



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

Preparing the Next Generation of Mediators



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“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**  
Director, Policy and Mediation Division,  
United Nations Department of Political Affairs



“Violent conflict is destructive. It affects our security and reduces economic opportunities. Mediation can help end violent conflict. It is at the core of what Swiss good offices are about. Switzerland is committed to professionalizing mediation worldwide. Let’s ensure high quality mediation is available to help bring about peace.”

**Ignazio Cassis**  
Swiss Federal Councillor

# 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 1 or 1.5 mediation teams; in conflict contexts where there is no formal mediator; in mediation support units; and in research-practitioner entities.



"The MAS ETH MPP contributes to the professionalization of mediation, linking the most recent research with a practitioner-oriented learning environment. As a service provider to the broader public, ETH Zurich seeks excellence in research and education. We are therefore proud hosts of this important and extremely timely program on peace mediation."

**Prof. Dr. Günther Dissertori**  
Rector, ETH Zurich

## 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.



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 January 9, 2005, ending a 21-year-old conflict in the South that has killed an estimated two million people mainly through famine and disease.



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

# MAS ETH Mediation in Peace Processes

## Vision

The MAS ETH MPP 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 techniques in mediation. It provides strategic partners from the public and civilian spheres (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 (e.g., communication, relationship-building, and 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 or “chief mediators” as well as to mediation experts who work in the chief mediator’s team or are called in to advise them on process design questions. This MAS programme focuses on developing the competency of these mediation practitioners working at various levels and attracts participants from the following target groups:

1. Formal mediation: Mediators who work as part of formal mediation teams led by a chief mediator in an ongoing peace process;
2. Informal mediation: Mediators who work at various levels in conflict contexts where there is no formal mediator, but where there are international organisations (IOs), states, local mediators and non-governmental organisations (NGOs) mediating or preparing parties for a mediated peace process;
3. Mediation support: Mediators who work in mediation support units based in foreign ministries, the UN, regional organisations, and NGOs;
4. Research-practitioners: Mediation experts who work in the research-practitioner nexus in the field of peace mediation and wish to enrich their future career path with a deeper understanding of both mediation practice, policy, and theory.



Special Envoy Scott Graton holds talks with Darfuri armed movement commanders about the peace process.



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.

## 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 are perceived by 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 a 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).

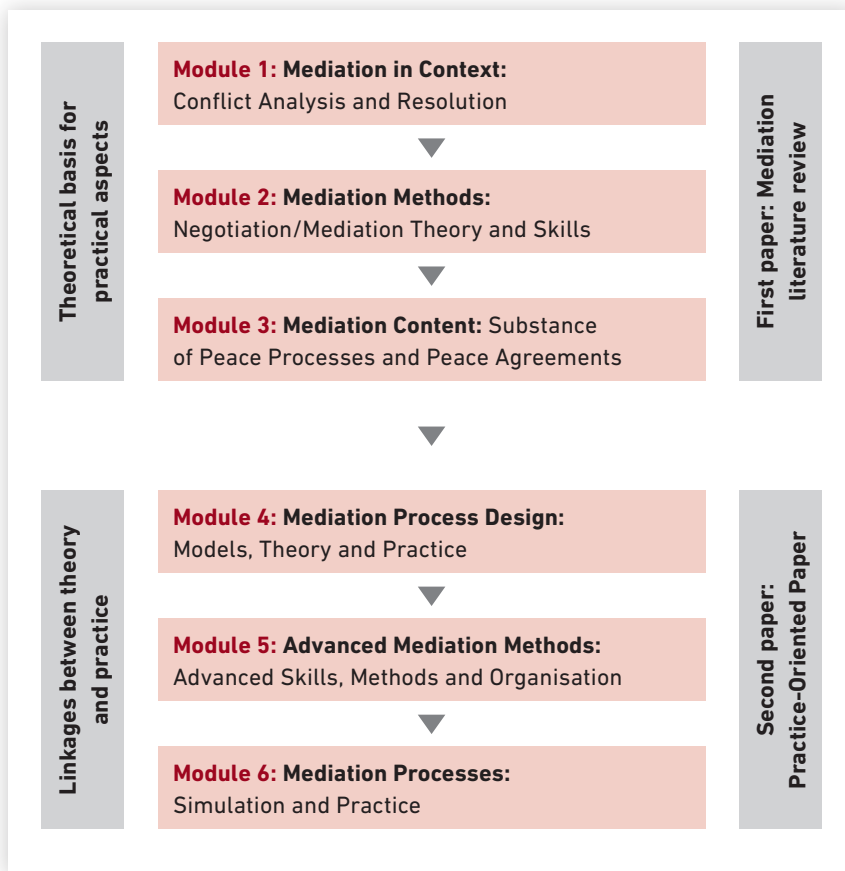
### The programme is organised along three activity lines:

- 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 review and a practice-oriented paper.

