

NATIONAL OPEN UNIVERSITY OF NIGERIA

PCR 371



**Third Party Intervention
in Conflict Resolution**

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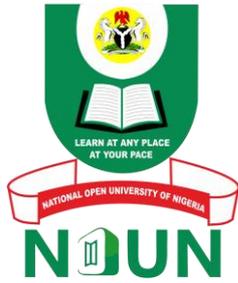
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Course Blurb

Conflicts resolution processes I is a very important course for all students of PCR to learn. It is very important in the sense it helps you to learn the skills of conflict resolution which will guide you in your profession. The ultimate goal is to bring parties involve to resolve their differences to build a society where all will live peacefully.



Ice Breaker

It is expected that as a student in the department of peace studies and conflict resolution, your aim is to become a peace agent anywhere you find yourself and ultimately get employed based on the skills you would have garnered from studying this course and other assigned courses.



Introduction

PCR 371: Third Party Intervention in Conflict Resolution is a one Semester course. It is one of the courses available for you to take as part of the core module of the Peace and Conflict Resolution Programme. This course is suitable for any student seeking to understand **Third Party Intervention in Conflict Resolution**. This course consists of 20 Units, encompassing the following key areas, namely, Understanding Conflict Resolution. Resolving Contemporary Conflicts and the Role of UN Regional Bodies, And NGOs in International Peace Processes. The course guide tells you briefly what the course is all about, what you are expected to know in each unit, what course materials you need to use and how you can work your way through these materials. It also emphasises the necessity for tutor–marked assignments. There are also periodic tutorial classes that are linked to this course. The Course is to introduce you to the Foundation of Conflict Resolution; the History of Multi-doors Courthouse in Nigeria; the concept of the third-party intervention in resolving conflicts; the development of third-party mediation in resolving conflicts; the various methods of third-party intervention in conflict resolution; The legal personality of a third party mediator; the roles of the UN, Regional bodies in international peace process; the interventions of international bodies in resolving conflicts; intervention skills in international peace process and practical examples and issues in third party mediation process



Course Competencies

- Apply conceptual meaning of conflict, peace, third party intervention in the conflict resolution process
- Analyse the Third Party Intervention in Conflict Resolution
- Demonstrate current conflict resolution skills for amicable resolution of conflict
- Analyse the roles of UN, regional bodies and NGOs in international peace process



Employability Skills

The following are the employability skills you are expected to demonstrate at the end of the course.

- Interpersonal Skills
- Communication Skills
- Creative Thinking
- Leadership Skills
- Empathetic Skills
- Persuasion and Influencing Skills

- Trust Building Skills



Working through this Course

This course has several objectives. In addition, each unit has specific objectives. The unit learning outcomes are stated at the beginning of each unit. You are expected to understand these learning outcomes in the course of studying and completing each of the unit to be able to assess your progress. This will help you to ascertain that you have covered what is required of you in that unit.



Course Modules and Units

Study units

There are four Modules and eighteen units' structure in this course. Each module has an average of four to five Units. The modules are designed to cover the major aims of the course and arranged accordingly.

Module 1 Understanding Conflict Resolution

- Unit 1 General Background on Conflict
- Unit 2 Conflict Resolution: Definition and Characteristics
- Unit 3 Theories of Conflict
- Unit 4 Status of Public Policy in Third Party Conflict Resolution in Nigeria

Module 2 Practice of Third-Party Intervention

- Unit 1 Concepts, Definitions and Nature of Third-Party Intervention in Conflict Resolution
- Unit 2 Environments of Conflict Resolution
- Unit 3 Methods, Concepts and Philosophical Basis of Third-Party Intervention in Conflict Resolution
- Unit 4 Obligations of Parties Involved in Conflict Resolution
- Unit 5 Processes, Advantages and Disadvantages of Third-Party Intervention in Conflict Resolution

Module 3 Resolving Contemporary Conflicts

- Unit 1 The Legal and Moral Personality of Third Party in Conflict Resolution
- Unit 2 Roles of Third Party in Mediation Process
- Unit 3 Professional Attributes of an Expert in Conflict resolution Process
- Unit 4 Personal Attributes of Third Party in Conflict Resolution

Unit 5 The Role of Communication in Third party Conflict
Resolution

Module 4 The Role Of UN, Regional Bodies, And NGOS In International Peace Processes

Unit 1	Regional Bodies and International Peace Processes
Unit 2	Case Studies of Interventions
Unit 3	Power of Mediation in Third Party Conflict Resolution
Unit 4	Methods of Preventing Ethnic/Religious Conflicts in Nigeria



Course Requirements

To complete this course you are required to read the study units, and the recommended reference books. Each study unit contains a self-assessment exercise, and at some points in the course, you are required to submit assignments for assessment purposes. At the end of this course is a final examination. Stated below are the components of the course and what you are expected to do.



Course Materials

Major components of the course are:

1. Course guide
2. Study units
3. Assignment file
4. Presentation schedule
5. References/Further Readings



References/Further Readings

Albert, I.O. (2001), *Introduction to Third Party Intervention in Community Conflicts*, PETRAF and John Archers (Publishers) Ltd.

John Paul Lederach, 1996, *Preparing for Peace: Conflict Transformation Across Cultures*, Syracuse, NY: Syracuse University Press,
John W. Burton, 1990, *Conflict: Resolution and Prevention*, New York, NY: St. Martins Press Inc.

Schmid, A.P. (2000). *Thesaurus and Glossary of Early Warning and Conflict Prevention terms*. Synthesis Foundation, Eramus University.
Conflict Management Training Manual (2001). Conflict Resolution Stakeholders' Network (CRESNET) with support of USAID/OTI.

Diamond, L. and John W. McDonald, J.W. (1996). *Multi-Track Diplomacy: A Systems Approach to Peace*. Kumarian Press, April 1.

Adams, A.T. (2022) *Mechanisms of Alternative Dispute Resolution in the Management of Cases of Corruption in Nigeria* NOUN International Journal of Peace Studies and Conflict Resolution (NIJPCR), Vol. 2, No. 2, March. Pp. 331-339

Web Resources

Collett Jessica Lyn (2006) *Third Party Intervention And Relationship Outcomes: Extending Social Exchange Theory Through The Incorporation Of Intermediaries-*
https://repository.arizona.edu/bitstream/handle/10150/195532/azu_etd_1753_sip1_m.pdf?sequence=1

Fisher J. Ronald (2001) *Method of Third Party Intervention*
<https://core.ac.uk/download/pdf/71735677.pdf>



Online Facilitation

There are 15 hours of online synchronous and asynchronous tutorials provided in support of this course. You will be notified of the dates, times and location of these tutorials, together with the name and phone number of your tutor, as soon as you are allocated a tutorial group. Your tutor will mark and comment on your assignment, and keep a close watch on your progress. And on difficulties you might encounter and provide assistance to you during the course. Do not hesitate, to contact your tutor by telephone if you need help.

You should try your best to attend the synchronous online tutorials. This is the only way to have real-time live contact with your tutor and ask questions which are answered instantly. You can raise any problem encountered in the course of your study. To gain the maximum benefit from course tutorials, prepare a question list before attending them. You will gain a lot from participating actively.



Presentation Schedule

The weekly activities are presented in Table 1 while the required study hours and activities are presented in Table 2. This will guide your study time. You may spend more time in completing each module or unit.

Week	Activity
1	Orientation and course guide
2	Module 1 Unit 1
3	Module 1 Unit 2
4	Module 1 Unit 3
5	Module 1 Units 4
6	Module 2 Unit 1& 2
7	Module 2 Unit 3,4 &5
8	Module 3 Units 1 &2
9	Module 3 Unit 3 &4
10	Module 3 Unit 5
11	Module 4 Unit 1 &2
12	Module 4 Units 3, 4 & 5
13	Revision and Response to Questionnaire

Table 1: Weekly Activities

The activities in Table 1 include facilitation hours (synchronous and asynchronous), assignments, and Discussion forums. How do you know the hours to spend on each? A guide is presented in Table 2.

1	Synchronous Facilitation (Video Conferencing)	1	11
2	Self-Study and Asynchronous Facilitation (Read and respond to posts including facilitator's comment, self-study)	2	22
3	Assignments, Discussion Forum, and portfolios	1	11
4	Examination		2
	Total	4	46

Table 2: Required Minimum Hours of Study



Assessment

Table 3 presents the mode you will be assessed.

S/N	Method of Assessment	Score (%)
1	Portfolios	0
2	Discussion Forum	0
3	Tutor Marked Assignments (TMAs)	30
4	Final Examination	70
Total		100

Table 3: Assessment

There are 19 Self-Assessment Exercises in this course. Try to attempt them before you go to the end of each unit to check the correct answers to all the questions. They are meant to strengthen your understanding of the units and prepare you for other graded assessments.

There are three tutor-marked assignments in this course. You only need to submit all the assignments. Each assignment will count 10 % towards your total course mark. This implies that the total marks for the three assignments will now be 30% of your total course mark. The Assignments for the units in this course are contained in the Assignment File. You will be able to complete your assignments from the information and materials contained in your set books, reading and study units. However, it is always desirable at this level of your education to research more widely, and demonstrate that you have a very broad and in-dept knowledge of the subject matter.

Ensure that you do each assignment on or before the deadline given in the Assignment File. If, for any reason you cannot complete your work on time, contact your tutor before the assignment is due to discuss the possibility of an extension. Extensions will not be granted after the due date unless there are exceptional circumstances warranting such.

The final examination for **PCR 371: Third Party Intervention in Conflict Resolution** will be of one and half-hour' duration and have a value of 70% of the total course grade. The examination will consist of multiple choice questions (MCQs) and fill in the blank (FBQs) questions which reflect the practice exercises and tutor-marked assignment you have previously encountered. All areas of the course will be assessed. You will use the time between the completion of the last unit and sitting for the examination, to revise the entire course. You may find it useful to review your tutor-marked assignment and comment on them before the examination. The final examination covers information from all aspects of the course.

How to Get the Most from the Course

In distance learning, the study units replace the university lecture. This is one of the great advantages of distance learning; you can read and work through specially designed study materials at your own pace, and at a time and place that suits you best. Think of it as reading the lecture instead of listening to the lecturer. In the same way, a lecturer might give you some reading to do, the study units tell you when to read, and which are your text materials or set books. You are provided exercises to do at appropriate points, just as a lecturer might give you an in-class exercise.

Each of the study units follows a common format. The first item is an introduction to the subject matter of the unit, and how a particular unit is integrated with the other units and the course as a whole. Next to this is a set of learning objectives. These objectives let you know what you should be able to do by the time you have completed the unit. These learning objectives are meant to guide your study. The moment a unit is finished, you must go back and check whether you have achieved the objectives. If this is made a habit, then you will significantly improve your chances of passing the course.

The main body of the unit guides you through the required reading from other sources. This will usually be either from your set books or from a Reading section. The following is a practical strategy for working through the course. If you run into any trouble, you could put a call across to your tutor. Remember that your tutor's job is to help you. When you need assistance, do not hesitate to call and ask your tutor to provide it.

1. Read this Course Guide thoroughly, it is your first assignment.
2. Organize a Study Schedule: Design a 'Course Overview' to guide you through the Course. Note the time you are expected to spend on each unit and how the assignments relate to the units. You need to gather all the information in one place, such as your diary or a wall calendar. Whatever method you choose to use, you should decide on and write in your own dates and schedule of work for each unit.
3. Once you have created your own study schedule, do everything to stay faithful to it. The major reason that students fail is that they get behind with their coursework. If you get into difficulties with your schedule, please, let your tutor know before it is too late for help.

4. Turn to Unit 1, and read the introduction and the objectives for the unit.
5. Assemble the study materials. You will need your set books and the unit you are studying at any point in time.
6. Work through the unit. As you work through the unit, you will know what sources to consult for further information.
7. Well before the relevant due dates (about 4 weeks before due dates). Keep in mind that you will learn a lot by doing the assignment carefully. They have been designed to help you meet the objectives of the course and, therefore, will help you pass the examination. Submit all assignments not later than the due date.
8. Review the objectives for each study unit to confirm that you have achieved them. If you feel unsure about any of the objectives, review the study materials or consult your tutor.
9. When you are confident that you have achieved a unit's objectives, you can start on the next unit. Proceed unit by unit through the course and try to pace your study so that you keep yourself on schedule.
10. When you have submitted an assignment to your tutor for marking, do not wait for its return before starting on the next unit. Keep to your schedule. When the Assignment is returned, pay particular attention to your tutor's comments, both on the tutor-marked assignment form and also the written comments on the ordinary assignments.
11. After completing the last unit, review the course and prepare yourself for the final examination. Check that you have achieved the unit objectives (listed at the beginning of each unit) and the course objectives (listed in the Course Guide).



Tutors and Tutorials

There are 15 hours of tutorials provided in support of this course. You will be notified of the dates, times and location of these tutorials, together with the name and phone number of your tutor, as soon as you are allocated a tutorial group. Your tutor will mark and comment on your assignments, keep a close watch on your progress and on any difficulties, you might encounter and provide assistance to you during the course. You must mail your tutor-marked assignments to your tutor well before the due date (at least two working days are required). They will be marked by your tutor and returned to you as soon as possible.

Do not hesitate to contact your tutor by telephone, e-mail, or discussion board. The following might be circumstances in which you will find help necessary. Contact your tutor if –

- You do not understand any part of the study units or the assigned readings.
- You have difficulties within the exercises.
- You have a question or problem with an assignment, with your tutor's comments on an assignment or with the grading of an assignment.

You should try your best to attend the tutorials. This is the only chance to have face to face contact with your tutor and ask questions which are answered instantly. You can raise any problem encountered in the course of your study. To gain the maximum benefits from course tutorials, prepare a question list before attending them. You will learn quite a lot from participating in the discussions.



Online Facilitation

The Online Facilitation offering is an opportunity for students to engage with facilitators on the course materials. Typically, the facilitation exercise comprises of two main activities:

1. Video Conferencing Sessions: Here the facilitator will come online for one hour based on a predetermined schedule. The facilitator will briefly explain concepts in a course module or unit under consideration after which he/she answers questions students may have on the course material. All the video conferencing session will be recorded and made available on the NOUN Learning Space for review and the benefit of those that could not join the sessions.

2. Discussion Forums: An online discussion forum is a learning tool that gives students a place to express their opinion and understanding regarding the topic outlined for discussion. Students will be able to challenge one another to think deep on the course. The online facilitator will guide the process.

MODULE I UNDERSTANDING CONFLICT RESOLUTION

Module Introduction

Unit 1	General Background on Conflict
Unit 2	Conflict Resolution: Definition and Characteristics
Unit 3	Theories of Conflict
Unit 4	Status of Public Policy in Third Party Conflict Resolution in
Nigeria	

Unit I: General Background on Conflict

Unit structure

- I.1 Introduction
- I.2 Learning Outcomes
- I.3 General Background on Conflict
 - I.3.1 Definition and Concept of Conflict
 - I.3.2 Causes of Conflict
 - I.3.3 Dimensions of Conflict
 - I.3.3.1 Struggle for Political/Economic Resources
 - I.3.3.2 Struggle and Claims to Land Ownership
 - I.3.3.3 Religious/Ethnic-related Factors
 - I.3.3.4 Globalization Processes
- I.4 Summary
- I.5 References/Further Readings/Web Resources
- I.6 Answers to Self-Assessment Exercise



I.1 Introduction

It may surprise you to know that conflict is an integral component of the society. In other words, conflict is a phenomenon that is inherent in every society. But a civilized society emerges when it is far less susceptible to conflict, and it is able to resolve its generic factors of conflict situations with ease and fewer burdens. For that reason, for example, the term civilized is used to describe a society whose members have organized and advanced ways of behaviour, improved standard of social relationships distinct from primitive societies or anti-modern styles of living. There are many ways by which conflicts are resolved in the society. These are formal processes of court system including semi-formal and informal strategies. The Alternative Dispute Resolution (ADR) processes comprise semi-formal and the informal criteria: arbitrations, conciliation, mediation, good governance, etc. Each of these has its own peculiarities and not exactly synonymous with one another.

In this course, we will focus on third party intervention in conflict resolution. Third party intervention process is increasingly becoming popular as a result of its consensual and communalistic nature. Although it will also examine causes of conflict and other issues that impinge on the environment of conflict, the central focus will be dominated by third party intervention in conflict resolution.



I.2 Learning Outcomes

By the end of this unit, you will be able to:

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- Explain the concept of conflict
- Analyse causes of conflict
- Analyse dimensions of conflict



I.3 General Background on Conflict

I.3.1 Definitions and Concepts of Conflict

Why would conflict exist at all in the society? Why do men seek peace within and after conflict in their societies? Politics and Economy are inextricably mixed, and in any society there will be people who inevitably want to achieve their satisfaction by acquiring power or economic resources, legitimately or illegitimately. Where interest contradicts, there will be conflict. No society can be said to be conflict free, except that the severity of conflict varies from one society to the other, depending on the sophistry of institutions that manage conflict and allocate values. Conflict stifles economic development.

It is not that we can totally eradicate conflict in the society or that it is so bad that we should not have it at all. Rather, what is important is that conflict is part of every society. From sociological point of view, conflict is a characteristic of every society. People will not accept bland agreement to everything. If they must show displeasure and disagree in some cases, there must be opportunity for resolution. Resolution is the most important aspect, and it constitutes the positive side of conflict.

Conflict could be defined as the pursuit of incompatibility of goals by individuals or groups as a result of the inability of social structure to allocate values objectively. Ball (1983) situates conflict as a political process that generates from diversity of choices and distribution of scarce resources in the society. This can lead to frustration as you can see in Figure 1



Fig. 1: Conflict can lead to Frustration

Stagner (1995) adds that the occurrence of cheat and aggressive behaviour on the part of individuals or groups that lead to the frustration of others may cause conflict. It is a disagreement that results from the allocation of scarce values or clashes regarding incompatibility of goals. It can also be regarded as disagreement that generates from distributive injustice. There are both positive and negative sides of conflict when it is resolved and when it exist respectively. The positive side can be used to minimize or resolve conflict. Similarly, the negative can be used to exacerbate conflict. To promote conflict resolution and peaceful co-existence, one important tool is communication. Of course Otite and Albert (1999) have argued that adequate consultation and communication is one of the hallmarks of transforming conflict environment to manageable situation.

So, what then happens if there is no communication?

Where communication is lacking either as result of the inability of the mediator to initiate it or the principals' blatant refusal to talk to each other, resolution may be difficult. Consultation and communication aims to promote the positive side of conflict and deterring the negative side. Coser in Otite and Albert (1999) provides an elaborate definition. Accordingly, he states that "Social conflict may be defined as a struggle over values or claims to status power, and scarce resources, in which in which the aims of the conflicting parties are not only to gain the desired values, but also to neutralize, injure or eliminate their rivals". Such conflicts may take place between individuals, between collectivities, or between individuals and collectivities. Intergroup as well as intra-group conflicts are perennial features of social life

In conflict situation, one individual or group tries to prevent or obstruct the other in achieving his goals because their behaviours are in opposition. Competition for a common goal has been singled out as the most basic element that may cause conflict. Mullins (1995) writes that where goals have no resemblance, conflict tends to be absent. This is rather instructive for conflict resolution challenges. If so, how do we redirect the goals of individuals or group in the society such that they are able to benefit adequately, yet pursuing different goals? Stated otherwise, how we allow individuals or groups to pursue same goals within different processes such that the interest of one realizing his goal does not endanger those of others. Why? How do we make individuals or group achieve their goals without necessarily utilising the same tools or same means of achieving same goals? Availability of choices that lead to the accomplishment of same basic goals are, perhaps, important.

To comprehend confliction situation in Mullins conceptualization, emphasis on point of common interest carries low recognition and cooperation compared to those of parochial interest. In other words, individuals or groups concern on matters of narrow interest tends to narrow opportunities for conflict resolution, especially if the parochial goals are such that are substandard to common goals. Thus, where the pursuit of parochial interest is high and at variance to with concern for common interest, conflict manifests and intensifies easily.

You can click on the link below to read more on conflict and communication
<http://www.columbia.edu/~rmk7/PDF/Confl.pdf>

Of course, there can be no fire without smoke. What then are the causes of conflict in the society?

1.3.2 Causes of Conflict

There are different causes of conflict within the society. These includes.
Mismanagement of Information – It occurs when people dispute on the relevance of certain data or when they have incomplete or inconsistent information. Parties may be able to resolve discrepancies in information if given enough time to be heard and in a respectful setting guided by a neutral party.

Values Differences --People's perceived or actual incompatibility with one another's belief systems leads to disputes. Conflicts occur when a person or organization seeks to impose its ideals on others or asserts exclusive ownership of a set of values. Although ideals may not be negotiable, they may still be addressed, and people can learn to coexist happily and logically.

Competition and Contestation -Competition over real or imagined contradictory demands and interests also leads to conflicts. These disputes may be related to questions of power, wealth, resources, or time as you can see in Figure 2.



Fig. 2: Competition as a Cause of Conflict

It's a common fallacy for parties to think that in order to meet their own wants, those of their adversary must be sacrificed. Restraining actions taken against others are what lead to structural disputes. Conflict behaviour is frequently encouraged by organizational structures, limited opportunities or resources, and both.

Resources -Resources like money, time, land and equipment are frequently in short supply. Competition between individuals and groups for scarce resources sometimes results in conflict.

Meanwhile, causes of conflict in societies where it has occurred and where it may potentially take place are similar. The available literature on causes of conflict in the West Africa sub-region, for example, is tied to the struggle for economic resources, boundary disputes, environmental degradation, and struggle for political power between or among ethnic groups, religious sentiments. Elsewhere in Africa, Asia, Central and Eastern European countries and the Americas, the story is the same or similar. For example, the conflict in Liberia in which late Samuel Doe was accused of dominating the government with members of his ethnic Kahn people is much related to tribal sentiments and struggle for political power; the conflict between Nigeria and Cameroun over the oil rich Bakassi Peninsular, which was concluded in 2006 was as a result of boundary dispute and the accompanying natural resources/economic resources located therein. Below in Figure 3 is a demonstration of conflict arising from resources and competition.



Fig. 3: Farmer–Herder Conflict

When in 1990, late Saddam Hussein of Iraq invaded Kuwait (an independent country) and made frantic attempt to annex it, claiming that Kuwait is historically part of Iraq, his motive was most probably informed by two reasons. Firstly, Kuwait is an oil-rich country and if successfully annexed, it will boost Iraq command of global oil influence and resources. Secondly, if successfully annexed, it will broaden the opportunity to anger the West by starving it of oil. The long-standing disputes between Ethiopia and Somalia on the one hand and Somalia and Kenya on the other hand are related to boundary disputes.

The recurring conflict between China and Japan overfishing territories on what the Japanese calls the Japanese sea and what the Chinese similarly refers to as the Chinese sea is an issue that is quite related to boundary dispute and control of economic resources. The protracted civil war that bedevils Sudan in the last ten years is connected to tribal and religious sentiments. Thus, causal factors of conflict (whether inter-state or intra state), are quite similar and interconnected with little or no variations. Where the control or share of economic resources constitute the generic factor, it is most likely that it has some elements of boundary disputes, religious interpretations, political

undertones or the inhabitants of such area claiming their citizenship on one of the two states or communities. In describing the causes of conflict the world over, the causes are interconnected, and no one factor is entirely independent of the other.

However, we will mention and discuss these factors and dimensions in specific terms, but in their interdependent nature.

1.3.3 Dimensions of Conflict

1.3.3.1 Struggle for Political/Economic Resources

As we had noted, the struggle for economic resources among or between communities or states underscores the genesis of some conflicts. Again, these conflicts have overt or covert political definitions. Most inter-tribal wars in West Africa and Africa in general are traceable to this factor. More than 90 per cent of African countries are plural societies. The struggle and partition of Africa (1884-1885) and the tribal wars that follow in attempts to forge out unified societies for the purpose of stability and trade increased the intensity of pluralism in African states. The characteristic nature of plural societies is well-known. First and foremost, a plural society is prone to conflict. A plural society is a society divided by what Harry and Eckstein in Lijphart (1977) call segmental cleavages, and it exists where political divisions follow very closely with lines of objective social differentiation, salient in a society. Segmental cleavages may be of religious, ideological, ethnic, cultural and regional definitions. Democracy is regarded as the best political system for galvanizing, promoting justice and equity in plural societies.

When communism retreated in 1989, the concepts of globalization intensified the agitation for democracy in both developed and developing countries. Oppressed communities and people suppressed conflict and emotions got opportunities for candid and renewed expressions. In the West Africa sub-region, Liberia, Cote d'Ivoire, Sierra Leone, Nigeria etc, people saw these expressions in different dimensions. The conflict between Nigeria and Cameroun over Bakassi peninsular received wide attention as a result of the availability of petroleum resources and opportunities for commercialised fishing. Prior to the resolution of the conflict at the International Court of Justice (ICJ) Hague, 2005), the interests of both parties (Nigeria and Cameroun) and French support to Cameroun in attempting to police the territory was not informed by ordinary interest of annexation and redraw their respective political maps or interest on an expanse of land, rather the real struggle was on economic resources located therein.

The creation of states and location of administrative headquarters of local government areas implies power, positions, resources, and development. In Nigeria, the creation of Warri local government in 1996 generated ethnic conflict between the Itsekiris and the Urhobos. The reason being that its location in the city is densely populated by the Urhobos and the Ijaws. The term "Warri" is often used to refer to the Itsekiris in the Niger Delta. Thus, creating a local government and calling it Warri local government in a city historically dominated by all the tribes angered the Urhobos. Like the

Australian Aborigines, the Itsekiris insists that they are the Aborigines of the Warri city. “Warri belongs to us” and calling it another name is a misnomer. Revenue allocation comes with local government. The elite have a way of benefiting from this largesse. The opposite ignites conflict. Similarly, the Ife-Modakeke long – standing tribal sentiments generated serious conflict when local government headquarters holding the two towns was located at Ife.

1.3.3.2 Struggle and Claims to Land Ownership

The struggle, claim to land ownership and usage is directly and indirectly connected to economic factors. Perhaps, the most common generic factor of conflict, especially in Africa in general and West Africa in particular is the struggle for land ownership between or among ethnic groups as indicated in Figure 4.



