Council of Europe. Revised European Charter on the Participation of Young People in Local and Regional Life: <a href="http://tiny.cc/coeparticipationofyouth">http://tiny.cc/coeparticipationofyouth</a></td>
</tr>
<tr>
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</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Learning outcome</th>
<th>Indicator</th>
<th>Tools, methods and resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>LP C4-1</td>
<td>To enable the learner to build and nurture their unique identity</td>
<td>I am able to embrace and nurture my unique identity.</td>
<td></td>
<td>Masklow, A.H. (2014) Toward a Psychology of Being</td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
<td>Maslow’s Hierarchy of Needs: <a href="http://tiny.cc/masklow">http://tiny.cc/masklow</a> hierarchyofneeds</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
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<td>Self Identity: <a href="http://tiny.cc/authenticselfidentity">http://tiny.cc/authenticselfidentity</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Personal Identity: <a href="http://tiny.cc/moreselfesteem">http://tiny.cc/moreselfesteem</a></td>
</tr>
<tr>
<td>LP C4-6</td>
<td>To enable the learner to appreciate and celebrate a diverse world of unique identities</td>
<td>I am able to recognise that I participate in a diverse world of unique identities by sharing my unique story and being positively inspired by other stories.</td>
<td></td>
<td>SALTO-YOUTH. ID Booklet Ideas for Inclusion and Diversity: <a href="http://tiny.cc/saltoinclusionanddiversity">http://tiny.cc/saltoinclusionanddiversity</a></td>
</tr>
<tr>
<td></td>
<td></td>
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<td></td>
<td>SALTO-YOUTH. Understanding Youth: Exploring identity and its Role in International Youth Work: <a href="http://tiny.cc/saltounderstandingyouth">http://tiny.cc/saltounderstandingyouth</a></td>
</tr>
</tbody>
</table>

Sample activity programme

The sample activity programme below responds to the learning needs of the learners, the identified learning objectives, learning outcomes and indicators.

**Morning**

- **Day 1**
  - Course introduction
  - Team-building activities
- **Day 2**
  - Nonviolent communication workshop
  - Positive thinking workshop
  - Introduction to NVC
  - Role play - negative and positive thought patterns
  - Empathic 'listening' exercises (e.g. blindfold leading in pairs)
  - Re-writing your script

**Afternoon**

- **Day 1**
  - Nonviolent communication workshop
  - Positive thinking workshop
  - Introduction to NVC
  - Role play - negative and positive thought patterns
  - Empathic 'listening' exercises (e.g. blindfold leading in pairs)
  - Re-writing your script

- **Day 2**
  - Nonviolent communication workshop
  - Positive thinking workshop
  - Introduction to NVC
  - Role play - negative and positive thought patterns
  - Empathic 'listening' exercises (e.g. blindfold leading in pairs)
  - Re-writing your script

- **Day 3**
  - Introduction to Emotional Intelligence (presentation or video)
  - Using drama exercises to explore and transform conflicted emotions (e.g. Forum Theatre)
  - Understanding your personality type
  - Exploring different Personality Type systems (e.g. The Four Temperaments, The Enneagram)

- **Day 4**
  - Understanding participation
  - Brainstorming
  - Introduction to levels of participation and their relation to inner, social and environmental dimensions
  - Ladder of youth participation
  - Hart’s model

- **Day 5**
  - Engaging with own community
  - Designing own participation and engagement plan
  - Exploring own identity
  - Identity analysis: atom/onion/list
  - Sharing outcomes

- **Day 6**
  - Identity stories
  - Writing and presenting stories of inspiring individuals influencing one’s identity
  - Exploring diversity
  - Linking stories and identifying diverse elements

