



Master of Advanced Studies ETH Mediation in Peace Processes (MAS ETH MPP)

**Preparing the Next Generation
of Mediators**



Sudan's First Vice President Ali Osman Mohamed Taha (L) and Sudan People's Liberation Movement (SPLM) leader John Garang (R) at the signing of the Comprehensive Peace Agreement on the 9th January 2005, ending a 21-year-old conflict in the South that has killed an estimated two million people mainly through famine and disease. Pictures of the Year Reuters / Antony Njuguna.

The MAS ETH MPP focuses on developing the competency of mediation experts: those who work behind the scenes to help parties engaged in violent political conflict reach a peace agreement.

MAS ETH Mediation in Peace Processes in a Nutshell

Why?

To resolve violent, political conflict.

The Master of Advanced Studies ETH Mediation in Peace Processes (MAS ETH MPP) provides participants with the necessary knowledge, skills and techniques to mediate violent political conflicts. Currently, this is the only MAS programme that professionalises the training of mediators working in peace processes.

Who?

Future mediators.

The MAS ETH MPP targets future mediators who seek to work in formal track one mediation teams; in conflict contexts where there is no formal mediator; in mediation support units and in research-practitioner entities.

What?

Continuing education programme.

The MAS ETH MPP consists of 1,800 hours of study (60 ECTS), structured as a continuing education programme with 15 weeks of face-to-face modules and two written papers over a two-year period. The part-time nature of the course allows participants to continue their work in or around peace processes, while developing new knowledge and skills to assist them in their work.

How?

Through partnerships.

The MAS ETH MPP is built on a close partnership between ETH Zurich, the Swiss Federal Department of Foreign Affairs (FDFA) and the foreign ministries of Germany, Finland and Sweden. The MAS is supported by international organisations, such as the United Nations (UN), European Union (EU) and Organization for Security and Co-operation in Europe (OSCE). It brings together the most qualified mediation practitioners and researchers the world has to offer.



Deputy Secretary of State Antony "Tony" Blinken speaks at a meeting of the International Syria Support Group (ISSG) Ceasefire Task Force to express U.S. support for the ongoing effort to nurture the cessation of hostilities in Syria at the Palais de Nations in Geneva, Switzerland, on March 3, 2016. U.S. Mission
Photo: Eric Bridiers, State Department.

The MAS targets future mediators working in formal processes – as shown in the above picture – or in contexts where there is no formal mediation.



Didier Burkhalter, Head of (Swiss) Federal Department of Foreign Affairs. © FDFA

“Here in Switzerland – the best place for training – the best mediators of the world should be developed. This would be possible, the right thing to do, and would be useful – for us and for partners around the world. Sometimes dreams do come true.”

Didier Burkhalter
Swiss Federal Councillor



“On behalf of the UN DPA and Mediation Division, I very much welcome this new initiative which will contribute to building mediation capacity, as well as deepening strategic and operational capabilities of future mediators. I believe this new course will significantly contribute to ongoing efforts to strengthen mediation capacity through its focus on key knowledge, skills and techniques necessary in the modern field of mediation.”

Teresa Whitfield
Officer-in-Charge, Policy and Mediation Division, United Nations
Department of Political Affairs



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“There is currently no offer worldwide designed and dedicated to training international peace mediators. The peace mediation and conflict resolution training proposed by ETH Zurich would fill this gap and allow the capacity building of a wider range of mediators. I welcome such an offer as it would further support the professionalisation of mediators and mediation support staff and thereby strengthen efforts for the peaceful resolution of conflicts.”

Lamberto Zannier
Secretary General of the Organization for Security and
Co-operation in Europe

“Such an MAS program can fill a clear gap in the current international training offered on peace mediation, which is limited to shorter-duration professional training.”

Stefano Tomat
Head of Division, Prevention of Conflicts, Rule of Law/Security
Sector Reform, Integrated Approach, Stabilisation and
Mediation, European External Action Service

MAS ETH Mediation in Peace Processes



SE Graton holds talks with Darfuri armed movement commanders about the peace process. Photo: Sudan Envoy / Wikimedia Commons.

