

REPORT ASSESSMENT CENTERS, YOUNG LEADERS FORUM FRIEDRICH - EBERT - STIFTUNG, 19, 20 & 22 JANUARY 2004.

Over the days 19th, 20th and 22nd of January assessment centres were held for the selection of the participants for the Young Leaders Forum. Of the 160 people who applied for the forum, 47 people were, based on their CVs and their participation in the FES- conference “Youth and the Constitution“ in November 2003, invited to participate in this second step of the selection process. Of these, 12 girls and 25 boys attended the workshops.

The group of 37 people were divided into three groups, one group each of the three days of the workshop. In each group there were a fixed number of girls (preferably 5), the rest of the participants in the groups were chosen by random.

Each day of the assessment centre there were both external and internal observers who had the task to name those participants they found best suitable for the forum. These observers were Dr. Monika Klinger (GTZ), Britta Petersen (Initiative Freie Presse), Robert Kluyver (Foundation for Civil Society and Culture), Claudia Schuett (Embassy of Germany), Dr. Susanne Schmeidl (Swiss Peace Foundation), Arne Schneider (Goethe Institute), Eng. Afzal Habib (FES), Dr Almut Wieland- Karimi (FES), and Elisabet Eikaas (University of Oslo, Norway). Each day the present observers gave their list of suitable candidates. After the three days a final shortlist of 19 youths was established, who are now invited to participate in the Young Leaders Forum.

Facilitator for the two first workshops, was Marzina Mina from Swiss Peace Foundation. The third was facilitated by Tahmina Mehergan. Malaiz Daud acted as translator for the observers who did not understand Dari or Pashto.

Programme

Each day of the workshop followed the same programme. It started off with an introduction of all the participants and observers, followed by a short introduction of the FES, presentation of an 15 minutes FES- film, and welcome greeting by Almut Wieland- Karimi.

The first exercise for the participants were named: “*We are in an Emergency!*”

The participants were told what kind of an emergency they were in, and were asked to act out how they would react in such a situation. Afterward there was a discussion on what had been done, and why people had done the actions they did. The first day the emergency was “a house on fire”, the second day it was “a school bus crash” and the last day it was “we are intoxicated”. This exercise enabled the observers to see the reaction of the participants in case of emergency and complex situations. One major point was to see to what degree they were able to work as a team, without having the opportunity to organise themselves in front of the exercise. Further the explanation and arguments for the actions carried out by the participants, showed their ability to make quick decisions as well as logical reflections.

The second exercise was called *“Time for Speeches”*. The group were given three alternative topics for a speech. They had 15 minutes preparation time, and were given 4 minutes each to speech.

Topics of the first day were: 1) Afghanistan after the Election, 2) Islam and Democracy and 3) The Constitutional Loja Jirgah. The second day, the topics were: 1) The Educational System in Afghanistan, 2) Afghanistan and its Neighbours and 3) Youths and Politics. Topics for the last days speeches were: 1) Afghan Youths and Youths of Neighbouring Countries, 2) The World After 9/11 and 3) The Role of Youths in the Reconstruction of Afghanistan.

The major outcome of this exercise was to see the participants’ communication and speaking skills, as well as their ability to address their speech to an audience. Further the content of the speeches also showed the political standing and/ or ambitions of the participants.

“Gallery of Ancestors” was the third exercise. Here the participants were asked to find one person or organisation which has influenced their personality the most. They should name this person/ organisation and explain in which way this person or organisation had influenced their life. The participants were given 10 minutes preparation time and 3 minutes to perform. They were allowed to use visualisation during their performance.

Here the participants showed their ability of self- reflection as well as their ability to be prepared to share personal thoughts with others.

“Time for Theatre” was the title of the last exercise. Here the participants were divided into 3 groups consisting of 3 or 4 people. They were given 20 minutes to prepare a role play, which they should perform for each other within a time limit of 7 minutes. *“Interviewing an Indian actor/ actress”* was the title the first day. *“The Young Leaders Forum meets Karzai”* was the title the second day, and the last day the title of the role play was *“Mujadidi meets Malali in front of Dostum, Sayyaf and Ashraf Ghani during the Constitutional Loja Jirga”*.

