

Final Report

Dealing with the Past

Course 2015

swisspeace, October 2015

Nicola Diday

swiss
peace

Schweizerische Friedensstiftung
Fondation suisse pour la paix
Fondazione svizzera per la pace
Swiss Peace Foundation

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1 Introduction

The Dealing with the Past Advanced Learning Course for Professionals (DwP Course) was developed jointly by the swisspeace Foundation (swisspeace) and the HSD/FDFA in 2010. Since then, it has been conceptualized and implemented through a joint collaboration. The course is offered to Swiss and non-Swiss professionals working for local, regional, national or international organizations and institutions in the field of dealing with the past (DwP). Applications for the course are upon invitation and the selection of the participants is carried out by the HSD/FDFA and based on predetermined country/regional groups. A website¹ as well as the facebook community of practice² provides the participants a possibility to work and exchange on DwP issues before, during and after the course.

The Dealing with the Past Course 2015 consisted of a nine-day resident module and took place from Tuesday, 7 July to Wednesday, 15 July 2015 in Münchenwiler, Switzerland. 29 participants from 8 different countries participated in the course. The participants were trained and accompanied by 4 renowned resource persons, 7 guest experts on a range of DwP issues.

In 2015, swisspeace was specifically mandated for certain tasks related to: the preparation of the DwP Course (information to participants, preparation of logistics, reader, website etc.); the logistics and organisation at the course itself in Münchenwiler from 7 to 15 July 2015 and the financial reporting and evaluation of the course. Moreover, swisspeace co-facilitated the course and designed thematic inputs on Conflict Transformation and Dealing with the Past and Archives and Dealing with the Past.

Since swisspeace was not mandated to render a comprehensive report on the DwP Course, this short report will only cover the working areas swisspeace was mandated for (see **Annex I** Offer DwP Course 2015).

2 Areas of Responsibility swisspeace

swisspeace was in charge of facilitating the course, designing thematic inputs on Conflict Transformation (CT) and Dealing with the Past (DwP), the preparation and conduction of an Artisan Workshop on Archives and Dealing with the Past and the implementation of the logistics and administrative support.

2.1 Co-Facilitation

Together with Sami Faltas (SF), Sidonia Gabriel (SG) was responsible for the overall facilitation (process management and facilitation) of the course and leading the daily core team evaluation in order to ensure the quality and adjustments in the program, as needed. SG and SF developed a training document that was sent to all resource persons and guest experts explaining the course rules and more general pedagogical recommendations and rules during the course.

SG moreover redesigned the "DwP in Practice sessions" and together with Sami Faltas prepared handouts for the Master Classes and the dilemma session on competing values³ (See **Annex II**).

¹ The Course website is available at: <http://www.dealingwiththepast.ch/course/course-info/structure-outline.html>.

² The facebook community of practice is available at: <https://www.facebook.com/groups/341456259243582/>.

³ All the handouts and PPTs will be given to the TF DWP & PA on an external harddrive.

2.2 Designing thematic inputs on Conflict Transformation and Dealing with the Past

The swisspeace DwP team and Sidonia Gabriel, together with Sami Faltas, developed a concept on how to integrate the topic of conflict transformation into the DwP Course. A two-day module on Dealing with the Past and conflict transformation was developed. For this purpose swisspeace drafted the *Essential A transformative Approach to Dealing with the Past* (swisspeace Essential 02/2015) tailored to the DwP and conflict transformation module. The final version of the Essential includes feedback received at the course and further reflections based on the discussions at the course. It can be used for further trainings and workshops.

In the DwP and CT module, participants had the chance to get a more profound understanding of the theory and practice of conflict transformation and its linkages with DwP. In three consecutive sessions, the participants were first introduced in the topic of conflict transformation and what it entails. They got to know tools that are used in conflict transformation work and how DwP and CT can strengthen a process that is leading to a transformation from violent to non-violent conflict.

Moreover, participants learned about different notions of reconciliation and dilemmas related to the topic in a panel discussion. The DwP and CT module also included two sessions with Alistair Little, a former loyalist political prisoner from Northern Ireland who told his story and gave an insight on his current reconciliation work (<http://beyondwalls.co.uk/>). (For more information on content of the different modules see respective session plans in **Annex II**).