Vision

The MAS seeks to contribute to more effective peace processes and thus a more peaceful and secure world. It enhances the professionalisation of mediation by enabling MAS graduates to design and run mediation processes using the latest theoretical, methodological and practical foundations of mediation. It provides strategic partners from the public and civilian sphere (e.g. states, international and regional organisations, non-governmental organisations) with a programme to strengthen cooperation and mediation capacities, thus professionalising the field of mediation.

Goal

The goal of the MAS ETH MPP is to provide participants with the necessary knowledge, skills, and techniques to effectively mediate violent political conflicts. Participants gain knowledge of the theory and practice of mediation in peace processes and internalise the necessary skills and techniques of mediation (communication, relationship-building, process design).

Target Audiences

The UN has defined mediation as “a process whereby a third party assists two or more parties, with their consent, to prevent, manage or resolve a conflict by helping them to develop mutually acceptable agreements” (UN Guidance for Effective Mediation, 2012). The term “mediator” is used to refer both to politically appointed, high-level envoys – so called “chief mediators” – as well as to mediation experts who work in the chief mediator’s team, or are called in to advise him or her on process design questions. This MAS programme focuses on developing the competency of the latter type of expert. The MAS should attract future mediation experts working in the following four target groups:

1. Formal mediation: Mediators who work as part of formal track one mediation teams led by a chief mediator in an ongoing peace process;
2. Mediation in conflict contexts: Mediators who work in conflict contexts where there is no formal track one mediator, but where there are still numerous international organisations (IOs), states and non-governmental organisations (NGOs) who are working to prepare parties for mediation in peace processes;
3. Mediation support: Mediators who work in mediation support units based at foreign ministries, the UN, regional organisations and NGOs.
4. Research-practitioners: Mediation research-practitioners who want to deepen the research-practitioner overlap, seeking an academic career in peace and conflict studies, but with a close research-practitioner link to enrich their future career path.



U.S. Special Envoy for the Colombian Peace Process Bernard Aronson addresses conflict victims and ex-combatants. At-risk youth speak about a job-training program at the Escuela Taller in Cartagena. Photo: State Department 2016.

Course Content

The logic of mediation is that the conflict parties decide on the content, and the mediator helps the parties by structuring the process. To do this, mediators need to know the issues as they present themselves to actors in conflict contexts (module one: context), the methods and skills of how to work with actors (module two: methods) and the theoretical and practical options to deal with these issues (module three: content). On this basis, mediators learn how the process needs to be designed depending on the content it seeks to address (module four: process design). Internalising the skills and knowledge acquired in the first four modules, advanced

mediation methods and skills are learnt (module five: advanced methods) and practised in an in-depth simulation (module six: processes).

The programme is organised in three activity lines:

- Active module participation including one written exam at the end of each module
- Self-study as preparation for the modules
- Two written papers: a multidisciplinary literature and a practice-oriented paper.



Photo: ETH Zürich / Katrina Abatis 2016.