- **Day 7**
  - Reviewing learning outcomes
  - Evaluation and closing
  - Evaluation and closing
<table>
<thead>
<tr>
<th>Activity title</th>
<th>Objective - why?</th>
<th>Method - how?</th>
<th>Detailed session description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Course introduction</td>
<td>To introduce the course objectives, programme, team and participants</td>
<td>Combination of trainer presentations and participant inputs</td>
<td>N/A - generic content</td>
</tr>
<tr>
<td>Team-building activities</td>
<td>To build trust and a safe, collaborative atmosphere between participants</td>
<td>One indoor team-building activity based on spoken interaction (Lost at Sea)</td>
<td>Lost At Sea <a href="http://tiny.cc/lostatsea">http://tiny.cc/lostatsea</a></td>
</tr>
<tr>
<td></td>
<td></td>
<td>One outdoor team-building activity based in physical interaction (Pass the Orange)</td>
<td>Pass the Orange: <a href="http://tiny.cc/passetheorange">http://tiny.cc/passetheorange</a></td>
</tr>
<tr>
<td>Nonviolent communication workshop</td>
<td>To learn how to use nonviolent communication</td>
<td>Activity that combines individual work, working in small group (3 participants) and group debriefing</td>
<td>Workshop on Nonviolent Communication <a href="http://tiny.cc/saltononviolentcomms">http://tiny.cc/saltononviolentcomms</a></td>
</tr>
<tr>
<td>Positive thinking workshop</td>
<td>To practice positive thinking in life</td>
<td>Group activity with cards or role play examining negative and positive responses. Individual exercise to transform negative thought patterns: rewriting your script</td>
<td>Positive Thinking Workshop <a href="http://tiny.cc/samaritanspositivelythink">http://tiny.cc/samaritanspositivelythink</a></td>
</tr>
<tr>
<td>Dealing with emotions</td>
<td>To constructively transform a conflict in one’s personal and social life</td>
<td>Working with Forum Theatre to analyse personal and social conflicts and find effective solutions</td>
<td>Forum Theatre Exercises I - V (p.44 - 52) <a href="http://tiny.cc/usaidconflicstransform">http://tiny.cc/usaidconflicstransform</a></td>
</tr>
<tr>
<td>Understanding your personality type</td>
<td>To understand group dynamics and apply them in working peacefully within a team</td>
<td>Team exercise to discover and learn to work positively with different personality types</td>
<td>Exercise to strengthen Emotional Intelligence in Teams <a href="http://tiny.cc/mindsht2015Exercise">http://tiny.cc/mindsht2015Exercise</a></td>
</tr>
<tr>
<td>Understanding participation</td>
<td>To get out into the local community to meet others in shared vision and action</td>
<td>Presentation of Hart’s ladder of participation</td>
<td>Hart’s Ladder of Young People’s Participation <a href="http://bit.do/learningtolearn">http://bit.do/learningtolearn</a></td>
</tr>
<tr>
<td>Engaging with own community</td>
<td>Participants work individually on their participation and engagement plans</td>
<td>Materials from previous sessions and management tools: SWOT Analysis and GANTT Chart (p. 45-49)</td>
<td><a href="http://tiny.cc/saltovaluethedifference">http://tiny.cc/saltovaluethedifference</a></td>
</tr>
<tr>
<td>Exploring own identity</td>
<td>To build and nurture his/her unique identity</td>
<td>Identity analysis tools: Onion, Molecule</td>
<td>Let’s Talk About Culture <a href="http://bit.do/edupack">http://bit.do/edupack</a></td>
</tr>
<tr>
<td>Identity stories</td>
<td>Participants first reflect, then write up stories of inspiring personalities that influenced their identities</td>
<td>N/A - participants generate contents</td>
<td></td>
</tr>
<tr>
<td>Exploring diversity</td>
<td>Appreciate and celebrate a diverse world of unique identities</td>
<td>Working with stories from the previous session, analysis of key diversity dimensions, e.g. social, cultural, gender etc.</td>
<td>Value the Difference Resource Pack <a href="http://tiny.cc/saltovaluethedifference">http://tiny.cc/saltovaluethedifference</a></td>
</tr>
<tr>
<td>Reviewing learning outcomes</td>
<td>To review the learning progress</td>
<td>Discussion on participant learning outcomes, using Youthpass guidelines</td>
<td>What is Youthpass? <a href="http://tiny.cc/saltotrainingandcoop">http://tiny.cc/saltotrainingandcoop</a></td>
</tr>
<tr>
<td>Evaluation and closing</td>
<td>To evaluate the project</td>
<td>Combination of spoken, written and creative evaluation methods</td>
<td>T-Kit Educational Evaluation in Youth Work <a href="http://tiny.cc/educationalevaluation">http://tiny.cc/educationalevaluation</a></td>
</tr>
</tbody>
</table>
Sample education pathway 2 - building peace

The second educational pathway refers to the core competence area of building peace. It addresses three competences and is thus an example for an educational pathway that does not refer to all competences of a given competence area.

Learning objectives, learning outcomes and indicators

Based on the identified competences that need to be addressed for this specific group of learners, the table opposite displays the corresponding learning objectives, learning outcome, indicators verifying their achievement, and references to general examples for educational tools and methods.

Learner profile and competences

**Learner profile**

- **Age:** 20 to 30
- **Profile:** Social activists, project managers
- **Experience:** Local activism for social change, work in NGO fundraising and planning actions
- **Areas of interest:** Mobilization and involvement of civil society, justice and equality, campaigning.
- **Learning Needs:** Identify and develop strategic interventions for peace, increase the capacities to develop strategic peacebuilding activities, mobilization of other citizens, project development