Fig. 4: Land Conflict

The most vivid is the Ife-Modakeke conflict. The Modakekes claimed that they owned the farmland and settlement where they currently cohabit with the Yorubas in a “conterminous” living pattern. And the word ‘Modakekes’ itself is a Yoruba terminology. It seems that, altogether, they are one people of same historical origin who migrated to the present place after the collapse of Oyo empire as well as the invasion by the Fulani religious warriors (the Jihadists). Yet conflict became endemic in this community. The Ooni (the king and progenitor of Yoruba race) and the people of Ife resisted this claim vehemently. Severe disagreement and conflict ensued resulting in loss of many lives and property.

Another related conflict is the Tiv-Jukun controversy. The king of the Tiv people, Aku-Aka and his people vehemently opposed the idea of stigmatizing them as foreigners, and settlers, instead of aboriginals by the Jukuns in the present Taraba State. Subsequent appointments of a Tiv indigene as the chairman of Wukari local government area and Commissioner to political positions, including some religious interpretations exacerbated the situation.

The outcome has been a much tensed conflict in which many lives and properties were lost.

The conflict between the Umuleri and Aguleri communities of Anambra state offers yet another land-related source of conflict. Although the conflict has enjoyed intermittent settlements in the past, old problem often surface at the slightest provocation.

I.3.3.3 Religious/Ethnic-related Factors

Perhaps, one single and conspicuous sources of conflict in Nigeria as in other states in the East and North Africa are religious sentiments. Otite and Albert reported that the first major religious crisis in Nigeria was the Fagge crisis in Kano in 1982. According to them, the conflict started on the suspicion of the rising ascendancy of Christianity in Kano a heavily dominated Muslim city of the north. The Christians have attempted to reconstruct a dilapidated church building in Sabon –Gari area of Kano. The Moslems felt that the church should be relocated elsewhere and made several concrete attempts to foil the reality of the reconstruction. The Christians insisted that they were free law-abiding citizens of Nigeria, whose inalienable rights include freedom of worship and religion, and association. Thus, they obtained police protection and reconstructed the Church. The Muslims consequently reacted violently, burnt down the church and other Christian properties near and far away in the city.

The 1995 Ibo-Fulani conflict at Sabon-gari market in Kano between Mr Arthur Nwankwo and Mallam Abubakar Abdu generated from ethnic sentiments. The former had accused the latter of aiding and abetting a case of theft by some hoodlums who hid some stolen bags in the areas under Abdu's guard. It soon metamorphosed into the Fulani against Ibo conflict in which many lives and property were destroyed. Other related conflict has also taken place between the Hausa-Fulani traders and the Yorubas at the popular Mile 12 market in Lagos (2000). The most recent religious-related conflict was the Muslims' violent reaction to a piece of media cartoon, published in Denmark in 2005, and which they considered as blasphemous of Prophet Mohammed. In violent reactions many churches were set ablaze in major cities in northern Nigeria. Not only were churches burnt down, but several Christians of southern Nigeria origin also residing in the north, particularly the Ibos resident in those cities were killed. In a swift response to the situation, the Ibos retaliated and killed several Hausa-Fulani petty traders in Onitsha. The quick intervention of the Federal Government, perhaps, saved the situation. Figure 5 is an illustration of the multidimensional factors for conflict.

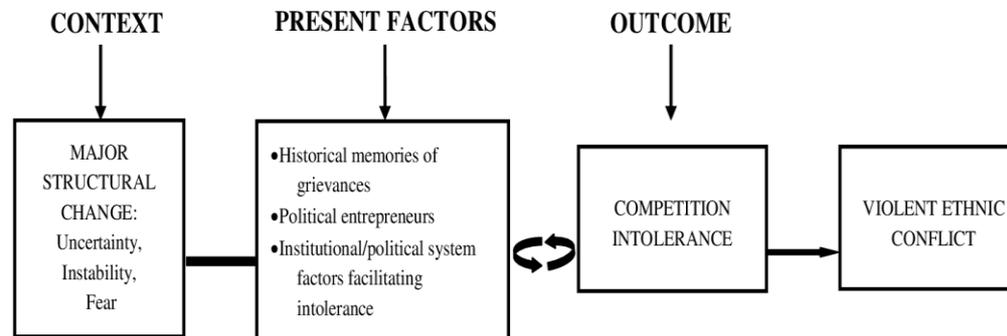


Fig. 5: Multidimensional Factors for Conflict

1.3.3.4 Globalization Processes

Many would wonder how globalization processes constitute generic factor of conflict around the world. Globalization is a process of economic, democratic and social revolution, which has intensified in an ongoing manner since the fall of communism in 1989. In particular, citizens of many countries more than ever, are demanding political and economic accountability in the hands of their governments and leaders. Reacting to this wind of change, Emeh (2007) asserted that anti-globalization protests and demonstrations have escalated, compelling world leaders to hold their summits in isolated areas. Such protests have taken place in Seattle December 1999; Davos February 2000; Melbourne September 2000; Nice December 2000; Davos-Zurich January 2001; Quebec April 2001; Barcelona June 2001; Gothenburg June 2001; Cancun 2003.

The conflict that generates from the process is of two dimensions. One relates to the conflict of continuous economic divide and marginalization of the poor south by the rich north and to which the above protests and demonstrations are directed. The second, perhaps more specific, are the structural economic reforms currently going on in developing countries in response to World Bank prescription of public sector policy change and management. In many countries including Nigeria, a cut in the size of public sector labour force, for example, resulted in conflict between the government and organized central labour led by the Nigerian Labour Congress.

In Zambia, the President announced in December 2006 that it will not implement the World Bank prescription of increasing consumption tax to avoid major conflict with citizens. Market economy on which the policy change partly focuses does not allocate resources justly. Some citizen benefit more compared with their fellow citizens, sometimes at the expense of the poor in the society.



Case Studies or Scenarios

Conflict can indeed assume multiple and sometimes complex dimensions. The Boko Haram insurgency in the north-eastern part of the country is a classic example of a violent conflict that displays multiple dimensions. The problem started as a religious conflict when Mallam Yusuf, a fierce Islamic cleric used

religion to mobilize his followers against liberal Muslims and the government in the region, describing them as 'infidels'. But the situation has since

metamorphosed into other forms including political, ethnic, economic and of course, criminal dimensions. When conflicts are allowed to fester for too long, they have the potential of degenerating into other forms of violence.



Self-Assessment Exercise(s)

1. The Boko Haram insurgency started as a ----- conflict
A. religious B. ethnics C. resource D. industrial
2. The Boko Haram insurgency metamorphosed into the following except
A. political B. ethnics C. economic/resource D. industrial
3. -----were used to mobilised followers by Boko Haram group against the government
A. political B. clerics C. ethnics D. industrial



1.4 Summary

The causes of conflicts in the society as we had alluded to include struggle for political-economic resources; struggle for land and claims of ownership; religious/ethnic-related factors and globalization processes. The desire to achieve socio-economic and political interests in the society create situations of differences. These differences degenerate into the pursuit of incompatibility of goals. Even though conflict has negative impact on societies where they occur, it can as well be a sign of healthy organization of men in the society, especially if it generates a situation to redress injustice. As much as it is important to have conflict in the society, it should be noted that minimizing its occurrence is far much better than having it. Therefore, conflict managers and public institutions that allocate resources in the society should emphasize the promotion of common interest over parochial interests. That does not imply that we can exterminate conflict in the society, because the causes, such as the struggle over political-economy resources, Land disputes, and religious-ethnic-related factors including the processes of globalization will remain well with us.

However, it is not important that conflict occur in our societies. But what is more important is whether such conflicts are amenable to resolution. Political science and industrial relations studies agree that this is the positive side of conflict in the society. But conflict resolution is based on social justice – an arrangement that makes either parties or persons better off without making the others worse off. If social justice is anything that informs conflict resolution, adequate truth telling, institutional reforms and good governance are important inputs. The definition of conflict centres on disagreement or incompatibility of goals between or among individuals, groups, states etc, or a struggle over values, status, power and scarce resources in which one group or state tries to neutralize, injure and kill their rivals.



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<http://www.columbia.edu/~rmk7/PDF/Confl.pdf>



1.6 Answers to the Self-Assessment Exercise(s)

1. A.
2. D.
3. B

Unit 2: Conflict Resolution: Definition and Characteristics

Unit Structure

- 2.1 Introduction
- 2.2 Learning Outcomes
- 2.3 Conflict Resolution: Definition and Characteristics
 - 2.3.1 Foundation of Conflict Resolution
 - 2.3.2 The Characteristics of Conflict towards its Resolution
- 2.4 Summary
- 2.5 References/Further Readings/Web Resources
- 2.6 Answers to Self-Assessment Exercise



2.1 Introduction

As we examined earlier, there is somewhat general agreement that conflict is basic to every society. It is sometimes said to be a sign of healthy organization of men in the society, especially if its generic implication is to redress injustice. Even in the most economically advanced nations, conflict still take place at one point or the other. The basic truth is that individual's or group's interest differs, and their objectives, values and needs do not always coincide. Bland agreement on everything would be unnatural. Therefore, there should be opportunities for natural clashes of ideas and interests about tasks, projects, public decisions and allocation of values in the society so that the issues are explored and resolved. Figure 6 shows a scenario for collaboration and joint decision making in the process of conflict resolution.



Fig. 6: Collaboration and Joint Decision-Making

Yet, extreme cases of conflict in the society or organization can have adverse consequence, especially if the opportunities and tool-kits for resolving such negative behaviour are scarcely available or utilized.



2.2 Learning Outcomes

By the end of this unit, you will be able to:

- Analyse the foundation of conflict resolution
- Analyse the characteristics of conflict towards its resolution



2.3 Conflict Resolution: Definition and Characteristics

2.3.1 Foundation of Conflict Resolution

At this point, it is imperative that we examine the concept of conflict resolution. Conflict Resolution can be viewed as a non-violent process that manages conflict through compromise or with the help of a third party who either facilitates or imposes a settlement or resolution. Conflict resolution is therefore conceptualized as the methods and processes involved in facilitating the peaceful ending of conflict and retribution. There are numerous and diverse methods for resolving disputes, and they can be categorized along a continuum from cooperative, participatory, informal, non-binding procedures (like mediation, conciliation, and third-party negotiation) to adversarial, fact-based, imposed decisions by institutions like courts and tribunals (Boulle, 1996). Non-adversarial methods have typically been linked with conflict resolution or alternate dispute resolution (ADR) processes rather than adversarial techniques, such as mediation, negotiation, arbitration, and conciliation.

There is no specific or single generally accepted strategy for rebuilding confidence in each of those cases. But Chesterman (2005) writes that the beginning of conflict resolution of such abnormal situation must involve “accountability, truth telling, reconciliation, institutional reforms, good governance and reparations”.

Conflict resolution is a process that is predisposed to a new beginning. New beginning requires new values that dissolve into civilized community public life. If we deliberately or intentionally ignore the basic truth because of our self-interest, reconciliation is only going to be more complicated by furthering and postponing grievances within democratic fragility in developing states. As Chesterman observed, part of not telling the truth is to ignore the past. Issues on which fencemending are being sought in West Africa may not have same causal factor as we had in Germany after the World War II or the racial segregation and Apartheid rule in South Africa, or the emerged transitioning

states from the defunct communist Russia. Certainly, transitional justice in West Africa must be related to those of South Africa and the Chilean experiences after Augustine Pinochet. Institutional reforms that we speak of here are not only inclusive of writing a new constitution, professionalising and digitizing governance or reforming the civil service, but fundamentally inclusive of consideration of minority rights, the right to economic resources, and for the present government (whether it has good or bad impression of past governments) to express regret for what previous government(s) did wrongly to local people.

For example, the 2005 National Political Reforms Conference (NPRC) in Nigeria would had been far more successful if President Obasanjo had during the inaugural ceremony raised some vital issues and apologize to Nigerians on the insensitivity of past governments. Ogoni people, for example, deserves apology, Nigerians deserve apology for frivolous annulment of 1993 general election, the Igbo people deserves apology for series of ethnic cleansing that had been inflicted on them in the north; Peace process must not hold some people above the law; it must not be a superficial exercise of scratching the surface and leaving the substance.

Click on the video below to watch a video on conflict and conflict resolution



<https://www.youtube.com/watch?v=KY5TWWz5ZDU>

Based on the information provided in the video, can you analyse a particular conflict in your community/society?

The idea of social justice for conflict resolution is related to the challenge of neoliberalism to balance property rights with those of the community. Falk (2000) observes that the promotion of human rights in weak states must be seen beyond the market and privatization policies, in which case; only financial elite can invest in the erstwhile state assets. Succession or democratization hardly solve problem of “weak states” or states that have failed – unless it can accommodate the complexities of the people who have to share same political space (Chesterman 2005). The series of peace brokered in Liberia since 1990s when Dr Sawyer was made an interim President supported by the USA, UN and the defunct OAU (AU) culminating in 2004, when the then Liberia President, Charles Taylor left for exile in Nigeria could be said to have

failed largely on account of inability to accommodate comprehensive stakeholders' interest in Liberia in the process of seeking peace.

But there are some basic attributes of conflict, can you highlight some?

2.3.2 The Characteristics of Conflict Towards its Resolution

Laue (cited in Charles Sturt University, 1998) has argued that conflict can only be considered resolved if the following conditions are met:

- The solution jointly satisfies the interests and needs of the parties via joint agreement.
- The solution does not compromise the values of either party.
- The parties do not repudiate the solution even if they have the power to do so following the settlement.
- The solution is fair and just and becomes self-supporting and self-enforcing.

From the works of Lewis A. Coser, Johan Galtung and Thomas Schelling, conflict resolutions must reveal :

a change in one of the contrasting parties' agendas. While it is uncommon for a party to totally alter its fundamental stances, it is possible for it to show a change in the priorities it places most highly. In such a situation, fresh options for resolving disputes can emerge.

The disputed resource is fragmented. In essence, this means that both parties who are at odds exhibit some degree of a change in priorities, which creates the possibility of a "meeting halfway" arrangement.

Exchanging favours between the opposing sides. This implies that one party receives satisfaction on all of its requests on one subject, while the other side receives satisfaction on all of its demands on a different one.

The parties agree to share management of the contested resource. It could be a long-term resolution or a short-term arrangement for a time of transition that, when it's through, has assisted in resolving the conflict. The parties agree to share management of the contested resource. It could be a long-term resolution or a short-term arrangement for a time of transition that, when it's through, has assisted in resolving the conflict.

The parties' consent to handing up power to another party. In this process, the principal parties' consent to, or accept, the control of the challenged resource being transferred to a third party.

The parties use legal or arbitral processes as means of resolving their disputes. Finding a mechanism for resolving the problem in some of the five ways stated earlier with the additional feature that it is done through a process outside of the parties' immediate control is what is meant by this.

Some concerns may wait till a later day. The justification for this is that political climates and public opinion can shift, and some topics benefit from

being postponed since their importance can wane with time. The links below provides you with more information about conflict and conflict resolution

<https://scholarworks.unr.edu/handle/11714/6714>

<https://www.ciarbnab.com/wp-content/uploads/2020/02/Agrawal.pdf>



Discussion Forum

Can you apply conflict resolution process and strategy under a tensed situation of conflict? Post your comment on the discussion forum in not more than 100 words



Case Studies or Scenarios

Attaining a just and equitable society in Nigeria remains an elusive project simply because the state and its institutions are weak to serve as an arbiter of distributive justice. Hence, unbridle corruption and nepotism becomes the order of the day. This scenario usually makes the state to be susceptible to ethnic and religious capture. Successive governments have privatized some key national assets, including NITEL and NNPC as means of correcting the imbalance. The Refineries are also being proposed to be privatised. Privatizing the nation's assets will further entrench social injustice as only the rich or elite class will be able to bid for the sale of such critical national assets. Don't you think Nigeria needs to reconsider it's stand on privatisation policy?



Self-Assessment Exercises

1. From the scenario and video above, balance and just society is premised on
A. Equitability B. Nepotism C. Corruption D. Susceptibility
2. The beginning of conflict resolution of abnormal situation must involve the following Except"
A. Accountability B. Truth telling C. Inalienable D. Reconciliation
3. For societies recovering from past violence, an important component of the reconciliation process is _____
A. Truth telling B. Argument C. Cooperation D. Prosecution



2.4 Summary

Conflict is natural with societies. It becomes dysfunctional when it proves unsusceptible to resolution. Conflict resolution is a process that is predisposed to a new beginning. New beginning requires new values that dissolve into civilized community public life. If we deliberately or intentionally ignore the basic truth because of our self-interest, reconciliation is only going to be more complicated by furthering and postponing grievances within democratic fragility in developing states. That is not all, if we deliberately ignore to embrace settlement, has indefinite conflict situation ever produced a condition of civilized form of community living that dissolve into better standards of living and economic development? Rather we should be adding to existing knowledge in conflict resolution with particular reference to third party mediation processes, since it is characteristic of a phenomenon collective interest of all parties to a conflict to find ways to accommodate each other.

Conflict resolution in general and third party intervention in resolution in particular is based on some standards. For a just society that has internal mechanism to resolve conflict to be said to exist, two basic values (1) common acceptance of some principles of justice and (2) common acceptance of some basic institutions that satisfy these principles must altogether exist. Men naturally will disagree on the basis of the principles that define their rights and privileges in their societies because many different kinds of things, such as laws, institutions, social systems, including decisions, judgmental actions would be said to be just or unjust. Rawls analysis says that justice is to be located in social justice – “a set of social ideals that promotes social co-operation in the society like the social contract as espoused by Lock, Rousseau, and Kant, and which has “the principle of fairness” at the background and where a society is arranged and ordered on a net balance of satisfaction of the sum of all individuals belonging to it, so that, as much as they invest in such society or as their natural rights allow, they too must take the benefits that comes with it



2.5 References/Further Readings/Web Resources

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<https://www.ciarbnab.com/wp-content/uploads/2020/02/Agrawal.pdf>



2.6 Answers to Self-Assessment Exercise

- 1 A
- 2 C
- 3 A

Unit 3: Theories of Conflict

Unit Structure

- 3.1 Introduction
- 3.2 Learning Outcomes
- 3.3 Theories of Conflict
 - 3.3.1 Structural Theory
 - 3.3.2 Realist Theory
 - 3.3.3 Biological Theory
 - 3.3.4 Economic Theory
 - 3.3.5 Psycho-Cultural Theory
 - 3.3.6 Systematic Theories
- 3.4 Interfaces between Theory and Practical Conflict Resolution
- 3.5 Summary
- 3.6 References/Further Readings/Web Resources
- 3.7 Answers to Self-Assessment Exercise



3.1 Introduction

As you can see, we have looked at the concept of conflict and conflict resolution. The purpose of this unit is to examine the theoretical foundation of conflict and its implications in practical challenges. Third party intervention in conflict resolution is largely a call to practical responsibilities rather than those related to theoretical obligations. However, what leading writers or analysts say about third party intervention and other related styles in conflict resolutions are important aspects of the general understanding and practical resolution of conflict itself. This unit attempts to deal with some theories of conflict.

A theory is an assumption put forward to explain some phenomena. Stoner et.al (1995) states that a theory is a coherent group of assumptions put forth to explain the relationship between two or more observable facts and to provide strong basis for predicting future events.



3.2 Learning Outcomes

By the end of this unit, you will be able to:

- Analyse theories of conflict
- Differentiate between theoretical and practical conflict resolution
- Apply conflict theories in any conflict situation.



3.3 Theories of Conflict

Theories of social conflict are interrelated just as much as we cannot separate politics, economics and social processes. In other words, no matter the degree by which we attempt to classify theories as structural, biological, economic, political, physiological or otherwise, their causal inter-relationships are inseparable, intertwine and interwoven.

However, political explanation may be more deeply rooted in one particular conflict, such that political solution is also needed more than anything else in attempting to resolve it. Economic or psychological frustration may inform the cause of a particular crisis as well. In such situations, their causal factors must be sought in attempting to address the respective situations. We are, therefore, compelled to reflect on the categorization of Best (2006). According to him, the theories of social conflict include;

3.3.1 Structural Theory

The structural theory of conflict derives its explanatory content from two sources. The first is linked to Karl Marx dialectical school of thought with expanded contributions of Engel and Lenin.

The Marxian conflict perspective holds that there is a structured forms of conflict in the society, which generates from the relationship between those who owns private property and means of production (the bourgeoisie) and those who are separated from this process of materialism, but work for the property class under exploitative and subordinated arrangements (the Proletariat).

Marx takes the argument further that such exploitative and domineering power of the bourgeoisies will evolve into conflict in which the proletariat will in revolutionary revolt overthrow the property class to establish socialist order that put the masses (workers) in control. Workers across national boundaries will merge and the state will wither away since it is only for the support of production processes that state exists. Miliband, Lenin etc, have expanded this, but showed pessimistic view about the liquidation of the state into the advantage possession of the proletariat.

Ninalowo (1996) inferring from Milliband, for example, argued that the state is not only a form of creation of the property class to perpetuate and remain in the ownership of production process, the state itself is “the source of economic power as well as instrument of it: the state is a major means of production”. And in the contradictory struggle between the classes, the state is not neutral as it will produce conditions that enhance the ceaseless domination of the bourgeoisie class to perpetuate the capitalist process.

Neo-colonial and development study writers, such as Gunder Frank, Walter Rodney, Samir Amin and Todaro and Smith etc have extended the Marxian position to explain dependency and underdevelopment in the countries of the south. Todaro and Smith (2003), for example, observe that the rich capitalist countries of the north are either intentionally exploitative or unintentionally neglectful in the co-existence of rich and poor nations in an international system dominated by such unequal power relationships that makes developing countries incapable of self-reliance. Such an arrangement, it seems, is “an arrested development”. In a situation where the mass majority of world population who live in the south are poor, we cannot possibly admit that we are living in a world system that is presently or potentially peace driven. Conflict is rather endemic and inherent in it.

The second sources of conflict of structural orientation are linked to those who see the wrong distribution of scarce economic resources of nations as the main generic factor of conflicts. Ross and Kothari in Gaha (2006) respectively likened such factors to **social relationship networks and wrongful distributions of collective scarce resources**. Ross insists that kinship ties and relationship of consanguinity define groupings in the society, and when political, economic and social resources are monopolized by these cultural and biological affinities, it can create conditions that constitutes recipe for crisis and conflict. In Kothari’s explications, exploitation of national resources by some powerful economic, political elite and warlords to the deprivations, frustration and detriments of others in the society can cause conflict. Most conflict in the West Africa sub-region can be linked to such internal contradictions. Today, inter and intra-state conflicts exist out of these contradictions. Consider, for examples, the crises that often mar World Trade Organisation (WTO) conferences, the oil crisis in the Niger-Delta (Nigeria), Aceh (Indonesia) etc.

Have you heard about the realist theory before?

3.3.2 Realist Theory

The realist theory is mostly associated with the actual behaviour of states in international relations in the pursuits of “national Interest” since, of course, states are the major actors or unit of analysis in the interaction of states. It is also associated with self-interest inherent in human nature in the processes of social relations. So, states like human beings are **“engaged in an inescapable interdependence in world affairs, and no one state can wholly shape it to its own will but to adjust the world to sooth their purpose while adjusting to it”** (Deutsch 1978). Perhaps a more comprehensive analysis of the behaviour of states in terms of self-interest (national interests) is found in the work of Hans Morgenthau (1973) entitled **Politics Among Nations**. He insists that the realist philosophy is the key point in understanding the origin of conflict within the global community.

The national interest of states is largely defined by economic reasons at the international arena, and since economy is a system of cost reduction in

production and distribution processes and then frugality, states have little or no moral attachment in protecting another state's interest more than its own in the course of pursuing their national interests.

He puts the states as crude exploiters of international public arena to maximise resources and better living conditions for its nationals. Put in modern fluid but all embracing terminology, the security of state (Gaha, 2006: 243-244) are the main focus of states at the international scene, and how much you get depends on the power and influence you enjoy in the interactive processes of states. Thus, when states strive unscrupulously and dishonestly to exploit the international arena to the disadvantage of others because the gatekeepers are under the powerful influence of most powerful nations, conflict is bound to generate from such process. Gaha Best added that this theory greatly vindicated the militarization of international relations, the arms race as the off shoot of the deterrence theory and balance of terror. States, therefore, have been elevated as instruments for intimidation and for causing conflict.

3.3.3 Biological Theory

The biological theory sees human beings from the crude side of nature, having the innate characteristics of antagonism and destruction, which emanate from crude demonstration of individual might and right. Thomas Hobbes in his Leviathan aptly explained that the sovereign state was preceded by the natural state. Life in the natural state was **“solitary, poor, nasty, brutish and short”**. Might was right and it was characterised by war of everyman against everyman. Such state of nature was also defined in terms of anarchy. The term anarchy conjures up images of chaos or a situation where there is no ruler. People lived in bitterness and crude expression of greed. Hobbes argued that soon men became tired of living this kind of life situation and surrendered their individual rights to the sovereign (state-represented by individuals) who will maintain law and order in the society. Hence, there is modern organization of state and government within the ambit of law and order.

The biological theory contends that even though men have surrendered their individual right of might to the sovereign state, traces of behaviour of man in “the state of nature” is still found in our everyday life. That conflict in the society is generic of these innate tendencies leading to anger, demonstrations, aggressions, especially when such anger and might coalesced into uniting a group of people. Pockets of many domestic conflicts in many states in West Africa can be attributed to these natural human tendencies. For example, the Military-Police clash in Nigeria 2005 in which many lost their lives has the support of this theory.

Biological theory is also related to the physiological theory, which maintains that human beings have peculiar behaviour when they are under stress and threat or stimulus response to what they see or hear and the way they perceive it.

3.3.4 Economic Theory

Perhaps, the most single undisputed factor of conflict in the society has been anchored in economic disparities among states, between individual and groups. Economic disparities generate from two main sources. Firstly, it may result from the natural accumulation of wealth, such as hard work and frugality in the use of resources well over others.

It may also generate from wrongful exploitation of national resources arising from contradictions of democracy in underdeveloped states by economic and political elite or the activities of Multi-national Corporation (MNCs) with support by their own or host governments. Globalization is partly defined as the process of democratization, which focuses on increasing and sharing world resources together. But the activities of MNCs in their host countries, especially developing states have largely demonstrated that economic resources are in the hands of elite who manipulate the ordinary people.