Modules of the Programme

Sequence and Content of the Course Modules

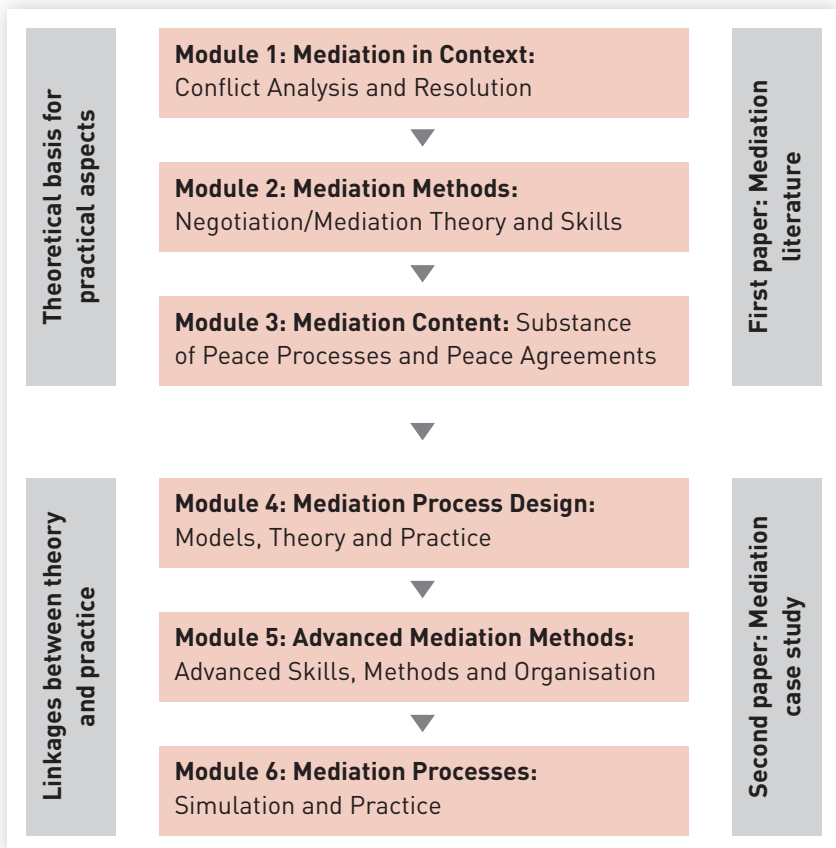




Photo: ETH Zürich / Katrina Abatis 2016.

Module 1

Mediation in Context – Conflict Analysis and Resolution (10 ECTS):

This module sets the scene for the entire course, clarifying the scope and outlining the fundamentals of what mediators need to know and which methods they need to have at their disposal to mediate in violent, political conflicts. The module focuses heavily on conflict analysis, also focusing on the gender dimension. A key principle of mediation is that the design of a mediation process is determined by

the specific nature of the conflict context. Thus conflict analysis forms the departure point for professional peace mediation. Participants also gain a deep understanding of where mediation stands within the context of other approaches for resolving conflict, and how these various approaches are shaped by the normative and legal context in which they are used. Furthermore, basic mediation skills are introduced, which are deepened conceptually and practically throughout the entire course.

Module 2

Mediation Methods – Negotiation/Mediation Theory and Skills (7 ECTS):

The module introduces various theoretical and practical methods of negotiation and mediation. Based on this overview, the course highlights what is similar and what is unique about negotiation and mediation in peace processes. A special focus is placed on the formulation and implications of different mediator roles and mandates. Taking up the skills introduced in module one, it deepens and expands on these, focusing on the interpersonal skills that provide the basis for the advanced mediation methods and skills taught in module five. The module also explores the concepts of success/failure in mediation and how this can be assessed.



Photo: ETH Zürich / Katrina Abatis 2016.

Module 3

Mediation Content – Substance of Peace Processes and Peace Agreements (10 ECTS):

Mediators learn about the content of peace negotiations and the resulting peace agreements in this module, focusing on the different options and solutions available to actors to address the conflict issues they face. The goal is not to eliminate the issues that are tearing a society apart, but rather to find mechanisms to deal with differences in a non-violent manner. Mediators need a clear understanding of what expert advisors can provide and sufficient knowledge of the various disciplinary topics to link them up with each other and to the issues that tend to arise in the process. At the same time, mediators should not provide solutions and act as topical experts. This module seeks to bring more classical and theoretical approaches of dealing with mediation content up to date by looking at contemporary cases and how content is managed and interlinked. Participants will also present their first written paper (5 ECTS) in this module.