2.3 Artisan Workshop on Archives and Dealing with the Past

swisspeace was also mandated to organize artisan workshops. The series of five 'artisan workshops' allowed participants to exchange practical knowledge on DwP issues (reparation, vetting, DDR, archives, gender and sexual based violence and SSR and DDR). The Artisan workshop on archives was prepared and conducted by swisspeace together with the archivist Anna Sommer.

2.4 Logistics and Administrative Support

swisspeace provided organisational and logistical support in the preparation and execution of the course, according to the Terms of Reference, which consisted mainly of the following tasks (see Terms of Reference in Mandate Contract Nr. 81033710):

Administration and planning

- Joint planning and weekly meetings with the Task Force for Dealing with the Past and Prevention of Atrocities (TF DWPPA).
- Preparation of the course flyer and keeping the website up-dated;
- Collaboration with the evaluators.

Participants

- Management of the proposed participants:
 - Preparation of a table with all information on the proposed participants so that the TF DWPPA can proceed with: selection of the participants; organization of the visa; Booking of flights through the BRZ; organization of the airport pick up
- Contracting insurances for all participants.
- Preparation and sending of all information mails to participants: participants list, program, access sheet and general information on the course venue.

Guest Experts

- Management of *Guest Experts*, based on list provided by the TF DWPPA.
 - Invitation, terms of reference, contracts, briefing and payment.
 - Organization of logistics (food, accommodation and transport).

Resource Persons and Facilitators

- Management of the *Resource Persons* (3) and *Facilitators*⁴ (1), based on list provided by the TF DWPPA.
 - Preparation and signing of contracts, payment.
 - Organization of logistics (food, accommodation, transport and pick up from the train station).

Course venue/ hotel

- Preparatory meeting with the hotel management.
- Liaising with the hotel regarding accommodation, food, logistics and billing.
- Preparation of the logistics at the course venue (food, accommodation and secretariat etc.).
- Run errands, preparation and transport of material (electronic equipment, moderation material etc.)
- Rental of a car, printer and photocopier together with the TF DWPPA

Course material

- Update of the coversheet of DwP course reader (reader will be sent to the printing company by the TF DWPPA).
- Preparation and printing of participants list and short bios, Preparation of course folders.
- Uploading all course material, photos and preparatory readings to the password protected area of the course website.
- Archiving of all course material and handing over to the TF DWPPA.

Course support during the course

- Monitoring of cost.
- Revision of Power Point presentations.
- Organisation of social events (1 day trip, 1 social event during the free afternoon and 2 social events during the evenings, including the final fiesta).
- Liaising with the participants during the course; encouraging participants to organize social and other activities.
- Administrative and logistical support during the course.
- Transport support, if needed.

Evaluation and reporting

- Preparation and evaluation of the paper-based evaluation at the end of the course and the online evaluation 3-5 months after the course.
- Rendering of a short final report covering the working areas swisspeace was mandated for.

Maintenance of the DwP course website and Facebook group “Community of Practice”

- Update of the information and resources (documentaries, podcasts, tribunals/ truth commissions, organisations, reports and documents, data bases and research) on the course website (www.dealingwiththepast.ch).
- Maintenance of the facebook community of practice group and sharing of relevant DwP events, ongoing activities and news items together with the TF DWPPA.
- Sharing of DwP content (reports, documentaries, expert interviews, etc.) with the DwP alumni community of practice through the facebook community of practice group and email together with the TF DWPPA.

⁴ Contract, TORs & logistics of Sami Faltas will be managed by Task Force DwP&PA.

3 Conclusions

The block on conflict transformation was much appreciated by participants. The fact that country contexts were used to explain what is necessary to DWP a truly transformative process was deemed very useful. It was important for the participants to understand that analysing the conflict and the context was necessary before starting to design DWP processes and mechanisms (including root causes, conflict actors, and different dimensions of violence).

The extensive preparation work provided by swisspeace proved to be of high value as the participants as well as the experts felt well received and supported before, during and after the course. The participants were particularly satisfied with the way in which the course was organised and the smooth logistical support received (see summary of evaluation in **Annex III**).

Regarding the organization of next year's DWP Course, swisspeace suggests that the winning organization is responsible for the overall organization of the course, in close consultation with the TF DWP&PA. This would mean that while the organization would be in charge of driving and organizing the process, the TF DWP&PA would have the final say regarding the important decisions (selection of participants, facilitators, experts, resource persons, program). A short working note with a concrete suggestion regarding the division of tasks between the TF DWP&PA and the organization that wins the tender can be found in **Annex VI**.

