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

Preparing the Next Generation of Mediators
Content
MAS ETH Mediation in Peace Processes

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.

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.

"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
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 to reach a peace agreement.

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. Photo: Pictures of the Year Reuters / Antony Njuguna.

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

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 – 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 1 or 1.5 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 1 mediator, but where there are still numerous international organisations (IOs), states and non-governmental organisations (NGOs) working to prepare parties for a mediated peace process;
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.

Special Envoy Scott Gration holds talks with Darfuri armed movement commanders about the peace process. Photo: Sudan Envoy / Wikimedia Commons.
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.
Modules of the Programme

Sequence and Content of the Course Modules

**Module 1:** Mediation in Context: Conflict Analysis and Resolution

**Module 2:** Mediation Methods: Negotiation/Mediation Theory and Skills

**Module 3:** Mediation Content: Substance of Peace Processes and Peace Agreements

**Module 4:** Mediation Process Design: Models, Theory and Practice

**Module 5:** Advanced Mediation Methods: Advanced Skills, Methods and Organisation

**Module 6:** Mediation Processes: Simulation and Practice
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.

Photo: ETH Zurich / 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 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 to 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, economics] 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 managed and interlinked in specific contemporary cases. This module also begins to address the teamwork dimension of mediation, which will be further elaborated on in the following modules.

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 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.

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.
Didactical Approach
The programme is multi-disciplinary and combines a strong academic grounding with an explicit practitioner orientation. The MAS ETH MPP 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 programme 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 programme 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 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 2021 (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 ETH MPP 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 (equivalent to 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 next application period will open in 2021. 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 ETH MPP (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 one through the online system at: www.mas-mediation.ethz.ch before formally applying for the course on the ETH application website. The application period for the scholarships will be announced on the programme 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.
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:

"In a conflict situation, dialogue often proves to be extremely difficult. This is where skilled mediators can make a decisive difference. The Master of Advanced Studies in Mediation in Peace Processes recognizes this importance and equips individuals with the skillset to become successful peace mediators. We are proud to support this endeavor and hope it will make a positive contribution to peace processes around the world!"

Heiko Maas
Federal Minister for Foreign Affairs of Germany

"Contributing to inclusive peace processes is at the heart of the Swedish feminist foreign policy, which is why I launched the Swedish Women Mediation Network. I therefore welcome this training programme, which I believe can equip and empower women and men who are already working hard to make a difference in peace efforts around the world. More women = more peace."

Margot Wallström
Swedish Minister for Foreign Affairs

"I would like to congratulate the ETH for successfully completing the first 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
ETH Zurich

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. 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.

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, 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) and the Mediation Process Design Course (with NADEL).
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