The course content reflects the programme's pedagogical approach, which is academically based, and practitioner oriented. In combining the latest scholarly and practitioner knowledge on peace mediation, the programme enables participants to actively reflect on the relevance of newly acquired knowledge and skills to their practice.

# Modules of the Programme

## Sequence and Content of the Course Modules



**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, including its gender dimension. A key principle of mediation is that the design of a mediation process is informed and shaped 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 in relation to other approaches to resolving conflict and how these various approaches are influenced by the normative and legal context in which they are used. Furthermore, basic mediation skills are introduced, which are deepened conceptually and consolidated in practice throughout the entire course. ■

**Module 2****Mediation Methods:****Negotiation/Mediation Theory and Skills (7 ECTS)**

Building on the understanding that mediation is a form of assisted negotiation, this module introduces various theoretical and practical methods of negotiation and mediation. The module introduces students to different types and phases of both negotiation and mediation, providing them with frequent opportunities to practice related principles, skills, and attitudes. The module focuses on the most fundamental interpersonal skills on the micro level that provide the basis for mediation in more complex conflict settings. Additionally, the module touches on the role of emotions and identities in conflict resolution. The module also gives an overview of the state of the art of mediation research and theory, delving into core topics, such as the effectiveness of mediation, mediation mandates and different types of third party mediators. ■

**Module 3****Mediation Content: Substance of Peace Processes and Peace Agreements (10 ECTS)**

Mediators learn about the content of peace negotiations and peace agreements in this module. The module builds on the understanding that the goal of mediation is not to eliminate the issues that are tearing a society apart but rather find mechanisms to deal with differences in a non-violent manner. Mediators need a sufficient understanding of various thematic topics related to peace processes (e.g., security, power-sharing, justice, socioeconomics) in order to create linkages between them and the specific content issues therein. An adequate level of knowledge of core themes will also help mediators understand how to work with expert advisors to support a mediation process. This module both introduces relevant theory on ways of dealing with content issues and looks at how such issues were addressed in specific contemporary cases. This module also begins to address the teamwork dimension of mediation, providing students with various opportunities to practice and reflect on teamwork. ■





**Module 4****Mediation Process Design:  
Models, Theory and Practice (10 ECTS)**

Mediators help conflict parties reach a peace agreement by designing and structuring the process. A peace process has several identifiable phases, and there are different techniques used in shaping these phases as regards setting an agenda, sequencing content, agreeing on a format of bringing conflict parties together, and various other aspects bound to the “how” of mediation. This module covers the basic elements of process design and how they must be contextualised. The module puts particular emphasis on examining how mediators deal with participation and inclusivity in process design. Mediation processes are extremely complex; therefore, the module also touches on the organisation and respective roles of mediation teams and highlights the importance of teamwork. The module then explores some of the challenges with implementing peace agreements and their implications for mediators. Finally, the questions of do no harm and the degree to which mediators hold responsibility for their actions are also touched upon in this module. ■

**Module 5****Advanced Mediation Methods: Advanced Skills,  
Methods and Organisation (7 ECTS)**

The fifth module focuses on deepening and consolidating the core skills from the first four modules and applying them to macro level complex conflict settings. The module focuses on providing students with opportunities to apply knowledge and skills from the previous modules in contexts of high stress and high complexity, thereby allowing them to practice diverse coping strategies for dealing with physical, cognitive, and emotional challenges during a mediation process. Additionally, this module puts emphasis on the team dimension of mediation, requiring participants to put into practice interpersonal skills learnt and internalised throughout the programme. This module also touches on the topic of evaluation and effectiveness in peace mediation, looking at current trends and approaches to measuring impact in conflict resolution. ■

**Module 6****Mediation Processes: Simulation  
and Practice (6 ECTS)**

This module seeks to integrate all the knowledge, skills, and techniques from Modules 1–5 in a multi-day mediation simulation. 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. ■





ETH Zurich offers multiple sports – this balancing act also symbolises the challenge of finding balance in mediation.

