



SADC Mediation Training Workshop

*Centre for Mediation in Africa, University of Pretoria,
30 October – 2 November 2012.*

PROGRAMME

Tuesday 30 October

08:30 – 09:30: Opening
Introductions
Workshop objectives and programme

Workshop objectives:

- To enhance effective mediation by learning from experiences in Africa
- To build conceptual clarity and analytical skill regarding conflict and mediation
- To sharpen practical skills in mediation planning and strategising
- To raise awareness of the need for a professional approach to mediation
- To deepen understanding of the strategic challenges faced by mediators
- To provide an opportunity to discuss the SADC inception guidelines on mediation

09:30 – 10:30: Concept clarification:

- Conflict
- Violence
- Peace
- Human security

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- What is mediation?

Learning outcomes:

- 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.

10:30 – 11:00: Tea / coffee

11:00 – 12:30: Conflict analysis

Learning outcomes:

- To be aware of the importance of accurate, in-depth conflict analysis as a precondition for successful mediation.
- 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: Conflict analysis: case study

Small groups engage in the case study and simulation exercise.

Learning outcomes:

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

15:00 – 15:30: Tea / coffee

15:30 – 17:00: Report-back and plenary discussion.

Wednesday 31 October

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

Learning outcomes:

- To understand the goals, logic, potential, limitations and applicability of mediation.
- 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: Ripeness and leverage

Learning outcomes:

- To know when a conflict is ripe for mediation.
- To recognize the limits of the use of pressure in mediation.

- To clarify the role of the mediator regarding the application of pressure.

10:30 – 11:00: Tea / coffee

11:00 – 12:30: 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).
- To consider criteria for the composition of a mediation team.
- To engage in a practical planning exercise.

12:30 – 13:30: Lunch

13:30 – 15:00: Planning (continued)

15:00 – 15:30: Tea / coffee

15:30 – 17:00: The art of mediation
Small group exercises

Learning outcomes:

- To appreciate that, in a context of anger, fear and deep distrust, mediation requires specific facilitation skills to enable constructive communication.
- To strengthen skill in dealing with the psycho-political dimensions of mediation.
- To understand the importance of relationship-building in mediation.

Thursday 1 November

08:30 – 10:30: The art of mediation (continued)

10:30 – 11:00: Tea / coffee

11:00 – 12:30: Mediation strategies

Learning outcomes:

- To deepen understanding of the strategic imperatives of mediation.
- To discuss specific mediation strategies such as caucusing, shuttle-diplomacy, trust-building, exploration of options, and the use of expert opinion.

12:30 – 13:30: Lunch

13:30 – 15:00: Mediation in the context of elections

Learning outcomes:

- 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.

15:00 – 15:30: Tea / coffee

15:30 – 17:00: The role of civil society and the media in mediation

Learning outcomes:

- To appreciate the necessity for mediators to engage with local civil society.
- To explore constructive ways for mediators to engage with the media.

Friday 2 November

08:30 – 09:30: Strategic challenges of mediation
Parallel sessions (participants select group of their choice)

Group 1: Determining inclusion in the negotiations

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 difficulties of including women.

Group 2: The relevance of local knowledge

Learning outcomes:

- To assess the importance of local knowledge for mediation.
- To compare the relative advantages and disadvantages of a mediator with local knowledge to an external mediator that lacks substantial local knowledge.

Group 3: Structural prevention of conflict in Africa

Learning outcomes:

- To discuss the structural conditions in Africa that cause conflict.
- To discuss the relevance of mediation for addressing the structural shortcomings.

09:30 – 10:30: Parallel sessions continued

Group 4: UN/AU/REC partnerships in mediation

Learning outcomes:

- 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.

Group 5: Mediation, the ICC and international justice

Learning outcomes:

- To consider the implications of indictments by the ICC for mediation (such as in Sudan, Uganda and Libya).
- To discuss the potentially contrasting demands of a human rights approach to conflict and mediation.

Group 6: Implementation of peace agreements

Learning outcomes:

- 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.

10:30 – 11:00: Tea / coffee

11:00 – 12:30: SADC inception plan for mediation structures

Learning objectives:

- To clarify the rationale for SADC mediation structures.
- To explain the mandates and functions of the structures.
- To discuss issues regarding the implementation and functioning of the structures.

12:30 – 13:30: Lunch

13:30 – 15:00: Evaluation, certification and closure.