**Matching competences**

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Learning outcome</th>
<th>Indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>BP C1-1</td>
<td>To enable the learner to envision peaceful transformation of a specific conflict</td>
<td>I can imagine alternative realities when I see an unjust situation.</td>
<td>The learner can describe alternative realities based on the ideas of conflict transformation.</td>
</tr>
<tr>
<td>BP C1-2</td>
<td>To enable the learner to raise awareness about injustice and oppression</td>
<td>I am able to identify injustice and oppression and explain why a situation is unbalanced, unjust or oppressive on a certain group of people.</td>
<td>The learner considers and includes activities to raise awareness among different stakeholders about the injustice and oppression that sustains the conflict.</td>
</tr>
<tr>
<td>BP C1-3</td>
<td>To enable the learner to co-create needs-based and inclusive intervention logics, goals and nonviolent strategies for change</td>
<td>I can identify needs, plan nonviolent actions and set goals in a given context through inclusive and participatory processes.</td>
<td>The learner can define concrete goals to respond to the needs and choose a consistent pathway of change.</td>
</tr>
<tr>
<td>BP C1-4</td>
<td>To enable the learner to plan nonviolent pathways of change by creating a Theory of Change</td>
<td>I can identify conditions and preconditions to achieve a desired change.</td>
<td>The learner can state a vision (or goal) and set up preconditions and actions to achieve it.</td>
</tr>
<tr>
<td>BP C2-1</td>
<td>To enable the learner to implement and organize grass-root peacebuilding activities</td>
<td>I can use conflict analysis tools and determine entry points for my activities.</td>
<td>The learner can use at least 5 different tools to analyse the context and the contradictions of a given context.</td>
</tr>
</tbody>
</table>
| BP C2-2 | To enable the learner to analyse contexts and conflicts jointly with other stakeholders | To enable the learner to analyse contexts and conflicts jointly with other stakeholders | The Change Agency. Critical Path Analysis. http://tiny.cc/changeagencycriticalpath

**Tools, methods and resources**

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Learning outcome</th>
<th>Indicator</th>
</tr>
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<tr>
<td>BP C1-1</td>
<td>To enable the learner to analyse contexts and conflicts jointly with other stakeholders</td>
<td>I can use conflict analysis tools and determine entry points for my activities.</td>
<td>The learner can use at least 5 different tools to analyse the context and the contradictions of a given context.</td>
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<tr>
<td>BP C1-3</td>
<td>To enable the learner to set nonviolent pathways of change by creating a Theory of Change</td>
<td>I can identify conditions and preconditions to achieve a desired change.</td>
<td>The learner can state a vision (or goal) and set up preconditions, preconditions and actions to achieve it.</td>
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<tr>
<td>BP C1-4</td>
<td>To enable the learner to co-create needs-based and inclusive intervention logics, goals and nonviolent strategies for change</td>
<td>I can identify needs, plan nonviolent actions and set goals in a given context through inclusive and participatory processes.</td>
<td>The learner can define concrete goals to respond to the needs and choose a consistent pathway of change.</td>
</tr>
<tr>
<td>BP C2-1</td>
<td>To enable the learner to envision peaceful transformation of a specific conflict</td>
<td>I can imagine alternative realities when I see an unjust situation.</td>
<td>The learner can describe alternative realities based on the ideas of conflict transformation.</td>
</tr>
<tr>
<td>BP C2-2</td>
<td>To enable the learner to raise awareness about injustice and oppression</td>
<td>I am able to identify injustice and oppression and explain why a situation is unbalanced, unjust or oppressive on a certain group of people.</td>
<td>The learner considers and includes activities to raise awareness among different stakeholders about the injustice and oppression that sustains the conflict.</td>
</tr>
<tr>
<td>BP C2-3</td>
<td>To enable the learner to implement nonviolent actions</td>
<td>I am able to plan and implement nonviolent action effectively.</td>
<td>The learner is able to identify and plan necessary steps to organize concrete nonviolent actions</td>
</tr>
<tr>
<td>BP C2-4</td>
<td>To enable the learner to plan nonviolent pathways of change by creating a Theory of Change</td>
<td>I can identify conditions and preconditions to achieve a desired change.</td>
<td>The learner can state a vision (or goal) and set up preconditions, preconditions and actions to achieve it.</td>
</tr>
</tbody>
</table>

**Council of Europe. Youth Transforming Conflict - T3012 (p.175-177) focusing on the Conflict Analysis tools mentioned.**

http://bit.do/activities
http://tr.im/trainforchangevision
http://tr.im/newtacticsstudentbuilding
http://tr.im/trainingforchangevision
http://tr.im/nonviolentactionstrategies
http://tr.im/newtacticsstrategy
http://tr.im/newtacticsbuilding

**New tactics in Human Rights. Create a Vision:**
http://tiny.cc/learning space toolkit.

**New tactics in Human Rights. Explore Tactics:**
http://tiny.cc/learningspaceassessment

http://tiny.cc/learning space assessment

**Laurence, C. (2005) How to plan a campaign v1:**
http://tiny.cc/howtoplanacampaign

**Amnesty International (2001) Campaigning Manual:**
http://tiny.cc/amnestymanual

**Laurence, C. (2005) How to plan a campaign v1:**
http://tiny.cc/howtoplanacampaign

**History is a weapon. War Resisters League International:**
http://bit.do/historyisaweapon

**Center for applied NonViolent Action and Strategies (2006) Nonviolent struggle. 50 crucial points. A strategic approach to everyday tactics:**
http://tiny.cc/novact
Sample activity programme

The sample activity programme below responds to the learning needs of the learners, the identified learning objectives, learning outcomes and indicators.

The programme script details the activity programme by describing objectives and educational methods for each session.