4 Annexes

Annex I: Offer DWP Course 2015

Annex II: Session Plans

Annex III: Summary of Evaluations

Annex IV: Financial Report and Invoice

Annex V: Cost for Participants' Train Tickets per Desk

Annex VI: Working note - Proposal / DWP Course

EDA
 Politische Direktion, PD
 Abteilung Menschliche Sicherheit
 Frau Sabrina Büchler
 Bundesgasse 32
 3003 Bern

Bern, 12. Oktober 2015

RECHNUNG

Pos.	Beschreibung	Anzahl	Einheit	Preis	TOTAL in CHF
	Vertrag Nr. 81033710 Dealing with the Past Course 2015				
	Totalbetrag gem. beiliegender Abrechnung abzüglich Eigenleistung swisspeace				100'451.45 -20'105.00
	Details gemäss beiliegender Abrechnung				
Total					80'346.45
Ihre Akontozahlung vom 30.06.2015					75'740.00
Total Restbetrag					4'606.45

Wir bitten um Überweisung dieses Betrags auf das folgende swisspeace-Bankkonto:

Kontoinhaber: swisspeace, Sonnenbergstrasse 17, PO Box, CH - 3000 Bern 7
 IBAN: CH36 0079 0016 8525 1002 8
 SWIFT Code: KBBECH22
 BC: 790
 Bank: Berner Kantonalbank, 3001 Bern

Freundliche Grüsse
 swisspeace

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 Administration

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Dealing with the Past Advanced Course for Professionals 2015



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14.04.15 EB/ND

All amounts in CHF.			Units	No. of units	Costs / unit	BUDGET	EXPENSES	Difference
A swisspeace Experts (including swisspeace's own resources, see E)								0
A 1	Total Personnel cost per hour swisspeace senior staff (course facilitator)*	according to ToRs	per day	24	930.00	22'320.00	22'320.00	0.00
A 2	Personnel cost per hour swisspeace program officer*	according to ToRs	per day	36	697.00	26'486.00	26'486.00	0.00
A 3	Personnel cost per hour swisspeace assistant*	according to ToRs	per day	36	271.00	10'298.00	10'298.00	0.00
A 4	Personnel cost swisspeace assistant	according to ToRs	flat rate			0.00	1'350.00	-1'350.00
Total A (Costs swisspeace personnel)						59'104.00	59'104.00	-1'350.00
B Operational Costs swisspeace								
B1	Travel costs swisspeace staff in Switzerland	Travel expenses to and from workshop, preparation meetings etc.	flat rate	1	600.00	600.00	194.60	405.40
B2	Travel costs participants in Switzerland	Train ticket from / to Zurich/Geneva Airport to /from Münchenwiler	per person	25	130.00	3'250.00	2'020.50	1'229.50
B3	Travel costs guest experts in Switzerland	Travel expenses to and from workshop	per person	4	120.00	480.00	905.25	-425.25
B4	Travel costs resource persons in Switzerland		per person	4	130.00	520.00	384.00	136.00
B5	Fees resource persons (4 resource persons: 2 for 7 days; 1 for 8 days; 1 for 7 days, 1 for 3 days) incl. travel and prep.		per day	32	900.00	28'800.00	13'200.00	15'600.00
B6	Fees guest experts	Severies directly paid by swisspeace & additional expenses	per person	4	600.00	2'400.00	4'595.00	-2'195.00
B7	Fees non-swisspeace facilitator (will be contracted and paid directly by HSD)		per person				0.00	0.00
B8	Travel costs (flights) foreign facilitator and guest expert will be paid directly by HSD**		per person	2			0.00	0.00
B9	Stationery material	Peper, moderation material, reader, copies	flat rate	1	1'000.00	1'000.00	1'192.95	-192.95
B10	Gifts for resource persons/ facilitators guest experts	Small recognition present for 2-3 resource persons/3-4 experts	flat rate	1	250.00	250.00	52.50	197.50
B11	swisspeace Essentials on Dealing with the Past		per unit	60	2.00	120.00	120.00	0.00
B12	Social event: excursion	Excursion for 25 - 30 persons	flat rate	1	1'500.00	1'500.00	1'539.10	-39.10
B13	Social event: evening	Final evening feasts	flat rate	1	750.00	750.00	556.55	191.45
B14	Printing	Handouts, copy costs at swisspeace	flat rate	1	1'000.00	1'000.00	200.00	800.00
B15	Miscellaneous	Unforeseen costs (e.g. medical emergencies, web site problems etc.)	flat rate	1	1'000.00	1'000.00	1'028.00	-28.00
Total B (Operational costs swisspeace)						41'676.00	25'950.45	15'725.55
Sub-Total I: (A and B)						100'774.00	86'444.45	14'329.55
C Project accompanying costs (Projektbegleitaufwand) according to ZEW0								
C1	Part of personnel costs accounting, IT support, secretariat, HR, finance sections		flat rate	1	4'885	4'885.00	4'885.00	0.00

