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SUMMARY OF GST202 WITH PAST QUESTIONS

This is because the word has been in existence in all spheres of human life since the inception of the world. In the recent past, the world socio-political environs have been on the boil despite the colossal amount of human and material resources expended on global peace and conflict management by several nations, states, regional organisations and the United Nations .

Historical Background and Conceptual Definition of

Conflict is not necessarily negative in itself. It is often a by – product of social change and may lead to constructive transformation. Many scholars have come up with different definitions, concepts, views or school of thoughts of conflicts from a more intellectual platform all over the world. One is that contrary to the old perspective which regards conflict as national, it is not inevitable, only competition can be so regarded.

Secondly, conflict and competition are two points of a continuum on which conflict represents aggravated competition. In other words conflict arises when disagreement emerging from competition cannot be resolved. It follows therefore that conflict management has to begin with and include management of supposedly simple competition. The other point that can be inferred from Wright's definition is that conflicts are themselves processes that tend to degenerate from non-violent to violent and from crisis to full-scale war.

Whereas in the sociological sense, which is of ordinary usage, war refers to conflicts among political groups carried on by armed forces of considerable magnitude. What Ross is trying to infer is that without conflict we cannot have change. Similarly, Laue tries to disabuse our minds about the dysfunctional perception of conflict. What to be feared is destructive conflicts rather than conflict itself.

Action Aid and Hoivik and Meijer see conflict as "incompatible behaviour between parties whose interests are or appear to be, incompatible or clashing." Two things could be taken from these simple definitions. The conflicting group must groups must reside in close proximity whether physically or psychologically. As earlier mentioned, conflict is inevitable and it keeps occurring in every individual life, either at home, work, social outings or even when we sleep in our bedroom without interacting with anyone.

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These types of conflicts are usually easy to identify because they can be seen and are more potentially easy to resolve. This conflict occurs when two or more people are competing for inadequate resources over a period of time. The competition may assume negative or destructive dimension when the available resources are not evenly and judiciously distributed. The relatively deprived would always struggle to improve their lot.

Resources that cause conflict include landed properties, money, vehicles, and company ownership/shares among others. With particular reference to Maslow's theory, he points out that when an individual psychological need is achieved or satisfied, such an individual becomes dominated by a drive for the other unsatisfied needs through a process he calls "Fulfillment Progression".

Conflict Involving Values

Contradicting value systems such as religious beliefs, ideological positions, and general worldview is another factor responsible for social conflict among the interacting parties. Conflict involving values are the most difficult to understand and resolve because most times people could die for what they believe in. According to Weaver, who likens culture to an iceberg, he says "internal culture", is implicitly learnt and difficult to change. That is part of culture that is below the waterline in the iceberg analogy.

It includes some of our beliefs, our values and thought patterns, attitudes, non-verbal communication and perception. Beliefs are interrelated and form "belief system", which because they are learnt in life, are difficult to change. Examples of values laden conflicts include the Cold War, terrorism, religious conflicts such as 1980 Maitatsine crisis, the 1991 Bonnke crisis in Kano, the 2002 Beauty Pageant crisis.

Conflict over Information

The pivotal role of information in societal conflict cannot be over-emphasised, they can either be manipulative or constructive. Some of the communication barriers that are capable of distorting meanings are physical distance, language, and the listeners value judgement.

It is important that we know types of conflict we encounter in our day-to

Examples of such are use of time, choice of partner, moral questions, goals and aspirations. This could be interethnic, inter-religious, or competition for resources.

Ted Robert Gurr, in his article "A Comparative of Civil Strife" and

Quincy Wright in his paper "The Nature of Conflict" rightly argue that the level of violence rather than its absence or presence is a better criterion for classifying conflicts. Wright for instance distinguishes between "ordinary" conflict which involves small-scale violence usually at

the individual and group levels and war, which is carried out by armed forces and involves violence of considerable magnitude. The point in this latter classification is that notwithstanding their peculiarities, conflicts differ largely in degree rather than kind and should therefore be analysed in terms of continuum which has nonviolent conflict at one end and violent ones at the other. This enables us to pay close attention to the possible escalation or worsening of conflicts, sometimes a simple non-violent/violent classification appears to shape the other.

