

SENIOR GOVERNMENT MEDIATION TRAINING WORKSHOP

**Centre for Mediation in Africa, University of Pretoria,
29 November – 1 December 2011**

Tuesday 29 November

08:30 – 09:30: Opening

Welcome by the Director of the Centre for Mediation in Africa.

Introductions and workshop objectives.

09:30 – 10:30: Concept clarification:

- Conflict
- Violence
- Peace

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.

10:30 – 11:00: Tea / coffee.

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11:00 – 12:30: 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.

12:30 – 13:30: Lunch.

13:30 – 15:00: Case-study.

Small groups engage in the case study and simulation exercise.

Learning objectives:

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

15:30 – 17:00: Case study and simulation (report back and reflection).

Wednesday 30 November

08:30 – 09:30: Introduction to mediation: presentation and discussion of the Darfur case.

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.

09:30 – 10:30: Planning for mediation.

Learning outcomes:

- 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).

10:30 – 11:00: Tea / coffee.

11:00 – 12:30: Plenary discussion of small groups' feedback.

12:30 – 13:30: Lunch

13:30 – 15:00: Managing the peacemakers: a panel discussion.

Learning outcomes:

- To consider criteria and procedures for determining which organisation should be the lead mediator.
- To consider criteria for appointing the mediator.
- To consider procedures and mechanisms to govern coordination and cooperation between the UN, AU and the REC.
- To assess best practice in managing the interests of donors and other external actors.

15:30 – 17:00: Choosing the mediation strategy and facilitating a framework agreement on procedural arrangements.

Learning outcome:

- To deepen awareness of the procedural issues that have to be dealt with before mediation commences.

Thursday 1 November

08:30 – 09:30: The art of mediation.

Learning outcomes:

- To appreciate that, in a context of anger, fear and deep distrust, mediation requires specific facilitation skills.
- To deepen awareness of the impact of language, culture and class on a mediation process.
- To deepen understanding of the mediator's task to enable negotiations through proactive interventions and strategies.

09:30 – 10:30: Mediation and the media.

Learning outcomes:

- To appreciate the positive and negative role of the media in relation to the conflict.
- To develop guidelines for a media policy of the mediation team.

10:30 – 11:00: Tea / coffee.

11:00 – 12:30: Determining inclusion.

Learning outcomes:

- 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.

12:30 – 13:30: Lunch.

13:30 – 15:00: Mediation and human rights.

Learning outcomes:

- To appreciate the implications of international justice for mediation.
- To discuss the contribution of mediation towards accountability for past misdeeds.

15:00 – 15:30: Tea / coffee.

15:30 – 16:00: Implementation of agreements.

Learning outcomes:

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

16:00 – 17:00: Evaluation, certification and closure.