Dealing with the Past Advanced Course for Professionals 2015



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14 04 15 EB/ND

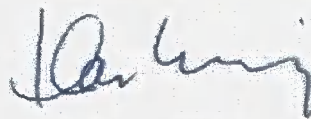
All amounts in CHF.			Units	No. of units	Costs/ unit	BUDGET	EXPENSES	Difference
A	swisspeace Experts (including swisspeace's own resources, see E)							0
A 1	Total Personnel cost per hour swisspeace senior staff (course facilitator)*	according to ToRs	per day	24	930 00	22'320 00	22'320 00	0 00
A 2	Personnal cost per hour swisspeace program officer*	according to ToRs	per day	38	697 00	26'486 00	26'486 00	0 00
A 3	Personnal cost per hour swisspeace assistant*	according to ToRs	per day	38	271 00	10'298 00	10'298 00	0 00
A 4	Personnal cost swisspeace assistant	according to ToRs	flat rate			0 00	1'350 00	-1'350 00
Total A (Costs swisspeace/personnal)						59'004 00	60'454 00	-1'450 00
B	Operational Costs swisspeace							
B1	Travel costs swisspeace staff in Switzerland	Travel expenses to and from workshop, preparation meetings etc	flat rate	1	600 00	600 00	194 60	405 40
B2	Travel costs participants in Switzerland	Train ticket from / to Zurich/Geneva Airport to /from Munchenwiler	per person	25	130 00	3'250 00	2'020 50	1'229 50
B3	Travel costs guest experts in Switzerland	Travel expenses to and from workshop	per person	4	120 00	480 00	905 25	-425 25
B4	Travel costs resource persons in Switzerland		per person	4	130 00	520 00	384 00	136 00
B5	Fees resource persons (4 resource persons 2 for 7 days, 1 for 8 days, 1 for 7 days, 1 for 3 days) incl travel and prep		per day	32	900 00	28'800 00	13'200 00	15'600 00
B6	Fees guest experts	Salaries directly paid by swisspeace & additional expenses	per person	4	600 00	2'400 00	4'595 00	-2'195 00
B7	Fees non-swisspeace facilitator (will be contracted and paid directly by HSD)		per person				0 00	0 00
B8	Travel costs (flights) foreign facilitator and guest expert will be paid directly by HSD**		per person	2			0 00	0 00
B9	Stationery material	Paper, moderation material, reader, copies	flat rate	1	1'000 00	1'000 00	1'192 95	-192 95
B10	Gifts for resource persons/ facilitators guest experts	Small recognition present for 2-3 resource persons/3-4 experts	flat rate	1	250 00	250 00	52 50	197 50
B11	swisspeace Essentials on Dealing with the Past		per unit	60	2 00	120 00	120 00	0 00
B12	Social event excursion	Excursion for 25 - 30 persons	flat rate	1	1'500 00	1'500 00	1'539 10	-39 10
B13	Social event evening	Final evening fiesta	flat rate	1	750 00	750 00	558 55	191 45
B14	Printing	Handouts, copy costs at swisspeace	flat rate	1	1'000 00	1'000 00	200 00	800 00
B15	Miscellaneous	Unforeseen costs (e.g. medical emergencies, web site problems etc)	flat rate	1	1'000 00	1'000 00	1'028 00	-28 00
Total B (Operational costs swisspeace)						41'670 00	25'990 45	15'679 55
Subtotal A and B						100'674 00	86'444 45	14'229 55
C	Project accompanying costs (Projektbegleitaufwand) according to ZEW0							
C1	Part of personnel costs accounting, IT support, secretariat, HR, finance sections		flat rate	1	4885	4'885 00	4'885 00	0 00