Moreso, the international political economy arrangement leaves weak states perpetually dependent on advanced industrial economies. For example, the European Union (EU) Common Agricultural Policy (CAP) is detrimental to the entry of African agricultural products into the European markets (Hasset and Shapiro, 2003). Other less developed states including those in economic transition have also been affected. In response, protests, crisis and demonstrations have greeted each WTO conference till date.

3.3.5 Psycho-Cultural Theory

Cultural ethnocentrism has been linked to sources of conflict in the society. Cultural ethnocentrism believe that their culture is superior to any other culture irrespective of whether they are presently in their own countries or host states. Consequently, anything that goes contrary to their culture can be a source of conflict. The theory contends that ethnic or racial images of deep-rooted nature can become sources of conflict in the society, especially in multi-ethnic or plural societies where public institutions or public policies that guarantee tolerance of polycentric culture are inadequate.

The theorists insist that a protracted conflict that takes a long time to resolve becomes a possibility when one group is coincidentally found in it, and at the same time denied or discriminated against in the distribution of economic largesse in the society. The impetus to the existence of such conflict may be attributed to fears of domination, under-estimation and extinction by one group. The Itsekiri – Urhobo conflict in which many people lost their lives in Warri in 2004 may partly be vindicated by this theory.

Closely associated with the psycho-cultural theory is the relational theory. The theory states that most conflicts are underscored by sociological variables, such as cultural differences, stereotyping etc as the basis of group formation and identity. Gaha Best insist, that such attitude sometimes makes

certain group feel that others are inferior and should have less access to economic resources.

3.3.6 Systematic Theory

The systematic theory anchors conflict as generic element of changes in the socio-structural processes. Changes in peoples' material comfort, economic adjustment programmes or environmental degradation that waste and destroy domestic resource may constitute sources of conflict in the society. For example, the Structural Adjustment Programme (SAP) generated series of conflicts or clashes between the Nigerian university students and General Babangida regime from 1986-1990. The Nigerian citizens were not aloof to the critical adoption and implementation of the policy. Similarly, the on-going reform process during President Olusegun Obasanjo's regime, which proposed to remove subsidies in hostel accommodations in the Federal Universities, has generated series of frictions between the student body the National Association of Nigerian Students (NANS) and the government.

One of the major causes of conflict in the Niger-Delta region can be attributed to perceived injustice in the principle of allocation that was reversed in the 1960 constitution during its amendments/changes in the 1980s and 1990s (Girigiri 1999). Following globalization processes, democratic revolution is sweeping through nations, and citizens are demanding change and accountability in response to what seems to become global strategy in the new millennium. But pockets of sit-tight monarchies or military elite, for examples, in Nepal, Cambodia, Congo, Mauritania etc constitute sources of conflict in those states. Policy change and economic reforms have become a global strategy which no right-thinking government can afford to ignore, but the privatization processes, which underpin the reform agenda for empowerment and poverty reduction seem to have alienated or ostracised the rural publics for lack of information and modalities for co-opting them (Ebimaro, 2006). This is potentially a source of conflict in Nigeria.

3.4 Interface between Theory and Practical Conflict Resolution

The relationship between theory and practice is one thing that interests scholars in recent times. It focuses on action-oriented efforts that can be replicated on dynamic frameworks to support the present and successive generations.

A theory does not merely examine, explain or compare variables, but also they produce hierarchy of principles and how such principles could be used in determining choices. Theory is near science, but not exactly in the sense that it helps to situate or locate the premise of an action. How do we ascertain that an idea or knowledge is valid? How can we claim that an idea is authoritative or that the action we have taken would be vindicated? An idea is valid or authoritative when it has theoretical justification or support. Actions

could also be justified if it flows from generally agreed pattern of behaviour in the society or a laid down framework, which exist for reference purposes.

Click on the link below to read more on the theories of conflict

<https://www.wallstreetmojo.com/conflict-theory/>

How will you apply these theories to resolve crises in your society?

Theoretical underpinnings help us to understand not only the step-by-step processes of third party intervention, but also it enables us to learn the behavioural attitude that should be demonstrated by a third party, so as to be able assure parties in conflict that no side is destined to be intimidated, demeaned or defeated. In drawing the relationship between theory and practice, Sandole (1992) in Best writes;

“Practitioners... Work at different levels, operate in different domains.... And they derive their ideas from varieties of sources ... and the domain in which they operate influence their goals, methods and overall approach, theory is tested by practice and theory is generated by practice”

As indicated in the preceding pages of the study guide, there are several linkages between theory and practical challenges.

1. Theories of conflict are useful for explaining and comprehending events and situations in adversarial relationships
2. Theories are used for ascertaining the present and predicting future happenings by trainers and trainees in conflict resolutions.
3. Theories vindicate as much as provide justification for practical actions in conflict resolution for trainees
4. Theories enable groups in conflict resolution to communicate. For example, because Ford's managers understand his theory, they can communicate in the language of that theory in the making of automobiles or subsequent modifications.
5. Theory enables us to draw the boundaries/scope of a study and practice.

However, the theories of conflict are not without some shortcomings. For example, some of the theories are very similar and overlap in terms of their causal or generic factors to conflicts. If practitioners are to look at theoretical backdrops as the basis of decision-making in conflict resolution, it implies that they have to make reference to multi-faceted variables. Yet theory helps us to draw range of coverage of a study, especially when it is classified as economic, political and socio-cultural.

As in management sciences, an existing theory may not provide ready justification or backdrop for decision-making at a particular time and space. Rather, the actual demands of the situation may lend answer to the problems.

For the fact that conflict situation in the Niger-Delta is partly explained by the manipulations in the derivation and revenue allocation formula in the constitution, subsequent re-introduction of it may not solve the present problems of the Niger Delta. Rather, a pragmatic and decisive approach, such as master plan is needed to address the basic problems.



Case Studies or Scenarios

The main purpose of conflict theory is to explain and offer deep insights into the incidences of conflict. In the Niger Delta for instance, the crisis in the region is largely environmental in nature but it could be explained using different theories discussed above to throw more lights into its causes and effects. Structural, Psych-cultural and Systemic theories could be used largely to explain the perennial problems of environmental decay and degradation in the region.

For instance, structural theory explains the scenario of Niger Delta oil conflict by illustrating a structured forms of conflict in relationship between those who owns property and means of production (the bourgeoisie) and those who are separated from this process of materialism, but work for the property class under exploitative and subordinated arrangements (the Proletariat).



Self-Assessment Exercises

1. Based on the scenario above _____ theory explain the conflict in Niger Delta as the one in which human beings from the crude side of nature are having the innate characteristics of antagonism and destruction. Answers
A. Psycho-cultural B. Biological C. D. Systemic
2. -----theory explains how Institutional failures, injustice and others factors account for conflict in the Niger Delta, Nigeria
A. Economic B. Systemic C. Realist D. Marxis
3. A theory provides formula, methodology and _____ for issues and processes of conflict in the society
A. Details B. Perspectives C.Aspects D. Explanation



3.5 Summary

A theory is an assumption put forward to explain certain phenomenon. Such an explanation is also intended to provide basis or justification for that idea or phenomenon. In the preceding discussions in this unit, several factors of causal significance to conflict were mentioned. The analysis stated that in seeking resolutions to conflict, these causal theoretical foundations are most likely to

be useful. For examples, the Structural, Realist, Biological, Economic, Psycho-cultural, and Systematic theories are not only inter-related in terms of their generic factors to conflict in the society, they also offer some systemic and philosophical explications to conflict.

Theory provides formula, methodology and explanation for issues and processes of conflict in the society. The existence and management of conflict, including its transformation derive its explanations from theoretical underpinnings.

In this unit we have observed that theory provides formula, methodology and explanation for issues and processes of conflict in the society. The existence and management of conflict, including its transformation derive its explications from theoretical underpinnings.



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<https://www.wallstreetmojo.com/conflict-theory/>



3.7 Answers to Self-Assessment Exercise

1. B
2. B
3. D

Unit 4: The Status of Public Policy in Third Party Conflict Resolution in Nigeria

Unit Structure

- 4.1 Introduction
- 4.2 Learning Outcomes
- 4.3 The Status of Public Policy in Third Party Conflict Resolution in Nigeria
 - 4.3.1 Concept of Public Policy in Third Party Conflict Resolution
 - 4.3.2 The Challenge of Public Policy in Third Party Intervention in Conflict Resolution
 - 4.3.3 The Development and History of Multi-doors Courthouse in Nigeria
- 4.4 Summary
- 4.5 References/Further Readings/Web Resources
- 4.6 Answers to Self-Assessment Exercise



4.1 Introduction

Third party intervention in conflict resolution is gaining popularity all over the world. Nigeria is not an exception. The interest in third party conflict resolution is informed from the fact that it saves time and resources. Besides, it helps to establish lasting peace and cordiality. Adjudication involves court pronouncements and judgments, which often, usually ends in favour and gains of one party to the loss of the other.

But the alternative conflict resolution focuses on exploring opportunities for mutual gains, and interest and confidence in it seems to be increasingly popular. Given this development, what is the challenge of public policy in accommodating the Alternative Dispute Resolution (ADR) as a recognized criterion in conflict settlements?

In this unit we shall examine the legal status or public policy challenges in listing third party mediation as an alternative, but generally accepted method of conflict resolution in Nigeria.



4.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain the concept of public policy in third party conflict resolution
- Analyse the challenge of public policy in third party intervention in conflict resolution

- Trace the history of multi-doors courthouse in Nigeria



4.3 The Status of Public Policy in Third Party Conflict Resolution In Nigeria

4.3.1 Concept of Public Policy in Third Party Conflict Resolution

The course of government action (or inactivity) in response to issues facing the general public is known as public policy. It is linked to officially sanctioned policy objectives and methods as well as the rules and procedures used by organizations that carry out programs. The need for fresh strategies that place an emphasis on dialogue between the public and decision-makers as well as participant discussion runs through the present public involvement debate. Increasingly complicated decision-making procedures call for a better knowledgeable populace that has considered the available information, discussed and argued many choices, and reached a consensus conclusion, or at the very least one that all sides can abide by.

In addition to the rules and procedures followed by organizations that carry out programs, it is linked to officially authorized policy goals and means. The need for fresh strategies that place an emphasis on dialogue between the public and decision-makers as well as participant discussion is a recurring theme in the present debate about public involvement. Processes for making decisions that are getting more complicated call for a better knowledgeable populace that has considered the available information, debated many choices, and reached a decision that everyone can agree upon or at the very least follow. In the field of public policy, negotiation and mediation are the most common methods that can result in lasting and useful solutions to issues relating to policy and enforcement. Recognizing the usefulness of alternatives to litigation requires a thorough understanding of the legal landscape. As a result, this session will cover how to comprehend that backdrop, how law and policy relate, what the legal system's limitations are, and where negotiation and dispute resolution fit into all of that. Parties that concentrate on negotiating or mediating those areas of the disagreement that do not require coercive adjudication might decrease transactional costs and delay by continuing to utilize the efficient settlement of the dispute as a point of reference. They will concurrently raise the possibility of reaching a mutually agreeable resolution of the fundamental issues driving the disagreement. If not, conventional litigation is still a viable option.

4.3.2 The Challenge of Public Policy in Third Party Intervention in Conflict Resolution

Third party intervention in conflict resolution has crept into the docket of series of conflict resolutions in Nigeria. Although the formal processes are new, the idea is not new in Nigeria. This is because Nigeria and indeed Africa had informal procedures for conflict resolution prior to colonization of the

continent from 1884- 1960s. Even in the contemporary times, the method is still widely being used because an average Nigerian is not comfortable with legal procedures and the accompanying hazards, such as time and resource wasting, incessant adjournments etc. The procedures for third party mediation are shorter, unlegalistic, and based on morality and usage.

Moreso, the African traditional system believes in communal living based on extended family system of contanguineous affinities. Conflict is a common characteristic of communal living. Yet, there exists a form of traditional litigation system based on morality and usage. It is similar to the neutral third-party mediation criteria of western origin.

The history of Alternative Dispute Resolution (ADR) to which third party mediation system also belongs was developed by Professor Frank Sanders of the Harvard Law School in 1976 as a way of tackling public dissatisfaction with justice system in the USA. The Alternative Dispute Resolution (ADR) is a form of Multi-door Courthouse, which involves the attachment of mediation centres to the regular court systems. The doors, therefore, refers to alternative system that does not operate exactly as the regular court system: The justification for the development and establishment of the Multi-doors Courthouse by governments are very clear. The regular court has become grossly inadequate in processing conflict to logical conclusion.

Even the parties that "win" their disagreements are frequently unhappy with the settlement. Conflict resolution systems, such as multi-step grievance processes, take too long. Many methods don't offer any way to get the parties who are most affected together to discuss the genuine problems. In public conflicts regarding Public Policy initiatives, a method that is centered on locating common ground must be established from the outset. In some circumstances, the adversarial conflict resolution method used in this forum makes things worse between the parties.

4.3.3 The Development and History of Multi-doors Courthouse in Nigeria

The history and establishment of third-party conflict resolution system dates back to 2005, when the Negotiation and Conflict Management Group (NCMG) initiated the concept in Nigeria with establishment of the Lagos Multi-Doors Courthouse in 2004, the first of its kind in Africa. The Abuja Multi-Doors Courthouse followed in the succeeding year. Justice Gummi (Chief Judge of the FCT) affirmed that that the greater benefits to be derived from the newly established system will transcend the reduction of parties' expenses, time and inefficiency to include public confidence. This is evident in Figure 7 on the existence of Courthouse in Nigeria



Fig. 7 Court House and ADR Centre

The introduction of the ADR to which third party neutral mediation processes are attached in Nigeria is a response to the reform of judicial sector. Following the introduction, it was also believed that globalization and access to internet have created the need for faster, cheaper and more humane way of resolving disputes. In 2004, the newly revised FCT High Court civil procedure rules signed into law (Order 17 of the Rules) take cognizance of ADR. It mandates the court with the consent of parties to encourage settlement of any matters before it through any recognized ADR mechanisms.

As usual, it is believed that the environment enables people to have confidence in third party conflict resolution because once it is resolved, it becomes final, and there is no appeal to suggest that one party was dissatisfied with the initial outcome or court judgment. Moreso, it is likely to help people overcome the psychological stress of keeping a sense of enmity and conflict in mind for a long time because someone has defeated another in the law court as found in adjudication processes. The Abuja Multi-Doors Courthouse is located within the premises of the High Court of the FCT, Wuse Zone 5. It holds a consultation clinic every Wednesday at 2.30 pm.

Watch the video below to learn more on the application of third-Party intervention in public affairs.

https://www.google.com/search?client=firefox-b-d&q=VIDEO+ON+MEDIATION+IN+NIGERIA#fpstate=ive&vld=cid:2df5898e_vid:Vu0s_TBRL8w

Can you analyse ways through third party intervention can be used to solve issues in Nigeria?



Discussion

Read the scenario below and discuss some of the salient issues related to conflict resolution



Case Studies or Scenarios

Reforms in the Judicial Sector across the country make Third Party Intervention (particularly Mediation) one of the most elaborate public policies to reckon with. Most states have reviewed their laws to allow Mediation and other ADR processes operate concurrently with the court system. To this extent, Mediation Centres and Multi-Door Court Houses are being set up within the Ministries of Justice and the court premises to move away from restricted and limited court processes of adjudication. Both Federal and State laws have been adjusted to accommodate some of these flexible and dynamic processes to make the effective dispensation of justice more accessible. Some of the states that have reviewed their extant laws to accommodate ADR include Lagos, Oyo, Borno, Plateau, Kaduna, Kano, Enugu, Rivers, Osun, Akwa Ibom, Ekiti, and a host of others including FCT. The newly revised FCT High Court civil procedure rules signed into law (Order 17 of the Rules) take cognizance of ADR. These states and FCT have gone further to establish Mediation Centres and Multidoor Court system to support their judicial arm of government.



Self-Assessment Exercises

1. The government's path of action (or inactivity) in response to issues facing the public is known as-----
A. public policy B. government information C. implementation
D. organisation
2. One of the demerit of Conflict resolution systems, such as multi-step grievance processes is that it-----
A. take too long B. dynamic C. operational D. faster
3. The introduction of the ADR to which third party neutral mediation processes are attached in Nigeria is a response to the reform of judicial sector B. education sector C. social sector D. party sectors



4.4 Summary

Public policy regarding the status of the ADR to which third party mediation process belongs is well established in Nigeria. If not well established, at least, it is fast gaining foothold. Its legal status was established in 2004, following the newly revised FCT High Court civil procedure rules signed into law (Order 17 of the Rules,) which takes Cognizance of ADR.

It mandates the court with the consent of parties to encourage settlement of any matters before it through any recognized ADR mechanisms. With such moral and legal status accorded it, third party conflict resolution is bound to receive boost in Nigeria. Not only as a result of the advantages that users stand to enjoy from it, but also because has it conformed to the African traditional system of family and communal sense of living.

Third party intervention in conflict resolution has found accommodation in the docket of series of conflict resolution mechanisms in Nigeria. Third party intervention is an enabling process of constructive confrontation, which involves bringing individuals or groups in conflict together in order to facilitate co-operative climate. It is a method, which aims to get the parties in conflict to understand and explore the others' perceptions and feelings by developing mutual understanding for a Win-Win situation. It is an encouragement as much as persuasive appeals to the emotional positions of the parties in conflict.

Though the western processes as it is documented in texts are new, the idea is not new in Nigeria. This is because Nigeria and indeed Africa has age-long informal procedures for conflict resolution prior to colonization of the continent and after. In the contemporary times, the method is still widely being used because Nigerians most times are usually not comfortable with legal procedures and the accompanying problems, such as time and resource wasting, incessant adjournments etc. Moreso, the African traditional system believes in community living based on extended family system of communal relationships. Conflict is a common characteristic of community living. Yet, there exists a form of traditional litigation system based on morality and usage. It is similar to the neutral third party mediation criterion of western origin. The difference emanates from the fact that the Nigerian procedures are not organized or documented for reference purposes.



4.5 References/Further Readings/Web Resources

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4.6 Answers to Self-Assessment Exercise

1. A
2. A
3. A

MODULE 2 PRACTICE OF THIRD- PARTY INTERVENTION

Unit 1	Concepts, Definitions and Nature of Third-Party in Conflict Resolution
Unit 2	Environments of Conflict Resolution
Unit 3	Methods, Concepts and Philosophical Basis of Third-Party Intervention in Conflict Resolution
Unit 4	Obligations of Parties involved in Conflict Resolution
Unit 5	Processes, Advantages and Disadvantages of Third-Party Intervention in Conflict Resolution

Unit I Concepts, Definition and Nature of Third Party in Conflict Resolution

Unit Structure

- I.1 Introduction
- I.2 Learning Outcomes
- I.3 Concepts and Definition of Third-Party Conflict Intervention
 - I.3.1 Nature of Third-Party Interventions
 - I.3.2 Historical Development of Third-Party Interventions
- I.4 Summary
- I.5 References/Further Readings/Web Resources
- I.6 Possible Answers to Self-Assessment Exercise(s)



I.1 Introduction

The importance of any conflict is whether it possesses the capacity and capability to submit to settlement. Amenability of conflict to settlement presupposes that the controversies and incompatible views that constitute causal factors are well understood, and they lend itself to resolution. Conflict resolution is not only important, but the method also employed in the settlement matters more in the sense that, today, we are concerned with what soothes and what best satisfies the parties to a conflict. Perhaps, nothing could be more satisfying when two parties in a conflict agree that they are famished by a particular conflict and ready to throw it out of their relationships. Third party mediation process offers this possibility. The role of the mediator is to aid the disputing parties because there is willingness on their part to end adversarial relationship. There is readiness on the part of the disputing parties that they are better when not in dispute than getting engrossed in confliction situation. After all, the losses to both parties in time of conflict are usually monumental – involving sometimes human and material variables or materials alone.



I.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain the concept of the third-party intervention in resolving conflicts
- Analyse the nature and the development of third-party mediation in

resolving conflicts

- Discuss the historical development of third-party interventions



1.3 Concepts and Definitions of Third-Party Conflict Interventions

There are situations when peoples/ parties in conflict may discover that they are unable to handle their disagreements on their own. In such situations, bringing in a third party to mediate the issue is one option that could be adopted. Hence, a third-party intervention is when an unrelated party steps in to mediate a conflict between two other parties. The third party can facilitate more effective communication while also providing impartial support, resources, or information as well as impartial judgment or arbitration. The third party is often impartial and has no prior connections to either of the parties as depicted in Figure 8.



Fig. 8: Third Party Intervention

There is no single generally accepted definition of third-party intervention in conflict resolution. While the literature on conflict resolution in general may abundantly be available, that on third party intervention in conflict resolution is still scarce. Many scholars agree that third party involvement in conflict resolution has long history. It is connected and generated from low level of trust between or among parties in conflict. The third party is often given both sides' arguments and supporting documentation, however depending on the pre-established protocols, this might change. Both parties see the third person as impartial or reliable.

Therefore, its popularity grew from the common acceptance that fault- finding initiative in form of award or judgment in conflict resolution does not usually produce satisfactory result. Consequently, we may insist that it is a

systematic process of distributive justice in which the mediator or third party uses his power-balancing initiative to persuade, encourage and influence parties in conflict to accept a win-win situation. Making the parties appreciate lose-lose situation may have created such win-win situation.

It is systematic because it requires tact, knowledge, experience, procedures and programming of some sorts. Barseghyan and Karaev (2004) defined it as “a process by which an intermediary or a third party facilitates or enforces a mutually acceptable settlement between the two conflicting parties... by finding, negotiating and proposing settlement to a conflict”.

Third party intervention in conflict management has assumed one of the most appealing strategies for accommodating conflict situation in societies. Its inclusion in the university academic curriculum has received more than commensurate importance not only because our environment is ridden with conflicts that need to be resolved, but also for the fact that more knowledge and systematic ways of third-party conflict resolution is being sought so as to assist the overburdened judiciary, save time and money, encourage the decision of parties in conflict to voluntarily embrace settlement and promote peace for economic development.

1.3.1 Nature of Third-Party Interventions

Third party's functional role in conflict is that it helps two or more groups in conflict to reach a resolution. It is based on the notion that it is usually not very easy for parties in conflict to come out on their own volition and initiative to settle by themselves no matter the readiness on their part. A third party has to take the initiative to calculate the willingness on the part of the disputants and bring them to the resolution table. A third party might take on a variety of responsibilities during an intervention. A frequently seen role is that of a facilitator. The main objective of facilitators is setting up, planning, and structuring meetings between the parties so they can interact effectively. This can entail setting up agendas, maintaining accurate records of what was said, and facilitating fruitful talks.

A third party may also frequently serve in the capacity of a consultant. A consultant's function is more concerned with assisting the disputing parties in evaluating and comprehending the causes behind the dispute, providing professional opinion, and offering direction than it is with developing effective mechanisms for dialogue to occur. All of these consulting functions serve to aid the conflicting parties in developing a strategy for resolution. Consultants frequently have experience in third-party negotiation and conflict management, which enables them to assist each side in understanding the other's viewpoint and what may be crucial to them. This comprehension can facilitate reaching an agreement and resolving disputes.

Arbitration and mediation are two major forms of third-party intervention that are often employed. While arbitration focuses on determining who is right and who is wrong, mediation often concentrates on assisting the parties to reach a resolution. Unfortunately, the decisions reached at the end of a

resolution are usually not binding on parties to the conflict. However, third party mediation process remains interesting because the decisions are usually designed to favour both parties equally. As a result, they are encouraged to abide by it, but not by compulsion.

At International arena, the most prominent form of third-party interventions during a violent international conflict is the use of peacekeeping forces. Peacekeeping stops immediate violence while other forms of interventions such as peacemaking, and peacebuilding uphold the sustainable peace. Likewise, International Court of Justice adjudicates on cases that concerns states at international arena (Akinola, Idowu; Orebiyi, & Memud, 2018).

In workplace, third-party intervention is the engagement of a person or team in an ongoing dispute between two parties, such as management and a union, in order to settle the issue. In this approach, parties could assess their behavior and manage or resolve in a way that is mutually beneficial. As a result, there are different tiers of third-party interventions that are required by law in employer and worker interactions that revolve around collective bargaining. Accordingly, there are phases for interventions. These are arbitration, conciliation and adjudication by third party like Government Appointed Officer.

Arbitration- A neutral party is used to examine the dispute and assist in resolving it. Arbitration may be compulsory or voluntary, but it helps prevent the dispute from going to court. If an agreement has arbitration provision, the clause must be followed by the parties thus making the award to be binding on parties to conflict. On the other hand, a voluntary arbitration clause makes the agreement to be non-binding on parties. The identity of the party who can resolve disputes is decided upon by both parties. The free will and consent of the parties to the dispute are used to designate this third person. However, conciliation will be used if there is still no agreement between the parties at this stage.

Conciliation by Third Party like Government Appointed Officer

Conflicting parties are invited to the bargaining table. The government-appointed official serves as a dialogue facilitator. Parties are required to sign agreements with the government-appointed official if a resolution is achieved throughout the procedure. On the other side, there is a higher degree of third-party interventions by Tribunal or labor courts at a time when conflict resolution could not be reached during conciliation.

Tribunal or Labour courts

A labor court, sometimes known as an industrial court or an industrial tribunal, is an administrative tribunal that hears and rules on cases involving labor or employment. Parties are required to accept the decision made by a tribunal or court. Therefore, parties are required to accept any decisions made. By and large, the benefit of a third-party intervention is that it can manage a conflict in between parties and help them to a resolution. In situations where the persons involved are deeply engaged in the disagreement, it may also offer unbiased guidance and support. A third party's intervention

can also aid in increasing the parties' understanding of the repercussions of their actions and aid them in averting additional conflict.

1.3.2 Historical Development of Third-Party Interventions

The history of third-party intervention in conflict resolution otherwise known as Alternative Dispute Resolution (ADR) dates back to 1976, when Professor Frank Sander of the Harvard law School propounded what he captioned 'Multi-door Court House' as a way of tackling public dissatisfaction with the judicial system in America. Since then, it has been adopted and embraced by many corporate persons and institutions that have confidence in it around the world. The United Nations Organization today profoundly recognizes it.