<table>
<thead>
<tr>
<th>Morning</th>
<th>Afternoon</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Day 1</strong></td>
<td><strong>Teambuilding</strong></td>
</tr>
<tr>
<td>Course Introduction</td>
<td></td>
</tr>
<tr>
<td><strong>Day 2</strong></td>
<td><strong>Our theoretical framework</strong></td>
</tr>
<tr>
<td>Peace, conflict and Peacebuilding</td>
<td><strong>Quotes exhibition and discussion on main values of the members of the group and the group itself</strong></td>
</tr>
<tr>
<td>• Brainstorming with the groups.</td>
<td></td>
</tr>
<tr>
<td>• Preparing an exhibition about the main concepts to explain or Human Sculptures and group discussion.</td>
<td></td>
</tr>
<tr>
<td><strong>Day 3</strong></td>
<td><strong>Theory of Change (Vision and Introduction)</strong></td>
</tr>
<tr>
<td>Nonviolence and campaigning</td>
<td><strong>Introduction to common vision and goal through the Vision Gallery Exercise.</strong></td>
</tr>
<tr>
<td>• Introduction to the main idea of nonviolence and the different approaches. Introduction of a Case Study and analysis (A force more powerful)</td>
<td></td>
</tr>
<tr>
<td><strong>Day 4</strong></td>
<td><strong>Conflict Analysis Tools</strong></td>
</tr>
<tr>
<td>Conflict Analysis Tools (Problem Tree, Stakeholders, Power)</td>
<td><strong>Introduction to conflict analysis and analytical tools. Group work analyzing realities and using the tools.</strong></td>
</tr>
<tr>
<td>• Introduction to conflict analysis and analytical tools. Group work analyzing realities and using the tools.</td>
<td><strong>(ABC Triangle, Peace Flower)</strong></td>
</tr>
<tr>
<td>• Mentoring by the trainers.</td>
<td><strong>Introduction to conflict analysis and analytical tools. Group work analyzing realities and using the tools. Mentoring by the trainers.</strong></td>
</tr>
<tr>
<td><strong>Day 5</strong></td>
<td><strong>Theory of Change (Conditions and Preconditions, Activities)</strong></td>
</tr>
<tr>
<td>Theory of Change</td>
<td><strong>Group work developing the theory of change for the vision and the objectives identified by each group. Mentoring by trainers.</strong></td>
</tr>
<tr>
<td>• Give different visions, proposed by the trainer and which sound irrelevant or fun, and also difficult.</td>
<td></td>
</tr>
<tr>
<td>• Create a theory of change and share it with the group.</td>
<td></td>
</tr>
<tr>
<td><strong>Day 6</strong></td>
<td><strong>Review and feedback of interventions</strong></td>
</tr>
<tr>
<td>Designing intervention (Impact chain)</td>
<td><strong>Creative presentations by participants.</strong></td>
</tr>
<tr>
<td>• Group work developing a concrete impact chain based on the first conditions and preconditions identified.</td>
<td><strong>Open space to exchange feedback, ideas and to adapt the projects.</strong></td>
</tr>
<tr>
<td>• Mentoring by trainers.</td>
<td></td>
</tr>
<tr>
<td><strong>Day 7</strong></td>
<td><strong>Evaluation and closing</strong></td>
</tr>
<tr>
<td>Review of learning outcomes</td>
<td></td>
</tr>
<tr>
<td>Activity title</td>
<td>Objective - why?</td>
</tr>
<tr>
<td>----------------</td>
<td>------------------</td>
</tr>
<tr>
<td><strong>Course Introduction</strong></td>
<td>To introduce the course objectives, programme, team and participants</td>
</tr>
<tr>
<td><strong>Teambuilding</strong></td>
<td>To build trust and a safe, collaborative atmosphere between participants</td>
</tr>
<tr>
<td><strong>Peace, conflict, violence and Peacebuilding</strong></td>
<td>To understand the main concepts and set a common understanding among all participants</td>
</tr>
<tr>
<td><strong>Our theoretical framework</strong></td>
<td>To set common understanding on our values and be able to envision peaceful transformation according to them</td>
</tr>
<tr>
<td><strong>Nonviolence and campaigning</strong></td>
<td>To familiarize with nonviolent action and understand the importance of strategy and Theory of Change</td>
</tr>
<tr>
<td><strong>Theory of Change (Vision and Introduction)</strong></td>
<td>To set a shared vision and start exploring what is Theory of Change</td>
</tr>
<tr>
<td><strong>Conflict Analysis Tools (Problem Tree, Stakeholders, Power)</strong></td>
<td>To analyse contexts and conflicts</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Activity title</th>
<th>Objective - why?</th>
<th>Method - how?</th>
<th>Detailed session description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Theory of Change</strong></td>
<td>To set nonviolent pathways of change and group work of 4-5 participants and presentations in plenary.</td>
<td>Simulation exercise</td>
<td>• Exploring tactics, Experiential Exercise for Understanding a Strategic Path <a href="http://tiny.cc/newtacticsstrategicpath">tr.im/newtacticsstrategicpath</a></td>
</tr>
<tr>
<td><strong>Theory of Change (Conditions and Preconditions, Activities)</strong></td>
<td>To set nonviolent pathways of change in a concrete situation in which participants are working/willing to work</td>
<td>Working in the same groups as in the sessions of conflict analysis.</td>
<td>• Developing strategic path exercise <a href="http://tiny.cc/newtacticsdeveloping">tr.im/newtacticsdeveloping</a></td>
</tr>
<tr>
<td><strong>Designing intervention (Impact chain)</strong></td>
<td>To create needs-based and inclusive intervention logics, goals and nonviolent strategies</td>
<td>Working in the same groups as in the sessions of conflict analysis.</td>
<td><a href="http://bit.do/coeactivities">http://bit.do/coeactivities</a></td>
</tr>
<tr>
<td><strong>Review and feedback of interventions</strong></td>
<td>To exchange the results of the work done and gain new perspectives and ideas</td>
<td>Group presentation and Open Space exercise</td>
<td>• <a href="http://tiny.cc/doinganopenspace">Open Space Technology exercise</a></td>
</tr>
<tr>
<td><strong>Review of learning outcomes</strong></td>
<td>To review the learning progress</td>
<td>Discussion on participant learning outcomes, using Youthpass guidelines</td>
<td>T-Kit Educational Evaluation in Youth work <a href="http://bit.do/coeyouthwork">http://bit.do/coeyouthwork</a></td>
</tr>
<tr>
<td><strong>Evaluation and closing</strong></td>
<td>To evaluate the project</td>
<td>Combination of spoken, written and creative evaluation methods</td>
<td>T-Kit Educational Evaluation in Youth work <a href="http://bit.do/coeyouthwork">http://bit.do/coeyouthwork</a></td>
</tr>
</tbody>
</table>
Sample education pathway 3 - building peace II