C2	Part of office rent, telephone, internet, energie and maintenance		flat rate	1	2116	2'116.00
C3	Part of stationary, printing, photo copying, IT maintenance, depreciation		flat rate	1	1863	1'863.00
Total C (Project accompanying costs)						3'979.00
Sub-Cost II: (A, B and C)						309'639.00
D	Administrative costs according to ZEW0					
D1	Administrative costs		flat rate	1	5143	5'143.00
Total D (Administrative costs)						5'143.00
GRAND TOTAL						314'781.00

E SWISSPEACE'S OWN RESSOURCES						
swisspeace's own ressources						
E 1	Personnal cost per hour swisspeace senior staff (course facilitator and head of program)*		per day	13	930	12'090
E 2	Personnal cost per hour swisspeace program officer*		per day	8	697	5'576
E 3	Personnal cost per hour swisspeace assistant*		per day	9	271	2'439
Total swisspeace's own ressources						20'105
Total cash contribution from HSD						94'676

* according to swisspeace standards
 ** directly paid by the FDFA (booking through BRZ)

Bern, 8. Oktober 2015 / T. Hertig



2'116.00	0.00
1'863.00	0.00
3'979.00	0.00
95'308.45	14'329.55
5'143.00	0.00
5'143.00	0.00
100'451.45	14'329.55
12'090	0
5'576	0
2'439	0
20'105	0
80'346	14'329

Explanations Financial Report DwP Course 2015

Bern, 08 October 2015

For the following budget lines the difference between the budgeted amount and the effective costs is because:

A4 Personal costs swisspeace assistant:

- one additional swisspeace assistant was contracted.

B5 - Fees Resource Persons:

- only two resource persons were contracted and not four as originally foreseen.

B6 - Fees guest experts:

- three additional guest experts were contracted that were not foreseen in the budget (Anna Sommer, Elizabeth Auzan and Albin Brun).

These decisions were taken in accordance with the FDFA.

Timesheet

Name of Employee: Sidonia Gabriel - swisspeace senior staff
Project/Mandate: DWP Course 2015



Date	Activity	Working hours
April 2015	Conceptualize the topic Conflict Transformation and Dealing with the Past together DwP Team, preparation meeting with TF DwP & Sami Faltas	12.0
May 2015	Revision of CT & DwP concept, compiling literature related to CT & DwP	14.0
June 2015	Preparation of handouts, communication with RPs re facilitation needs etc.	22.2
July 2015	Preparation meetings with Sami Faltas Course 6-16 July follow up meeting with ND re session plans	119.0
Sep 15	Discussion on the report and revision/addition	2.0
Total hours		169.2
Total days		21.2

Timesheet

Name of Employee: Nicola Diday - swisspeace program officer
Project/Mandate: DWP Course 2015



Date	Activity	Working hours
January - February 2015	-Clarification of project, preparation of the course flyer & website, preparation meetings etc.	20.0
March - April 2015	- Conceptualize the topic Conflict Transformation and Dealing with the Past together with Sidonia Gabriel - Preparation meetings with the TF DwP&PA; - Organizing search of Resource Person for Conflict Transformation - Preparation of Info package for facilitators etc.	64.0
May - June 2015	- Preparation Meeting with TF & Münchenwiler, - Briefing of SG re course content of previous year - Compilation of table of proposed participants - Contracting guest experts and resource persons - Sending Infomail - Revising participants list, short bios and course folders - Organizing transport in Switzerland (buses or train) etc.	110.0
July 2015	-preparation of artisan WS on archives & DwP - 6-16.07: logistical support during the course -preparation of session plans with Sidonia	121.0
August - October 2015	Report writing, sending of email addresses, thank you emails etc.	15.0
Total hours		330.0
Total days		41.3

Timesheet

Name of Employee: Sebastian de Pretto - swisspeace assistant
Project/Mandate: DWP Course 2015