The American civil rights and legal reform movements of the late 1960s gave rise to alternative conflict resolution. Increased demand for ADR techniques was also sparked by excessive court backlog delays and escalating legal fees. ADR gained popularity in the US largely as a court system substitute. The effectiveness of pioneering ADR procedures in the United States and the need to find new methods of resolving conflict in society are two factors that contributed to the development of alternative dispute resolution in Canada. ADR proponents are driven by the desire to find non adversarial methods of resolving disputes.

International private-public citizens, such as the former presidents of the USA and South Africa, Messrs Jimmy Carter and Nelson Mandela etc are important third-party mediators in conflicts around the world as a result of their insistence on global peace initiatives.

Third -party phenomenon commenced gaining popularity in Nigeria in response to judicial reforms, which started though arbitration – another form of third party which had long existed before now. As Chikelu Chukwuemeke, the former minister of information remarked in *Nigeria* in a publication of the Ministry of Information, "Today, the legal profession, as the society itself is undergoing phenomenal change". This change so referred to, concerns in part, third party conflict resolution.

Click on the links below to read more on the third party interventions in conflict management

<https://www.sciencedirect.com/topics/economics-econometrics-and-finance/alternative-dispute-resolution>

<https://study.com/learn/lesson/third-party-interventions-organizations-methods-importance-examples.html>



Case Studies or Scenarios

Following the non-implementation of agreements between Nigeria 'Universities Lecturers and the Government of Nigeria, Academic Staff Union of Universities (ASUU) and Federal government of Nigeria enlisted conciliation service. Meanwhile, following the inability of the government to implement the agreement reached, the strike embarked by the union is yet to be called off and the federal government of Nigeria proceeded to file a suit at National Industrial Court of Nigeria compelling the ASUU to go back to work



Self-Assessment Exercise

From the Scenario above, conciliation is used to describe a process of _____ in which parties to the conflicts and government representatives meet for joint problem solving

- A. Interventions
- B. Agreement
- C. People
- D. Court

When Conciliation fails, the next level for conflict resolution is _____

- A. Townhall meeting
- B. Negotiation
- C. Industrial/Labour Court
- D. Arbitration



1.4 Summary

Third party interventions and resolution process involve helping parties in conflict to reach a settlement that favour them equally. Supposedly, there is hardly any conflict without resolution. At worse, it may take time. This is one of the characteristics of conflict or disagreement. But no conflict is amenable to resolution in the absence of the willingness of parties to the conflict as well as consensus. For third party to be able to accomplish its goals, the principals (parties in conflict) must altogether agree that they must have to embrace peace. The award in a third-party resolution is not binding on the principals, but an atmosphere is created for them to embrace the decisions.

Third party intervention represents one of the many methods of conflict resolution in the contemporary times. It is very likely to remain an option in

the toolkits of mediators for what it is, in solving even complex problems that arbitration sometimes may not be able to address.

Third party intervention is fast gaining popularity as one of the many methods of conflict resolution within the variables in the docket of Alternative Dispute Resolution (ADR) in the contemporary times. It is very likely to remain an option in the strategies of third-party mediation for what it is, in solving even complex problems that arbitration sometimes may not be able to address precisely because it generates from the readiness of the disputants that an alternative to conflict must be sought. It matters so much that parties to a dispute have opportunities to express themselves under an organised environment of communication possibilities with each other. Fisher and Ury (1999) have pointed to the importance of communication between parties to a conflict. Communication possibilities help to narrow the severity and life span of a conflict.



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1.6 Possible Answers to Self-Assessment Exercise

1 A

2 C

Unit 2: Environment of Conflict Resolution

Unit Structure

- 2.1 Introduction
- 2.2 Learning Outcomes
- 2.3 Environment of Conflict Resolution
 - 2.3.1 The Atmosphere and Frame of Mind Required of Third Parties to Conflict Resolution
 - 2.3.2 Order
 - 2.3.3 Reconciliatory Attitude
 - 2.3.4 Consensus
- 2.4 Summary
- 2.5 References/Further Readings/Web Resources
- 2.6 Possible Answers to Self-Assessment Exercise(s)



2.1 Introduction

In attempting to resolve a conflict, environment and timing matters are invaluable. Third party intervention in conflict resolution is a mediation process that involves neutral mediators. Why? It is believed that a third neutral party will bring or facilitate an unbiased communication and negotiation process that will satisfy both parties. Neutrality in this circumstance implies that the mediator is potentially not interested in gaining anything than to help two or more people engulfed in conflict to reach a common ground of agreement and peace. He would enjoy taking that honour and credit, but not any other things that are ignominious to public scrutiny and consideration.

Environment of third-party conflict mediation is not just about the mediators' neutrality or a neutral ground that is favourable to both parties in conflict; environment candidly implies the right atmosphere coupled with the preparedness of the parties in conflict that the right frame of mind at the right time has come for settlement. We can claim that environment is about attitude and atmosphere. It is a form of opportunity cost for peacemakers and those who seek to enjoy peace.



2.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain the various environments of conflicts resolution
- Appraise the nature of conflicts in different situations



2.3 Environment of Conflict Resolution

Environments communicate. The setting in which the mediation takes place has a significant impact on its outcome. This environment includes the physical surroundings that affect people's bodily comfort levels. Likewise, environment for mediation includes the parties' relative levels of power, their feelings of safety, and arrangements that convey respect (Barbara, 2001). In other word, environment for third party interventions encompass power, safety, comfort among others.

Peter Odegar (1960) submitted that, where there is controversies and conflict, there must also be a modicum of order or reasonable limit to disagreement that provide basis for resolution.

To develop a feeling of balance between the parties in the mediation context, power must be understood. Exerting influence of power may be from the social status or other variables of power. Like power, safety is a subject in which reality and perception both have important roles to play. For instance, the number of individuals seated at the table may influence how safe one feels. Parties with fewer representatives may feel pressurized or overwhelmed if one side has significantly more attendees than the other. During mediation, the presence or absence of specific individuals may have an impact on both the actual and perceived safety of the setting. The geographical location of the mediation sends a message of safety. Make additional arrangements if the area is one that might be seen as usually hazardous or unsafe for the parties. On the other hand, comfort limits speaking.

Low levels of comfort obstruct the stream of communication. High degrees of comfort advance mediation.

2.3.1 The Atmosphere and Frame of Mind Required of Third Parties to Conflict Resolution

This, of course, is only possible when interest and differences are reconcilable, based on consensus. Order, reconciliatory spirit and consensus between or among parties in conflict are important prerequisites in the atmosphere and frame of mind of conflict resolution. Conflict is not just an ordinary issue that offers itself to any solutions when it seeks resolution.

In terms of third party intervention, the most important element that relate to the atmosphere and the attitudinal disposition of the parties to the conflicts timing. For example, it would be dangerous to bring parties to a conflict to the resolution table when losses, traumas and scars of injuries are still very fresh in memory or when nerves are yet to calm down. Thus, not only those conditions are required, but also the parties must be willing to embrace peace.

There is no interest or conflict that is irreconcilable. It may take time depending on the severity but can be resolved provided that the underlisted variables are available.

2.3.2 Order

Order relates to a situation when people obey or follow basic rules, regulations and processes. No conflict resolution defiles or under-estimates order. It is certain that parties in conflict may argue intensively or show threats of wanting to even fight in the tensed process of conflict resolution, but a modicum of order is required. But fairness to all parties concerned and equity are necessary ingredients that can help to put order in the platforms of conflict resolution.

Order requires us to apply our common sense notion in making judgmental decisions and in doing unethical things that could derail resolution. Order relates to peacetime of attempting to find solutions to existing crisis. In an open warfare within international studies, it might be referred to peacetime of cease fire.

2.3.3 Reconciliatory Attitude

Reconciliatory attitude on the part of parties in conflict is important in the process of voluntary initiative to make peace. Otherwise, unwillingness and lackadaisical position of the parties may render any third party intervention impossible, no matter the degree of skills, knowledge and experience possessed by the peacemaker(s).

This applies to all conflict resolution situations. In the case of third party intervention, reconciliatory readiness of the principals to settle their differences is the real determining factor. The mediator has no binding decisions on the parties in conflict. His success is a factor of how far he can negotiate and solicit the co-operation of the parties to concur.

There are two basic challenges in attaining resolutions. The first is that the third party must have the basic strategies and clout to urge the parties to a conflict to embrace settlement. The second is that the very parties to the conflict must be strategic enough to key into the necessary time and public expectation that the conflict has reached a time of resolution.

2.3.4 Consensus

Consensus building is a process of integration against particularism by soliciting the co-operation of parties in conflict. Peace and conflict studies are nothing more than a process of exploring ways of making peace in the society through conflict resolution where it exists. Resolution can evolve when parties in conflict agree to shift from their former position of disagreement to position of agreement. Resolution can be reached when parties in conflict realize that they stand to gain if they settle than keep the conflict protracted. Again, resolution can be reached when interested persons and institutions

anticipate that a prolonged conflict can endanger or jeopardize several related benefits of co-existence in the society.

No matter the severity of conflict, it must over a time offer itself for resolution. If circumstances do not create it, it will create circumstances that make resolution necessary. Could any conflict be more threatening and protracted than the cold war conflict between the USA and the defunct USSR? There is possibly none in the history of international system that had posed a potential danger and long lasting than the peacetime of cold war. Yet it offered itself to resolution by gradualistic phase-out after about 50 years. President Gorbachev knew that the USSR could no longer continue wholeheartedly with communism against the ideological focus of the USA and her allies. The US provided an enabling order to render communism obsolete and the USSR fell for it without resulting in any war. Today, Russia is a member of G8 against what Russia would consider as anathema 25 years ago. Certainly, Russia stands to gain more economically by new global trends than her former position of isolationism. Of course, there was somewhat global consensus that Russia could no longer hide under the defense of communism.

Click on the video below to watch a video on the environment on conflict and answer the questions in the self-assessment exercises



<https://youtu.be/f5OzKBla7qg>



Self Assessment Exercise

From the video _____, reconciliatory spirit and consensus between or among parties in conflict are important prerequisites in an atmosphere and frame of mind for conflict resolution

- A. Third party
- B. Order
- C. Environment
- D. Court

Order relates to a situation when people _____ basic rules, regulations and processes

- A. Litigate
- B. Adjudicate
- C. Obey and follow
- D. Arbitrate



2.4 Summary

No matter the severity of a conflict, it must offer itself for resolution. If circumstances do not create, it will create circumstances that make resolution necessary. Could any conflict be more threatening and protracted than the Cold War conflict between the United State of America and the defunct Union of Soviet Socialist Republic? There is possibly none in the history of system that had posed a potential danger and long lasting than the peacetime of cold war.

Just like war, conflict is a form of politics, and several definitions of politics claims that it is concerned with disagreement, conflict and resolution. Peter Odegar argues that there could possibly be no opportunity for resolution of any conflict in the absence of a modicum of order. Order implies an enabling atmosphere or conditions that support peace, just as business-friendly environment is said to be the touchstone of investments, growth and economic development. Besides that order is required in conflict resolution, the parties to a conflict must overtly be willing to submit themselves for settlement. The USA and its allies have always been willing that USSR should come clean of communism.

A conviction came when President Gorbachev abrogated Perestroika and Glasnost. Together, there was somewhat a consensus that the end of communism has come. Once there is a consensus, there must certainly be the spirit of reconciliation. President Bush has paid two official visits to President Vladimir Puttin of Russia –urging the government of Russia to embrace market economy by joining the comity of nations under the globalization agenda.



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<https://youtu.be/f5OzKBla7qg>



2.6 Answers to Self-Assessment Exercise

1 B

2 C

Unit 3 Methods of Conflict Resolution, Concepts and Philosophical Basis of Third-Party Intervention in Conflict Resolution

Unit Structure

- 3.1 Introduction
- 3.2 Learning Outcomes
- 3.3 Methods of Conflict Resolution, Concepts and Philosophical Basis of Third-Party Intervention in Conflict Resolution
 - 3.3.1 Methods of Conflict Resolution
 - 3.3.2 Concepts and Philosophical Basis of Third-Party Intervention in Conflict Resolution
 - 3.3.3 Levels of Third-Party Intervention
 - 3.3.3.1 Authoritative Third party
 - 3.3.3.2 Independent Third Party
 - 3.3.3.3 Social Network Mediator
- 3.4 Summary
- 3.5 References/Further Readings/Web Resources
- 3.6 Answers to Self-Assessment Exercise



3.1 Introduction

There are several methods of conflict resolution. Today we are more concerned about the most effective and efficient system that commands the confidence of the parties in conflict. Adjudication and arbitration are usually not satisfactory in the eyes of parties to a conflict because award could be influenced or given wrongly.

Over the years, the Alternative Dispute Resolution (ADR) is fast gaining popularity and acceptance worldwide. It is often said to have evolved from the western tradition, especially since 1976 when a Harvard law professor, Frank Sanders developed the concept of “Multi-door Courthouse”. Even then, the African traditional community-based conflict resolution system shows an overt similarity with it. This Unit will focus on the methods and philosophical basis of third-party intervention in conflict resolution.



3.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain the various methods of third-party intervention in conflict resolution
- Apply concepts and philosophical basis of third-party intervention in conflict resolution
- Describe the levels involved in third party intervention in conflict resolution



3.3 Methods of Conflict Resolution, Concepts and Philosophical Basis of Third-Party Intervention in Conflict Resolution

3.3.1 Methods of Conflict Resolution

There are several methods of conflict resolution in the literature of peace studies and conflict management. For the purpose of this study, the unit shall dwell rigorously on the following third-party intervention in conflict resolution.

Mediation is a voluntary form of ADR through a neutral third party in order to help the disputing parties arrive to a resolution that they can all accept. A conflict can be resolved through mediation if a neutral third party is used. Through a systematic procedure called mediation, parties can engage in direct negotiations to resolve their differences. These are some situations among numerous others that are suited for mediation: marital legal matter, real estate dispute, breach of contract, and personal injury matter.

Adjudication is non-violent method, which involves the use of courts and litigation processes. Parties to conflict may in this respect take their disagreement to court of judicial process with legal representatives, solicitors or advocates. The court gives verdict at the end; judgment is binding on all parties, as it will be enforced accordingly.

Conciliation is another forms of third party intervention aimed at utilizing the third party or ‘ a go-between’ to encourage and persuade parties in conflict to embrace peace. The process involves communicating to the parties separately and creating atmosphere that will sooth “tensed nerves” and usher in tolerance of each other. Sometimes, it might be used as a prerequisite of mediation strategies. **Conciliation** refers to the typical third-party persons, group, or individuals appointed by government, international organizations and intended third party to facilitate a resolution of conflict. The basic philosophy of third-party processes is neutrality and openness. For the purpose of this essay, we may choose to define Conciliation as, “a phenomenon involving the

process of developing communication relationships by a neutral third party, promotion of receptivity and persuasion on the part of parties in dispute in order to ignite and facilitate their readiness to appreciating the interest of each other as part of the problem, and ignoring complexities for the purpose of win-win resolution

Arbitration as the name implies, is a situation where an arbiter (umpire) tries to resolve a conflict by hearing from all parties concerned and give an award, which is expected to be binding on all parties in dispute. In arbitration process, the arbitrator can point out faults on the part of any of the parties to a dispute, but a Mediation process or third party will usually avoid arbitration even if it knows who a culprit is. Arbitration is a form of third-party intervention, but it differs from mediation based on its modalities. Like a referee in a soccer match who blows foul against a player and gives reason for his action, the mediators may not emphasis or engage in pointing a fault to any party to a conflict directly even if he knows who was at fault. Rather, he uses the information gathered in fact-finding mission about the dispute to ask questions and encourage disputants to settle for mutual gains, which may not be available to all parties at the resolution point and time. Third party conflict resolution is a participatory negotiation, communication and dialoguing processes in which the parties to the conflict are part and parcel of the discussions.

The traditional/community-based mediation is typical of African process. In fact, it is a traditional variant of the formal court system where witnesses can appear to give evidence. The mediators assume both the role of adjudicators and legal representatives before giving award or fine as you can see in Figure 9.



Fig. 9: Traditional Mediation

Even though third-party intervention is often said to have originated from the western tradition, the fact remains that African traditional societies have practised mediation and used it as mechanism for managing conflict in their

societies even before the intrusion of colonialism. Today, it does exist prominently in the settlement of land disputes between families of proximate relationships or otherwise, since farming is a major occupation and which often generates land disputes. Litigation is alien to African conflict resolution. Mediation is typical of African societies because they live in communities within the principles of communal attachment, mutual sense of responsibilities and sharing in communal labour - working together to solve one problem that affects all, or one individual at one time or the other. The system involves a group of elderly people within a clan or extended family coming together as a tradition to resolve an existing conflict. However, there is little or no evidence to suggest that inter-community conflicts were ever resolved on a mediation process using a third party. The African community based mediation system though can be termed mediation, does not factually exhibit the characteristic processes, rules and behavioural norms required of third party, such as the principle of mutual benefits. In contemporary times, especially since the turn of this millennium, Good Governance has found academic and practical relevance in conflict resolution. It is the steering capacity of public institutions and agencies to work efficiently in response to collective public choice, such that the standard of living and security of citizens are not open to stern criticisms. It focuses on improving the steering function of the government or the quality of public regulation on the basis of Capability, transparency, accountability, predictability and legitimacy.



Case Studies or Scenarios

The Bakassi Peninsula was the most hotly disputed territory in the battle between Nigeria and Cameroon. Bilateral discussions have been tried in the past to settle the conflict, but in 1981, and again in 1993, 1994, and 1996, the situation came dangerously close to becoming a war. The case was heard at the International Court of Justice in The Hague from 1994 and 2002. The International Court of Justice delivered a ruling on the dispute in 2002, and the Nigerian government responded by publicly rejecting it. But after talks between the two nations, supported by the UN and culminated in the New York Green-tree Agreement in June 2006 and other documents, Nigeria finished the departure of its military and police.

How did the intervention of the third party help in resolving the Bakassi conflict?

3.3.2 Concepts and Philosophical Basis of Third-Party Intervention in Conflict Resolution

Plural societies are susceptible to conflicts arising from both cultural differences and economic stratification. Even homogeneous societies are also susceptible to conflicts that generate mainly from economic stratification. As (Lijphart 1977) observed, deep social divisions and political differences within plural societies are held responsible for instability and breakdown of order. But a positive society is that society whose conflicts are amenable to

resolution. We have alluded to several available methods of conflict resolution in the preceding unit. Third party intervention is related to some of them.

There is no standing definition of third-party intervention in conflict resolution. It is a process of dialogue and negotiation. It is concerned with an intermediary, mediation, and consensus-building around two or more parties in conflict, and borne out of the philosophical notion that the emotional intensity and threats of harm that follow parties to a conflict when they take it upon themselves to settle by themselves is often more dangerous than when a neutral third party is used. The principle of neutrality presupposes that the mediator has no vested or entrenched interest in the matter and that he (they) will act with the singular goal of achieving settlement. It is based on the notion that third party, as its usual tradition, will bring additional hopes and minds into the resolution process by facilitating interpersonal relationship that elicit thought-provoking sense of emotion so that, sometimes, the parties in conflict divert blame to themselves. Arbitration may be regarded as another forms of third party, but it is different from the typical third party in the sense that its award is binding upon the principals.

By and large, there are five ways by which a third party can be initiated:

1. By non-governmental organization (NGOs, community-based organization (CBOs etc).
2. By international organizations (IOs), such as the UNO, AU or ECOWAS, etc.
3. by the government (national, state or local according to the scope and nature of the conflict) within that state.
4. By the weaker party to save his face from intimidation and oppression; e.g the Palestinian people, by severally calling on the UNO to intervene between it and Israel.
5. By an intended third party who feels that they will benefit from the peaceful co-existence of the parties in conflict

For example, the General Abdulsalami Abubakar-Nigeria-led peace initiative in Liberia after a protracted civil war culminating in the enthronement of democratically elected regime in 2006, headed by Mrs. Ellen Sir-leaf Johnson was a form of intended third party.

President Obasanjo was emotionally challenged not only as the former chairman of the African Union, the onus was also on him as the President of Nigeria, an African statesman in politics and government, including expectations from the international community to use his clout and influence to support the resolution of the Liberian crisis. Of course, the far-reaching benefits cannot be over-emphasized. He appointed the former military president of Nigeria, Abdulsalami Abubakar to start off a mediation process culminating in the enthronement of democracy in Liberia in 2005. It is

commonly held opinion that the parties in disputes usually have considerable control over the process. This is not entirely true. Rather, it varies and depends considerably on the readiness of the parties in conflict to reconcile.

Unfortunately, the outcome of third party intervention is non-binding on the parties in conflict. Unlike adjudication and arbitration processes whose outcome is an **award**, made binding on the parties, the outcome of mediation or third party may be rejected by one or all the parties involved in conflict. Mediators are expected to be neutral and escape premature judgments as we had mentioned in the preceding discussions, but it is usually very difficult for third party mediator to be neutral in conflict resolution. For example, it is quite natural for many of such mediators to be sympathetic with the party whose rights and privileges have been seriously vitiated. Why are many referees of soccer match partial under the watchful eyes of a thousand spectators when they are expected to be neutral? As the University for Peace stated in Best, “mediators generally have vested interests in the resolution in a given conflict or dispute, but they must be able to operate neutrally and objectively”. So no matter the obviousness of a fault or culprit on the part of a party in a particular conflict, a third party mediator should keep his emotion and sentiments outside the resolution process. The goal of the third party is to invent options for mutual gains even though some resolution may appear to be very complex, such that the options are markedly favourable to one side whichever way you want to weigh it. Within such difficult situation, mediators often retreat to their drawing board in order to make realistic options.

Click on the video below to watch a video on the third-party intervention in conflict resolution

[Third-Party Interventions in Organizations | Methods, Importance & Examples - Video & Lesson Transcript | Study.com](#)

3.3.3 Levels of Third-Party Intervention

Although there are five ways by which third party can be initiated, but their operational modality can only occur on three levels of neutrality. These include:

3.3.3.1 Authoritative Third Party

An authoritative third party possesses enormous power and clout to deal with the parties and conflict at stake. Such authority generates from the skills, knowledge, and experience he has gathered over the years, including the popularity he enjoys in the competence of third party conflict resolution, just as some solicitors and advocates receive high patronage and respect based on the complex cases they have won including their knowledge in legal matters. Authority is based on superior knowledge, skills and experience. It is commonly rewarded with respect, honour and sometimes obedience and

followership. With such qualities too, sometimes he is tempted to use power convincingly. Most authoritative third party mediators are usually appointed and funded by international organizations, such as the United Nations, European Union (EU), African Union (AU), etc.

3.3.3.2 Independent Third Party

An independent third party refers to neutral mediator who has no entrenched interest or intention to enrich himself or herself upon his opportunity to mediate. They are well-respected former national or international public officers. They attempt to bring their expertise and philosophy of peace on the resolution of conflicts. The objective of a third neutral third party is to ensure that conflict is resolved. Sometimes, they are appointed to officiate as mediators, some other times they are not but take up the task based on voluntary initiative. They raise funds by themselves for this purpose. Examples are former US President, Jimmy Carter, Nelson Mandela of South Africa, and Abdusalami Abubakar of Nigeria.

3.3.3.3 Social Network Mediator

Social Network mediator is a realist. He believes in immediate or larger environmental peace. In other words, peace for mankind informs his motivation. The African traditional peace brokerage system involving religious groups, family or one community intervening in other two communities conflict based on their common history and consanguinity, are good examples of the social network mediators. Some Non-governmental organizations (NGOs) are also found here.



Self Assessment Exercise

From the video, _____ third party refers to neutral mediator who has no entrenched interest or intention to enrich himself or herself upon his opportunity _____ to _____ mediate.

- A. An independent
- B. A partial
- C. Assistant
- D. Court

_____ is a process whereby parties in conflict adopt legal and court _____ processes.

- A. Litigation
- B. Collaboration
- C. Negotiation
- D. Arbitration



3.4 Summary

Conflict resolution processes are numerous. It includes the conventional litigation processes, such as adjudication, arbitration and panel of inquiry. A panel of inquires may not necessarily provide a resolution to a conflict. But its focus is often centred on the causes. However, its recommendations may offer ways of resolving a conflict. The other alternative ways of conflict resolution include third party mediation, good governance, conciliation, collaboration communication etc. In particular, this essay is designed to focus on the third-party mediation process. There are two types namely the typical mediation groups appointed by government, international organizations, an NGO who wishes to use its skills and professional competence funded by any given body; and independent third-party professionals who utilize same opportunity to bring settlement into a conflict.

For that purpose, we often have independent third party or those appointed by international organization (the authoritative ones). Such differences would determine who would raise the funds to finance the resolution.

Conflict is common to all societies. Yet there must be opportunities for reconciliation within the precepts of order, reconciliatory spirit and consensus. In fact, conflict resolution is a conscious attempt to build a civilized society. And the activity of civilized societies is too complex and important to be left in the blind regulation of impulse or organized hypocrisy.

The role of third party in conflict management is fast receiving wide acceptance in research and practical challenges. It is a mediator or someone who does not have the power or authority to coerce parties in conflict to accept his verdict. Not all conflicts are susceptible to third party intervention and resolution in the immediate circumstance. Sometimes, inadequate information, insincerity on the part of one or all the parties in the conflict, regarding commitment to peace, including the complex nature of a particular conflict may present sceptical conditions of having a conflict resolved. Also, some third-party mediators are 100% independent. While others are appointed, implying an authoritative power.

For that purpose, we often have independent third party or those appointed by international organization (the authoritative ones). Such differences would determine who would raise the funds to finance the resolution.



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3.6 Answers to Self-Assessment Exercise

1. A
2. A

Unit 4: Obligations of Parties in Conflict in Third Party Conflict Resolution

Unit Structure

- 4.1 Introduction
- 4.2 Learning Outcomes
- 4.3 Obligations of Parties in Conflict in Third Party Conflict Resolution
 - 4.3.1 Setting the Stage
 - 4.3.2 Identification and Commitment to Common Goal
 - 4.3.3 Mutual Trusts, Recognition and Respect for Each Other
 - 4.3.4 Preparation and Presentation of Cases and Demands
 - 4.3.5 Shared Norms and Expectations
 - 4.3.6 Respect for Individual / Each Party Differences and Diversity
- 4.4 Summary
- 4.5 References/Further Readings/Web Resources
- 4.6 Answers to Self-Assessment Exercise



4.1 Introduction

The purpose of this unit is to examine the processes of effective and efficient third party intervention in conflict resolution. As we had alluded to in the preceding discussions, process matters in achieving desired result. A thoroughly set out process may provide clues or susceptibility to complex conflict resolution.

