



ENTRi
EUROPE'S NEW TRAINING INITIATIVE FOR CIVILIAN CRISIS MANAGEMENT

Course Concept*
for the
SPECIALISATION COURSE ON:

CONFLICT ANALYSIS & CONFLICT SENSITIVITY

* This Course Concept, based on the proposal drafted by International Alert, has been approved by the ENTRi partners in December 2011.

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I. INTRODUCTION

This specialisation course on conflict analysis and conflict sensitivity aims to increase awareness, knowledge and skills of individuals and organisations working in contexts of conflict. Ample experience from the field in the last decades has shown that well-intended interventions in conflict contexts do sometimes more harm than good. Some interventions have very positive outcomes, but also avoidable negative side-effects, while still others could in fact significantly improve their potential to strengthen peacebuilding dynamics. Therefore, this course is targeted for all individuals and organisations involved in the planning, implementation and evaluation of interventions in conflict contexts, whether situated in the peacebuilding, humanitarian or development sector, or whether carried out by NGO's, governments or international institutions. From a minimalistic view, the course aims to prepare participants to avoid doing harm, and, from a maximalist view, to increase the peacebuilding potential of their interventions. In order to develop such conflict-sensitive interventions, it is essential to have a comprehensive and in-depth understanding of the conflict context and of the mutual interaction between the intervention and the conflict context, which are the core issues of this course.

Conflict analysis and conflict sensitivity is a new specialization course in the ENTRi project for civilian crisis management. International Alert believes that is important to incorporate the principles and practices of conflict analysis and conflict sensitivity into mission work. As a part of a UK conflict sensitivity consortium, International Alert has extensive experience in developing and testing the approach in varied settings over the last years.

II. TARGET GROUP

The audience that the course is designed for, are people who are in the pre-deployment, or are assigned to a mission, civilians, on positions of advisors, analysts, policy implementers, programme staff; middle level and senior management staff. Participants should have relevant desk or field experience, or are in the process of obtaining such experience, with working on or in conflict contexts.

III. OVERALL OBJECTIVES

A) Course Aim

The aim of the course is to enable participants to use their skills, competencies and experience to conduct a conflict analysis and to devise conflict sensitive approaches to civilian crisis management.

B) Learning objectives

By the end of the course, participants will be able to:

1. Explain the relevance of concepts such as peace, conflict and violence to civilian crisis management
2. Conduct a conflict analysis
3. Describe the key principles underpinning the conflict sensitive approach
4. Explain the relationship between conflict analysis and conflict sensitivity
5. Devise conflict sensitive approaches to issues faced in civilian crisis management
6. Identify the benefits and limitations of the conflict sensitive approach

C) Methodology

This four-day residential course will use experiential learning and reflection to develop the skills, knowledge and competencies of participants with regard to conflict analysis and conflict sensitivity. The course methodology will use the breadth and depth of experience among participants and course facilitators to reach a shared understanding of how conflict analysis and conflict sensitivity approaches can be used most effectively.

The course focus will be on 'learning by doing' and supporting learning activities with current theory, policy and practice discourse on the key concepts and principles underpinning conflict analysis and conflict sensitivity.

Participants will be selected on the basis of relevant field experience and English language competency (since the course will be delivered in English). There will be a maximum of 25 participants.

IV. GENERAL BACKGROUND

Conflict sensitivity is based on the assumptions that any initiative conducted in a conflict-affected area will interact with that conflict and that such interaction will have consequences that may have positive or negative effects on that conflict.

Conflict sensitivity is an approach both to work and the presence in the context. The conflict sensitive approach encompasses how planning and setting priorities should be considered, how to implement or carry out work and monitor it, how to evaluate the success of intervention and how to think about the impact of overall presence. Conflict sensitivity is not a specific tool or checklist. Rather, conflict sensitivity is about being aware of conflict dynamics in the context in which work is happening, and making a commitment to thinking through how to structure and manage the work and adapt the presence.

In that way conflict sensitivity is important on strategic level when deciding about overall country strategy, on project level when designing and implementing activities, and on organizational level when creating policies.

V. MODULES AND SUBJECT AREAS

The course will cover the following core topics:

- Conflict sensitivity in civilian crisis management
- Key concepts: peace, conflict, violence
- Evolving nature of civilian crisis management
- Conflict analysis tools and methodologies
- Conflict sensitivity principles and practice
- Skills and competencies for conflict sensitivity

The course content will be customised to fit the learning needs of the participants.

The course is organised in 3 modules (all topics are essential as the course is short):

Module 1: GENERAL CONCEPTS AND APPROACHES TO CONFLICT

Subject areas:

1. Conflict: understanding conflict, conflict types (latent, surface, open);
2. Violence: understanding violence (violence triangle: behaviour, attitudes and structures);
3. Peace: understanding peace (peace-making, peacekeeping, peacebuilding);
4. Conflict and change – understanding theories of change;
5. Conflict settlement, conflict prevention, conflict management, conflict resolution and conflict transformation;
6. Development, Humanitarian Aid, Peacebuilding;
 - Understanding concepts and their relations; similarities and differences;
 - Understanding approaches in working *in on and around conflict*;
7. Conflict sensitivity – introduction;
 - Understanding impact of presence in conflict situation;
 - Defining conflict sensitivity

Module 2: CONFLICT ANALYSIS

Subject areas:

1. Role of conflict analysis in conflict sensitive approaches;
2. Conflict analysis tools – understanding dynamics, actors, relationships, issues, causes and effects;
3. Applying conflict analysis tools: conflict stages; conflict mapping; conflict tree;
4. Summarising findings and learning from conflict analysis;

Module 3: CONFLICT SENSITIVITY IN PRACTICE

Subject areas:

1. Conflict sensitivity issues: mandate, roles, insiders, outsiders;

2. Conflict sensitive programming – conflict sensitive planning, implementation, monitoring and evaluation; Using CS framework;
3. Conflict sensitive impact assessment; Force Field Analysis;
4. Organisational assessment – radar chart;