



Programme:

Training in Mediation and Preventive Diplomacy for the East African Community (EAC).

Pretoria, 27 -31 May, 2013

Monday

08:30 – 09:30: Opening and welcome.

Introductions and objectives.

Workshop objectives:

- To enhance understanding of mediation by learning from experiences in Africa.
- To contribute to conceptual clarity and analytical skill regarding conflict and the strategic advantages of mediation.
- To sharpen the practical skills of participants in the areas of mediation planning.
- To raise awareness of the importance of mediation skill.
- To deepen understanding of the various practical and political dilemmas faced by mediators.

09:30 – 10:00: “Conflict and I” – a group exercise

10:00 – 10:30 Coffee/tea

10:30 – 11:30 Concept clarification:

- Conflict
- Violence
- Peace
- Human security
- What is mediation?

Learning objectives:

- To appreciate that conflict is necessary and normal.
- To understand that violence is a symptom and manifestation of structural problems.
- To distinguish the different forms of violence: physical, structural and psychological / existential.
- To distinguish between negative and positive peace.
- To clarify the meaning and practical implications of 'human security'.
- To define mediation and explain its fit in the wider spectrum of conflict resolution options.

11:30 – 12:00 Conflict analysis: Introduction of analysis tool.

Learning objectives:

- To be aware of the dangers of ignorance in peacemaking and the importance of accurate, in-depth analysis.
- To appreciate the complexity of conflict and the range of interactive causal factors.
- To distinguish between proximate and structural causes of conflict.

12:00 – 13:30 Lunch.

13:30 – 15:00 Conflict analysis (continued) and small group exercise

15:00 -15:30 Coffee/tea.

15:30 – 17:00 Small group exercise (continued) and plenary feedback.

Learning objectives:

- To apply theory to a practical context.
- To enhance the analytical ability of participants through practical exercise.

Tuesday

08:30 - 10:00: What is mediation?

Learning objectives:

- To understand the goals, logic, potential, limitations and applicability of mediation.
- To be aware of conditions for conflict 'ripeness' .
- To distinguish between different approaches to mediation.
- To appreciate the importance of confidence-building mediation.
- To value the importance of ownership of mediation and its outcomes.

10:00 – 10:30: Tea / coffee

10:30 – 12:00: Mediation planning: Introduction and group exercises.

Learning objectives:

- To understand the significance of the mediation mandate.
- To develop a strategic plan for mediation based on an analysis of the conflict.
- To plan comprehensively with respect to all relevant actors and issues.
- To do mediation planning systematically and logically (analysis - norms - mandate - goal - objectives – strategies).
- To consider criteria for the composition of a mediation team.
- To engage in a practical planning exercise.

12:00 – 13:30: Lunch

13:30 – 15:00: Mediation planning (continued)

15:00 – 15:30: Tea / coffee

15:30 – 17:00: Mediation planning: plenary summary and assessment.

Wednesday

08:30 – 10:30: The art of mediation: introduction

Learning objectives:

- To appreciate that, in a context of anger, fear and deep distrust, mediation requires specific facilitation skills to enable constructive communication.
- To understand the importance of relationship-building in mediation.
- To practice mediation skills

10:30 – 11:00 Tea / coffee

11:00 – 12:00: Mediation role-play 1

12:00 – 13:00: Mediation role-play 2

13:00: Tour of Pretoria

Thursday

08:30 – 09:30: Mediation role-play 3

09:30 – 10:00: Debriefing of role-plays.

10:00 – 10:30: Tea / coffee

10:30 – 12:00: Plenary discussion of facilitation techniques.

Learning objectives:

- To debrief the various experiences with the role-plays
- To discuss specific mediation strategies such as caucusing, shuttle-diplomacy, trust-building, exploration of options, and the use of expert opinion.

12:00 – 13:30: Lunch

13:30 – 15:00: Inclusion in mediation processes

Learning objectives:

- To deepen understanding of the risks associated with the inclusion or exclusion of 'spoiler' groups.
- To consider the advantages and disadvantages of including civil society.
- To appreciate the importance and benefits of the inclusion of women.

15:00 – 15:30: Tea / coffee

15:30 – 17:00: Mediation in the context of elections

Learning objectives:

- To discuss the different roles that mediation has played in election-related conflict (creating a political atmosphere conducive to free and fair elections; building consensus on electoral legislation; dealing with crises during the build-up and conduct of elections; and intervening if large-scale violence erupts post-elections).
- To understand the particular dynamics of election-related conflict and the role of mediation.

Friday

08:30 – 10:00: Parallel sessions (participants select group of their choice)

Group 1: The role of the media in mediation

Learning outcomes:

- To discuss the importance of a well-designed media policy for the mediation team
- To explore constructive ways for mediators to engage with the media.

Group 2: Implementation of peace agreements

Learning objectives:

- To develop a better understanding of why implementation of peace agreements is often disputed and unsuccessful.
- To develop an understanding of mechanisms and processes to manage and support implementation.

Group 3: UN/AU/REC partnerships in mediation

Learning objectives:

- To discuss the current understanding of cooperation in mediation between these actors.
- To assess the challenges and opportunities regarding collaboration between these actors.
- To consider ways to manage external actors.

10:00 – 10:30: Tea / coffee

10:30 – 12:00: Evaluation, certification and closure.