

## CENTRE FOR GENDER AND AFRICA STUDIES

### SHORT LEARNING PROGRAMMES

#### Curriculum Outline

1. Conflict and Peace in Context (5 Days Contact Period)		
	Learning unit	Content
<b>Learning Unit 1:</b>	Conceptual Clarifications & Conflict Transformation	<p>The LU aims at introducing attendees to the study of peace and conflict in a general context, giving special attention to:</p> <ul style="list-style-type: none"> <li>• various meanings of and approaches to the study of peace;</li> <li>• the development of the transformation approach to conflict;</li> <li>• distinguishing conflict transformation theory from theories of conflict settlement (management) and conflict resolution;</li> <li>• comprehending, comparing and evaluating the contributions made to the theory of conflict transformation by eminent thinkers.</li> </ul>
<b>Learning Unit 2:</b>	The Context of Peace and Conflict in Africa	<p>This learning unit aims to introduce attendees to the unique context of peace and conflict in Africa, exploring the reasons for ongoing conflicts on the continent, approaches to peace on the continent and the understanding of peace building by the continents' inhabitants. Focus will be on:</p> <ul style="list-style-type: none"> <li>• current and past contexts of peace and conflict on the African continent</li> <li>• African conceptions of peace/peace-building and the integration of African mechanisms of peace-building into that of other global actors</li> <li>• the potentials and limits to traditional approaches to conflict transformation in Africa.</li> </ul>
<b>Learning Unit 3:</b>	Civil Society, Gender and Religion as Pertinent Issues in African Peace-Building:	<p>The LU learning unit aims to introduce attendees to some of the pertinent issues present in African peace-building efforts. Because of the fact that interventions of conflict transformation take place in society at large on a local, national and international level, a multitude of societal issues vie for the attention of those involved in the transformation of conflict. Attention will be given to the roles of the following factors in conflict transformation:</p> <ul style="list-style-type: none"> <li>• civil society;</li> <li>• gender;</li> <li>• religion.</li> </ul>

2. Conflict Competency (5 Days Contact Period)		
	Learning Unit	Content
<b>Learning Unit 1:</b>	A Conceptual Orientation	<p>The LU aims at introducing attendees to the skills of addressing conflict by acquainting them with a number of crucial factors relevant to existing and unfolding conflict situations. The factors introduced will be inclusive of:</p> <ul style="list-style-type: none"> <li>• definitions of conflict;</li> <li>• sources of conflict;</li> <li>• conflict handling styles and methods;</li> <li>• conflict escalation;</li> <li>• social, cultural, gender, religious and historical issues relevant to conflict.</li> </ul>
<b>Learning Unit 2:</b>	Conflict Analysis	<p>The LU will enable attendees to thoroughly analyse a conflict before committing to intervention in a conflict situation. The conflict analysis tools covered will include:</p> <ul style="list-style-type: none"> <li>• conflict mapping;</li> <li>• conflict time-lines;</li> <li>• conflict stages;</li> <li>• ABC triangle;</li> <li>• conflict onions;</li> <li>• conflict trees;</li> <li>• force-fields analysis;</li> <li>• conflict pillars; and</li> <li>• conflict pyramids.</li> </ul>
<b>Learning Unit 3:</b>	Mediation Skills	<p>The LU will equip attendees with mediation skills enabling them to act as mediators in a conflict intervention. Attendees will be acquainted with:</p> <ul style="list-style-type: none"> <li>• theories of mediation;</li> <li>• mediation skills;</li> <li>• planning and conducting mediation interventions.</li> </ul>
<b>Learning Unit 4:</b>	Negotiation Skills	<p>The LU will equip attendees with negotiation skills enabling them to conduct negotiations aimed at addressing existing and unfolding conflict situations. Attendees will be equipped with the following skills:</p> <ul style="list-style-type: none"> <li>• theories of negotiation;</li> <li>• barriers to negotiations (social, cultural, political, behavioural etc.);</li> <li>• negotiations styles and tactics;</li> <li>• principles and procedures of negotiation;</li> <li>• planning and conducting negotiations.</li> </ul>