The third educational pathway refers to the core competence area building peace. It addresses only the first competence (planning, monitoring and evaluating peacebuilding activities) and is thus an example for an educational pathway that entirely focuses on one competence of a given competence area.

Learner profile and competences

Learning objectives, learning outcomes and indicators

Based on the identified competences that need to be addressed for this specific group of learners, the table opposite displays the corresponding learning objectives, learning outcome and indicators verifying their achievement and references to general examples for educational tools and methods.

<table>
<thead>
<tr>
<th>Learner profile</th>
<th>Matching competences</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Age: 25 to 35</td>
<td>C1 - Planning, monitoring and evaluating peacebuilding activities</td>
</tr>
<tr>
<td>• Profile: Project managers</td>
<td></td>
</tr>
<tr>
<td>• Experience: Project development and management with NGOs, fundraising, peace and conflict studies</td>
<td></td>
</tr>
<tr>
<td>• Areas of interest: Strategic Peacebuilding, intervention design</td>
<td></td>
</tr>
<tr>
<td>• Learning needs: Identify and develop strategic interventions for peace, increase the capacities to develop strategic peacebuilding activities, mobilization of other citizens, project development.</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No.</th>
<th>Learning objective</th>
<th>Learning outcome</th>
<th>Indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>BP C1-1</td>
<td>To enable the learner to analyse contexts and conflicts jointly with other stakeholders</td>
<td>I can use conflict analysis tools and determine entry points for my activities.</td>
<td>The learner uses conflict analysis tools to identify new entry points to the context they are working with.</td>
</tr>
<tr>
<td>BP C1-2</td>
<td>To enable the learner to assess honestly their own capacities for change</td>
<td>I am able to use tools and identify my/your own resources and their value and benefit for a given conflict.</td>
<td>The learner uses internal analysis tools to better understand its constituency and opportunities for intervention.</td>
</tr>
<tr>
<td>BP C1-3</td>
<td>To enable the learner to set nonviolent pathways of change by creating a Theory of Change</td>
<td>I can identify conditions and prerequisites to achieve a desired change.</td>
<td>The learner develops an entire Theory of Change for its intervention with a mid-term approach (3 to 5 years).</td>
</tr>
<tr>
<td>BP C1-4</td>
<td>To enable the learner to co-create needs-based and inclusive intervention topics, goals and nonviolent strategies for changes</td>
<td>I can identify needs, plan nonviolent actions and set goals in a given context through inclusive and participatory processes.</td>
<td>The learner determines needs based on the target groups of the activities and set-up plans for intervention.</td>
</tr>
<tr>
<td>BP C1-5</td>
<td>To enable the learner to monitor and evaluate own peace interventions transparently throughout the entire duration of the intervention</td>
<td>I am able to establish measures to track the implementation of the actions planned and their impact.</td>
<td>The learner sets up measures for monitoring each step on the progress of the intervention and the concrete means of verification to verify them.</td>
</tr>
<tr>
<td>BP C1-6</td>
<td>To enable the learner to identify main learning outcomes based on needs, successes and failures and transfer the lessons learnt into action</td>
<td>I am able to integrate the lessons learnt from the past into my current planning processes.</td>
<td>The learner identifies similar actions and activities in the same or another context and adapts the planning process to the main learning outcomes of the actions studied.</td>
</tr>
</tbody>
</table>
Sample activity programme

The sample activity programme below responds to the learning needs of the learners, the identified learning objectives, learning outcomes and indicators. The programme script details the activity programme by describing for each session objectives and educational methods.

