Introduction to Concepts in Peace and Conflict
PRACTICE
PLANNING
ACTION

ORGANISATIONAL CAPACITIES

SELF

LOCAL CAPACITIES

THEORY
REFLECTION
LEARNING

VALUES
What is Conflict?

• Normal
• Inevitable
• Necessary… and
• Can, therefore, either build or destroy relationships
What are the Functions of Conflict?

• A signal indicating the need to create or modify rules, norms, laws and institutions
• Tells us how important relationships are
• Can create coalitions
• Enhance group cohesion through issue and belief clarification
Having said this, how do we define conflict?

**Conflict** is the energy that builds up when individuals or groups of people pursue incompatible goals in their drive to meet their needs and interests.
REACTION TO VIOLENCE

Level of Violence

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What is Peace?

- **Negative peace** refers to the absence of violence
- **Positive peace** is the restoration of relationships, establishment of justice, and the creation of just social systems that serve the needs of the whole population
- **Peace**, therefore, is the framework within which conflicts unfold non-violently and creatively

SHIFT TO PREVENTION
CONFLICT RESOLUTION:
TERMS AND DEFINITIONS

- **Co-operative Problem-solving** is an unassisted procedure which includes formal or informal discussions between individuals or groups.
- **Conflict Prevention** refers to efforts to prevent the outbreak of violence.
- **Conflict Management** describes processes and efforts to manage the negative implications and manifestations of conflict.
- **Conflict Resolution** seeks to resolve conflict by addressing root causes.
Conflic Transformation

Communicates the following notions:

- Focus on developmental **process** of the conflict
- Facilitates positive change in relationships, actors, communication, perceptions, issues and social organisations
- Movement from violent to constructive expression of conflict
- Concentration on structural reform
- Complex and multi-faceted interventions

Alex P Schmidt, *Thesaurus and Glossary of Early Warning and Conflict Prevention Terms*, 1998
Types of Conflict

Kinds of Conflict

Conflict can manifest itself in different ways or at different levels.

Think of example of the following kinds of conflict:

- **INTRAPERSONAL** (i.e. inside ourselves)
- **INTERPERSONAL** (i.e. between two or more people)
- **INTRAGROUP** (i.e. within or inside a group)
- **INTERGROUP** (i.e. between two or more groups)

There are often close links between these different kinds or levels of conflict, i.e. they are inter-related. Can you think of an example showing how conflict at one level can impact on another?
What Determines Perceptions?

- Culture
- Psychological need for self-esteem
- Selective interpretation of facts
- Basic human needs
- Experience
Fuelling Conflict

Satisfiers

Basic Human Needs:
Subsistence, security, freedom, acceptance, identity, participation, understanding, leisure, creativity
Conflict Analysis
Read the words on the next slide

Please keep a **sheet of paper** and a pen ready. Make sure that you can read clearly on the slide. Don’t write down anything before you are asked to...

Ready?
Please write down as many of the words you can remember
- Slumber
- Quiet
- Night
- Pillow
- Bed
- Stars
- Sheets
- Darkness
- Nap
- Snooze
- Pajamas
- Dark
- Blanket
- Silence
- Bedroom
- Warm
Figure 2.4.5 The Ladder of Inference

I take actions based on my beliefs.

I adopt beliefs about the world.

I draw conclusions.

I make assumptions based on the meanings I added.

I add meanings (cultural and personal).

I select “data” from what I observe.

“Data” and experiences (as a videorecorder might capture it).


The stages at a glance

1. Tension and crystallisation
2. Debate
3. From words to actions (fait accompli)
4. Coalitions (and images)
5. De-Masking, loss of prestige
6. Threats
7. Limited attacks
8. Destroying the enemy
9. Together into the abyss
Why analysis?

• To understand the background and history of the situation as well as current events;
• To identify all the relevant groups involved, not just the main or obvious ones;
• To understand the perspectives of all these groups and to know more about how they relate to each other;
• To identify factors and trends that underpin conflicts;
• To build a common understanding and reduce misconceptions between opposing groups in a conflict situation;
• To learn from mistakes as well as successes.
Conflict Stages

- Pre-Conflict
- Confrontation
- Crisis
- Outcome
- Post-Conflict


Escalation of Conflict
The Conflict Tree

The tree visualises the interaction between structural, manifest and dynamic factors.

The roots symbolise structural causes of the conflict.

The trunk represents the core conflict issue, linking structural factors with the dynamic factors.

