

Enhancing resilience and social cohesion among refugee women Training Manual

Designing a Training Programme for Enhancing Resilience and Social Cohesion

- Session One:** Preparing the training, the techniques and methods
- Session Two:** The role of the trainer/facilitator
- Session Three:** Evaluating the training session and follow up
- Session Four:** Gender related terms and references crosscut across the modules

Module One: Women's role in Building Resilience and Social Cohesion

- Session One:** Understanding the impact of the crisis on Syrian Refugee Women
- Session Two:** Women's Role as potential leaders in their communities
- Session Three:** Accepting the others
- Session Four:** Building confidence and self awareness

Module Two: women's human rights and deconstructing discriminative gender norms

- Session one:** GBV in international framework on women's rights
- Session Two:** The Declaration on the Elimination of VAW
- Session Three:** The national frameworks on EVAW
- Session Four:** UN Women tools and frameworks on EVAW

Module Three Girl Child Rights

- Session One:** Girl Child Rights in international standards
- Session Two:** Combating Child Marriage
- Session Three:** Consequences of Child Marriage
- Session Four:** Addressing Syrian Women Refugees need in Turkey

Module Four: GBV basic case management

- Session One:** Prevention, protection and response, Addressing GBV
- Session Two:** Basic case management and psycho-social skills, training skills,
- Session Three:** Community Engagement and Mobilization
- Session Four:** GBV Case Managers

Module Five: Gender sensitization, and the role of men and boys as role models

- Session One:** Gender sensitization, and the role of society in addressing GBV
- Session Two:** the inhibiting notions of masculinity/manhood
- Session Three:** breaking the cycle of violence: men & boys role to prevent GBV
- Session Four:** training the police on addressing GBV related issues

Module Six: GBV Survivors Human Rights

- Session One:** GBV survivors and human rights
- Session Two:** GBV survivors means and approach to access justice and services,
- Session Three:** empowerment of GBV survivals to overcome trauma
- Session Four:** States role in preventing Human Rights violations

Module Seven: developing information, education and communication (IEC) materials

Session One: developing IEC materials for IPs and stakeholders training

Session Two: The importance of Communication skills for GBV training

Session Three: Developing a Communication Plan to Address GBV

Session Four: Considering different IEC materials to address GBV

Enhancing resilience and social cohesion among refugee women Training Program

Methodology of the workshop

The workshop will be based on an interactive and participatory methodology, which will include brainstorming, group work, case studies, sharing knowledge and presentations. Hence, the training program and presentations will cover the following topics:

1st Session: Self-awareness and self-confidence

The session intends to highlight the different roles and responsibilities that women are capable to take up, to build solidarity among their family members and surrounding communities.

This all starts with acknowledging their self-confidence and self-awareness to be resilient and agents of change within their community.

The participants will be asked to identify what empowerment means to them, and what are the factors of empowerment.

They will be encouraged to always try to use notions of empowerment: e.g. resilience rather than vulnerable; and survivors rather than victims.

Activity: The participants will discuss a few questions to encourage them to speak about their role within the family and community; and how they can help family members to build self-confidence. Who am I? Who am I in my children's eyes? Who am I to my family? Community? Who do I want to be? How can I help family members build self-confidence?

2nd Session: building solidarity among women refugee and from hosting communities

The session will discuss the role of women to build solidarity and understanding among their community.

Participants will be asked to explain what the following words mean to them: coexistence; sharing; collaboration; accepting the others; building trust; setting mutual and common ground ...

They will identify the different steps that can be taken to build understanding between different segments of society. Enforcing the positive cultural norms of good behaviours and respect towards the others.

Activity: in groups, the participants will be asked to draft what they believe should be the principles for a 'code of coexistence'.

3rd Session: Gender awareness & Gender equality

The session will introduce the main terms and concepts related to 'Gender awareness' and 'Gender Equality'.

It will start by identifying 'what is gender' and 'what are the different gender roles', and the different 'practical and strategic needs'.

The session will also discuss the impact of culture and traditions on the different gender roles and responsibilities.

Activity: The participants will discuss the different gender roles and responsibilities for each household member. They will compare their lives, from a gender role perspective, when they were in Syria and now.

4th Session: Women's human rights

The session will first introduce the concept of rights followed by the international framework on human rights.

The particular rights of women will be identified by introducing CEDAW as the legal framework for women's human rights.

It will also introduce the 'Beijing Platform of Action' and the 12 critical areas of concern, which guides on 'how' to use CEDAW.

Activity: The participants will discuss which articles of CEDAW they found most interesting, and which were most controversial, and why? And which BPA are priorities?

5th Session: Gender Based Violence (GBV)

The session will identify GBV and VAW, and explain why they are described as the 'most pervasive yet least recognized of human rights'.

It will introduce DEVAW and acknowledge how VAW is rooted in historical unequal power relation.

Participants will identify different forms of violence and classify them (physical, sexual, psychological, economic).

Discussion will revolve around how cultural norms impact the increase/decrease of GBV occurrences.

The session will focus on the negative impact of **early marriage** on girls (and boys in some cases), and why it is therefore considered an act of VAW.

Activity: The participants will be asked to document the different GBV and Human Rights challenges in the life cycle of a female (before birth – early childhood – adolescence – reproductive age – elderly woman)

6th Session: Protection and prevention of GBV

The session start by discussing: 'what are the factors that make women and girls refugee more vulnerable? And what are the factors that make them more safe?

It will introduce the minimum standards for prevention and response to GBV; and will look at how women can demand their right of protection against violence only when they are aware of their right and aware of the different mechanism to ask for their right.

It will also look at how men and boys can play a role as agents of change in combating VAW by changing attitude and not exploiting the different types of privilege they are entitled to over women.

Activity: The participants will be asked whom they see as their 'female role models' and why, and will be encouraged to share 'success stories' of refugee women who were able to improve their lives (and the lives of others) in the hosting country.