<table>
<thead>
<tr>
<th>Day</th>
<th>Morning</th>
<th>Afternoon</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day 1</td>
<td>Course Introduction</td>
<td>Teambuilding</td>
</tr>
<tr>
<td>Day 2</td>
<td>Presentation of actions and field of work</td>
<td>Nonviolence and Power</td>
</tr>
<tr>
<td></td>
<td>Individual or movement preparation of presentations.</td>
<td>• Theater of the oppressed variations exercise, input and/or case study on a nonviolent movement that switched power balance.</td>
</tr>
<tr>
<td></td>
<td>Open space sharing the information with the other members of the group.</td>
<td></td>
</tr>
<tr>
<td>Day 3</td>
<td>Identification of problems and Conflict Analysis Tools (Problem Tree)</td>
<td>Needs analysis</td>
</tr>
<tr>
<td></td>
<td>Introduction to conflict analysis and analytical tools.</td>
<td>• Review of analysis participants developed before arriving to the training.</td>
</tr>
<tr>
<td></td>
<td>Group work analyzing realities and using the tools.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mentoring by the trainers.</td>
<td></td>
</tr>
<tr>
<td>Day 4</td>
<td>Internal analysis (SWOT)</td>
<td>Conflict Analysis (Stakeholders, Power ABC Triangle, Peace Flower)</td>
</tr>
<tr>
<td></td>
<td>Introduction to internal analysis and analytical tools.</td>
<td>• Group work analyzing realities and using the tools.</td>
</tr>
<tr>
<td></td>
<td>Group work analyzing own movements and capacities.</td>
<td>• Mentoring by the trainers.</td>
</tr>
<tr>
<td></td>
<td>Mentoring by the trainers.</td>
<td></td>
</tr>
<tr>
<td>Day 5</td>
<td>Theory of Change (Vision, Conditions and Preconditions)</td>
<td>Theory of Change (Logical Framework and Activities)</td>
</tr>
<tr>
<td></td>
<td>Simulation exercise with vision created by the trainers and group work developing the theory of change for the vision and the objectives identified by each group.</td>
<td>• Group work developing the theory of change for the vision and the objectives identified by each group.</td>
</tr>
<tr>
<td></td>
<td>Mentoring by trainers.</td>
<td>• Mentoring by trainers.</td>
</tr>
<tr>
<td>Day 6</td>
<td>Theory of Change (Indicators, monitoring measures, risks)</td>
<td>Theory of Change (Project Drafting)</td>
</tr>
<tr>
<td></td>
<td>Group work developing the theory of change for the vision and the objectives identified by each group.</td>
<td>• Simulation of a call, sharing it with participants and developing a draft application combining the work done in the previous days.</td>
</tr>
<tr>
<td></td>
<td>Mentoring by trainers.</td>
<td>• Mentoring by the trainers.</td>
</tr>
<tr>
<td>Day 7</td>
<td>Presentation of project proposals and peer-to-peer feedback</td>
<td>Evaluation and closing</td>
</tr>
<tr>
<td>Activity title</td>
<td>Objective - why?</td>
<td>Method - how?</td>
</tr>
<tr>
<td>----------------</td>
<td>------------------</td>
<td>----------------</td>
</tr>
<tr>
<td>Course Introduction</td>
<td>To introduce the course objectives, programme, team and participants</td>
<td>Combination of trainer presentations and participant inputs</td>
</tr>
<tr>
<td>Teambuilding</td>
<td>To build trust and a safe, collaborative atmosphere between participants</td>
<td>NA - Generic content</td>
</tr>
<tr>
<td>Presentation of actions and field of work</td>
<td>To get to know the work of each member of the group and identify potential cooperation opportunities</td>
<td>Groups representing each movement or initiative present in the activity</td>
</tr>
<tr>
<td>Nonviolence and Power</td>
<td>To understand the key elements of nonviolence and how it helps to bring change in the power structures</td>
<td>Theor of the oppressed variations, input and/or case study</td>
</tr>
<tr>
<td>Identification of problems and Conflict Analysis Tools (Problem Tree)</td>
<td>To understand the conflict and identify the main problems in a given context</td>
<td>Work in groups of maximum 5 people created by participants according to their interests and type of problem/conflict they want to address.</td>
</tr>
<tr>
<td>Needs analysis</td>
<td>To assess and identify the capacities of the movement, the organization and its members.</td>
<td>Working in the same groups as in the sessions of conflict analysis. If there are different movements/NGOs in one group, first analysis refers to each movement, then sharing.</td>
</tr>
<tr>
<td>Conflict Analysis (Stakeholders, Power ABC Triangle, Peace Flower)</td>
<td>To analyse contexts and conflicts</td>
<td>Working in the same groups as in the previous sessions on conflict analysis.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Theory of Change (Vision, Conditions and Preconditions)</td>
<td>To set a shared vision and create a consistent Theory of Change</td>
<td>Individual work, group discussion and agreement. Working in the same groups as in the previous sessions on conflict analysis for the rest of the sessions.</td>
</tr>
<tr>
<td>Theory of Change (Logical Framework and Activities)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Theory of Change (Indicators, monitoring measures, risks)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evaluation and closing</td>
<td>To exchange the results of the work done and gain new perspectives and ideas</td>
<td>Group presentation and open space for feedback.</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Presentation of project proposals and peer-to-peer feedback</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The editors would like to thank all persons, partner organisations and institutions that contributed to the creation of this Competence Framework and its Educational Guidelines.