<b>3. Conflict Sensitive Development (5 Days Contact Period)</b>		
	<b>Learning Unit</b>	<b>Content</b>
<b>Learning Unit 1:</b>	A Conceptual Orientation	<p>The LU aims at introducing attendees to theories relevant to development interventions in fragile and conflict sensitive environments by acquainting them with a number of crucial factors relevant to such interventions. The factors introduced will be inclusive of:</p> <ul style="list-style-type: none"> <li>• the conflict/development nexus;</li> <li>• PCRD;</li> <li>• conflict sensitive development interventions.</li> </ul>
<b>Learning Unit 2:</b>	Risk Analysis/Conflict Sensitivity Due Diligence	<p>The LU will enable attendees to conduct thorough risk analysis and conflict sensitivity due diligence exercises in planning a conflict sensitive intervention. The risk analysis/due diligence tools covered will include:</p> <ul style="list-style-type: none"> <li>• contextual analysis (risk tolerance);</li> <li>• country risks analysis;</li> <li>• risk prioritization matrixes;</li> <li>• scenario development and risk mitigation planning;</li> <li>• conflict sensitivity due diligence exercises.</li> </ul>
<b>Learning Unit 3:</b>	Organisational/Conflict Contexts	<p>The LU will equip attendees with skills enabling them to understand the conflict context in a fragile or conflict sensitive environment, enabling them to do:</p> <ul style="list-style-type: none"> <li>• basic conflict context analysis;</li> <li>• stakeholder analysis;</li> <li>• stakeholder mapping;</li> <li>• community relationships;</li> <li>• accountability;</li> <li>• partner relationships (government, donors);</li> <li>• exit strategies.</li> </ul>
<b>Learning Unit 4:</b>	Programme/Project Management	<p>The LU will equip attendees with skills enabling them to structure programme/project management in a conflict sensitive manner. Key issues to be addressed will include;</p> <ul style="list-style-type: none"> <li>• conflict sensitivity in programming cycles;</li> <li>• conflict sensitivity in emergency responses;</li> <li>• assessing and building institutional capacity for conflict sensitivity.</li> </ul>



Conflict Competency Development (6 Days Contact Period)		
	Learning Unit	Content
<b>Learning Unit 1</b>	A Conceptual Orientation	<p>The LU aims at introducing attendees to the skills of addressing conflict by acquainting them with a number of crucial factors relevant to existing and unfolding conflict situations. The factors introduced will be inclusive of:</p> <ul style="list-style-type: none"> <li>• definitions of conflict;</li> <li>• sources of conflict;</li> <li>• conflict handling styles and methods;</li> <li>• conflict escalation;</li> <li>• social, political, cultural, gender, religious and historical issues relevant to conflict.</li> </ul>
<b>Learning Unit 2</b>	Conflict Analysis	<p>The LU will enable attendees to thoroughly analyse a conflict before committing to an. The conflict analysis tools covered will include:</p> <ul style="list-style-type: none"> <li>• conflict mapping;</li> <li>• conflict time-lines;</li> <li>• conflict stages;</li> <li>• ABC triangle;</li> <li>• conflict onions;</li> <li>• conflict trees;</li> <li>• force-fields analysis;</li> <li>• conflict pillars; and</li> <li>• conflict pyramids.</li> </ul>
<b>Learning Unit 3</b>	Mediation Skills	<p>The LU will equip attendees with mediation skills enabling them to act as mediators in a conflict intervention. Attendees will be acquainted with:</p> <ul style="list-style-type: none"> <li>• theories of mediation;</li> <li>• mediation skills; and</li> <li>• planning and conducting mediation interventions.</li> </ul>
<b>Learning Unit 4</b>	Negotiation Skills	<p>The LU will equip attendees with negotiation skills enabling them to conduct negotiations aimed at addressing existing and unfolding conflict situations. Attendees will be equipped with the following skills:</p> <ul style="list-style-type: none"> <li>• theories of negotiation;</li> <li>• barriers to negotiations (social, cultural, political, behavioural etc.);</li> <li>• negotiations styles and tactics;</li> <li>• principles and procedures of negotiation;</li> <li>• planning and conducting negotiations.</li> </ul>
<b>Learning Unit 5</b>	Conflict Sensitivity	<p>The LU will enable attendees to conduct thorough risk analysis and conflict sensitivity due diligence exercises in planning a conflict sensitive intervention. The risk analysis/due diligence tools covered will include:</p> <ul style="list-style-type: none"> <li>• contextual analysis (risk tolerance);</li> <li>• country risks analysis;</li> </ul>

		<ul style="list-style-type: none"> <li>• risk prioritization matrixes;</li> <li>• scenario development and risk mitigation planning; and</li> <li>• conflict sensitivity due diligence exercises.</li> </ul>
<b>Learning Unit 6</b>	Organisational/Conflict Contexts	<p>The LU will equip attendees with skills enabling them to understand the conflict context in a fragile or conflict sensitive environment, enabling them to do:</p> <ul style="list-style-type: none"> <li>• basic conflict context analysis;</li> <li>• stakeholder analysis;</li> <li>• stakeholder mapping;</li> <li>• community relationships;</li> <li>• accountability;</li> <li>• partner relationships (government, donors);</li> <li>• conflict sensitivity in programming cycles; and</li> <li>• assessing and building institutional capacity for conflict sensitivity.</li> </ul>

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