Some have argued that process or establishing behavioural norms in third party mediation may not necessarily imply effectiveness, efficiency or success of third party intervention in conflict resolution. This may be true, but it is truer to say that where there is no process, order or sequence in conflict resolution, peace is unlikely. And where there is no order, sequence or observable behaviour that is required in the dialoguing process, conflict resolution can be very cumbersome.



4.2 Learning Outcomes

By the end of this unit, you will be able to:

12. Identify the parties involved in conflict resolution process
13. Explain the duties and responsibilities of parties involved in conflict resolution



4.3 Obligations of Parties in Conflict In Third Party Conflict Resolution

Many writers, such as, Walton (1987), Fisher and Ury (1991), Fashoyin (1992), Mullins (1995) etc. have alluded to the processes of third party intervention in conflict resolution. Walton in particular referred to the following required environment and behavioural norms as pre-conditions.

4.3.1 Setting the Stage

This refers to the preparation of the atmosphere for dialogue. In addition to the atmosphere for dialogue and communication, it also implies the setting or sitting arrangement including the symbolic features that the purpose of the meeting is to resolve a conflict. For example, the arrangement is commonly done in such a way that the third party is seated centre between the parties in conflict. Again, members of one party are usually not allowed to seat in the midst of another party to the conflict. But they may sit side by side. Within such setting, there might also be features that attempt to encourage and persuade the parties in conflict to embrace peace. For example, a banner may have the inscription “there is no alternative to peace and progress, embrace it” as President Clinton (former US President) did in Camp David accord between President Yitzhak Rabin of Israel and late Arafat of Palestine (PLO) when he brokered peace between them as third party in the famous Oslo accord, 1992. The inscription on the camp’s banner was, “Here comes the children of Abraham” as the parties to the conflict shook hands. The peace initiative, it must be noted, did not achieve the expected result as the Israel-Palestine imbroglio lingers till today.

4.3.2 Identification and Commitment to Common Goal

The second stage involves clarification of the objective and commitment to that objective. Ahead of the meeting, the parties in conflict are adequately aware and informed that the purpose of the meeting is to resolve the conflict between them, and thus they should have the commitment to the common goal that the conflict can be resolved. However, Fisher and Ury (1991) observe that no third party can possibly resolve a conflict if the parties to the conflict did not come with the readiness and willingness to get the conflict resolved, no matter the skills, knowledge and experience possessed by the third party.

4.3.3 Mutual Trusts Recognition and Respect for Each other

Any process that will help to oil the wheels of third party intervention in conflict resolution must, first and foremost, install the values of mutual trusts, recognition and respect in the parties to the conflict. One would be tempted to see it as not a process, but attitudinal obligations on the parties. Rather it is

an attitudinal prerequisite, which third party must sound to parties in conflict as the guiding principles of statements and behaviour throughout the resolution process.

It is a non-symbolic observable norm that helps to build a working relationship, facilitate understanding as much as help one party to see the traumas and bruises sustained from the conflict the way other party sees it.

4.3.4 Preparation and Presentation of Cases and Demands

This is a very critical stage of the third party conflict management, as the problem to be dealt with is contained here. It involves the collection of background information regarding the conflict. It is critical not in the sense that it will help the intervener to decide who loses or wins, but will help to clarify the positions of the parties to the conflict as well as enable the third party understand the emotional frame of mind of parties in conflict. It also enables the third party to ascertain the sincerity of the parties in conflict, defined in terms of whether or not they are closely ready to embrace peace. It is important that a mediator have a facilitator that permits each party to speak at the appropriate time. Parties to the dispute ought not to speak at random. This is because one operational process of conflict management might be to reduce the frequency of destructive conflictual encounters by strengthening the obstacles to conflict actions, avoiding triggering events and blunting vulgar statements that could jeopardize the already tensed situation.

4.3.5 Shared Norms and Expectations

In a negotiation process in which the parties to the conflict are expecting a win-win situation, they are also expected to come with shared norms to which all would comply. That shared norm is a mindset of justice and equity in expected losses and gains. Walton and Mckersie (1965) have developed four levels of negotiation and bargaining norms- the distributive, integrative, attitudinal restructuring and intra-organizational negotiation. The integrative negotiations, though not so concerned with fundamental issues, remain a negotiation that seeks common solution, which benefits both sides equally. The parties are aware of that common objective and would do everything to keep it sacrosanct.

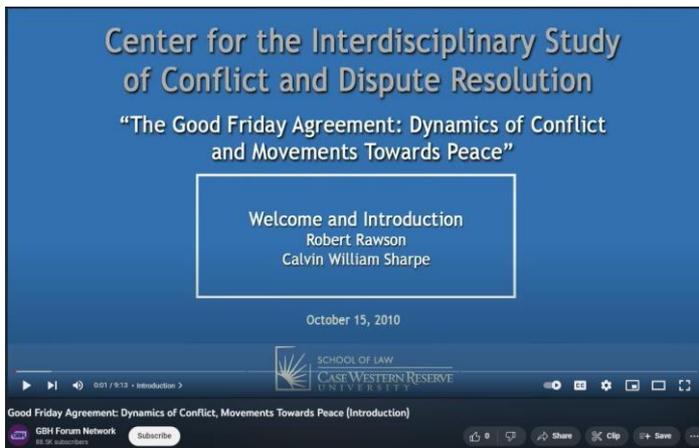
4.3.6 Respect for Individual / Each Party's Differences and Diversity

Parties to a particular conflict are truly in conflict because of the existence of differences in opinion, belief or fundamental preferences and prejudices. Many conflicts in the West Africa sub-region generate from ethnic differences and diversity in terms of access and opportunities to economic resources. Third party intervention also requires tolerant position on the part of parties to a conflict. A people that fail to manage or contain their differences by respecting the differences in the other person is, in fact, increasing the cost of living

together. Think of ethnic cleansing in Bosnia and Herzegovina, Rwanda, etc and the accompanying problems it caused. Cox and Blake (1991) insist that education and knowledge promotion are some of the many variables that can help minimize and resolve conflictual situation. Walton (1987) admitted also that it is reasonable for third party to assist the principals to prepare for dialogue by teaching the parties in conflict the basic ingredients that make dialogue productive.

Education in this respect refers to organizing pre-mediation conferences or pre-resolution training workshops where, for example, influential personalities, economic and power elite from each side of the conflict are invited to participate, listen and make contributions on the nature of the conflict and possible strategies to employ in the resolution. However, one thing that is elusive in the available literature on pre workshop trainings to conflict resolution is that no record was kept as to whether there have been any circumstances in which the community people accused participants of receiving bribe and urging them for reconciliation. In Nigeria where leaders and elite are hardly trusted, such insinuation might be very common. In third party intervention, parties to conflict must respect each other as human being as much as the importance they place on their values and uniqueness.

Watch the videos below to learn more on the stages of third party intervention.



<https://youtu.be/DDRjIHx3NDw>



- Downloaded at nou.edu.ng/courseware/faculty-of-social-sci/

<https://youtu.be/DWgweDmDi2Q>



Self Assessment Exercise

From the video, _____, refers to the preparation of the atmosphere for dialogue.

- A. Setting the stage
- B. Destabilizing
- C. Neutrality
- D. Enforcement

In addition to the atmosphere for dialogue and communication, it -----
----- arrangement is symbolic

- A. Fighting
- B. Eating
- C. Sitting
- D. Warning



4.4 Summary

Stage setting, the commitment to common goal of resolution and presentation of grievances by the parties are the basic ingredients in third party negotiation process. An environment that is supportive of the present and desired result is important in conflict resolution. Every phenomenon has a process. Driving a car has a process, presenting a bill in a legislative house has a process; performing surgical operation in the theatre has a process. Order, for example, is needed as the first basis of bringing parties to a conflict to talk face-to-face. Therefore, there must be availability of a facilitator who helps the mediator to conduct and control the behaviour of people from degenerating into unmanageable level in the process of attempting to achieve conflict resolution.

A thoroughly set out process may provide simplicity to complex conflict. Why, for example, do managers plan and follow management process of planning, organizing, and co-ordinating, controlling, and leading? It is simply because complex tasks of management if anchored in planning and process-driven choices, such challenges are most likely to be achieved than those without a 'rudder'.

Some have argued that process or establishing behavioural norms in third party mediation may not necessarily imply effectiveness, efficiency or success of third party intervention in conflict resolution. This may be true, but it is truer to acknowledge that where there is no process, order or sequence in conflict resolution, peace is unlikely. Process helps problem-solving to be proactively visualized. A mediator would have probably violated the process norms by organizing, first, an exchange of joint session in which every

participants have to vociferously argue to purge themselves of their grievances, without setting the tone, and the limit of expressions.



4.5 References/Further Readings/Web Resources

Allan, Cowling (1990). *Managing Human Resources*, London: Edward Arnold

Fisher, R. & Ury, W. (1991). *Getting to Yes Negotiating Agreement Without Giving In*, New York: Penguin Books.

Walton, R. E. & Mckersie, R. B. (1965). "A Behavioural Theory of Labour Negotiation", *Nigeria – A Monthly Journal of The Federal Ministry of Information*, Volume 2 March 2005.

<https://youtu.be/DDRjIH3NDw>

<https://youtu.be/DWgweDmDi2Q>

<https://youtu.be/xgQZbjjXF4>



4.6 Answers to Self-Assessment Exercise

1. A
2. C

Unit 5: Processes, Advantages and Disadvantages of Third-Party Intervention in Conflict Resolution

Unit Structure

- 5.1 Introduction
- 5.2 Learning Outcomes
- 5.3 Processes, Advantages and Disadvantages of Third-Party Intervention in Conflict Resolution
 - 5.3.1 Processes of Third-Party intervention in Conflict Resolution
 - 5.3.1.1 Initiation
 - 5.3.1.2 Preparation
 - 5.3.1.3 Introduction
 - 5.3.1.4 Problem Statement
 - 5.3.1.5 Problem Clarification
 - 5.3.1.6 Evaluation of Alternative
 - 5.3.1.7 Selection of Alternatives
 - 5.3.1.8 Agreement
 - 5.3.2 Advantages and Disadvantages of Third-Party Intervention in Conflict Resolution
 - 5.3.2.1 Advantages
 - 5.3.2.2 Disadvantages
- 5.4 Summary
- 5.5 References/Further Readings/Web Resources
- 5.6 Answers to Self-Assessment Exercise



5.1 Introduction

Most times, it proves complex for third parties involved in a conflict to negotiate constructively and conclusively in an attempt to bring points of contention to settlement. It is well known that in a good number of cases, the emotional attachment of parties in conflict to their positions often prevent positive resolution. Mediation is often ascribed to new western style of conflict resolution.

The African traditional community-based conflict resolution strategy is related to it, but not exactly the same. The African community-based system takes the strategy of arbitration, in which case award of fines, such as goat, money, wine, tubers of yam etc. are paid by the one considered as culprit in the conflict. However, there are instances where the African mediation processes appear typical of the characteristic features of the contemporary third party mediation processes, especially in mediation that deals with land disputes. Process matters in third party conflict resolution. In this unit, we would

- Downloaded at nou.edu.ng/courseware/faculty-of-social-sci

examine further the step-by-step overt procedure of third-party mediation processes. We shall also attempt to add to our knowledge the advantages and disadvantages of third-party intervention in conflict resolution.



5.2 Learning Outcomes

By the end of this unit, you will be able to:

- Identify processes involved in third party intervention in conflict resolution
- Discuss advantages of third-party intervention in conflict resolution
- Explain disadvantages of third-party intervention in conflict resolution



5.3 Processes, Advantages and Disadvantages of Third-Party Intervention in Conflict Resolution

5.3.1 Processes of Third-Party Intervention in Conflict Resolution

We have examined the required obligations of disputants in time of dialoguing for conflict settlement. In this section, we would focus on the practical step-by-step processes in third party mediation challenges. Best (2006) provided eight steps by which third party conflict resolution can be dealt with.

5.3.1.1 Initiation

This involves all the parties to the conflict submitting their case to the neutral third party. The purpose of having the two to submit is to be able to gather enough information to deal with the matter that is subject to resolution. In the western setting, a formal Court may give order for disputants to settle out of court. This is now prevalent in Nigeria as well. What is important is that the parties must agree to settle. There is no clear indication that parties to a particular conflict do utilize neutral third party. Rather, they often chose the collaborative strategy in which case, the parties themselves try to co-operate with each other to resolve the matter. In Nigeria, conflict involving auto crash or collision often finds 'out of court' settlement useful because it saves time and expenses on litigation.

5.3.1.2 Preparation

Here, both the parties to the conflict and the mediators must be prepared and well informed of the issues in the matters. The mediator should be well acquainted with the power balance of the parties in terms of weaknesses and strength, the sources of pressure that may potentially militate against settlement, the status and authority of delegates to the conference and cultural, religious and ideological differences.

5.3.1.3 Introduction

At this stage, the mediator can begin an experiment of attempting to take control of the dialoguing processes, identification of the issues and interest of the parties to the conflict. He also needs to begin to establish strategies for motivating the parties for the continuity of the negotiation. No one mediator knows all the strategies. But if nothing else, a mediator must have his options for mutual gains for the parties to the conflict as well as the step-by-step concretization of confidence and trust the parties must have about him. Some of his very first statements would determine whether the mediator could be able to control verbally abusive and insulting statements that often come from emotional spillover.

5.3.1.4 Problem Statement

This is the fourth stage of the negotiation. At this stage, parties to the conflict should preferably be allowed to state their cases in detail rather than in piecemeal. The 'Complainant' is usually given the first opportunity to state his cases. The mediator must listen attentively and take note of every sensitive portion of the statements. He can ask questions for clarification, but must be careful not to state a question or show surprises as if he has an emotional support or sympathy that one party to the conflict seemed to have suffered gruesomely at any point of the conflict. He must keep his face and express appreciation for telling the matter, as it is most wanted in the introduction of the mediator. Each side is expected to be calm not intruding into the flow of statement from the other side.

5.3.1.5 Problem Clarification

At this stage, the mediator is expected to reproduce the statements of both sides respectively – utilizing various strategies to begin to attract the attention and co-operation of the parties, insisting that the issues at stake is amenable to resolution. This is because the foremost option of the mediator is resolution. It must be indicated persuasively and repeatedly in a motivational manner in attempting to clarify issues. Secondly, the mediator is free to ask questions by clarifying and noting areas of agreement and disagreement without directly ascertaining who is a culprit.

5.3.1.6 Evaluation of Alternative

This is the sixth stage of the resolution processes. It involves generating various alternatives of possible options of resolution. Parties to the conflict including the mediator are asked to provide these alternatives.

At this point similar and close ranking alternatives are grouped to one side, while extreme positions that seem almost impossible are taken to the other side. The parties are broken into mixed caucuses of representatives in each other's group; the choice is to scale or narrow down areas of extreme disagreement and explore easier choices for resolution.

5.3.1.7 Selection of Alternatives

At the seventh stage of the negotiation process, the caucuses are returned to their normal groups of parties to the conflict to narrow down and select issues that would be of mutual benefit – bearing in mind that this is not an adjudication process, but live and let live affairs. While cutting down the list of alternatives, the mediator is expected to be able to read the parties and the direction of their choices, and consequently make out possible final choice (s) if applicable.

5.3.1.8 Agreement

The eight and last stage is the stage of agreement. It is the stage, which involves drafting the agreements reached at the end of the negotiation. But he can help constitute a joint session of all those who were active and pragmatic about the resolution to draft the agreement. Yet, he must ensure that a lucid summary of negotiated outcomes, agreements including the 'don'ts are written down in the documents.

5.3.2 Advantages and Disadvantages of Third Party Intervention in Conflict Resolution

The advantages and disadvantages of third party conflict resolution are listed hereunder.

5.3.2.1 Advantages

1. The setting is flexible and less formal
2. It costs less and saves time
3. It provides opportunities for efficient use of expert
4. It offers opportunities for parties to expressively state their grievances through a systematic process of interactions and hobnobbing
5. It has the potential to establish mutual satisfaction of the interests of parties in conflict since the parties are usually aware of the process and expectation before coming to the negotiation table.
6. Third party dialogue and communication helps to facilitate future relationships
7. Confidentiality can be promoted

5.3.2.2 Disadvantages

1. The outcome of the negotiation process is usually not binding upon the parties in conflict and enforcement may be problematic. Thus, the conflict may persist or regenerate.
2. There are few cases available in documentation for reference purposes, and where they are available the application of case in another may not

prove efficacious precisely because, no one case is exactly the same as the other.

3. An involvement of mediocre mediator may worsen the already strained relationship.
4. The use of formal litigation processes and application of the provisions of the constitution is discouraged.
5. Already treated cases or resolutions are not documented into any book for reference purposes

Process is important in finding solution to a conflict As systematic and professional inputs are needed in conflict resolution in general and third party intervention in particular. In this unit, we examined the processes or stage-by-stage negotiation strategy of third party in conflict resolution in order to avoid putting the cart before the horse. Accordingly, we itemized the processes as that, which must begin with initiation, preparation, introduction, problem statement, problem clarification, evaluation of alternatives, selection of alternatives and agreement. We also added the merits and demerits of third party intervention in conflict resolution.

Watch the video below to learn more on third party mediation



<https://youtu.be/tljuw-Vi-3M>



Self-Assessment Exercise

From the video, the outcome of the negotiation process is usually ----- upon the parties in conflict and enforcement may be problematic. Thus, the conflict may persist or regenerate.

- A. not binding
- B. A partial
- C. Independent
- D. Contract

An involvement of -----mediator may worsen the already strained relationship.

- A. Judge
- B. Parties
- C. Conflict
- D. Mediocre



5.4 Summary

The Process is important in finding solution to a conflict. As systematic and professional inputs are needed in conflict resolution in general and third party intervention in particular. In this unit, we examined the processes or stage – by-stage negotiation strategy of third in conflict resolution in order to avoid putting the cart before the horse. Accordingly, we itemized the processes as that, which must begin with initiation, preparation, introduction, problem statement, problem clarification, evaluation of alternatives, selection of alternatives and agreement. We also added the merits and demerits of third party intervention in conflict resolution.

Compromise is expected in the hands of parties to conflict in a third party mediation challenges, but encouragement and helps that emanate from experience, skills and knowledge constitute input variables that the mediator or an independent third party must expend if he is to achieve the overall goal.

Also important is that process is most probably something we cannot afford to set aside in third party negotiation initiative. As much as the behavioural process norms of parties in conflict are important, the step-by-step procedures also matter. These step-by-step ways of third party intervention include; initiation, preparation, introduction, problem statement, problem clarification, evaluation of alternatives, selection of alternatives and agreement. The merits and demerits of third party intervention in conflict resolution were also discussed in this unit



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<https://youtu.be/tljuw-Vi-3M>

<https://youtu.be/Q7C5ikO6uQ>



5.6 Answers to Self-Assessment Exercise

1. A

2. D

MODULE 3: RESOLVING CONTEMPORARY CONFLICTS

- Unit 1 The Legal and Moral Personality of Third Party in Conflict Mediation
- Unit 2 Roles of Third Party in Mediation Process
- Unit 3 Professional Attributes of an Expert in Conflict Resolution Process
- Unit 4 Personal Attributes of Third Party in Conflict Resolution
- Unit 5 The Role of Communication in Third-Party Conflict Resolution

Unit I: The Legal and Moral Personality of Third Party in Conflict Mediation

Unit Structure

- I.1 Introduction
- I.2 Learning Outcomes
- I.3 The Legal and Moral Personality of Third Party in Conflict Mediation
 - I.3.1 The Legal Personality of a Third Party
 - I.3.2 The Moral Personality of the Mediator
- I.4 Summary
- I.5 References/Further Readings/Web Resources
- I.6 Possible Answers to Self-Assessment Exercises



I.1 Introduction

Having discussed the concepts of conflict and conflict resolution through a third party, it is time for us to examine third party in conflict mediation. The role of peace and stability in economic development, most probably, cannot be substituted. Idealists in international relations, for example, know that the realists' penchant love for 'national interest' may not get the world going for sustained global peace. The causes of the first and second World Wars have linkages to the ruthless pursuits of 'national interest' by states. Today, peace-loving personalities have taken the challenges to settling conflicts where governments and international organizations fall short of expectations or where priority of peace is unattended. In this unit, we would examine the legal and moral personality of mediators.



I.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain the personalities of a mediator
- Distinguish the moral and legal personalities of a mediator in a conflict



1.3 The Legal and Moral Personality of Third Party in Conflict Mediation

1.3.1 The Legal Personality of a Third Party

Third party mediation is a process that takes place outside normal or formal litigation. Hence it is sometimes referred to as Alternative Dispute Resolution (ADR). Assuming legal personality implies that he takes the place of solicitor and advocate in a conflict resolution. Instead of soliciting for one side, he solicits for the collective interest of all parties to the conflict for the purpose of win-win situation. Even though there is no interpretation of the constitution in the process of examining and cross-examining the case to decide conflict of jurisdiction, the mediator has the responsibility and obligation to constitute a formal procedure within which the case will be dealt with. Although, the mediator is not a judge that gives court verdict, he provides leadership for the parties in conflict to follow in the processes of resolution by motivating them. He decides the commanding tone that is allowed and disallowed in the dialoguing processes. He has the recognition and confidence of the parties to the conflict. That, of course, signifies authority. And authority is power in the gamut of legitimacy.

That a neutral third party is not appointed by an international organization does not imply less recognition. Once the parties in conflict feel that a particular third party has the capacity to help them come clean of their adversarial relationship, his legality is established. With this, the mediator can decide what is permissible and impermissible in the negotiation process by setting the rules and the parties to the conflict are obliged by it. If the dialogue ends well, he takes credit and honour for it. If it ends in failure, he gets thanked for it for his candid efforts. He cannot be held liable for failure or inability of parties to a conflict to come out of their conflictual relationship. As Best observed, doing so would discourage future initiatives or efforts to help

Click on this link to watch a video on third party mediation.



<https://www.youtube.com/watch?v=hia1B4kqtaM>

Can you now analyse the main themes in Third Party Mediation?

1.3.2 The Moral Personality of the Mediator

What is the moral personality of a third party intervention in conflict resolution?

Third party involvement in conflict resolution is borne out of many variables, especially in terms of the intended neutral third party or independent mediator. Such variables include;

1. Professional motivation and public confidence
2. Humanitarian motivation
3. Proximity and understanding of the ecology of the parties in conflict

Professional motivation and public confidence in neutral third party may inform third party's decision to mediate in a given conflict. A professional neutral third party who has wrought victories in the settlement of conflicts, may out of these victories and public confidence, insist that a resolution of another conflict is possibly within his reach, and would be able to show candid interest to support the parties to settle. Even where he looks not so interested, the public will mention his name or urge him to make efforts to assist in such conflict.

Humanitarian and the pursuit of peace may also compel others to be involved in conflict resolution. The involvement of Jimmy Carter (former US President), Ogatha San of Japan (Former director in UN's conflict and refugees' problems) Nelson Mandela (Former president of South Africa), etc, in various conflict resolution is largely informed by humanitarian challenges of our time including public trust and confidence that they have the capacity, respect and neutral strength to make parties in a given conflict come to terms for resolution and agreements.

Not only professional and public confidence or humanitarian conviction could motivate neutral third party to be involved in making peace between parties in

conflict, also proximity and understanding of the nature and ecology of a people in conflict could serve as a motivational variable. Jimmy Carter may not probably comprehend the emotional psyche of the people of the West African sub-region than President Obasanjo. In attempting to give aid to African Union for peace building in Africa, donor countries are now aware that foreign consultants or negotiators cannot possibly provide the answers to the terrain that is alien to them.

The moral personality of the mediator is found in his openness and neutrality. As the name goes, a neutral third party has no vested interest in a conflict. Whether he can resolve a dispute depends on his interpersonal process that impinges on the parties.



Discussion:



<https://youtu.be/uR9HbunM6BI>

Watch the video above to learn about the legal framework for commercial mediation. Identify these frameworks and discussion on the discussion forum. Make your post in not more than 100 words



Self Assessment Exercise

The moral personality of the mediator is found in his -----

- Professional motivation
- Public confidence
- Humanitarian motivation
- Openness and neutrality

The following are the dimensions in which conflict can manifest EXCEPT

- a. Scarce Resources
- b. Political Competition
- c. Escalation
- d. Ethnicity



1.4 Summary

The mediator's legal personality in third party conflict resolution is very clear. More often than not, he is the one who initiates a resolution between parties in conflict. He takes the leadership roles of seeing that the parties in conflict come clean of their conflictual relationship. With a sense of recognition, the parties comply with set out rules, policies procedures and programmes designed by the mediator for the purpose of resolving the conflict.

In those considerations, the legal personality of a third party mediator is lucid as much as informative.

The mediator's legal and moral personality in third party conflict resolution is based on two notions. More often than not, he is the one who initiates a resolution between parties in conflict. He takes the leadership roles of seeing that the parties in conflict come clean of their conflictual relationship. With a sense of recognition, the parties comply with set out rules, policies, procedures and programmes designed by the mediator for the purpose of resolving the conflict. Besides setting the process, acquiring or earning the recognition to resolve a conflict, he also invest his time, resources of knowledge and commitments to the resolution of the conflict.

In those considerations, the legal personality of a third party mediator is lucid as much as informative



1.5 References/Further Readings/Web Resources

Best, G. S. (2006). *Introduction to peace and conflict studies in West Africa*, Ibadan: Spectrum Books Ltd.



1.6 Answers to Self-Assessment Exercises

1 D
2 C

Unit 2: Roles of Third Party in Mediation Process

Unit Structure

- 2.1 Introduction
- 2.2 Learning Outcomes
- 2.3 Roles of Third Party in Mediation Process
 - 2.3.1 Peace-making Initiative Roles
 - 2.3.2 Problem –Solving Roles
 - 2.3.3 As a Scape-Goat / Agent of Blame Taker
- 2.4 Summary
- 2.5 References/Further Readings/Web Resources
- 2.6 Possible Answers to Self-Assessment Exercises



2.1 Introduction

Severally, we have referred to the required norms of third party mediator in the challenges of conflict resolution. Of course, his ability or success in helping parties in conflict to come out clean of their conflict position is conditional upon multifaceted factors. Some relate to, for example, what a group or party to the conflict cannot do and what individuals in a group do to strangulate the process of negotiation.