Module 4

Mediation Process Design – Models, Theory and Practice (10 ECTS):

Mediators help the parties reach a peace agreement by designing and structuring the process. A process has a start, various identifiable steps, and an end. There are different techniques of shaping these steps, as regards setting the agenda and sequencing content, the format of bringing parties together and various other aspects bound to the “how” of negotiation (e.g. media, funding, venue). This module covers the basic elements of process design and how they differ dependent on where and how they are used. It also examines how mediators establish the objectives to be obtained in a process and how they deal with participation and inclusivity in process design. A primary focus of process design is to reflect in theory and practice on how to sequence the content to be worked on with the actors. Mediation processes are extremely complex, thus attention needs to also be paid to the organisation and respective roles in a mediation process. The module then explores the implications of the challenges facing the implementation of peace agreements for mediators.

Module 5

Advanced Mediation Methods – Advanced Skills, Methods and Organisation (7 ECTS):

The fifth module focuses on the skills of how to communicate and work with parties when applying the knowledge of the first four modules. While skills have been taught throughout the course, here the focus is on the specific nature of mediation skills in the mediation of violent, political conflicts. The team dimension of how mediators work is much more important in this module than in modules one and two. Based on interpersonal skills learnt and internalised so far, the team dimension of these skills is introduced here, as mediators must work in teams to be effective. An overarching topic is the degree to which mediators hold responsibility for their actions and how they cope with this. The emotional stability of mediators for dealing with aggression and frustration will be addressed.



Photo: ETH Zürich / Katrina Abatis 2016.

Module 6

Mediation Processes – Simulation and Practice: (6 ECTS):

This module seeks to integrate all the above knowledge, skills and techniques in a multi-day mediation simulation, based on a real-life mediation case. The module focuses on how to link theory and practice, how to communicate this to actors in conflict and how the content of the programme can be transferred into

the professional environment of the participants. On a more strategic/political level, this final module allows participants to introduce, discuss – and maybe influence – the future path of the field in the various countries represented and analysed. Participants will also present their practice-orientated written paper in this module (5 ECTS).



Photo: ETH Zürich / Katrina Abatis 2016.



ETH Zurich offers multiple sports – this balancing act also symbolises the challenge of finding balance in mediation. Photo: ETH Zürich / Alessandro Della Bella.

Didactical Approach

The programme is multi-disciplinary, and combines a strong academic grounding with an explicit practitioner orientation. The MAS will use a combination of the following teaching forms: lectures, exercises, self-study, group/team work, case

studies, flipped classrooms, written work, oral presentations, role plays, integrated simulations, interactive exercises, blended learning, and e-learning.

Quality Assurance

The Academic Advisory Board supports the programme management regarding quality assurance and curriculum development. The course will be comprehensively and systematically evaluated regarding participant satisfaction with the course and the way in which the knowledge, skills and techniques of the students develop over time. A tracer study will be carried out to see how the careers of the course graduates develop.

Accreditation

The title of the MAS is: “Master of Advanced Studies ETH Mediation in Peace Processes” (short form: “MAS ETH Mediation in Peace Processes”). Together with the MAS certificate, a diploma supplement following the regulations of the Swiss University Conference will be handed out.

Practical Information

Logistics

- Complementary course to ongoing professional activities;
- 1,800 hours (self-study, six modules, two written papers) spread over two years (60 ECTS);
- 14–24 participants;
- The course is run every two years, the first two-year course cycle begins in autumn 2017 (see exact dates on the website: www.mas-mediation.ethz.ch);
- The language is English and the location is Zurich;
- The course fee is CHF 55,000 per participant;
- Foreign ministries, the UN, regional organisations and non-state organisations are encouraged to send their own staff. Individual, private applicants are also welcome;
- Foreign ministries are also encouraged to provide scholarships for non-OECD participants or other targeted participants (e.g. UN staff).

Requirements

The MAS targets people holding a Masters Degree. Additional programme selection criteria include: career prospects; professional experience in mediation, peace processes, or the political negotiation of violent conflict; and English language competency (C1 of the Common European Framework of Reference for Languages).

Application

Besides your letter of motivation and C.V., please provide any additional documents related to your work experience of mediation in peace processes and career prospects in this field (e.g. recommendation letters, institutional career pathways), if these are available. Please also clarify if you are being sent by an organisation (e.g. Ministry of Foreign Affairs, UN, EU, OSCE, NGO), or if you are applying on an individual basis.