The role play gave the participants an opportunity to show and use their creativity. The preparation time also showed their ability to work in groups, make decisions as well as taking care of the creative outcome.

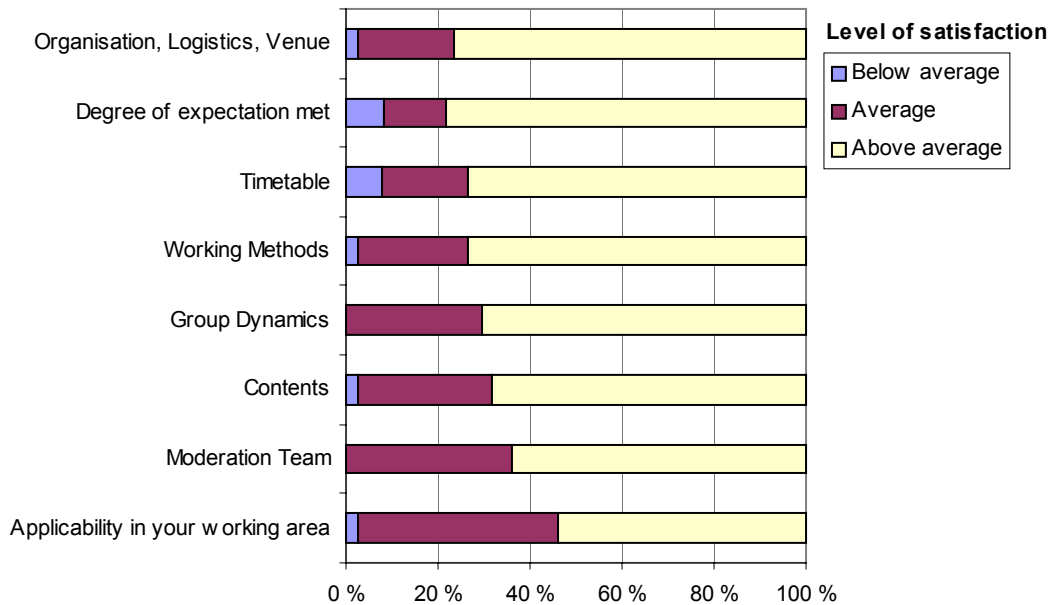
As a closure of the day, Almut Wieland- Karimi thanked the participants for taking part in the workshop and making it an interesting day for all of those gathered. She said that the final participants for the Young Leaders Forum would be given a notice before the second week of February.

Participants chosen for the Young Leaders forum are: Hussain Ali, Thamina Mehrgan, Sanjar Sohail, Hasseb Humayoon, Shazia Hashmiy, Khalid Khisraw, Qayum Fekrat, Hamida Hassan, Sajia Behgam, Shahrnaz Rafi, Ahmad Zia Aria, Baryalai Helali, Sediq Sediqi, Syed Qutbudin Rooydar, Amin Shafiee, Malalai Muska, Tahira Pazeri, Jawed Nader and Ajmal Ayan.

Evaluation

The participants were also asked to fill in an evaluation form, so that future workshops arranged by the FES can be improved.

The result from the evaluation form is:



Comments written by the participants on the evaluation form:

- * I hope that selection procedure should be transparent and professional. And these should be founded on speeches and theories suggested by participants.
- * It should be more participatory and dynamics.
- * I saw an exceptional merit based selection by FES in this workshop.
- * As I expected, I saw a very democratic atmosphere.
- *It was very good planning for making this programme, and in happy forms this go.
- *I would like to express my deepest appreciation on this selection procedure. I am sure those who deserve are selected. Best of luck..
- * The workshop, on the whole, was really fantastic and encouraging.
- * Wish FES that all success came in to it, thanks.
- *Keep it up, we are really happy of these kind of workshops.
- *I hope to participate in such workshops, which I am. Quite keen, wish you all the best.
- *The workshop was a good “way” to make Afghan youths and to know each other.
- *The theatre or skit had less ..(???).. for this.

The assessment centre was organised and planned by Almut Wieland- Karimi, Malaiz Daud and Elisabet Eikaas. Malaiz Daud and Elisabet Eikaas are working on an honorary basis with FES, Afghanistan.