Structural conflicts which tend to be endemic are those which are predisposed by the innate character of the polity. They result from specific policies or actions by the state or groups and do not generally last for too long. The third classification of conflicts is based on the character of the parties in conflicts. Thus, ethnic and religious conflicts tend to be the most important bases of identity for most individuals and as such attract strong loyalties to the groups involved.

[...]

He explains that contradiction in capitalist modes of economic production and how these would lead to conflict processes that would usher in communism via a revolutionary action that would be carried out by the proletariat. Although, his predictions were wrong, perhaps because of some fatal errors in his logic, but his analysis is still very much useful, applicable and relevant to most of the conflicts being experienced the world over. The greater is the ideological unification of members of subordinate segment of a system and the more developed is their political leadership structure, the more likely are the interests and relations between dominant and subjugated segments of a society to become polarised and irreconcilable. The more polarised are the dominant and subjugated, the more will the conflict be violent.

He sees conflict as necessary for achieving an end in the society or for realisation of social goals. In this, he agreed with Marx that internal conflict comes from the present social structure. He went beyond the internal dynamics of conflict to allow for external factors, which he called exogenous conflict. Here are the assumptions for the structural arrangement which could lead to conflict as Dahrendorf presents in his conflict theory model.

In every imperatively coordinated group, the carriers of positive and the negative dominant roles determined two quasi-groups with opposite latent interest. The advocates of the pluralist school of thought such as Hugh Clegg et al, holds a different view about conflict. The school views conflict as having a constructive contribution towards what is defined as healthy industrial order. Thus, given the appropriate institutions of regulation, the overt and active manifestation of conflict resolves discontent, reduces tension, clarifies power relation and adjusts the industrial structure.

The pluralist school emerged as a criticism to the political doctrine of sovereignty, the notion that in an independent political system, there must be a final authority whose decision is supreme. Contrary to this assumption, the pluralists believed that within any political system, there are groups with their own interests and beliefs and the government itself depends

on their consent, loyalty and cooperation to survive. The structural functionalist asserted/projected that individuals will adjust to a given structure in an organisation institution or society. It focuses on things that will maintain the state of equilibrium and collaboration in the organisation.

Held in this theory states that Ego tends to like whom his friend like, but dislike whom his enemy like. Also Ego tends to dislike whom he dislike, and likes whom his enemy dislikes. This non-rational approach to theory of conflict has the following assumptions according to Mazur .

[...]

All these tend to balance. "Thomson defines an ethnic group as "a community of people who have the conviction that they have a common identity and common fate based on issues of origin, kinship, ties, traditions, cultural uniqueness, a shared history and possibly a shared language.

Bamass argues the assumption "ethnicity and nationalism are not

In the light of the discussion above, it is important to note that mere differences in values or regional development, or between ethnic groups for that matter, do not as such promote ethnicity and ethnic conflict, according to Kruger . Ethnicity has the symbolic capability of defining for individual the totality of his existence including his hopes, fears and sense of the future.

Glen Fisher, in an interesting book called Mindsets and in his chapter in

Weaver likens culture to an iceberg, in which only the tip is seen above the water line. The part that is obvious is the external culture, which is explicitly learned, is conscious and more easily changed. It includes some of our beliefs, our values and thought patterns, attitudes, non-verbal communication, and perceptions. Beliefs are interrelated and form "belief system", which because they are learnt early in life, are difficult to change.

It is also difficult to perceive and fully understand the internal culture of someone from a different group. Because we are often unaware of these elements it is difficult to articulate them to others, even to those whom we love. And we most unlikely to expose our inner-selves to someone with whom we are in conflict. Geert Hofstede in Weaver 1998:148-158 describes four dimensions by which he placed a number of societies on graphs.