The leaves represent the effects and symptoms that the conflict causes.
ABC Triangle

Issues
- Justice / Injustice
- Rights
- Legal discrimination
- Political & economic structures
- Distribution of resources

Context
- Issues
- Justice / Injustice
- Rights
- Legal discrimination
- Political & economic structures
- Distribution of resources

Attitude
- Issues
  - Prejudice
  - Fear
  - Hatred
  - Alienation
  - Refusal to Compromise

Key Need: Justice

Behavior

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Importance of analysis
Conflict assessment

- understanding of the context

Conflict analysis

- understanding of the conflict dynamics and these are influenced by or influence the broader context

Conflict analysis is the deliberate study of the causes, actors, and dynamics of conflict.
<table>
<thead>
<tr>
<th>Context</th>
<th>Needs</th>
<th>Capacity</th>
<th>Actors</th>
<th>Conflict</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONTEXTUAL BACKGROUND</td>
<td>ACCEPTANCE NEEDS</td>
<td>Pattern of international economic / political linkages</td>
<td>STATE ACTORS</td>
<td>NATURE OF CONFLICT</td>
</tr>
<tr>
<td>e.g. colonial legacy, multiethnicity, historical social formation</td>
<td>Recognition of identity &amp; culture</td>
<td>supportive</td>
<td>accommodate</td>
<td>constructive</td>
</tr>
<tr>
<td></td>
<td>ACCESS NEEDS</td>
<td>exploitative</td>
<td>suppress</td>
<td>destructive</td>
</tr>
<tr>
<td></td>
<td>e.g. political &amp; economic participation</td>
<td>legitimate capacity</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>SECURITY NEEDS</td>
<td>illegitimacy incompetence</td>
<td>confront</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nutrition, Housing, physical security</td>
<td>Role of MILITARY</td>
<td>violent rebellion</td>
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<td></td>
<td></td>
<td>civic politics</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td></td>
<td>militarised politics</td>
<td></td>
<td></td>
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</tbody>
</table>

Mialls and Azar

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Strategy for Conflict Transformation

John Paul Lederach, Building Peace: Sustainable Reconciliation in Divided Societies, 1995
## Approaches to conflict

<table>
<thead>
<tr>
<th>Approach</th>
<th>Strategy</th>
<th>Key Skills</th>
<th>Outcome</th>
<th>Ownership</th>
<th>Relations</th>
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</thead>
<tbody>
<tr>
<td><strong>Power</strong></td>
<td>Coercion</td>
<td>Control of instruments of power</td>
<td>Win-Lose</td>
<td>Low for loser</td>
<td>Damaging</td>
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<tr>
<td><strong>Rights</strong></td>
<td>Adjudication</td>
<td>Knowledge of the law</td>
<td>Win-Lose</td>
<td>Low for loser</td>
<td>Damaging</td>
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<tr>
<td></td>
<td>Arbitration</td>
<td>Knowledge of the law</td>
<td>Win-Lose</td>
<td>Low for loser</td>
<td>Potentially Damaging</td>
</tr>
<tr>
<td><strong>Interests</strong></td>
<td>Mediation</td>
<td>Communication</td>
<td>Win-Win</td>
<td>High</td>
<td>Potentially Enhancing</td>
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<tr>
<td></td>
<td>Facilitation</td>
<td>Communication</td>
<td>Win-Win</td>
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<td>Conciliation</td>
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</table>

(Based on Ury, Brett and Goldberg, 1988)
5 Levels of Communication

5 LEVELS OF LISTENING

- (HEAD) FACTS
- (HEART) FEELINGS
- (STOMACH) NEEDS
- (CLOTHES) CULTURE
- (FEET) INTENTION

Manfred Max - Neef
The Four Ears of Listening

**FOUR EARS OF LISTENING**

**RELATIONSHIP**
What does it say about the relationship between us? How does our relationship affect what I hear?

**FACTUAL**
What are the Objectives Facts in the message?

**SELF**
**REVELATION**
What does the message reveal about the speaker?

**APPEAL**
What does the speaker want to see happening? What is their plea?

"THE ULTIMATE LISTENER"

Undine Kayser, 2003
BUILDING MEDIA CAPACITIES FOR ELECTIONS 2012

- The Media and Mediation Processes
TYPOLOGY OF CONFLICT RESPONSES

Avoidance/withdrawal
Debrief and Negotiation
Facilitated Dialogue
Arbitration
Violence

Who wins?
Win/Lose
Win/Win
Win/Lose
Win/Lose

Who builds peace?
Media/Forums

Who is right?
Judiciary/Legislature

Who is the strongest?
Police/Army

Decision maker
The question
The outcome
The institutions

Voluntary Participation
Personal Power and Control Over Process
Satisfaction with the Outcome
Potential for Relationship Building