Date	Activity	Working hours
January - February 2015	preparation of the course flyer, website and updating the facebook community of practice, preparation meetings etc.	33.0
March - April 2015	<ul style="list-style-type: none">- Preparation meetings with the TF DwP&PA;- Communication with the hotel- Keeping the facebook community of practice up to date- Preparation of Info package for facilitators etc.	70.0
May - June 2015	<ul style="list-style-type: none">- Preparation meetings with TF & Münchenwiler,- Compilation of table of proposed participants- Course Reader- Contracting insurances for all participants- Contracting & booking of flights of resource persons, foreign guest experts- Reservation of printer and car- Preparation and printing of participants list, short bios and course folders- Preparation of moderation and IT material- Infomails- Planning of social events- Organizing transport in Switzerland (buses or train)- keeping the facebook community of practice up to date	110.0
July 2015	6-16.07 logistical support at the course	110.0
August - October 2015	Course follow ups: Course folder, Webpage, thank you mails, payments etc.	20.0
Total hours		343.0
Total days		42.9

Timesheet Timesheet

Name of Employee: Elisabeth Baumgartner - swisspeace senior staff

Project/Mandate: DwP Course 2015



Date	Activity	Working hours
May 2015	Conceptualize the topic Conflict Transformation and Dealing with the Past	3.0
July 2015	Conceptualizing victim perpetrator session with Alistair Little 9.07.2015: pick up Alistair Little and travel to Münchenwiler 10.-11.07: Inputs at course	28.0
Sep 15	Discussion on the report and revision/addition	2.0
Total hours		33.0
Total days		4.1

Timesheet



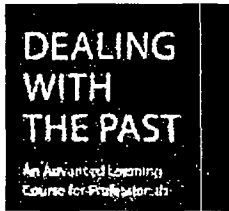
Name of Employee: Sandro Pauli - swisspeace assistant

Project/Mandate: DwP Course 2015

Date	Activity	Working hours
July 2015	06-16.07.2015 Logistical support at the DwP Course	75.0
Total hours		75.0
Total days		9.4

DWP Course 2015 - Costs for train tickets per Desk

Desks	SAP Nr.	Participant	Costs (CHF)	Receipt Nr.
Sri Lanka	SAP 632105	Suhada Gamalath	Fr. 70.20	28,34
		Niran Anketell	Fr. 62.00	27
		Shiral Lakthilaka	Fr. 124.00	8,16
		overall costs	Fr. 256.20	
Task Force DWP & PA		Karel Fracapane	Fr. 318.10	1, 2, 3,18
		Pascual Buenaventura	Fr. 70.20	29,35
		Guiamel Alim	Fr. 61.00	7,19
		Raissa Jajurie	Fr. 61.00	6,20
		Mariecris Araga	Fr. 14.00	21
		Ali Saleem	Fr. 110.00	5,25
		Stornogebühren	Fr. 10.00	17
		overall costs	Fr. 644.30	
Colombia	632004	Andrés Balcazar	Fr. 122.00	13,40
		Angélica Romero Villalba	Fr. 132.20	12, 41, 42
		Maria Emma Wills	Fr. 119.00	15,22
		Alexandra Fonnegra	Fr. 72.00	14,23
		José Luis Esparza	Fr. 110.00	4, 24
		overall costs	Fr. 555.20	
Zimbabwe	SAP 632141	Chikomo Abel	Fr. 70.20	31,37
		Raymond Motsi	Fr. 70.20	32,38
		Jessie Majome Fungayi	Fr. 70.20	33,39
		Pamela Machakanja	Fr. 70.20	30,36
		overall costs	Fr. 280.80	
Myanmar	SAP 631693	Thant Zin	Fr. 62.00	9
		Aung Moe Win	Fr. 62.00	10
		Saw Taw Nee	Fr. 62.00	11
		overall costs	Fr. 186.00	
SEF		Davide Vignati	Fr. 98.00	26
		overall costs	Fr. 98.00	



Dealing with the Past – An Advanced Learning Course for Professionals

Organised by the Human Security Division of the
Swiss Federal Department (FDFA)
in collaboration with swisspeace

DwP Course 2015 – Summary of Evaluation Results

Part 1: Qualitative Results

Expectations, aspirations and satisfaction

Participants stated that they wanted to learn more about the four pillars in Dealing with the Past (DwP), and exchange with other participants about their experiences and learn about DwP processes in different contexts.