# Practical Information

## Didactical Approach

The programme is multi-disciplinary and combines a strong academic grounding with an explicit practitioner orientation. The MAS ETH MPP uses 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 programme is continuously 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 has been carried out to see how the careers of the programme graduates have developed. The study is available on the programme website.

## 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 is issued.

## 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 next two-year course cycle begins in autumn 2023 (see exact dates on the website: [www.mas-mediation.ethz.ch](http://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).



Program Director  
Prof. Dr. Andreas Wenger



Deputy Program Director  
Prof. Dr. Lars-Erik Cederman

### 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.sce.ethz.ch/en/](http://www.sce.ethz.ch/en/)).

The next application period will open in January 2023. 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](http://www.mas-mediation.ethz.ch).

### Requirements

The MAS ETH MPP targets people holding a Masters Degree. Applications from candidates without a Master's degree can be accepted only in exceptional circumstance. Additional programme selection criteria include: career prospects; professional experience in mediation, peace processes, or the political negotiation of violent conflict; and English language competency (equivalent to C1 of the Common European Framework of Reference for Languages); recommendations; outcome of an admission interview.

### Scholarships

A number of scholarships are provided by countries supporting the MAS ETH MPP. 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 one through the online system at [www.mas-mediation.ethz.ch](http://www.mas-mediation.ethz.ch) before formally applying for the course on the ETH School for Continuing Education application website.

### 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-Erik Cederman is deputy director of the MAS ETH MPP.



# ETH Zurich

## **A Swiss Institution**

The Federal Institute of Technology Zurich (ETH - Eidgenössische Technische Hochschule Zürich) opened its doors in 1855 and has been, from the very beginning, one of the most renowned universities focused on technical and natural sciences in Europe. Today, ETH Zurich 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. In 2019, ETH Zurich was ranked sixth in the world by QS World University Rankings.

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).

## 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 at 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 high quality 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. 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 ten 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. CSS serves as a co-secretariat of the Mediation Support Network (MSN) and is part of various research projects, such as the Ceasefire Project together with the Peace Research Institute Oslo (PRIO) and Uppsala University.



## Added Value Related to Mediation

ETH Zurich is uniquely suited to establish the "Mediation in Peace Processes" programme, 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, ceasefires, mediation in peace processes, negotiation, collective decision-making, development cooperation, democratisation, institutionalisation, natural resource management, governance, and interdisciplinary and systemic approaches. Relevant ETH experience related to mediation training includes: the Peace Mediation Course (with the Swiss FDFA 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), mediation training for the Finnish Parliament (with DEMO Finland), the Mediation Process Design Course (with NADEL), and various mediation trainings for diverse audiences, such as the OSCE and the EU.



Photo: ETH Zurich / Katrina Abatis 2016

# 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 is a Strategic Advisory Board, which:

- Convenes under the patronage of the Swiss Federal Councillor;
- 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**



“With political violence worldwide at a record high, conflict resolution skills are more important than ever. I am proud that Germany is one of the founders of the MAS Mediation in Peace Processes. Together with our partners, we empower future peacemakers, more than half of whom are women, to contribute effectively to the settlement of armed conflicts through negotiation.”

**Annalena Baerbock**  
German Federal Minister for Foreign Affairs



“I would like to congratulate the ETH for successfully establishing the MAS programme in mediation. Conflict prevention, mediation and peacebuilding are a priority in the Finnish government program and building our own capacity in mediation is a constant necessity. Collaboration with different partners adds to a shared understanding of the mediation practice and combining our resources will benefit mediation work at all levels of violent conflicts. We hope that training mediation through knowledge, skills and techniques will grow new generations of professionals for the future.”

**Pekka Haavisto**  
Finnish Minister for Foreign Affairs



“The Master Mediation in Peace Processes remains a golden opportunity for peacemakers to receive excellent training that combines academics, policy, and practice at such high level. I very much welcome the efforts of the ETH Zurich and all supporting institutions in this initiative. It contributes to a repository of professional, fit-for-work, and well-connected mediators as well as mediation support staff, and thereby to the effectiveness and sustainability of our current and future challenges in conflict resolution.”

**Helga Schmid**  
Secretary General of the Organization for Security and Co-operation in Europe



“Such a MAS program can fill a clear gap in the current international training offered on peace mediation, by offering a longer duration professional training.”

**Stefano Tomat**  
Stefano Tomat, Director, Integrated Approach for Peace and Security European External Action Service

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