

PEACE EDUCATION, B.ED 2ND YEAR COURSE-11(C)

UNDERSTANDING CONFLICT, MEDIATION & TRANSFORMATION OF CONFLICT

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DEFINITION

- Conflict:-a fact of life
 - *Symbol of Danger & Opportunity*
 - *No one escapes Conflict.*
 - *As long as there is interaction conflict is part & parcel of human Society.*
 - *Conflict can take place anywhere.*
 - *In conflicts we are confronted and we confront back.*
 - *There is no immunity from conflict.*
 - *Conflict is both the force that can tear relationships apart and the force that binds them together.*
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POSTIVE EFFECT OF CONFLICT

- ✓ Conflict can enhance identity and independence.
- ✓ Conflict establishes and maintains group identities.
- ✓ The intensity of conflict demonstrates the closeness and importance of relations.
- ✓ Conflict can build new relations.
- ✓ Conflict can create coalition.
- ✓ Conflict creates or modifies rules, norms, laws and institutions.

LEVELS OF CONFLICT

- Intra-personal Conflicts— within a person.
- Inter-personal Conflicts— between individuals
- Intra-group Conflicts----- within small groups
- Inter-group Conflicts-----between groups
- Inter-national ,Inter-state Conflicts—on international or inter-state level

CONDITIONS, ISSUES INFLUENCING CONFLICT

- **ATTITUDE**-about human dignity, appreciation of others, empathy, justice & fairness.
- **CULTURE**-particular practices, actions, values , norms and standards that are accepted in the society.
- **ETHICS OR VALUES**-moral principles and values include respect, honesty, responsibility, concern, justice, dedication.
- **GENDER--**
- **IDENTITY**—sense of self, legitimacy & respect
- **POWER—**
- **HUMAN NEEDS---**

TRANSFORMING CONFLICTS

- Conflict transformation Theory is a comprehensive term associated with **Johan Galtung** and **John Paul Lederach**.
- **AIM:** It aims to transform negative destructive conflict into positive constructive conflict and deals with structural, behavioral and attitudinal aspects of conflict. It involves a change in how individuals and communities perceive and accommodate their differences in general, away from adversarial win/lose approaches toward collaborative problem-solving.
- **APPROACH:** Conflicts are seen as potential opportunities to transform relationships and the system in which they are embedded. It involves a change of relationships that support violence. It means a move away from contradicting win-lose approaches towards collaborative problem-solving. It is a process by which conflicts are transformed into peaceful outcomes.

TRANSFORMING CONFLICTS

- **INITIATIVES:** The initiatives(methods & activities) focus on improving communication skills and are often characterized by long term interventions at multiple levels. Overcoming fear and distrust dealing with stereotypes, perception, interests and learning how to communicate effectively are important steps towards redefining relationships. This may open the door to bring forth social justice and equality for parties in conflict and might even transform the existing constitution of a society which supports the continuation of a violent conflict. In principle conflict transformation is never-ending process. So it is important to build capacities for transformation than to find a permanent solution. The focus in conflict transformation lies on the starting point and goal as well as on the process of getting from one point to another.

DIFFERENCE BETWEEN CONFLICT TRANSFORMATION , CONFLICT MANAGEMENT& CONFLICT RESOLUTION

- **CONFLICT MANAGEMENT**

- Approach: seek merely to manage and contain the conflict
- The term 'management' implies the ability to control the intensity of a conflict and its effects through different methods such as: individual negotiating skills, intervention, institutional mechanism and other traditional diplomatic methods.
- Generally conflict management involves taking action to stop a conflict from escalating further.
- Usually conflict management does not address deep-rooted issues that caused the conflict originally to bring about a solution to the problem.

DIFFERENCE BETWEEN CONFLICT TRANSFORMATION, CONFLICT MANAGEMENT & CONFLICT RESOLUTION

- **CONFLICT RESOLUTION**

- Approach: Seek to move conflict parties away from a win/lose position towards positive outcomes often with the help of external actors.
- Conflict resolution seeks to resolve incompatibilities of interest and behavior of conflict parties that constitute the conflict.
- Diverse tools are used to identify and address underlying issues and re establish a relatively harmonious relationship.
- At a minimum, conflict resolution involves the ability to recognize the conflict and to search for a mutually acceptable process to reach a solution, with or without the assistance of third parties.
- Conflict resolution does not always lead to clarity about what should be built in its place.

PRINCIPLES OF CONFLICT TRANSFORMATION

- a) Change perception about conflict.
- b) Willingness.
- c) Renouncing violence.
- d) Rules of fair play.
- e) Readiness to discuss.
- f) Accepting other views.
- g) Introducing a third party with skills in dialogue.
- h) Trust and empathy
- i) Balancing out interests

CONFLICT STRATEGIES

- **THE FIVE MAIN CONFLICT STRATEGY DIMENSIONS:**
- **AVOIDANCE** ---low concern for the relationship and the issues
- **ACCOMODATION**high concern for the relationship and low concern for issue
- **COMPROMISE**-moderate concern for relationship and issue.
- **COMPETITION**-high concern for the issues, low concern for relationship
- **COOPERATE**—high concern for the relationship and the issues

METHODS OF TRANSFORMING CONFLICT

- ARBITRATION
- FACILITATION
- INTERVENTION
- LITIGATION
- MEDIATION
- NEGOTIATION
- TRADITIONAL METHOD—AN INTERMEDIARY
 - As Arbitrator
 - As a negotiator
 - As a mediator
 - Diplomacy, Peace-keeping, Peace-making.

MEDIATION

- Conflict resolution with the help of a third party has probably been practiced since the existence of here or more people on the earth. In ancient China Mediation was the main means of resolving Conflict. In Japan and Africa informal method of resolving conflicts has along history.
- It is neither the role nor duty of the mediator to judge who is right and who is wrong. It is the task of the conflict-parties to reach an acceptable agreement suitable for all involved.
- As mediation is not bound by rules of formal proceedings (like courts) people are not bound to the official subject of dispute.

GUIDING PRINCIPLES OF MEDIATION

	BASIC QUALITIES
WILLINGNESS	The present party attend the mediation session voluntarily and may leave at any time.
COFIDENTIALITY	The process itself is confidential; what is communicated in the session will not be disclosed to anyone else. A proverb says "You should not scrub the head of somebody who is not present."
IMPARTIALITY	The mediator is neutral, s/he never takes sides in the conflict or backs one party
SELF-DETERMINATION	The parties control the outcome of the mediation with the readiness to find a suitable solution for all.
SERIOUSNESS	Every conflict has to be treated with all seriousness, don't underrate 'easy, minor, light cases. Yu never know what lies beneath a case you (accidentally) interfere in

GUIDING PRINCIPLE OF MEDIATION

	PARTICIPATION
STAKEHOLDERS	All the stakeholders (parties involved in the conflict) are present.
MEDIATOR	Mediator(s) has to be present and accepted by all the parties present
RESPECT	Respect for all people present has to be assured.