Applications are only possible through the ETH application website (www.ethz.ch/en/studies/continuing-education/application-and-studies).

The application period is 1 February – 31 July 2017. A registration fee of 150 CHF is required. For applicants from strategic partners or those who have been awarded a scholarship, the fee can be refunded. For more information regarding the course

and scholarship applications, see: www.mas-mediation.ethz.ch.

Scholarships

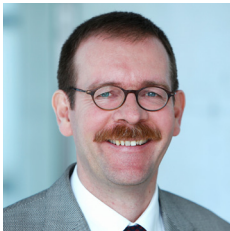
A number of scholarships are provided by countries supporting the MAS (e.g. Switzerland, Germany and Sweden). These scholarships will be made available to cover the course fee, travel and accommodation costs of participants from non-OECD countries who could not otherwise afford to participate. These will be awarded at the discretion of the MAS ETH MPP management. People from non-OECD countries who are interested in such a scholarship are requested to apply for a scholarship through the online system at: www.mas-mediation.ethz.ch before formally applying for the course on the ETH application website. **Scholarship applications should be uploaded at the latest by 30 June 2017.**

Mentoring

Foreign ministries, international organisations, NGOs or research institutions sending participants to the course are encouraged to provide long-term mentoring to the participants they send, in order to link the learning during the course with supervised professional experience during and after the course.

Management

The MAS ETH MPP is hosted by the Department of Humanities, Social and Political Sciences (D-GESS) at ETH Zurich. Prof. Dr. Andreas Wenger is director and Prof. Dr. Lars-Eric Cederman is deputy director of the MAS ETH MPP.



Prof. Dr. Andreas Wenger



Prof. Dr. Lars-Eric Cederman

Partnerships

The MAS ETH MPP is built on a close partnership between ETH Zurich, the Swiss FDFA and the foreign ministries of Germany, Finland and Sweden. The MAS is supported by international organisations, such as the UN, EU and OSCE.

The MAS ETH MPP provides partners with a structured approach to increasing their mediation capacity in a sustainable and targeted manner by:

- Training experts and diplomats from foreign ministries, the UN, regional organisations and non-state mediation entities;
 - Supporting the mediation capacity of non-OECD countries through scholarships provided by strategic partners;
 - Contributing to the only current, in-depth MAS programme for mediators in peace processes, thereby helping to professionalise the field.
- There will be a Strategic Advisory Board, which:
- Convenes under the patronage of the Swiss Federal Councillor, Didier Burkhalter;
 - Consists of the Rector of ETH Zurich (Prof. Dr. Sarah M. Springman), the MAS programme management and representatives from the Swiss foreign ministry, the participating foreign ministries and international organisations like the UN, EU, and OSCE;
 - Supports the programme management as regards the MAS's relevance to practice, international visibility, long-term financing and political marketing;
 - Provides strategic partners with a platform to professionalise mediation, by exchanging on topics such as: trends in mediation, mediation career paths, mentoring, institutional structures for mediation, etc.

The MAS is developed in cooperation with:



Schweizerische Eidgenossenschaft
Confédération suisse
Confederazione Svizzera
Confederaziun svizra

Federal Department of Foreign Affairs FDFA

ETH Zurich



Photo: ETH Zürich / Alessandro Della Bella.

A Swiss Institution

The Federal Institute of Technology Zurich (ETH - Eidgenössische Technische Hochschule Zürich) opened its doors in 1855 and was, from the very beginning, one of the most renowned universities focused on technical and natural sciences in Europe. Today the model of ETH has the following mission: to promote and maintain quality in education and research at the highest international level, to promote networked and system-oriented thinking

and acting, and to maintain professional and cultural diversity, as well as academic freedom in education and research.