In this unit, we would discuss the roles of third party mediator. With particular reference to what the American Arbitration Association (AAR) said of the roles of third party (cited in Best 2006), we have attempted to reorganize it into three categories namely; as an agent of peace-making initiation; as an agent of problem solver, and as an agent of blame taker.



2.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain the place of third party in mediation process
- Critique the roles of third party in mediation process



2.3 Roles of Third Party in Mediation Process

2.3.1 Peace-making Initiative Roles

One of the characteristics of parties in conflict often centres on absence of communication. The role of a mediator is to facilitate communication between or among parties in conflict to abandon their position of adversarial relationship. As a mediator, he helps to initiate and commence communication. And when parties in conflict commence communicating with each other, the bridge for settlement becomes shorter. Second, he legitimizes the limit of what are permissible and impermissible, rights and interests as well as the procedures for expressing them. Third, the mediator helps parties to shift from their former position to a new horizon by exercising his power as optimistic and realistic persons. So no matter the severity of the conflict or the position of the parties, third party subtle intervention changes the position of the conflict or the parties to a different level most likely to be less severe.

2.3.2 Problem –Solving Roles

An attempt to settle a conflict that aches the parties concerned is a problem-solving initiative of some sorts. Ordinarily, no party in conflict would so love to remain in it; no matter the gains that accrue to some few people from it. A third party mediator initiates leadership capabilities to resolve a standing conflict. By providing leadership, he helps to lead a way and mobilization for conflict settlement. Not only does he initiate leadership role, he also act as a problem solver because he explore possibilities by helping parties to define basic issues and interests. Similarly, he helps to provide links to lawyers and technical experts that would in turn help disputants in their matters of interests, defined in terms of what is acceptable to them or what they expect to gain at the end of the dispute better still, how to shift positions and adjust to new demands as the mediator tries to strike a collective bargain. Collective bargaining is a process of negotiation in which parties to a dispute or conflict reach a win-win situation acceptable to them all.

It is called collective bargaining because the final decision is acceptable to them all (Cowling, 1995). The issues of equal win do not matter here as the ability of one party to get better deal depends on his power of negotiation. If he will not agree, then collective agreement cannot be written; neither can we call it collective bargaining outcome. Third party also helps to train parties to a conflict ahead of resolution by clarifying certain things and the importance of peace and friendly relations.

2.3.3 As a Scape-Goat / Agent of Blame Taker

As we have noted earlier, the decision of third party to mediate in a conflict is borne out of humanitarian initiative. If he succeeds, he takes the honour and the credit. If he fails, he would be noted as a failure not in the sense of bringing him to ignominy, but in a sense of seeing him as an incapable third

party, especially if he has repeatedly failed. In that case, he loses public confidence and trust as a problem solver or a peacemaker.

Click on the video below to learn more about the central roles of a third party mediator



<https://www.youtube.com/watch?v=8xsQfA5ECKs>

If you are contacted to solve Farmer-Herder conflict in Nigeria, how will you perform your roles as a mediator?



Self Assessment Exercise

A Third Party Mediator _____ the limit of what are permissible and impermissible, rights and interests as well as the procedures for expressing them.

- legitimizes
- processes
- Seeks
- Analyses

A Third Party is described as a _____ in a situation where a Third Party loses public confidence arising from being blamed for his seemingly inability to supervise a successful mediation

- Scape goat
- Shuttle diplomat
- Confidant
- Mediator



2.4 Summary

The roles that a third party is required to play in conflict resolution are many, depending on the nature of the conflict, time and place of resolution. Without communication, there is no negotiation. Negotiation is a process of communicating back and forth for the purpose of reaching joint decision (Fisher and Ury 1999). People, who have lived together, maybe, as husband and wife for many years even find communication a complex phenomenon to overcome, precisely because people will not just naturally cede to bland agreement. They must disagree on the basis of values system, personal conviction of how certain things should be. Communication helps them to know more, open new horizon of seeing things and adjusting their positions to agreeing with others. A third party helps to provide leadership. Leadership is needed in exploring ways of solving complex problem of conflict resolution. For that purpose, he tries to facilitate and train the mindset of those in conflict in the importance of peace-making.

Unfortunately, he alone takes the blame if he fails. Failure and indeed regular failure would earn him/her loss of public confidence and trust.

The role of a mediator is to facilitate communication between or among parties in conflict to abandon their position of conflictual relationship. A third party mediator is designed to initiate and commence communication between parties in conflict. How he commences that communication will inform the way the parties to a conflict behave and express themselves in their litigations to maximize their interest even if they are also aware that they have to concede by the nature of the resolution. And when parties in conflict commence communicating with each other, the bridge for settlement becomes shorter and clearer.

Second, he legitimizes the limit of what are permissible and impermissible, rights and interests as well as the procedures for expressing them. Third, the mediator helps parties to shift from their former position to a new horizon by exercising his power as optimistic and realistic persons. So, no matter the severity of the conflict or the position of the parties, the mediator's role is to facilitate an environment that is amenable to conflict resolution. For that reason, he becomes an agent of reality because his ultimate goal is to even options for mutual gains.

The mediator is also a scapegoat if he loses the battle of conflict resolution not in the sense of bringing a sense of shame upon him, but seeing him/her as a failure. After all, the positions of the parties in conflict may render a negotiation very unsuccessful. The consequence is that this may become unreliable for future problem-solving challenges.



2.5 References/Further Readings/Web Resources

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<https://youtu.be/uR9HbunM6BI>

https://www.youtube.com/watch?v=--H7e_ANmvA

<https://www.youtube.com/watch?v=8xsQfA5ECKs>



2.6 Answers to Self Assessment Exercises

1 D

2 D

Unit 3: Professional Attributes of An Expert in Conflict Resolution Process

Unit Structure

- 3.1 Introduction
- 3.2 Learning Outcomes
- 3.3 Professional Attributes of an Expert in Conflict Resolution Process
 - 3.3.1 Professional Expertise and Personal Attributes
 - 3.3.2 Professional Identity
 - 3.3.3 Evidence of Consulting Skills
 - 3.3.4 Human Relations
 - 3.3.5 Investments
- 3.4 Summary
- 3.5 References/Further Readings/Web Resources
- 3.6 Possible Answers to Self-Assessment Exercises



3.1 Introduction

Third party involvement in conflict resolution centres on dialogue and negotiation. When impartial third party intervenes in a conflict situation, new relationship, structures and possibilities for moderating the conflict are created. Introduction of a moderator, for example, changes both the physical and social structure of a conflict. New groups and sets of transactions appear with the third party. The presence of an observer tends to put contenders on better behaviour. In this module, we shall examine the possibilities that help the third party to moderate as well as achieve his ultimate goal of conflict settlement.



3.2 Learning Outcomes

By the end of this unit, you will be able to:

- Identify the skills of an expert in conflict resolution process
- Demonstrate the professional skills required for conflict resolution in an ideal conflict situation



3.3

Professional Attributes of An Expert in Conflict Resolution Process

3.3.1 Professional Expertise and Personal Attributes

What attributes does third party need in order to accomplish or perform a successful implementation of conflict resolution? Professional expertise and personal attributes refers to his diagnostic and behavioural skills, attitude of acceptance, and personal capacity to provide emotional support in processing and achieving resolution (Walton 1987). Figure 10 shows the skills needed in third party interventions

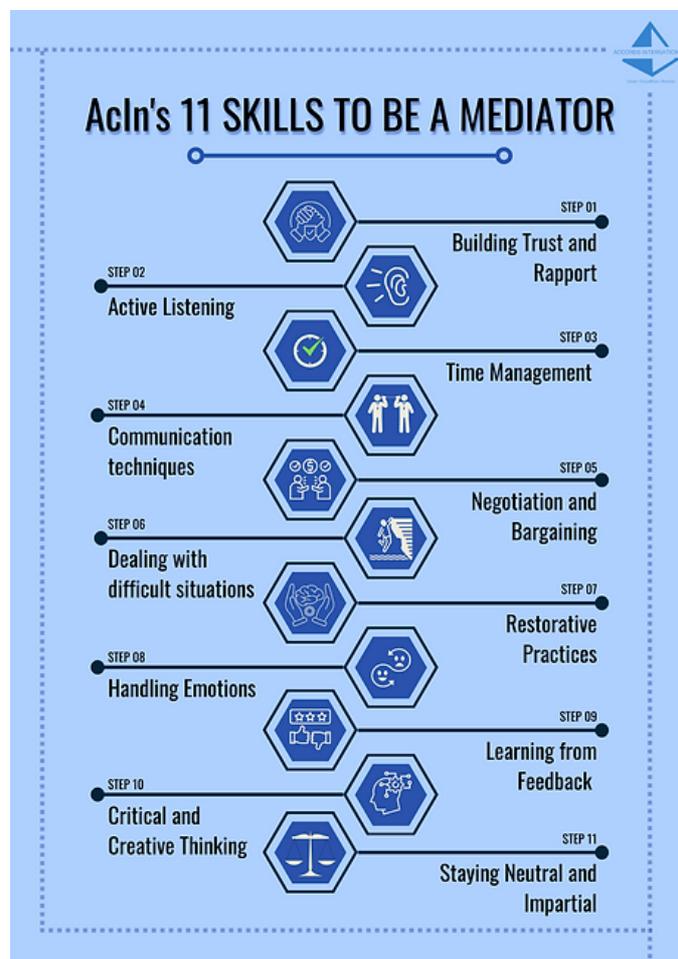


Fig. 10: Skills of a Mediator

As much as professional expertise matters, the readiness of the parties in conflict to truly resolve is crucial to the overall outcome. For example, the professional identity, human relations power, investment and evidence of consulting skill are attributes.

3.3.2 Professional Identity

This relates to third party's experience and his perception in the eyes of parties in dispute. As we had already stated, the perception of the public of third party's past successes in conflict resolution is one of the compelling evidence that he would not be taken for granted, but respect. Professional identity is not about a show of arrogance or imposition of personality. Arrogance breeds resentment. Professional identity is the power to focus on interests of the parties not his own position. It is the persuasive power to get all parties in the same boat.

Everyone who have read the importance of human relations in solving social problems or in dealing with people will agree that it is a potent tool in the hands of researchers and organization experts for dealing with complex issues, galvanizing positive interests, attracting people, for liquidating bad emotional taste, and above all for eliciting friendship and interpersonal process. In conflict resolution process, the content of human relations input by the third party, especially through the facilitator is one step in getting to achieve the overall goal.

3.3.3 Evidence of Consulting Skills

This is related to professional identity. It is bit-by-bit evidence and successes made in them and which reveals the professional identity of a third party. For example, Michael Stevens, Arthur Anderson, Accenture, Oluyole & Associate etc, are well known management consultants or agencies that command credibility, respect and confidence across many countries and Nigeria. Henry Kissinger, Magdalene Albright (former US Secretary of State) Jimmy Carter, (former US president), Abdulsalami Abubakar (former Nigerian Military Head of State) etc, have been very useful as third party conflict resolution interventionists in the recent past.

3.3.4 Human Relations

The importance of human relations in an organization has severally been stressed. It serves not only as a mechanism for fostering interpersonal interactions; it also serves as a tool for building co-operation among people. A third party mediation process depends on the flow of communication opportunities or strategies that the mediator himself is able to carve out for the negotiation. However, the ultimate is but a matter of the human relations that will evolve in the negotiation process. Productive dialogue and negotiation depends on productive human relations. A productive human relation is that whose emotionality is consistent, positive and trustworthy to encourage understanding and co-operations.

3.3.5 Investments

Investments is not used here as physical investors in shares of a company or someone who has vested interest in a conflict. Investment of time and

resources as third party interventionist in conflict resolution relates to the perceptive ability to predict potential responses or actions of disputants not in the sense of premature judgment, but an eye based on experience and the nature of the conflict. It also relates to the commitment and resolves that a resolution is possible and that credit awaits him (the third party) if the conflict yields to his capabilities. It implies being hard on the merit of arguments based on the ability to listen patiently to the parties and commend those who have spoken positively including dissenting voices, as it is natural to disagree and as a way of promoting democracy in groups' dialogue.



Case Studies or Scenarios

[https://viamediationcentre.org/readnews/Mzkz/.](https://viamediationcentre.org/readnews/Mzkz/)

How can the unique skills of a Third Party Mediator enhance the process of intervention?



Self Assessment Exercise

An important attribute and skill of a Third Party Mediator is

- A. Appealing physical appearance
- B. Good stature
- C. Excellent Inter-personal skills
- D. Knowledgeable based



3.4 Summary

The importance of professional expertise in any job performance is well known. Professionalism helps to bring the best, and perhaps, most acceptable solution to bear on a particular problem.

Third party involvement in conflict resolution centres on dialogue and negotiation through communication between or among parties to a conflict. When impartial third party intervenes in a conflict situation, new relationship structures and possibilities for moderating the conflict are created. Introduction of a moderator, for example, changes both the physical and social structure of a conflict. New groups and sets of transactions appear with the third party. This may likely alter the hitherto severe position of the parties to less difficult position. Professional skills of, identity, consulting, human relations and capacity to invest in conflict help conflict resolution to be result-oriented.

Professional expertise refers to his diagnostic and behavioural skills, attitude of acceptance, and personal capacity to provide technical support in processing and achieving resolution. It did not matter whether the outcome was a win-win. What was important is whether the “mediators command aura of respect and personal qualities the principals will not under-estimate, or whether the parties in conflict recognize the consequence of disagreeing by letting President Obasanjo return to Abuja carrying a sense of failure on the issue without achieving anything. Of course, the mediators command respect of very high esteem, they were not under-estimated, and finally, all the parties to the conflict may have been favoured.

A mediator must have a thorough knowledge of the conflict in which he is soliciting resolution. This is, perhaps, why fact-finding initiatives are important antecedents to third party mediation challenges. Thorough knowledge of the matters in dispute is one. Professional knowledge of information processing, the use of metaphors, body language and the laid down process is another. These are evidence of knowledge that generates from experience, academic insights and personal qualities.



3.5 References/Further Readings/Web Resources

Barseghyan, K. & Karaev, Z “Playing Cat-and-Mouse: Conflict and Third Party Mediation in Post Soviet Space:, The Online Journal of Peace and Conflict Resolution.

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<https://youtu.be/uR9HbunM6BI>

https://www.youtube.com/watch?v=Vs_zhM5LeNQ

<https://viamediationcentre.org/readnews/Mzkz/>.



3.6 Possible Answers to Self-Assessment Exercises

I C

Unit 4: Personal Attributes of Third-Party in Conflict Resolution

Unit Structure

- 4.1 Introduction
- 4.2 Learning Outcomes
- 4.3 Personal Attributes of Third-Party in Conflict Resolution
 - 4.3.1 Appropriate Power
 - 4.3.2 Appropriate Knowledge of the Matters in Dispute
 - 4.3.3 Neutrality and Openness
 - 4.3.4 High Control over Confrontational Behaviour
- 4.4 Summary
- 4.5 References/Further Readings/Web Resources
- 4.6 Answers to Self-Assessment Exercises



4.1 Introduction

Besides those professional skills that matters in a third conflict resolution, personal attributes are also fundamental to a successful third party intervention. The difference between professional expertise and personal attributes lies in the fact that while the former focuses on technical skills, the latter emphasizes on power to sway ones behaviour, defined in terms of personal clout, aura, integrity and knowledge to reduce a problem to a small size instead of aggravating it. For example, communication has to be effective and credible. If these are fulfilled, it implies that it is capable of carrying the required or expected action with it. Personal attribute enables parties to a conflict to follow these earnest requests by a mediator. Sometimes parties to the conflict are happy that they have the privilege to have such mediator(s) working to resolve their points of disagreement. These attributes are referred to as Mediators' Gravitas in international relations. They are unique qualities that naturally attract or dispose disputants or people generally to the mediator.



4.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain the personal attributes of a third party in conflict resolution
- Apply the attributes of a third party necessary for conflict resolution



4.3 Personal Attributes of Third-Party in Conflict Resolution

4.3.1 Appropriate Power

Perceived power of the third party and general knowledge of the principals on issues are important attributes. Power helps the third party to command respect and confidence. Inappropriate and inadequate power and knowledge may open the possibility or opportunity for disputants to seize the situation. Once the situation is seized, then the goal is being risked. The power not only concerns an in-depth knowledge about the subject-matter as well as powers to confront issues candidly, it also involves, for example, the professional knowledge of composition of the groups, the setting, the history of the people or parties in conflict, and sometimes brief information of personalities in each of the parties to the conflict, especially their names, experiences in life, and to use these as positive tools for thrashing each challenge as it comes his way. Thus, appropriate power and knowledge assist the third party to steer the case away from “dirty tricks” to “bundles of tool-kits”. What is Power? Power is the ability to get others to do what they wouldn’t have done. If armed robbers compel you to kneel down in your parlour after seizing your money or forcing you to write a cheque for them, this is power *de facto* (not recognized). You will not continue to do this, because you acted only out of compulsion. Similarly, a third party that compelled disputants to accept a verdict at the end of a settlement without the conviction to do so is postponing the evil day. Peace is very unlikely to be sustained after that moment. Except the third party is calculative enough of his/her position, the nature of the conflict and ability to use stick and carrot as in the case of Russia in Nagorno – Karabagh conflict. (Pg. 89-94). According to Fisher and Keashly (1990), this is called power mediation. Thus, appropriate power refer to the power derived from appointment, recognition of a third party or the powers that flow from the confidence reposed in independent third party including the power to coerce. The power to coerce is not used indiscriminately, but sensibly and rarely.

4.3.2 Appropriate Knowledge of the Matters in Dispute

Besides the general knowledge that is necessary for third party, specific knowledge regarding the conflict or subject matters is important. We have alluded to knowledge that flows from general perspective – that is the ability to design formal and informal environment to deal with problem at hand. Appropriate knowledge of the matters in dispute constitutes the real challenge. Knowledge of it enables third party to establish authority over the disputes. It enables the mediator to avoid being a sympathizer, but friend of

everyone. There are usually crucial issues to be dealt with, which draws from the sensitivity of the conflict itself. Here, not a generalistic knowledge is thrown upon it as solution. Rather, specific knowledge in the zone of the conflict is required to deal with the problem. As a result of an in-depth knowledge, the mediator is able to say extra-ordinary things that transcend, perhaps, the common knowledge or information about the disputants. But these must be thoroughly explicated to the very simple comprehension of the disputants, whose co-operation is most sought for in the whole process. This quality on the part of the third party puts him not as mediocre, but truly as an agent of reality.

4.3.3 Neutrality and Openness

Neutrality and openness are regarded as the hallmarks of third party involvement in conflict resolution. Stated differently, what makes a third party truly a mediator is the degree of neutrality and openness that surrounds him.

The ethical philosophy of neutrality and openness is, to some extent, applicable to other methods of conflict resolution. But the degree must be whole-hearted in the case of third-party intervention precisely because he is not an arbitrator or adjudicator, but a mediator.

Even if a third party is unavoidably biased, he must conceal it as much as possible. Neutrality implies that the mediator must separate himself from the case. This is because the application of third party to the case derives from the fact that he has no vested interest. In processing the case before him, therefore, his professional competence is largely underscored by emotional independence.

Openness must not only flow from the mediator, it must also come from the parties. No conflict could possibly see resolution without the commitment of the parties to admit truth telling as the cornerstone of their interest to resolve the conflict. For example, to conceal some important facts or issues in the conflict in the process of negotiation and dialogue could regenerate the conflict.

Third party negotiation is a call for win-win situation and the degree of neutrality of the mediator will manifest in his openness. He might play some politics to get some people going in order to achieve his goal, but such politicking should focus on the interests of the parties to the dispute rather than playing to the gallery or to impress one side.

Neutrality and openness of the mediator will enable the mediator to show a sense of confidence, competence and accountability. Consequently, he can enjoy authority, trust and reliability in the hands of the parties in conflict while processing and encouraging them to embrace peace. The positive attitude of disputants to accept the encouragement from the mediator flows from the mediators' accountability, competence and pride.

Openness is not about blurting every “sensitive word” that creates obstacle to resolution. It is also not about having skeletons in the cupboard either, but saying the appropriate thing that needs to be said at the appropriate time and place, of course, with a reminding spirit that he is not an adjudicator (judge), but a consultant and pure mediator; that is one who facilitates problem-solving through communication and analysis of the conflict by taking the role of adviser or one who facilitates settlement through reasoning, persuasion, and suggestion for alternative ways.

Another way of talking about neutrality and openness is for the mediator to be transparent. In recent times transparency has become a common word often used in calling government to live up to their social contract obligations to citizens. Why? It is believed that transparency promotes accountability and predictability in public governance. Similarly, third party should work towards agreement on the basis of transparency.

4.3.4 High Control Over Confrontational Behaviour

It is not sufficient to discuss all the attributes that third party should demonstrate in order to put parties in conflict under control or achieve peace. Yet it remains to be said that one of the few important ones is the ability of the mediator to control and minimize confrontational attitude on the part of the parties in conflict. First and foremost, the third party if possible should influence the constitution of the negotiating team, especially if it will not lead to a splinter group that may disagree with his or her own group for accepting settlement. As Fisher and Ury admitted, those who may constitute the negotiating team of any conflict resolution should be large enough to involve those that can provide stimulating interchange. Walton added that third party could be on course to success if there is positive confrontation on the part of disputants. Positive confrontation is emotion leading, but it focuses on dialogue with facts and figures rather than ranting confusedly or attempting to push the arguments into uncontrollable behaviour. It is also important to state that positive confrontation involves just talking about issues that are convincing enough in more pragmatic ways, not personalities,

It is, perhaps, for the avoidance of confrontational behaviour that preparations, presentations and shared norms are important behavioural processes in third party conflict resolution. For examples, parties to the conflict are often advised to sit side by side facing the problem to be resolved; Third parties too are encouraged to state or clarify the ground rules, such as warning against negative criticism or those that focuses on personalities. Just as conflict could sometimes be positive and necessary in resolving larger problem of the society, confrontational attitude that dwells in searching for resolution as a single answer may add flavors to the dialoguing process.



Self-Assessment Exercises

The enduring qualities of a mediator that naturally attract him/her to disputants is usually referred to as Mediator's _____

- A. Profile
- B. Professionalism
- C. Credentials
- D. Gravitas

Neutrality and Openness as important attributes of a mediator help him to achieve the following EXCEPT _____

- A. Confidence
- B. Trust
- C. violence
- D. Competence



4.4 Summary

Conflicts are normal part of human societies. It keeps occurring from time to time. The attitude to it in terms of containing it matters more. Therefore, the management of conflict is always an acid test of the emotional and intellectual maturity of those who possess the skills and occupies the helm of leadership. Conflict is a product of pluralism of interests and the inability of these interests to be harmonized. When a third party offers a helping hand or gets an appointment to help to bring parties to the negotiation table for dialogue, it presupposes that the mediator is conversant with the enormous task ahead of him. The negotiation arena is not always peaceful as we may expect. Parties in conflict may carry intense emotional spillovers to the negotiation table. Third party ability to control this emotional actions or outbursts may pay off into the mediation process. It is necessary to state here that the ability and capacity to control emotional behaviour generates from the power and knowledge of the third party. Is he well known and respected in this business? Is he straightforward and committed to impartiality? The totality of these variables is important in third party behaviour.

When third party is appointed or takes it upon himself to mediate in a conflict, new relational structures, environment and opportunities are created. In short, a new possibility for the conflict to respond to resolution becomes overtly ready. But whether the predetermined goal will be attained, that is the

achievement of the resolution itself, depends ultimately on the willingness of the parties to the conflict.



4.5 References/Further Readings/Web Resources

Barseghyan, K. & Karaev, Z. "Playing Cat-and-Mouse: Conflict and Third-Party Mediation in Post Soviet Space", *The Online Journal of Peace and Conflict Resoluti (OJPCR)* 6-1 Fall, 192- 209 (2004)

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4.6 Possible Answers to Self-Assessment Exercises

- | | |
|---|---|
| 1 | B |
| 2 | C |

Unit 5: The Role of Communication in Third-Party Conflict Resolution

Unit Structure

- 5.1 Introduction
- 5.2 Learning Outcomes
- 5.3 The Role of Communication in Third-Party Conflict Resolution
 - 5.3.1 Concepts and Definitions of Communication
 - 5.3.2 Importance of Communication to Conflict Resolution
- 5.4 Summary
- 5.5 References/Further Readings/Web Resources
- 5.6 Possible Answers to Self-Assessment Exercises



5.1 Introduction

We have made several allusions to communication as the epicentre of any negotiation process. In this unit, we will extend the discussions on communication as a result of its indispensability. Communication is the bloodstream of any organization. More than anything else, communication affects human relations in the organization. This is because it is the singular adhesive element that possesses the capability of fostering cooperative behaviour on the part of people with differing motives.

When people are trapped in difficult situation of conflict, joint consultation offers opportunity by which parties to such adversarial relationship can meet to appreciate the necessity for mutual cooperation. Communication helps to narrow down points of differences. Meanwhile, group performance and the satisfaction derived by individuals are influenced by the interactions among members of the groups (Mullins 1996).



5.2 Learning Outcomes

By the end of this unit, you will be able to:

- Describe communication in conflict resolution
- Explain the importance of communication skills of a third party in conflict resolution



5.3 The Role of Communication in Third-Party Conflict Resolution

5.3.1 Concepts and Definitions of Communication

Communication is a mechanism for promoting relationship among two or more persons, groups and states. When people refuse to talk with one another, it presupposes that a conflict situation has taken place. Communication is a mean of bringing people in isolation in co-operative behaviour. Bedean (1987) defined it as a process of transmitting information and understanding between two persons, two groups or otherwise. That means that for any piece of information transmitted, there should be meanings coded into it so that behavioural response can be accorded it.

In conflict situation, communication is a basic tool for starting peace initiative. Where there is communication breakdown, there is most likely to be conflict and where there is communication, conflict is most likely to ease and compel parties in conflict to shorten the gap to peace. After the collapse of Communism in 1989, the communication and talking gaps between Russia and the USA became shortened. President William Clinton and, especially President Bush opened new initiative of communication with Russia. Bush made several visits to Russia urging President Vladimir Putin to overcome the shackles of cold war conflict and embrace the global market economy choice. Today, Russia is a member of the G7 (now G8 with the admission of Russia). Communication helps to ease strained relationship where it exists.