In particular, our publication owes a huge debt of gratitude to all our wonderful project researchers. Their inspiration, creativity and resilience have been at the intellectual heart of this project. Without their belief in and passion for peace education, this project would still be a distant dream. We also extend our thanks to Mark Gifford and Ilir Atdogan for all their efforts at the first stages of research.

Thank you also to the project coordinators for their amazing hard work and presence throughout the duration of this two year process. Only due to their support was it possible to complete the many phases of this project successfully.

We would also like to express our gratitude to the five partner organisations involved in the project: the ASHA Centre (United Kingdom), the European Intercultural Forum e. V. (Germany), the United Network of Young Peacebuilders (the Netherlands), Humana People to People in Latvia and the Habitat Association (Turkey). Without their ongoing commitment, and the effort they put into organising transnational meetings for us, our creativity would have been much less fruitful.

Moreover, we would like to thank all those who actively participated in the learner mobilities. Thank you for your engagement, ideas and dedication to promoting peace education within your communities. You inspired and galvanized us all.

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Project Partners

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www.ashacentre.org

Vision
A humanity in harmony with itself and the earth

Mission
ASHA’s mission is to create opportunities and spaces for young people to experience inspiration, connection and purpose through community, land and arts based activities.

Themes

Humana People to People in Latvia
Lapu street 17, LV-1002, Riga, Latvia
(+371) 283 52 648
hppinlatvia@gmail.com
www.hppplatvia.com

Vision
HPPI believes in a world in which people reflect on the realities of the globalised, interdependent world and their own role in it, and join their minds, ideas, hands and hearts to create fair and sustainable societies based on solidarity.

Mission
Our mission is to raise awareness on global education issues in Latvia, particularly intercultural education, sustainable development, gender equity by developing methodological teaching materials for schools, providing teachers trainings and involving young people in non-formal education initiatives and projects.

Themes
Global education, sustainability, cultural diversity, gender equity, active global citizenship.

European Intercultural Forum e. V.
Postfach 65 20 25, 13315 Berlin, Germany
eif.germany@googlemail.com
www.european-intercultural-forum.org

Vision
Our vision is a world in which everybody can develop to their full potential without external or internal restrictions.

Mission
Our mission is to provide opportunities for self-development to young people, civil society organisation representatives and social activists in Europe and beyond. We foster multiplying effects by means of empowerment, education and capacity development.

Themes
Peace Education, Active Citizenship and Volunteering, Capacity Development, Empowerment
**United Network of Young Peacebuilders**

Laan van Meerdervoort 70, 2517 AN, Den Haag, Netherlands

+31 70 36 47 799
info@unoy.org
www.unoy.org

**Vision**
A world free from violence in which young people actively participate and lead in the peaceful transformation of conflicts and work towards cultivating a culture of peace.

**Mission**
UNOY Peacebuilders is a global network of youth peace organisations whose core work is rooted in a positive orientation towards conflict. We empower youth as actors in sustainable peace and conflict transformation through capacity development, advocacy and providing support spaces for cultivating a culture of peace.

**Themes**
Peacebuilding, conflict transformation, capacity building, advocacy, youth.

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**Habitat Association**

Gayrettepe Mahallesi Barbaros Bulvarı N.143/A Beşiktaş Istanbul, Turkey

+90 212 26 65 33 14
info@habitatderneği.org
www.habitatderneği.org/en/

**Vision**
Habitat believes that young people are not only leaders of tomorrow but partners of today.

**Mission**
Supporting children, youth, women, and people with disability in terms of sustainable development and participation in decision making processes through developing the capacities of young people.

**Themes**

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**Project Coordinators**

**Rūta Kronberga**
is a project manager and leader of the NGO “Humana People to People in Latvia”. Rūta has 5 years experience leading NGOs and developing local and international projects in the field of global education, youth work and project management. Rūta is a visiting lecturer at the University of Latvia, Faculty of Pedagogy, Psychology and Art, teaching study course on sustainability and global education. She is actively involved in the Latvian Platform for Development Cooperation Global education working group that unites Latvian NGOs active in the global education field.