Individualist cultures assume individuals look primarily after their own interest and those of their immediate family. Collectivist cultures assume that individuals – through birth and possibly later events – belong to one or more close "in-groups" from which they cannot detach themselves. Some of the Southern European societies are in the middle with large power distance and medium individualism. "John Paul Lederach, probably one of the best known theorists and practitioners in the field of conflict transformation today, posits that "social conflict emerges and

develops on the basis of the meaning and interpretation people involved attach to action and events.

" Social meaning is lodged in the accumulated knowledge, that is a person's bank of knowledge" . Social conflict is a natural, common experience present in all relationships and cultures. Conflict is a socially constructed cultural event, people active participants in creating situations and interactions they experience as conflict. Conflict emerges through an interactive process based on the search for and creation of shared meaning.

The interactive process is accomplished through and rooted in people's perceptions, interpretations, expressions, and intentions, each of which grows from the cycles back to their common sense knowledge. Meaning occurs as people locate themselves and social "things" such as situations, events, and actions in their accumulated knowledge. A person's common sense and accumulated experience and knowledge are the primary basis of how he creates, understands and responds to conflict. Role is defined as that set of activities associated with any given position in an organisation, which include potential behaviours in that position, and not only those of the incumbent in question.

Although Turner accepts a process orientation, he was committed to developing interactionism into "something akin to axiomatic theory". Turner's strategy was to use propositions from the numerous research studies to build more formal and abstract theoretical statements. He therefore, sought series of statements that highlight what tends to occur in the normal operation systems of interaction. To this end, Turner provided a long list of main tendency propositions on roles as they emerge, roles as an interactive framework, roles in relation to actors, roles in societal settings, roles in organisational settings, and roles and the person.

The most important of these propositions to this study are examined below.

Role as an Interactive Framework

Each role tends to form as a comprehensive way of coping with one or more relevant alters roles. There is a tendency for stabilised roles to be assigned the character of legitimate expectations and to be seen as the appropriate way to behave in a situation. In these three additional propositions, interaction is seen as depending on the identification of roles. Moreover, roles tend to be complements of others as in parent/child, boss/employee roles – and this operate to regularise interaction among complementary roles.

Role in Societal Settings

The individual in the society tends to be assigned and to assume roles consistent with one another. Turner first argued that people tend to group behaviour in different social context into as few unifying roles as is possible or practical. This people will identify a role as a way of making sense of disparate behaviour in different contexts. Finally, people tend to assume multiple that

are consistent with one another.

Role of Business in Conflict Situations

Under the right conditions, the private sector may be able to help prevent violent conflict. link the social investment programmes that are sometime supported by companies, in particular in the health or education sectors, to wider development and conflict concerns. harness the potential role of companies as powerful players who could use their influence positively on political actors not only to negotiate immediate conditions for their investments but also to avert violent conflicts. This unit has considered some of sociological theories of conflict.

UNIT 3 PHASES IN CONFLICT

Knowing the root causes of conflicts does not automatically proffer solution or clue on how to prevent or resolve them, as the inherent dynamic of conflicts tend to give them a Life of their own. Conflict tends to emerge/evolve in a cyclical pattern, often with several vicious cycles that are closely entertained. Even a removal of the original problems may not guarantee an end to a conflict, as additional conflict is being generated by the conflict itself.

Opportunity

This has to do with the available resources at the disposal of a person, group or a country such as money, people, arms, land, minerals, good organisation, external support and so on.

Willingness

In the light of the above, for conflict to move from one stage to the other, both must be present because they are dependent on each other.

[...]

The following are the various stages of conflicts emerging in different parts of the world.

STAGES

This is the first stage of conflict whereby a problem emerges and acts or things, or situations that were previously ignored or taken for granted now turn to serious issues. The obvious antagonistic shifts in attitude and a behaviour patterns is a clear indication of the early warning signs of conflict formation, which need to be addressed if further escalation is to be avoided.

[...]

Services are virtually disrupted and people begin to experience discomfort due to lack of

water, food, electricity and other essential goods and services. This is the stage in which parties in conflict begin to experience gradual cessation of hostility arising from conflict weariness, hunger, sanctions or external intervention. All causes of conflicts have been removed at this stage and reconciliation has occurred. This stage is the most difficult stage to attain in any conflict situation, though desirable, attainable and accomplishable.