5.3.2 Importance of Communication to Conflict Resolution

Communication is imperative to conflict resolution. In fact, communication can sometimes imply or be used interchangeably with conflict resolution. Where there is communication, there is resolution of conflict and where there are trickles of resolution of conflict, communication have taken place. Conflict resolution in general depends on communication and the understanding that passes through it. The ability of a third party to hold sway in a resolution challenge lies not in his physical power, but the use of communication and the understandings that flows into it.

1. Through communication, parties in conflict can understand the tone and standpoint of the mediator, and vice versa.
2. Communication helps the parties in conflict to know their opportunities and limitation, defined in terms of what they would gain out of a negotiation
3. Communication helps to reduce frustration between parties in conflict
4. Communication helps parties in conflict to adjust to new positions
5. Communication helps them to resolve conflict and facilitate agreement

At this point, it may be pertinent to ask what type of communication is most suitable for conflict resolution? Different types of communication channels, such as the two-way, cycle, wheel, network, Y-channel and the chains exist as indicated in Figure 11.

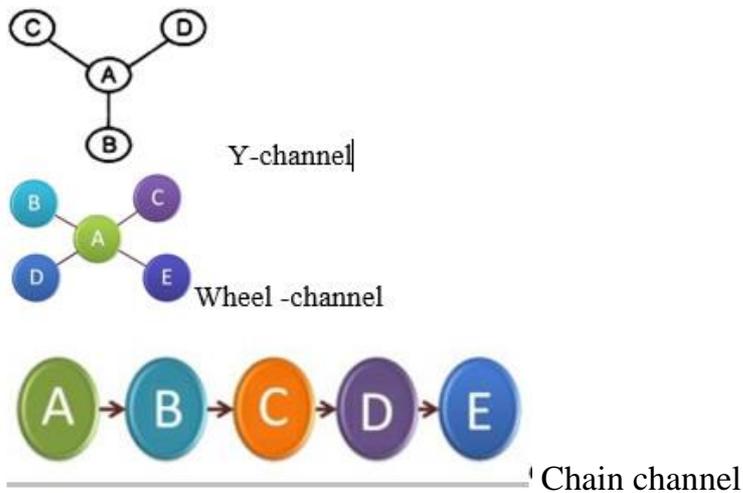


Fig. 11: Types of Communication Channels

Given that third party resolution in conflict management is based on openness and neutrality, **the networks** and **Y** channels may offer opportunities and wide range of information access. The disadvantage that may be associated with the **networks** is that they may offer too many channels of information that do not augur well for the resolution of the conflict. Yet, it remains the channel that accommodates full discussions, participation because high level of interaction is required in third party conflict resolution challenges. However, it is most appropriate for mediators to select the one that is most applicable and result-oriented at a particular time as negotiation progresses, and as parties adjust to new positions of demands and opportunities.

Watch the video below to learn more about the cardinal roles of communication in third party mediation



<https://www.youtube.com/watch?v=gtJN1b3z-nk>

- Downloaded at nou.edu.ng/courseware-faculty-of-social-sci



Discussion:



<https://www.youtube.com/watch?v=xmZyztC9PCU>

After a careful watch of this video, you will discover the unique skills of Mediation. What are these skills? In not more than 100 words, post your comment on the discussion forum and comment on two other posts



Self Assessment Exercise

I. Based on the video above, effective Communication is central to conflict resolution to the extent that it helps to understand _____ in the disputes.

- a. Opportunities and limitations
- b. Causes and Effects
- c. Social and Economic perspectives
- d. Oversights

Communication has the tendency to build _____

- a. Peace symbols
- b. Cooperative behaviours
- c. Social effects
- d. Positive sides



5.4 Summary

The importance of communication in third party conflict resolution cannot be overemphasized. Despite the somewhat artificiality of these concepts of communication and channels, they do have implications for mediators who wish to make result out of their expended initiative. Communication is a means. No one channel is likely to be effective for a given range of problems. It is the mediator's job to explore and adopt the most appropriate one for the performance of a given level of negotiation. For example, the Y channels may not be appropriate for negotiation that requires high level of interactions. Communication helps parties in conflict to adjust to new positions. Communication helps them to resolve conflict and facilitate agreement.

Communication is the basis of conflict resolution. In fact, communication can imply or be used interchangeably with conflict resolution. Where there is communication, there is resolution of conflict and where there is trickles of resolution of conflict, communication have taken place.

Conflict resolution in general depends on communication and the understanding that flows from it. The ability of a third party to hold sway in conflict resolution challenge lies not in his physical power, but the use of communication. His professional expertise and knowledge are made evident in the way he communicate and carry parties in the conflict along the negotiation process.

Through communication, parties in conflict can understand the tone and standpoint of the mediator, and vice versa.

Communication helps the parties in conflict to know their opportunities and what they would gain out of a negotiation.

Communication helps to reduce frustration between parties in conflict. Communication helps parties in conflict to adjust to new positions

Communication helps them to resolve conflict and facilitate agreement. It is the mediator's job to explore and adopt the most appropriate communication channel for the performance of a given level of negotiation.



5.5 References/Further Readings/Web Resources

Bedeau, A. C. (1987). *Management*, CBS College Publishing

Mullins, L. (1995), *Management*, Allahabad: Wheelers Publications Ltd.

<https://www.youtube.com/watch?v=xmZyztC9PCU>

<https://www.youtube.com/watch?v=gtJN1b3z-nk>



5.6 Answers to Self-Assessment Exercise

1 B

2 B

Module 4: The Role Of UN, Regional Bodies, and NGOS In International Peace Processes

Unit 1	Regional Bodies and International Peace Processes
Unit 2	Case Studies of Interventions
Unit 3	Power of Mediation in Third Party Conflict Resolution
Unit 4	Methods of Preventing Ethnic/Religious Conflicts in Nigeria

Unit I Regional Bodies and International Peace Processes

Unit Structure

- I.1 Introduction
- I.2 Learning Outcomes
- I.3 Regional Bodies and International Peace Processes
 - I.3.1 Evolution of Regional Bodies
 - I.3.2 Characteristics of Regional Bodies
 - I.3.3 The Roles of Regional Bodies in Regional and International Peace Processes
- I.4 Summary
- I.5 References/Further Readings/Web Resources
- I.6 Answers to Self-Assessment Exercise



I.1 Introduction

Have you ever thought of the strategic roles international bodies need to play in maintaining peace across the globe? Regional models to security management have become more prevalent as a result of the complexity of international security concerns and the emergence of intra-state conflicts. During civil wars or intrastate conflicts, borders are regularly crossed, which affects the stability of nearby nations and farther. Armed conflict results from institutional flaws and bad governance, which impact not only individual governments but also entire areas. Regional intergovernmental organizations (RIGOs) have a specific role to play in addressing issues of regional peace and security. There are indications of a normative shift at the national and regional levels, even though the commitment to non-interference is still strong in some places.



I.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain the stage-by-stage development of regional bodies using at least one regional body as an example
- Explain the characteristics of regional bodies
- Appraise the roles of the UN, Regional bodies in international peace process



1.3 Regional Bodies and International Peace Processes

1.3.1 Evolution of Regional Bodies

The notion of regional organization is based on the existence of common relationships and interests within the grouping, leading to the development of a mutually beneficial association with the aim of promoting social, economic and cultural cooperation and maintaining peace and security. The ultimate goal of this union is to forge a distinctive, undivided political entity within a regional framework. Because they include geopolitical entities that operate outside the borders of a particular foreign state and have members from around the world, regional organizations (ROs) can be considered international organizations (IOs). However, the borders and boundaries they define and divide determine who belongs to a particular and distinct geography, like continents, or geopolitics, like economic blocs. They were created to promote political and economic integration and cooperation between nations or other organizations located within specific geopolitical boundaries. Their institutional qualities range from informal collaboration to formal regional collaboration, as they both represent comparable historical and developmental patterns nurtured since the end of World War II and the fragmentation induced by globalization.

Regional organizations are a product of the anarchic intergovernmental framework of Euro-Westphalian thinking. The Concert of Europe and the nineteenth-century organizations founded to promote intergovernmental international economic or technical cooperation can be credited with their initial, hesitant and cautious impulses. However, the Treaty of Versailles that ended World War I in 1919 would signal a key development for the global organization. On January 8, 1918, US President Woodrow Wilson advocated the creation of a universal federation of states in his controversial fourteen-point speech. Consequently, the Peace Conference of 1919-1920 led to the formation of the League of Nations. In order for the other members of the League of Nations to have the authority to act on behalf of one of its members in the event of an attack on this member of the League of Nations, the explicit aim was to establish a system of collective security and to preserve the peace. The leagues' primary goal of ending World War II was not realized

At Bretton Woods in 1944, even during the war, it was recognized that cooperation on monetary and trade matters is vital. As a result of this election, the International Monetary Fund and the General Agreement on Tariffs and Trade were later established, among other things. Several organizations were formed at the same time as Europe, the main theater of conflict of World War II, was beginning to recover.

The Council of Europe was the first attempt to achieve Churchill's stated goal of creating the United States of Europe, which would allow Europe to stand alongside the US and Britain as a major force. The Organization for European Economic Co-operation was formed to serve as a conduit for American Marshall aid (later renamed the Organization for Economic Co-operation and Development). The European Coal and Steel Community, the European Economic Community and the European Atomic Energy Community, all three of which have since evolved into the Organization for Economic Co-operation and Development, were founded in 1951 by a relatively small group of European countries, beginning a pioneering step Experiment. In response, the state-run economies in the East formed the Council for Mutual Economic Assistance. Later, the non-participating governments in the north and west created the European Free Trade Association (commonly called Comecon) as a replacement. Another legacy of the Cold War was military cooperation across Europe. Both the Brussels Pact and the North Atlantic Pact organization, which later evolved into the Western European Union, were founded in Western Europe.

Have you heard of the Conference on Security and Co-operation in Europe (CSCE) before?

The Conference on Security and Co-operation in Europe (CSCE), renamed the Organization for Security and Co-operation in Europe in 1995 due to its expanded organizational structure, was the founding site of the Warsaw Pact and would meet East and West within this framework from the 1970s (OSCE). In addition, businesses were expanding everywhere. The Organization of American States was formed in the Americas by replicating the first Pan American Conference. There are also organizations that are more regionally oriented, including Caricom and Mercosur. The Organization of African Unity, which later included regional organizations such as Ecosas and Ecowas in Central and West Africa, was formed in 1963 as a result of Africa's wave of independence in the 1950s and early 1960s. ASEAN, an alliance of numerous Asian countries, was formed for their security, and the US, Australia, and New Zealand formed Anzus. In addition, the Pacific Rim cooperation could be more flexible as the Asia-Pacific Economic Collaboration (APEC)

Europe continues to be the most developed and interconnected region in terms of regionalism, whereas the Middle East and Africa have made only modest strides in the same direction. In reality, since the founding of the then-European Communities (today's EU) in the early 1950s during the Cold War, Europe has been the epicenter of regionalism and regional institutions. It frequently served as an example that other areas may follow to achieve comparable regional integration.

1.3.2 Characteristics of Regional Bodies

Regionalism is a word that refers to the willingness of governments to work together in a range of areas such as politics, armed forces and economics in a

specific regional context. This type of collaboration can take many different forms. These structures usually break down into many different units. These institutions include, but are not limited to, transnational movements and individuals, regional arrangements and agreements, and international organizations. These institutions are often the beginning of specific links into the political sphere of international public administration. They really express themselves through negotiation strategies, such as passing multilateral agreements for economic growth, arms control and disarmament. There is no limit to the number of participants that can be included in a regional grouping, there can only be two. Regions have often been previously divided into geographic areas, cultural units, economic units, political units, or any combination thereof (Claude in Yalem 1965:15). In addition to a region's absolute or natural limitations, there are other considerations that go into determining its physical boundaries. Alternatively, the primary criterion for defining regional boundaries may be regional goals. In one scenario, the security of the area can serve as a driving force for regional cooperation. In another case, economic problems might have an impact on regional group formation. A different set of criteria can be decisive for each of these goals. This means that an international region can be broadly defined as a group of countries linked by a specific physical connection and some degree of interdependence between their members groups. It must be mentioned that each regional organization must have an office or secretariat that provides administrative support. Regional organizations must hold conferences or summits of Member States when diplomatic representatives of Member States are convened. The Council of Ministers, which takes important decisions for the summit of member states, is also required in regional groupings. Examples of state diplomacy used to define the international scene include alliances, co-operative agreements or treaties, alliances or commonwealths of states and nations, a policy of state independence, and nonalignment. The Organization of African Unity (OAU) and the African Union (AU), the Southern African Development Community (SADC), the Economic Community of West African States (ECOWAS), the Intergovernmental Agency for Development (IGAD) – East Africa and Horn of Africa, the Economic Community of Central African States (ECCAS) and the Maghreb Union (North Africa) are among the regional organizations in Africa

1.3.3 The Roles of Regional Bodies in Regional and International Peace Processes

Taking up tough security related tasks in the areas of terrorism, conflict prevention and resolution, humanitarian assistance, peacekeeping and peacebuilding, and state building are all part of regionalism efforts towards peace processes. Regional organizations now play new, crucial responsibilities in resolving disputes and maintaining peace and stability within their own regions and beyond. Ever since 1990s, there is a steady rise in the number of peacekeeping operations led by regional organizations, with UN forces being deployed either alongside or after the regional missions. The European Union (EU) and the African Union are the two key regional players (AU). These duties mark a change from the little functions played in the past. 65

peace operations have been carried out by 13 regional organizations between 1946 and 2016. The key regions for regional security governance have been Europe and Africa, but the Middle East and Asia have remained elusive in this regard.

The United Nations was founded in 1945, following the Second World War, with the preservation of world peace and security as its principal goal. The UN does this through making efforts to prevent violence, offering assistance to parties in disputes in finding a settlement, deploying peacekeepers, and creating conditions that will allow peace to continue and grow. The UN Security Council is largely in charge of maintaining international peace and security. The Secretary-General and the General Assembly perform important, vital, and complimentary roles alongside other UN offices and bodies.

In his *An Agenda for Peace* (A/47/277, 17 June 1992) report, the Secretary General devoted a chapter to working with regional agencies and organizations, noting that "regional arrangements or agencies in many cases possess a potential that should be utilized in serving the functions covered in this report: preventive diplomacy, peacekeeping, and post-conflict peace building" and "regional action as a matter of decentralization, delegation, and cooperation with "The United Nations Security Council (UNSC) has approved delegating some security responsibilities to regional intergovernmental organizations (RIGOs) within the confines of Chapter VIII of the UN Charter

In the 1990s, regional enforcement activities emerged as a crucial new area of collaboration. Previously, the Council never made use of the authority granted to it under Article 53. Regional organizations were given permission to employ force to support UN peacekeeping operations in domestic conflicts, which reversed this attitude in the aftermath of the military operations in Somalia and Bosnia that were unsuccessful. In order to carry out the military components of the accords ending the relevant armed conflicts, they were also permitted to deploy military contingents and employ force.

The first two cases were Kosovo and Bosnia-Herzegovina. One of the most successful legal authorities for resolving trade disputes in Europe is the European Court of Justice, the EU's main legislative body. In order to maintain peace, the UN and regional organizations increasingly share responsibility. The African Union, for instance, is assuming greater duties. This takes place in both Europe and Africa. The Middle East and Asia have less of an impact on regional and subregional organizations. The Association of South East Asian Nations (ASEAN) and ASEAN Regional Forum are still hesitant to renounce their sovereignty rights and participate in peacekeeping operations.

In Africa, the wave of independence of the 1950s and early 1960s made possible the establishment of the organization of African Unity in 1963, with later such regional organizations as Ecomog (in central Africa) and Ecowas (western Africa) being added. In Asia, some states assembled in Asean, for their security, Australia and New Zealand joined the US in Anzus. A relaxed

form of cooperation in the Pacific Rim area, moreover, is channeled through Asia-Pacific Economic Co-operation (APEC). The African Union's (AU) cooperation with the UN mission in Somalia is one example of the African Peace and Security Architecture's successes. An illustration of the benefits of multi-actor collaboration is the effective joint mediation effort by the Economic Community of West African States (ECOWAS), the AU, and the UN in Guinea following the military coup in 2008.

The Security Council, via the Secretary-General, aims to establish bilateral agreements with regional organizations in this context and to improve institutional collaboration between the UN and regional organizations towards the preservation of international peace and security.

Moreover, the provision of military forces in conformity with United Nations standards and the preparation of regional organizations' armed forces for potential engagement in an international crisis are among the roles that regional organizations play in resolving international crises. Others include strengthening of regional capacities for international crisis prevention, crisis management, post-crisis stabilization, and provision of technical and financial support to nations in crisis. Likewise, among the role is use of light firearms in illegal trade and the struggle against global terrorism.

Click on the link below to learn more about the roles of international bodies in maintaining peace in different parts of the world

<https://oxfordre.com/internationalstudies/display/10.1093/acrefore/9780190846626.001.0001/acrefore-9780190846626-e-87?sessionid=290A6ADB0A3505EE8DC284B68745AE5A>



Self-Assessment Exercise

The United Nations was founded in -----,

- A. 1945
- B. 1982
- C. 1934
- D. 2001

The United Nations principal goal is to ensure the preservation of

_____ .

- A. War
- B. Negotiation
- C. World peace and security
- D. Food



1.4 Summary

Regional objectives are the primary criterion for defining regional boundaries. Such objectives include the security of the area, economic issues among others. Hence, the concept of regional organisations may be broadly defined as a group of countries linked by a certain physical link and a level of interdependence between its members. Diplomacy is used to define the relations for the purpose of alliances, cooperation agreements or treaties .

In this unit, evolution, characteristics and role of regional organisations of conflicts resolution and security by various scholars have been critically examined. This is to allow the student be able to critically analyse third party interventions by regional organisations. OER links and MCQs contained within are also aimed to aid the analytical and mediation skill of the student.



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1.6 Answers to Self-Assessment Exercises

1 A
2 C

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Unit 2: Case Studies of Interventions

Unit Structure

- 2.1 Introduction
- 2.2 Learning Outcomes
- 2.3 Case Studies of Interventions
 - 2.3.1 Case Study I: Kenya and Somalia, Ethiopia and Somalia
 - 2.3.2 The Peace Process and Third-Party Mediation in Tajikistan (1994-1997)
 - 2.3.3 Peace Makers or Spoilers: Third-Party Mediation in Conflict over Nagorno Karabagh
- 2.4 Summary
- 2.5 References/Further Readings/Web Resources
- 2.6 Possible Answers to Self-Assessment Exercise(s)



2.1 Introduction

For you to know that Peace and Conflict Resolution is an area of specialization that is increasingly being demanded in different parts of the world here are some situations where third party intervention had helped in resolving conflicts across the globe. The purpose of this section is to present case studies or original examples of third party intervention in conflict resolution. The importance of case studies are well known. Firstly, they aid a study and provides theoretical knowledge to practical situations. They are problem-solving pieces of writing that challenge participants to the application of insights and practical ingenuity to real life situations.



2.2 Learning Outcomes

By the end of this unit, you will be able to:

- Analyse interventions of international bodies in resolving conflicts
- Apply intervention skills in international peace process



2.3 Case Studies of Interventions

2.3.1 Case Study I(Kenya and Somalia, Ethiopia and Somalia)

We have mentioned the significance of pre-resolution dialogue in third party intervention. In this case adapted from Walton (1987) Managing Conflict: Interpersonal Dialogue and Third Party Roles, we discussed an extension of

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dialogue to inter group conflicts as a pre-condition/strategy in third party conflict resolutions between:

(a)Kenya and Somalia (b)Ethiopia and Somalia

It was a history of border wars and bloody clashes resulting in lost of lives and property between Kenya and Somalia on one hand and Ethiopia and Somalia on the other. Apart from open wars, ambushes, plunders and poisoned wells in the disputed areas were used against one another. The participants in the workshop were not the principals or actual community people directly involved in the conflict. Rather, six participants (influential persons) from each of the three countries were invited to the two-week workshop. The overall purpose of the workshop was to assemble elite from the three countries to analyze the conflict issues and share the primary concern and interest of the parties so as to generate promising opportunities for resolution. The operational process of the dialogue was to develop working relationship among the participants to permit them to engage in creative-problem-solving in the future. The geo-political tensions among the countries involved in the conflict, the negative stereotypes that characterized their countrymen's perceptions of each other, and the highly emotional nature of succeeding clashes made it a difficult challenge to develop mutual respect, trust, and quality of communication required to engage in the conciliatory and creative problem-solving processes. The primary dispute between Ethiopia and Somalia generated from the struggle of ownership of the land Ogaden and the Haud around de facto borders of Ethiopia, but largely inhabited by the Somali tribes.

The conflict between Kenya and Somalia also involved clashes over a piece of land in the northern fringes of Kenya that is heavily populated by people of Somali culture.

The Somali constitution (a country which obtained independence in a fusion between ex-Britain and ex-Italian) has been very concerned and pragmatic about the unification of Somalis into one united country, including those living in the adjacent areas of Kenya and Ethiopia. Ten years after the birth of the country, it began to experience wars with its neighbours as a result of border disputes, first in 1963 and then in northern Kenya from 1966-67. The matter was complicated and intensified by the fact that both Kenya and Ethiopia received military supports from Britain and United States respectively. From 1966-67, the three formally declared a period of detente, and the governments issued joint statements designed to normalize diplomatic relations, trade embargos and air travels.

The defunct USSR and the Western powers supported the initiatives especially on the part of Somali, but was short-lived by an outbreak of conflict in a new border disagreement which left about 50 people dead in an attempt by the Ethiopian government officials to collect head tax on livestock belonging to the Somalis, and in the face of Somalia's commitment to keep to peace.

2.3.2 The Peace Process and Third-Party Mediation Tajikistan (1994-1997)

With the collapse of communism in 1989, several members of the union became independent. Tajikistan is one of those members having the size and capability to become a country. Of course, it became an independent state from what remained of Russia in 1991. Soon after independence, it held its first Presidential election, and Rahmon Nabiev; a former communist party leader became the post-independent president. However, the result of the election was vehemently contested and rejected by the opposition parties, demanding the resignation of President Nabiev and the conduct of fresh presidential election. By 1992, tension has escalated and the two groups (the opposition groups and government loyalists) opened fire on each other, but were not clear which of the groups fired the first shot. The opposition group was composed mainly of two political parties and other supportive groups - the Islamic Renaissance Party (IRP), and the Democratic Party. The other side was composed of government loyalists and forces armed by the government, including voluntary fighters drawn often from the disengaged soldiers of Soviet Union.

In the first one and half years of hostilities, about 50,000 people have been killed from both sides. After five years of tensed conflict, both groups signed a peace agreement in Moscow, marking the end of the conflict.

The central issue in the conflict was the discontents of the southern and eastern power elite about their limited access to political powers at the centre including high governmental positions. While it was tempting and widespread to conclude that the conflict was between the Islamic and pro-communist forces, the conflict was rather a fight for acquisition of, and control over the central government by the rivals based on regional allegiance or loyalty.

The mix of the Islamic and National Democratic parties enjoyed the supports of Iran and Afghanistan. And inspite of other related supports, the opposition forces looked upon Russia to provide meaningful intervention.

The agreement established a power-sharing government to include the representatives of the opposition parties –United Tajik Opposition (UTO). Not only that the complexity of commencing negotiation was difficult, the process of mediation that brought the parties to a peace agreement was long, complex, and often marked by violations as well as rekindled efforts to rehabilitate the conflict.

The mediation started in 1994. Russia succeeded in bringing the parties in conflict to negotiation table, especially when they both realized, based on past antecedents, that more fighting will bring more deaths and economic ruins to an economy that is begging development. But Russia had “vested interest” in the conflict supporting the government groups on one hand and on the other

wanting to continue to maintain her influence in Tajikistan – against the principles of third party intervention. This is what Johnson (1997) called the dilemma to Russian foreign policy.

In Moscow in April 1994, the parties to the conflict agreed to a ceasefire and signed the peace agreement – an agreement that was short-lived as the government groups soon breached the recommendations. It was most probably that one of the recommendations was for the government to run an inclusive government until a consensus is evolved to reorganize another fresh presidential election. In particular contrary to that agreement between them in April 1994, the government started a campaign for referendum and presidential election. The opposition became aggrieved again. The conflict intensified in 1995. To a great extent, it was due to the position of Russia by supporting one side – that is the promotion of President Rahmon Nabiev to the exclusion of the opposition. Russia became a “spoiler” rather than a negotiator. The Russian troops helped the government to secure the borders. In December 1995, both parties met to negotiate in Ashkhabad Turkmenistan. At this time the Russian policy makers involved central Asian countries in the process: On the other hand, Iran played an active role in urging the opposition to come to negotiation table. It also meant to clearly show to the opposition that Russia is not only the mediator in the negotiation. At this juncture, ‘parties to the dispute became more serious about the peace process, negotiating the main issues in the conflict’. Pressure became overt on the Tajik government that opposition must be included in the government structures. Interestingly, it became clear to the mediators in general and Russia in particular that military strategies were not the solution to the peace project.

Three major developments informed by the Russian foreign policy helped to quicken the positive reality of the negotiation processes:

1. Russia was potentially afraid of the changing geopolitics of the area. It wants to maintain close ties with its ‘former colonies’;
2. It also wants to maintain tie with Iran who had given supports to it in the process even if it sometime had to behave like Russia and,
3. It wants to avoid the incursion of the Afghanistan Talibans, who posed security threat in the region.

By 1996, mild advancement has been made in the peace processes. Commission for National Reconciliation (NCR) was created, and its primary reference point was to oversee the inclusion of opposition groups in the government.

This analysis shows that the role of Russian as a key third party mediator can be regarded as effective, especially for the fact that the two parties in conflict eventually came to the negotiation table to sign the agreement. The role of Iran was also tremendous. Uzbekistan, Kyrgyz-Stan, Kazakhstan, Tajik neighbours were supportive. The United Nations and the Organization for the Security of Central Europe (OSCE) played the key role that was, limited to

consultations. But Russian role in particular divides between 'pure mediation and power mediation', bringing the conflict to the dynamics of intensifying the conflict and also helping them to reach positive outcome. A numbers of experts who know or commented on this conflict held Russia accountable for the stalemate since 1994, when the first negotiation took place. Yet others claimed that Russian position was largely informed by its foreign policy re-definitions and adjustment, following the fall of communism in 1989.