---

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Semiha Turgut
is an urban planner with a Master’s degree in Regional Planning. Between 2007 and 2011 she worked voluntarily in local NGOs on local development and participation in slum areas. Since 2015 she has been the governance program coordinator of the Habitat Association which supports children, young people, women and the disabled in terms of sustainable development and participation in decision-making processes.

Alexander Scott
is the Project Manager at the ASHA Centre. Originally from Wolverhampton, he holds a degree in Politics with International Relations within which he studied and worked in France. Having previously interned inside the French Ministry of Youth (Salto-Youth EuroMed Resource Centre), Alexander is currently responsible for the coordination and administration of a wide variety of both national and international projects, partnerships and networks on behalf of the ASHA Foundation.
Chapter 1 - Peace Education

Competence Framework

Theoretical and terminological background of the framework


Chapter 2 - Educational Guidelines

Developing an Educational Pathway - Five Key Steps


Educational Pathways

Sample Education Pathway 1 - Living Peace


Nonviolent Communication in the UK, Resources available at: http://tiny.cc/nvc-uknonviolentcomms

Wiki How, How to Practice Nonviolent Communication, available at: tr.im/wikihownonviolent


Uy, M. 10 Tips to Overcome Negative Thoughts: Positive Thinking Made Easy, available at: http://tiny.cc/tinybuddha10tips


The Enneagram Institute, available at: tr.im/enneagraminst


Open Source Psychometrics Project. Personality Test, available at: tr.im/temperamentstest


The Freechild Project. Hart’s Ladder of Youth Participation, available at: tr.im/freechildyouthparticipation


USAID. Drama for Conflict Transformation Toolkit, Youth Theater for Peace. Forum Theatre Exercises (p.44 - 52), available at: http://tiny.cc/usaidconflicctransform


Exercises in the Sample Programme Script

Knox, G. Lost at Sea, available at: http://tiny.cc/lostatsea


USAID. Drama for Conflict Transformation Toolkit, Youth Theater for Peace. Forum Theatre Exercises (p.44 - 52), available at: http://tiny.cc/usaidconflicctransform


Sample Education Pathway 2 - Building Peace I


Exercises in the Sample Programme Script


Stadler, A. Doing an open space: A two page primer, available at: http://tiny.cc/doinganopenspace


Sample Education Pathway 3 - Building Peace II


Stadler, A. Doing an open space: A two page primer, available at: http://tiny.cc/doinganopenspace

Building peace refers to competences needed when working on organizing, planning and implementing peacebuilding activities.

Conflict is a perceived or actual contradiction of goals of interrelated actors or inner, social and environmental forces which is characterized by mutual influence between them.

Competence is a combination of knowledge, skills and attitudes. Knowledge refers to the things you know and understand based on experiences and/or study. Skills refer to the ability to take action or do something based on practice. Attitudes refer to settled ways of thinking and feeling about something, including patterns of actions and underlying values.

Diversity encompasses acceptance and respect for individual features and characteristics of all living beings and the environment.

Earth community is a declaration of universal responsibility for one another and the earth. It rests on the principles of respect and care for the community of life, ecological integrity, social and economic justice, democracy, nonviolence, and peace.

Environment refers to all biophysical surroundings on and around the Earth, including living and nonliving beings.

Indicator is specific evidence (e.g., behaviour, third-party testimony or materials) that enables the educator and the learner to determine whether the learning outcomes of an educational activity have been achieved.

Interdependence refers to all forms of mutual reliance and dependence that determine the well-being of living beings and the environment.

Learning objective refers to what the educator aims to achieve throughout an educational process.

Learning outcome indicates the possible learner’s results that should be achieved throughout the educational process.

Living peace refers to competences that are connected with living harmoniously with oneself, other living beings and the environment within nearest and global reach.

Nonviolence is any human activity that deals with conflicts and confrontational realities without using violence. It also includes social and strategic nonviolence.

Participation refers to all forms of active human engagement with all living beings and the environment.

Peace is a participatory nonviolent process that seeks to reduce all forms of violence and creates conditions for inner, social and environmental well being.

Peacebuilding refers to any process aiming at stopping violence and destructive conflict and building just and sustainable peace.

Peace education is any holistic multidisciplinary and transformative educational activity that aids the competence development for living and building peace.

Violence includes any human attitude, behaviour or context that harms any living being or the environment.
THIS PUBLICATION AIMS TO SUPPORT EDUCATORS IN FORMAL AND NON-FORMAL EDUCATION IN DEVELOPING PEACE EDUCATION ACTIVITIES.

The Peace Education Competence Framework seeks to enhance the professionalisation of peace education in the youth and non-formal education sectors by providing a tool for planning, monitoring, evaluation and assessment of competence development for young people through peace education.

Additionally, the Framework provides a springboard for further co-operation between organisations involved in its creation and their current and prospective partners.

The Framework contributes to this aim in three ways

• by conceptualising peace and peace education

• by outlining peace education competences, together with learning objectives and learning outcomes

• by offering guidance on developing learning pathways and finally by suggesting a number of additional readings and resources on peace education.