It is now generally believed that conflict most times evolve in a cyclical pattern that are closely related.

TIME

At this phase, a conflict can easily be "nipped in the bud" through a preventive action on the basis of early warning in principle. Although, latent conflicts are difficult to detect with any degree of certainty – and their presence and absence may be hard to verify. At this phase, conflicting parties express their demands and grievances openly, but only by legal means. It is easier to identify both problems and stakeholders, at this stage while preventive action can still be taken to prevent conflict escalation or degeneration into violent confrontation.

Despite limited time available, exhibit conflict behaviour and regroup themselves in opposing camps.

Latent Resolved?

Under this phase, violence breeds further violence, producing an escalatory momentum. The truce agreed upon allows for the provision of humanitarian aid to the civilian victims without supporting either of the warring sides. This phase is the most perceived critical stage of all the phases, as success or failure of post-conflict peace-building will determine whether the conflict will flare up again.

[...]

This describes the extent to which an individual attempts to satisfy his needs and concern. This explains the extent to which a person attempts to satisfy his needs and concerns as well as the other person's needs. You do not pursue your own concerns or those of other person. You do not address the conflict.

You are partially assertive and partially cooperative. When you compromise you attempt to find an expedient, mutually acceptable solution which partially satisfies both parties. When you compromise, you split the difference, you make concessions, you give up something, to gain something in return. You seek a middle – ground position.

This second model grouped conflict handling styles into three major headings or classifications in as much as approaches to conflict vary from individual to individual.

Avoidance/Denial

This is a common way of handling or dealing with conflict. We may decide to avoid the other party/person or pretend that the conflict does not exist even though we are hurt or angry. This style does not actually solve the problem but buries it for the time being. However, this style is useful in some situations, for example, avoidance method can be a stop gap to reflect on what next line of action or step to be taken.

Confrontation/Fighting

In this approach, some people, group, nation or state might decide to slog it out with the other party in conflict situation. They threaten, attack, yell, insult and tenaciously hold on to their point of view and disagree with the other party's point of view. In some cases, confrontation might also lead to win/lose where the stronger party with bigger power wins while the weaker party ends up being the loser.

Problem Solving

This is an approach whereby the parties in conflict listen with the intent conflict and attack underlying elements in the conflict and attack the issues. The parties adopting this style normally show respect for differences and look for ways to resolve the problem. Furthermore, people using this style or approach are less concerned about who is right or wrong. They view conflict as belonging to both parties which require their mutual collaboration to resolve.

This approach creates room for a "win/win solution"- a situation where both parties come out satisfied with the solution. They are both happy and satisfied because their needs and desires have been met and their relationship has been restored. With particular reference to the key propelling variables in conflict escalation, discuss five stages of conflict of any of the types of conflict. ii.

An Introduction to Conflict Resolution.

Criteria for Determining Primary Stakeholders Definition of Conflict Mapping and Tracking

The issues ranging from the causes of the conflict, stages/phases of conflict, the stakeholders, and the conflict analytical tools and techniques necessary for proper understanding of conflict analysis in view of proffering sustainable solution to the conflict.

[...]

Conflict analysis is a critical review, interpretation and explanation of what is observed and

recorded about the conflict situation. A stakeholder is defined as those men and women, group or parties who are directly or indirectly involved in the conflict and have a significant stake in the outcome. They are those whose goals are, or are perceived by them to be incompatible and who interact directly in pursuit of their respective goals. As the conflict progresses, they may become primary and primary may become secondary.

The difference between interested and secondary stakeholders is that the interested stakeholders suffer no direct impact of the conflict in the short and medium term. Criteria for Determining Primary Stakeholders Determining where stakeholders should be put is both political and fluid. The following often determines the decisions of interveners in selecting the stakeholders to engage. Stakeholders are primary because they represent a large number of people who are directly affected by the conflict.