The highly positive results of the evaluation show that their expectations and aspirations were satisfied. Participants stated that they perceived the course as very satisfying on both a professional and personal level. They also enjoyed the networking opportunities with people from other countries and the change to exchange about the challenges in their daily work.

Process and structure

Participants felt that the course was well structured, facilitated and conducted in a warm and inclusive atmosphere. Participants also highlighted the inclusive group dynamics. The balance between theory and practice was rated as good and later rated slightly higher in week two. Some participants stated that they would have liked to already bring in their personal experiences in week one. With regards to the Master classes, some participants stated that it was unfortunate that some Master classes took place before the plenary session on the same topic.

Course methodology and content

Overall, the participants perceived the course content to be very relevant for their work and rated the quality of the inputs and presentations very high. The designing of country specific DwP roadmaps was especially appreciated. It gave them the opportunity to work in small groups and share their experience with their colleagues. However, participants stated that it will be a big challenge to transfer the learned knowledge, tools and strategies to their country contexts. One participant stated for instance: "I've come to know very well about how to draw a road map that is related to the four DwP-Pillars. To apply the strategy that derived from those principles in my own country will now be a very challenging and sensitive task." Also, with regards to the artisan workshops, the participants' satisfaction was very high. Only one out of five Artisan Workshops was rated a bit lower. The High Level Panel conducted at the end of the course was rated as one of the best elements.

Logistics and Organisation

The organisational and logistical aspects of the course were very highly rated by all participants. Participants highly appreciated the planning of travel arrangements and social events. They particularly appreciated the organization of the course and communication from the course planners.

Impact of the course on participant's future work

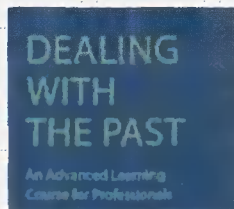
The participants stated that the course will certainly impact their future work in a positive and productive way. They now have a backpack full of new ideas how to plan and implement programmes and strategies.

for their practical field of work. Some are also grateful that the discussions and different sessions opened their eyes for issues and dilemmas that they will need to tackle in the near future.

Part 2: Quantitative Results

(1=very poor / 6 excellent, above 5 below 5 below)

First Week Course Content	1	2	3	4	5	6	Ø
Relevance of course topics to my work		1		4	5	14	5.3
Overall-quality of inputs/presentations				5	9	9	5.2
Holistic Approach to DWP (M. Bleeker)			1	3	9	12	5.3
Competing Values (Talkshow)		2	4	3	5	9	4.7
The Right to Know (M. Bleeker)			1	3	7	12	5.3
The Right to Known in practice (Practical example and discussion)			3	2	7	10	5
The Right to Reparations (Y. Sooka)			1	4	9	11	5.2
The Right to Justice (C. Castresana)				1	10	14	5.5
Guarantee of Non-Recurrence (S. Rumin)		1	2	7	7	8	4.8
Looking Back-Looking Ahead: DWP and envisioning the future (S. Gabriel)			3	7	10	6	4.8
Looking Back-Looking Ahead: Victim/Perpetrator Dynamics – An example from Northern Ireland (A. Little)			1	3	9	12	5.3
Looking Back-Looking Ahead with A.Little			2	4	8	11	5.1
Conflict Transformation: Tools and Linkages to DWP (S. Gabriel)			3	8	6	7	4.7
Linking Conflict Transformation and DWP: Experiences from Participants			2	2	10	7	5
Dimensions of Violence				3	6	5	5.1
Process	1	2	3	4	5	6	Ø
Course structure				8	8	6	5
Balance between theory and practice		1	3	7	7	7	4.8



Dealing with the Past – An Advanced Learning Course for Professionals

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My own experiences were brought into discussion		3		8	3	8	4.6
Master classes	1		1	7	6	9	4.8
Pedagogical concept				4	12	8	5.2
Facilitation				2	11	12	5.4
Process monitoring			1	5	10	8	5
Inclusive atmosphere			1	3	6	15	5.4
Group dynamics			1	6	7	11	5.1

(1=very poor / 6 excellent, above 5 below 5 below)