The recognition of the parties in conflict that more violence will do more dangerous damage to the two sides also provided the motivation and willingness on the part of the principals to embrace agreement and resolution.

2.3.3 Peace Makers or Spoilers: Third-Party Mediation in Conflict over Nagorno Karabagh

The Substance of the Case

The Caucasus, today, have about three to four ethnic conflicts in its coffers namely; the Nagorno-Karabagh conflict (between Armenians and Azerbaijan; Abkhazian and South Ossetian in Georgia; Chechnya conflicts within the Russian federation. The Caucasus with its geographical, historical and ethnic complexities became a major challenge to the international communities, such as the United Nations, OSCE etc. Regrettably the efforts undertaken since the last fourteen to fifteen years when Communism collapsed have proved fruitless. The beginning of the Nagorno-Karabagh conflict dates back to 1920s when the Russian federation was first constructed. The consideration of autonomous status of Nagorno-Karabagh by a bureau in the central defunct communist party ought to have favoured Armenia, but the final decision by 1921 was to attach Karabagh (NKAO) to Azerbaijan by 'granting it broad regional autonomy'. During the Soviet rule ethnic grievances were concealed and suppressed. In the 1980s, the relationship between the two improved as a result of the weakening political integrity of 'almighty USSR'. In 1988 the NKAO appealed to the Supreme Soviet, Azerbaijan and Armenia to authorize the secession of NKAO from Azerbaijan and its attachment to Armenia. This triggered the Nagorno-Karabagh conflict. By 1990 when the foundation of communism was thoroughly being shaken, full-scale war started with each side accusing each other of initiating the conflict. The conflict left more than 15,000 persons dead. Armenia succeeded in gaining control over Nagorno-Karabagh and also occupied 20% of Azerbaijan territories.

Click on the link below to learn more about application of intervention skills in conflict resolution

<https://mediatorsbeyondborders.org/wp-content/uploads/2020/05/MBBI-Consultancy-Geneva-Workshop-June-2018.pdf>

Can you now identify the useful intervention skills you have acquired since the beginning of this course? How will you apply these skills in solving conflict in your community/society?

Mediation and Peace-building Efforts by International Organizations

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Many mediation parties have been involved in the resolution process, each developing its own strategies and adopting different role and positions in the third party process. They include the United Nations Security Council, Conference on Security and Co-operation in Europe (CSCE) the OSCE, and the Commonwealth Independent States (CIS). The involvement of the UN implies that it has to balance or co-ordinate efforts of other negotiators. It also presupposed that the UN would be able to provide not only opportunities for impartial mediation, but also a huge wealth of experience and professionalism in developing settlement strategies that will be acceptable to all parties in conflict. But the generally well-known model of the UN in managing conflict is the conventional demobilization and disarmament of parties in conflict, including constitution writing, support for human right policies and reconstruction of war-damaged infrastructures. While the UN did not chose these, it also did no have elaborate alternative measures to tackle the conflict, except that it is well disposed to fact-finding and making political statements that often discredit one party and exonerating the other. That again brought utter discredit to the UNSC status in the mediation process. Both the Armenians and the Azerbaijan on different occasions rejected statements of orders by the UNSC urging the parties to, “immediately withdraw of all occupying forces from different regions of Azerbaijan”

Shortcomings of the Political Statements

- 1 The statements were often in abstracts and vague
- 2 The policy statements often lacks internal consensus of the parties in conflict, and
- 3 Absence of humanitarian supports

In 1991 the conflict inflamed again, but the UNSC withdrew itself as the main actor in the mediation process. Consequently, the CSCE and the OSCE took over the leadership created by the exit of the UN, planning concrete measures to deal with the conflict having learnt their lessons by creating the Minsk Group (eleven participating states) including the USA - France-co-chairmen as impartial and all-inclusive structures to settle the conflict. First, they undertook to verify all cease-fire agreements, set in motion pragmatic steps by utilizing the UN/CSCE peacekeeping forces and also adopted “calendar of urgent measures”. While the main barriers of UNSC’s effective involvement in the mediation was the political nature, that of the CSCE/OSCE was lack of adequate resources to mobilize the hard resources it intend to use. Moreso, the CSCE/OSCE failed to bring the parties to the preliminary statements of general principles guiding conflict settlement in third party process. Its format was also not to be laid down.

Following the fall of communism it was considered as opportunities by Turkey and Iran to create economic links with Azerbaijan. Russia sees the new disloyalty by the Caucuses republics following the 1989 debacle as security threat. Yet it has to depend on the Caucuses for transfer of finished technologies and markets for industrial materials. Azerbaijan was providing it with oil equipment, while Georgia and Armenia provided military equipment. Iran sought for counterbalancing Russia in the Caucuses to establish ‘buffer

zone” i.e. the zone between it and Russia. Although, Iran and Turkey had sought economic co-operation with each other before now, they were also suspicious of each other.

Thus, Iran while supporting Azerbaijan was interested that Armenia does not give in to Turkey. Yet it was interested in the political stability of the Caucasus. However, despite its rather successful mediation efforts in the region and that of 1992 in terms of its impartial position, Russia, Turkey and the Western countries isolated and tactically rendered it impotent in the negotiation process. Caucasus implies place of primary importance for Russian’s security interests. Russia worked on its position in the region to mean ability to persuade or influence conflictual parties militarily and economically in peacemaking process to accept settlement. With the international peace structures and instruments not on ground to match that of Russia, Russia stole the show.

When in May 1994 a cease-fire agreement was signed, the UN has no choice but to accept Russia’s leading role in peacemaking process, and to welcome CIS peacekeeping operations in Caucasus despite the fact that Russia’s views about peacekeeping differed from that of the United Nations. The relative success of Russia trivialized the position of the CSCE and the OSCE in the Caucasus negotiation process. The big question is; which actor has the crucial influence in a peace process; – a pragmatic superpower or international institution? Perhaps, the answer is that it depends on the nature of the conflict and the parties involved in the resolution processes. It also depends on the nature of people involved. The nature of people all over the world differs. Some are more civilized, better educated or mentally developed and able to understand issues than the others. Where these variables can be balanced, resolution could be a lot easier.



Self-Assessment Exercise

From the link above, the two simulation exercises used to illustrate conflict management concepts are about -----

- A. co-operating and competing
- B. A partial and independence
- C. Litigation and adjudication
- D. None of the aboves

Pre-condition/strategy in third party conflict resolutions between:Kenya and Somalia , Ethiopia and Somalia is _____ .

- A. Litigation
- B. Dialogue
- C. Adjudication
- D. Arbitration



2.4 Summary

Although the mediators did not resolve the conflict, the parties to the conflict got used to one another. The negotiation did produce progressive discussion through the use of questionnaire and cross-functional grouping of one citizen into another state. Although the groups did not provide final decision on how to resolve the conflict, however, it did provide positive interactive dialogue upon which gains can be maximized for future resolution should the process continue. At least few lessons learning activities were registered. For examples, it shows how to compose parties to the conflict into well functioning and interactive groups. They also stepped into tentative solutions and communication were kept ceaseless so that “radiated individuals” retreated from impasse and interactive groups. They also stepped into tentative solutions and communication were kept ceaseless so that “radiated individuals” retreated from impasse

The Somali was of the opinion that the Somali people and the lands they occupy should be united in response to their constitution; they also contested the 1897 treaty between Britain and Ethiopia by which the Ethiopians defined their claims to the northern borders and lastly, they cited the outcome of the independent or impartial investigator instituted by Britain in 1962, which showed that five out of six inhabitants in the Ogaden disputed areas wish to leave Kenya to become part of Somalia. For their part, Ethiopia insisted on their historical and legal rights to the ownership of Ogaden and Haud. But the two countries significantly place importance on territorial sovereignty of states.

They did not want to give away any part of their political map as if doing so will not only make their future land problem a defeatist one, more vulnerable to Kenya and Ethiopia (having been defeated now), but also both are irrevocably committed to the value they placed on the disputed lands. However, the mediators intervened. The negotiation did produce progressive discussion through the use of questionnaire and cross-functional grouping of one citizen into another state. And although the groups did not provide final decision on how to resolve the conflict, however, it did provide positive interactive dialogue upon which gains can be maximized for future negotiations and resolution should the process continue.. At least few lessons learning activities were registered with particular reference to third party intervention in conflict resolution. If nothing else, the level of interpersonal relationship created by series of alignment and re-alignment of the participants provided an opportunity



2.5 References/Further Readings/Web Resources

(Adapted From Walton, R. (1987) managing Conflict: Interpersonal dialogue and third-Party Roles, Massachusetts; Addison Wesley publishing)

<https://mediatorsbeyondborders.org/wp-content/uploads/2020/05/MBBI-Consultancy-Geneva-Workshop-June-2018.pdf>



2.6 Possible Answers to Self-Assessment Exercises

1. A
2. B

Unit 3: Power of Mediation in Third Party Conflict Resolution

Unit Structure

- 3.1 Introduction
- 3.2 Learning Outcomes
- 3.3 Power of Mediation in Third Party Conflict Resolution
 - 3.3.1 Power Mediation
 - 3.3.2 The Benefits of the Application of Power in Mediation
 - 3.3.3 Mediation skills in Conflict Resolution
- 3.4 Summary
- 3.5 References/Further Readings/Web Resources
- 3.6 Answers to Self-Assessment Exercise



3.1 Introduction

In this unit, we will focus on power as a strategic variable in groups' activities. In third party intervention processes, no matter how a mediator chooses to handle the settlement there must be traces of politicking of some sorts. Third party intervention is essentially a conflict management strategy that involves considerable degree of openness and neutrality. Openness and neutrality presuppose that high level of transparency, predictability and accountability are needed. But this is often not very easy to come by as we have or will probably see in the cases of Russian intervention in the nations around her.



3.2 Learning Outcomes

By the end of this unit, you will be able to:

- Explain power of mediation in conflict resolution
- Identify the place of power in mediation process
- Discuss the benefits of the application of power in mediation
- Apply mediation skills in conflict resolution



3.3 Power of Mediation in Third Party Conflict Resolution

3.3.1 Power Mediation

Students of politics probably know very well the place of power in political processes. Power is the ability of one person or group to compel another person or group to do what he/the group would not ordinarily have done

(Ball 1981). Political power is the right to exercise power (authority), which the subject recognizes and follow with a sense of obedience. What is power mediation? Power mediation refers to the compulsion brought to bear on parties in conflict as a result of domineering influence that the mediator(s) have over the parties. The parties in conflict may not, for example, be willing and disposed to accept certain things. But because the mediators have overwhelming influence on them, they are compelled to accede to a resolution. However, it needs be established that such resolutions are sometimes very susceptible to reopening the conflict in the future. As Ball (1981) noted, "Obedience obtained and secured solely by threat of sanctions is often very unstable."

Power mediation is a form of bullying. There are two faces of it. First, it can be result-oriented if the party to a conflict realizes that to disagree may make it lose the advantages that accrue to him from the mediator. One would be tempted to admit that such persons or group cannot be said to be a mediator. Yet there is clear evidence that it alone has the capacity to subdue the conflict by influencing or exerting power on the parties in conflict.

Sometimes, such third party realizes that the groups in conflict cannot possibly agree without such compulsive attitude on them. Power mediation is different from pure mediation in the sense that the latter is entirely persuasive and encouraging on the parties in conflict. Pure mediation is helpful to the parties in conflict. Parties to the conflict in pure mediation process are potentially free from any coercive power. But those who are subject to the economic gains of the third party or those, whose economic livelihood derive from a third party, such as Tajikistan's dependence on Russia, may not be able to decline the influence of Russia as third party mediator. It could as well be that only Russia is capable of resolving such conflict.

Not in all situations that power mediation is necessary. Where the mediators are just individual professionals, it will be impossible to exert power on the principals. For example the professor who came from Yale University to explore possible solution to the Somalia-Kenya and Ethiopia conflicts ended not achieving anything because only states could possibly use power mediation strategies in third party conflict resolutions. This is the "where" of third party conflict resolution that we so referred to in the theme of this unit.

3.3.2 The Benefits of the Application of Power in Mediation

Due to its widespread use, mediation has experienced an exponential growth over the past 25 years. It is a generally acknowledged and frequently required procedure used to avoid and clear up lingering misconceptions, break down obstinate deadlocks, and put a stop to prolonged violence. Mediation is now widely used in a variety of contexts, including but not limited to commercial disputes in litigation, public policy disputes, reconciliation between victim and offenders, between large groups and communities, state and non-state actors, and complex environmental issues. Mediation is informed by scientific and

practical knowledge of the causes and resolution of human conflict and is influenced by advances in emerging fields such as social psychology and behavioral economics.

It is often believed that states usually applied coercive actions. Consequently, another diplomatic tactic used on a global scale for hard bargaining is mediation. To explore potential relationships between states, there is an intervention on behalf of states in this vein. As an illustration, preventive diplomacy describes diplomatic measures intended to stop disagreements from turning into conflicts and to stop the spread of hostilities once they do. The work of envoys sent to crisis regions to promote communication, compromise, and the peaceful settlement of tensions is the most typical example of preventative diplomacy. It is practiced in a variety of forms and fora, both public and private. The Security Council, the Secretary-General, and other players can participate in preventive diplomacy to deter the use of violence at crucial junctures.

So, what are the roles intergovernmental organisations can play in mediation?

Various diplomatic players, including nations, intergovernmental organizations (IGOs), nongovernmental organizations (NGOs), official and unofficial diplomats, will be connected to practice and tactics.

As a result, international dispute resolution (IDR), also known as international peace mediation (IPM), is changing from the early days of diplomacy alone, by state leaders with political and diplomatic skills, to the inclusion of sophisticated and trained teams of mediators with expertise in the latest skills and processes, from purely power-based models to interest-based practices. This has therefore increased the range and potential of mediation in recent years, along with the move toward people-centered peacebuilding and shifting norms and practices for inclusive peace processes.

Parallel to this, the expansion of mediation in civil, business, environmental, family, and international contexts over the past 25 years has led to its incorporation into national legislation in over 20 countries and the emergence of court-affiliated programs and community-based mediation centers globally. Court judgements are binding on parties until appeal vacates the pronouncement.

The demand for training is only increasing, and there are numerous universities and colleges offering undergraduate and graduate degrees in mediation. The United Nations and other regional organizations have been instrumental in mediating inter- and intra-State disputes at various phases, including before they turn into armed conflict, after they start, and when peace accords are being implemented..

3.3.3 Mediation Skills in Conflict Resolution

Many countries have incorporated mediation into their national laws. Community-based mediation centers have also been developed throughout the world, and the demand for training continues to rise. Many universities and colleges offer undergraduate and graduate degrees in mediation. The United Nations and other regional organizations have been instrumental in mediating inter- and intra-State disputes at various phases, including before they turn into armed conflict, after they start, and when peace accords are being implemented.

A mediator needs a variety of skills, such as active listening, questioning, and clarification skills to understand both the facts and the contentious issues. To assist participants reframe issues in less inflammatory language, emotional intelligence skills is also required in order to grasp the underlying feelings and to summarize the primary areas of contention. Empathy skills work similarly to assist each party in placing themselves in the other's shoes and comprehending their viewpoint. The most crucial need of all is that a mediator behaves impartially and without bias. The mediator should have a fundamental understanding of how people think and behave.

This is required since the parties' disagreements directly result from differences in their wants, drives, actions, or circumstances. Therefore, it is essential that the mediator possess understanding of how human behavior functions in order to settle the resentment and sense of mistrust between the two sides. This could make it easier for the mediator to influence the parties' attitudes toward one another and steer negotiations toward a more amicable resolution.

Click on the link below to watch a video on the skills of mediation



<https://youtu.be/yXAbH9hu8Sk>

A mediator must possess persuasive and communication skills in order to effectively communicate with the client. In order for mediation to be successful, the mediator must also be convincing and get the parties to pay attention to him. To be well-versed in the law and lead the disputing parties to a legal resolution, one needs both legal and technical skills for understanding of the subject. Additionally, mediation is occasionally chosen by the parties due to the technical nature of dispute, which calls for expertise in a particular area. In this situation, it is crucial for the mediator to be

knowledgeable and skilled in order to achieve the goal of mediation. Although preserving the illusion of complete neutrality might be difficult when trying to build trust and rapport, "mediators must be very cautious to give each participant equal time and attention. Mediators must avoid coming out as "playing favorites



Self-Assessment Exercise

1. As explained in the video, a mediator needs a variety of skills except
 - A. Listening
 - B. Questioning
 - C. Empathy
 - D. Fighting

2. Persuasive help to effectively -----with the client
 - A. Communicate
 - B. Fight
 - C. Eat
 - D. War



3.4 Summary

Third party intervention is essentially a conflict management strategy that involves considerable degree of openness and neutrality. Openness and neutrality presuppose that high level of transparency, predictability and accountability are needed. But this is often not very easy to come by as we have seen in the cases of Russian intervention in the nations around her. It was not that Russia failed to be open; it was rather compulsive on the parties to the conflict. Of course, the parties' willingly accepted Russian entry as a third party mediator in the conflict; and it brought the resolution to reality. There are two things involved in this kind of negotiation. First, the parties to the conflict may fear sanctions from the mediator who is a benefactor. The second is when the negotiator confronts the parties with firm choice. As we had noted, power mediation is selective of time, nature of conflict and those involved.

Politics is inevitable in any human or group relations. In third party intervention processes, no matter how a mediator chooses to handle the settlement there must be traces of politicking of some sorts. Third party intervention is essentially a conflict management strategy that involves considerable degree of openness and neutrality. Openness and neutrality presuppose that high level of transparency and predictability are needed. But this is often not very easy to come by as we have seen in the cases of Russian intervention in the nations around her. Russia may have used it to awaken the

west and the UN to its clout in its former empire. Yet the UN negotiating officials realized that ecological characteristics of a conflict might most probably be important in exploring solutions to it.



3.5 References/Further Readings/Web Resources

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<https://youtu.be/yXAbH9hu8Sk>

<https://youtu.be/5tKvIG6lWoE>



3.6 Possible Answer to Self-Assessment Exercises

1. D.
2. A

Unit 4: Methods of Preventing Ethnic/Religious Conflicts in Nigeria

Unit Structure

- 4.1 Introduction
- 4.2 Learning Outcomes
- 4.3 Methods of Preventing Ethnic/Religious Conflicts in Nigeria
 - 4.3.1 The Nature and Concept of Ethno Religious Conflict in Nigeria
 - 4.3.2 The Mechanisms of Resolving Ethno Religious Conflicts in Nigeria
- 4.4 Summary
- 4.5 References/Further Readings/Web Resources
- 4.6 Answers to Self-Assessment Exercise



4.1 Introduction

We have severally noted that conflict, is in itself not to be deplored: it is an inevitable concomitant to change and progress. What is, perhaps, regrettable is the failure to use conflict constructively, defined in terms of using it to solve problems. In this last unit, we shall examine ethno religious conflicts with a view of evaluating various functional methods of addressing ethnic/religious conflict, which is the basic factor militating against ethnic pluralism and co-existence in Nigeria.



4.2 Learning Outcomes

By the end of this unit, you will be able to:

- Analyse the nature and concept of ethno religious conflict in Nigeria
- Apply mechanisms of resolving ethno religious conflicts in Nigeria



4.3 Methods of Preventing Ethnic/Religious Conflicts in Nigeria

4.3.1 Nature and Concept of Ethno-religious Conflicts in Nigeria

A group of people who share a language and comparable cultural and linguistic characteristics, such as a common history, myth, or origin, are referred to as an ethnic group. Additionally, disputes concerning race, religion, language, and identity have become incredibly complex and difficult to resolve. For instance, one's color and religion have a big impact on how they are perceived in a community. According to studies, religious extremism is associated with "faith and conviction when members of a particular faith erect walls around their views to the exclusion of others." Therefore, trying to attain greater power or riches often leads to conflicts between people of different religions and ethnicities.

Anytime there is an imbalance between ethno-religious groups, conflict will always result. It describes a situation in which there is hostility between members of one ethnic group and those of another ethnic group, which might lead to violence in a multireligious and multiethnic society as indicated in Figure 12

Fig. 12: Protest Fueled by Ethnicity

An important contributor to interethnic violence is the fear and insecurity of ethnic and religious groups (Figure 12). Some claim that extremists use these concerns to divide society. These fears are also made worse by memories of past catastrophes. These interactions lead to ethnic conflict and produce a toxic stew of mistrust and suspicion. Salawu (2010) lists some of these crises, including the Jimeta-Yola religious disturbances (1984), the Zango Kataf crises in Kaduna State, and the maitatsine religious disturbances in sections of Kano and Maiduguri in the early 1980s (1992). Other incidents include the Muslim-Christian riots at Kafanchan College of Education, Muslim-Christian clashes at Kaduna Polytechnic (1981–1982), and the cross vs. crescent dispute at the University of Ibadan (1981–1985). The Bulumkutu Christian-Muslim Riots (1982), the Usman Danfodio University Sokoto (1982), and the Muslim-Christian Clash during a Christian procession at Easter in Ilorin, Kwara State are just a few examples of early ethno-religious confrontations (1986).

Click on the link below to learn about ethnoreligious conflict in Nigeria



<https://www.youtube.com/watch?v=n8IGFNXeq9E>

Based on your experience so far, how do you think Nigeria can solve these conflicts?

4.3.2 Mechanisms for Managing Ethnoreligious Conflict in Nigeria

People of various religions come to an understanding and respect for one another that enables them to coexist and work together despite their differences via interreligious discussion, also known as interfaith discourse. The phrase describes interactions that are cooperative and constructive between members of various religious traditions, or "faiths," both on an individual and organizational level. Both parties respect each other's freedom of religion while remaining faithful to their own convictions. In order to promote understanding between other religions and foster greater acceptance and tolerance, the word "interfaith dialogue" refers to the constructive and cooperative engagement between individuals of various religions, faiths, or spiritual views. Dialogue is the core issue in negotiation and inter-ethnic community relations. Dialogue cannot be separated from mediation. Dialogue and communication are important elements/skills in negotiating for conflict resolution.

Absence of dialogue and communication can in fact, make a conflict worse. Dialogue and communication become only impossible when each party plays to the gallery of their spectators. There is no way any ethnic crisis can be made irrelevant without bringing the "power brokers" in the conflict to dialogue on the way forward. Candidly speaking, to minimize or prevent future occurrences, leaders of ethnic groups should have opportunities for regular face-to-face meetings by emphasizing the cut-crossing realities in Christianity and Islamic religions, such as love, inter-faith co-operation, etc.

The unprecedented global interaction of the modern era has given religious communities and individuals a wealth of opportunities to interact with one another, and the dawning awareness and pragmatic realism of the need to resolve religious conflict frequently associated with theological imperialism and colonialism have both contributed to the rise of interreligious dialogue. In order to promote understanding between other religions and foster greater acceptance and tolerance, the word "interfaith dialogue" refers to the constructive and cooperative engagement between individuals of various religions, faiths, or spiritual views. The unprecedented global interaction of the modern era has given religious communities and individuals a wealth of opportunities to interact with one another, and the dawning awareness and pragmatic realism of the need to resolve religious conflict frequently associated with theological imperialism and colonialism have both contributed to the rise of interreligious dialogue.

Although interreligious discussion has occasionally been performed in small, multireligious communities like India and North American cities, the trend is still relatively new on a worldwide basis. Although it can take many different forms, interreligious conversation is fundamentally an effort to bring together

religious groups in cooperation, understanding, and friendship. In order to get over prejudices and long-held grudges, those engaged in discourse frequently concentrate on their points in common rather than their differences.

Every member of the religious groups in society should get adequate religious instruction and education, and they should be educated to realize that ethnicity and religion shouldn't be used as instruments of hatred and the destruction of life and property. It is conceivable that this will have a moderating effect on religious extremists and quell societal disputes and bloodshed.

These social disputes and upheavals would be better controlled with more commitments from all levels of government (local, state, and federal), with each level developing its own conflict prevention/resolution plan, including the provision of adequate security. The government can also give religious and traditional leaders more authority to promote peace, tranquility, and interethnic and interreligious understanding among their constituents.

The National Youth Service Corps (NYSC) program, the National Orientation Agency (NOA), and Interreligious council that promote peace should be strengthened by the government. Nigeria is a multi-ethnic state, and promoting ethnic co-operation in such pluralistic setting is complex as much as difficult as each nationality tries to maximize their ethnic co-operation and resource allocation. To foster inter-ethnic co-operation, qualitative federal character system should be encouraged in the work places. If, for example, 10 persons are to be employed from the 36 states of the federation, such persons should be employed on merit and inter-community relations established in workplaces, schools, estates, and barracks.



Self-Assessment Exercises

1. A group of people who share a language and comparable cultural and linguistic characteristics, such as a common history, myth, or origin, are referred to as an -----group.

- A. Ethnic
- B. Party
- C. People
- D. Organization

2. ----- and ----- are important elements in negotiating for conflict resolution

- A. Dialogue and communication
- B. Dialogue and fighting
- C. Dialogue and manipulation
- D. Dialogue and recommendations



4.4 Summary

Interreligious conversation goes beyond words and discourse. Relationships and human connection are part of it. It can occur on a variety of levels and between people, groups, and communities. Muslims and Christians coexist on the same streets, go to the same stores, buses, and schools. Interaction with one another on a regular basis is part of normal living. In light of this, dialogue is not simply something that happens on an official or academic level; it also occurs in everyday interactions between various cultural and religious groups, which is also when conflicts between them are most apparent.

People of various religions come to an understanding and respect for one another that enables them to coexist and work together despite their differences via interreligious dialogue. In order to promote understanding between other religions and foster greater acceptance and tolerance, Dialogue is the core issue in negotiation and inter-ethnic community relations.

To foster inter-ethnic co-operation, qualitative federal character system should be encouraged in the work places. The National Youth Service Corps (NYSC) program, the National Orientation Agency (NOA), and Interreligious council that promote peace should be strengthened by the government



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4.6 Possible Answer to Self-Assessment Exercises

1. A

2. A

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