Uniquely Multi-Faceted

ETH Zurich is well known for its excellent education, ground-breaking fundamental research and for implementing its results directly into practice. It offers an inspiring working environment for researchers and a comprehensive education to students. ETH Zurich has more than 19,000 students

from over 120 countries, including 4,000 doctoral students. About 500 professors currently teach and conduct research in engineering, architecture, mathematics, natural sciences, system-oriented sciences, and management and social sciences.

Top Rankings

ETH Zurich regularly features in international rankings as one of the best universities in the world and the leading university in continental Europe.

The ETH scientific performance in the field of Social Sciences and Humanities

(D-MTEC and D-GESS) was ranked eighth place in Europe and 37th worldwide in the 2016 CWTS Leiden Ranking.

Bright Minds

Some famous people have studied and taught at ETH. The list includes Max Frisch, C.G. Jung, Ferdinand Piëch, Pierre de Meuron and Jacques Herzog. The university is associated with 21 Nobel Prize recipients. These include Wilhelm Conrad Röntgen (Physics 1901), Albert Einstein (Physics 1921) and Kurt Wüthrich (Chemistry 2002).



Photo: ETH Zürich / Gian Marco Castelberg.

Department of Humanities, Social and Political Sciences (D-GESS) at ETH Zurich

D-GESS, in its present form, was created in 1999. It forms one of the 16 departments of ETH Zurich. Overall, 23 professors, around 100 doctoral students, and over 200 other academic staff ensure that its research and teaching meets the highest standards.

Both in its research and its teaching, D-GESS focuses on the four core areas of “Behavior” (behavioural science), “Governance” (political science), “Knowledge” (humanities) and “Law & Economics”.

D-GESS has a successful academic track record. This can be seen in the approximately 500 publications it generates every year.

Center for Security Studies (CSS) ETH Zurich

The Center for Security Studies (CSS) at ETH Zurich is a center of competence for Swiss and international security policy. It offers security policy expertise in research, teaching, and consulting activities and is headed by Prof. Dr. Andreas Wenger.



Photo: ETH Zürich / Stéphanie Marie Couson.

The CSS has maintained a strategic partnership with the Federal Department of Defence, Civil Protection, and Sports (DDPS) since 2004 and a similar partnership with the Federal Department of Foreign Affairs (FDFA) since 2012.

The CSS has had a focus on mediation since 2005, and currently has eight staff members working on mediation training, process support and research. CSS's "Mediation Support Project" (with swisspeace and the Swiss FDFA) supports conflict parties and mediators in gaining knowledge and skills for effective peace negotiations. The Culture and Religion in Mediation Programme at the CSS (with the Swiss FDFA) focuses on how to address violent conflicts where religion plays a role.

Added Value Related to Mediation

ETH Zurich is uniquely suited to establish the "Mediation in Peace Processes" course, as it combines relevant research with experience of training on mediation and has a rich network of academic and policy-oriented partners both in Switzerland and at the global level. Relevant ETH research areas include: conflict causes, mediation in peace processes, negotiation, collective decision-making, development cooperation, democratisation, institutionalisation, natural resource management, governance, interdisciplinary and systemic approaches.

Relevant ETH experience related to mediation training includes: the Peace Mediation Course (with the Swiss FDFA



Photo: ETH Zürich / Katrina Abatis 2016.

and swisspeace), the UN Ceasefire Mediation Course (with the UN, Swiss FDFA, Norwegian MFA, and Norwegian MoD), the Religion and Mediation Course (with the Swiss FDFA, Finnish MFA and the Network for Religious and Traditional Peacemakers), the UN Religion and Mediation Course (with the UN Mediation Support Unit, Swiss FDFA, Finnish MFA and the Network for Religious and Traditional Peacemakers), the Mediation

Training for Diplomats from Germany and Switzerland (with the Swiss FDFA, German MFA, Center for Peace Mediation – University Viadrina, swisspeace, and the Berghof Foundation), the Negotiation and Mediation Course (with the Swiss FDFA and Africa University, Zimbabwe) and the Mediation Process Design Course (with NADEL).



Photo: ETH Zürich / Alessandro Della Bella.

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