Second Week Course Content	1	2	3	4	5	6	Ø
Relevance of course topic to my work			2	4	5	15	5.3
Overall quality of inputs/presentations			1	3	12	11	5.2
Reconciliation (Panel discussion and presentation)			3	5	7	11	5
Designing a Dealing with the Past roadmap, session A: Envisioning reconciliation at national level			5	6	6	9	4.8
Designing a Dealing with the Past roadmap, session B: Dealing with the Past Stakeholder-Mapping			5	3	9	9	4.8
Dealing with the Past in Practice, session C: DwP assessment (Country groups)			5	4	7	8	4.7
Designing a Dealing with the Past roadmap, session D: Milestones, specific activities and expected changes (country groups)			3	4	10	8	5
Artisan workshop on DDR & SSR (M. Downes)				2	4	7	5.4
Artisan Workshop on Sexual and Gender base violence (D. de Torres)		2			3	5	5.2
Artisan Workshop on Vetting (S. Rumin)		1	2	2	2	3	4.4
Artisan Workshop on Reparation (P. Van der Auweraert)				1	5	5	5
Artisan Workshop on Archives & Documentation (A. Sommer, N. Diday)			2		5	9	5.3

Designing a Dealing with the Past roadmap, session E: Milestones, specific activities and expected changes (Country groups)			2	7	4	6	4.7
Designing a Dealing with the Past roadmap, session F: Synthesis (Country groups)	1	2	5	8	9		4.9
Gallery Walk with Presentations (Interactive exercise)			2	12	13		5.4
High-level panel (links between Dealing with the Past and Prevention of Recurrence) with UN SR for the promotion of truth, justice, reparation and guarantees of non-recurrence and Swiss FDFA State Secretary.			1	1	15	10	5.3
Process	1	2	3	4	5	6	∅
Course structure				8	8	11	5.1
Balance between theory and practice			2	7	5	12	5
My own experiences were brought into discussion		2	2	1	14	8	4.9
Pedagogical concept			2	5	11	9	5
Facilitation		1		2	10	14	5.3
Process monitoring				5	10	12	5.3
Inclusive atmosphere				4	10	13	5.3
Group dynamics		1	1	4	10	11	5
Logistics / Preparation	1	2	3	4	5	6	∅
Course organisation				3	6	18	5.7
Communications from the course planners				3	6	18	5.7
Appropriateness of the venue			1	3	9	13	5.2
Appropriateness of meals				2	11	14	5.4
Appropriateness of travel arrangements				1	5	19	5.6
Social events			3	1	6	16	5.1

DEALING WITH THE PAST

An Online-based Learning Course for Professionals

Dealing with the Past – An Advanced Learning Course for Professionals
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Comparative Evaluation Week 1 & 2:

Best rated items; first & second week; course 2015	Ø
Overall best rated items: Course Organisation AND Communication from course planners	5.7
Best rated session: The Right to Justice (C. Castresana)	5.5
Best rated items regarding process: Facilitation AND Inclusive atmosphere	5.4
Best rated items regarding logistics / organization: Course Organisation AND Communication from course planners	5.7

Summary of the evaluation results compared with previous courses (2010 to 2014)	2015	2014	2013	2012	2011	2010
Total (Average rating of all items for both weeks - week 1: 5.06 / week 2: 5.13)	5.09	5.23	4.97	5.01	5.33	4.95
Overall Relevance of course topic for work (as rated by participants in both weeks; week 1: 5.3 / week 2: 5.3)	5.3	5.6	5.21	5.14	5.59	5.09
Overall quality of inputs/presentations (as rated by participants in both weeks; week 1: 5.2 / week 2: 5.2)	5.2	5.2	4.94	4.89	5.48	5.05
Total average rating value of all sessions (week 1: 5.06 / week 2: 4.99)	5.02	5.16	4.84	4.79	5.2	4.98
Average rating value of process (week 1: 5.03 / week 2: 5.11)	5.07	5.39	4.81	5.04	5.27	4.66
Average rating value of logistics/organization	5.45	5.29	5.25	5.5	5.67	5.3

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Task Force Vergangenheitsarbeit und
Prävention von Gräueltaten
Bundesgasse 32
3003 Bern

Bern, 12. Oktober 2015

Betreff: Final Report DwP Kurs 2015

Liebe Sabrina,

Wie per Email angekündigt, schicke ich euch in der Beilage den Final Report des DwP Kurs 2015.

Besten Dank für die gute Zusammenarbeit und die grosszügige Unterstützung für dieses Projekt.

Herzliche Grüsse

swisspeace

Nicola Diday
Program Officer