These people also have the means to wage conflict or build peace. These include religious leaders, civil society organisations including women's organisations and traditional leaders among others. Earlier, this category was only confined to the secondary level. Five Elements Required to Structure Analysis of Stakeholders i.

This may help you determine why an issue is so hard to resolve or it may suggest an alternative approach to conflict management.

History of the Conflict

It reveals the genesis of the conflict and whether they have had previous disputes. History also enables the intervenor to ask the following questions. What has been the pattern of their relationship? Was there a recent change in the relationship? Did the conflict abate at one time before re-escalating?.

What past efforts have been made to resolve it and why they failed?

Proffering answers to these questions might require visiting local, state and native archives for documentary evidence. Oral interviews might also be used to gather necessary information.

Power Relations

This has to do with the ability to influence or control other events, which could be in form of physical strength, status, control of resources, persuasive ability, support of allies, and so on. There are two major types of power that can be exercised by either of the parties in conflict. These are hard power, which is usually associated with violent conflict while the other is soft power that is identified with positive conflict.

Other Parties/Stakeholders

Apart from the already mentioned primary parties, we also have secondary parties and shadow parties that must be considered. You should know whether they align with either of the primary parties or neutral. When and how these parties can be involved in the peace agencies or organisations availability and involvement in the process of conflict resolution cannot be underestimated.

Possible Options of Intervention/Settlement

The level of knowledge and understanding of the parties alternatives should be considered. Level of parties awareness of each other's alternatives or option should be considered. Examine the efforts made so far by the conflicting parties in the accomplishment of their options.

Definitions of Conflict Mapping and Tracking Conflict Mapping

Wehr describes conflict mapping or the first step in intervening to manage a particular conflict.

What to keep track of could include

Straight lines indicate direct relationship between the parties when communication is at its best.

Dotted lines indicate informal weak or intermittent relationship

Lines like lightening indicate discord or conflict. 9 Shadows show external parties which have influence but are not directly involved.

[...]

avoid entering a dispute with a conflict resolution or management procedure that is appropriate for the stage of development or level of intensity that the dispute has reached. operate from an accurate information base that will prevent unnecessary conflicts due to miscommunication, misperception, or misleading data. identify the key people involved and the dynamics of their relationships. As mentioned above, some of the techniques or tools may look familiar or may be unfamiliar.

However, all have been tried and used repeatedly and successfully by people from many different types of conflict situations. In many cases, groups have adapted them to suit the particular needs they have or based on the perceptions of the people who work on it. Some of the available tools/techniques are discussed below. A. Timeline Timeline is a graph that shows events plotted against a particular timescale.

People on opposing sides of the conflict may note or emphasise different events, describe them differently, and attach contrasting emotions to them. In conflict situation, it is usually used early in a process along with either analytical tools or later in the process to help in strategy building.

[...]

Context ABC analytical tool sees conflict having three above mentioned elements, which affect one another. The third party intervenor or peacemaker in a conflict, uses this tool by drawing up a separate ABC Triangle for each of the major stakeholders in the conflict. He lists key issues relating to attitude, behaviour and context from the parties viewpoint, identify the most important need and fears, and inform each of the parties, his needs and fears as you think, and place these in the middle of the triangle of each of them. You later compare and contrast the perception of the parties for detecting the major object of conflict and then pay attention on the majority.

The causes and issues, which are the products of the parties differences, will be addressed, while intervenor will make the parties see reasons on why they should do away with negative perceptions and embrace peace in order to bring about positive and sustainable peace.

The Onion/Doughnut Method of Analysis

This is a graphic tool based upon the analogy of an onion and its layers. When times are stable, relationships are good, and trust is high, our actions and strategies may stem from our most basic needs. To let others know our needs would reveal our vulnerability, and perhaps give them extra power to hurt us. If all of us are hidden from each other, they are also less likely to grasp our needs through analysis or empathy because of lack of knowledge and because our mistrust changes our perceptions of each other.

People may look at more collective and abstract level of interests, and base their actions on these. When the interests are under attack, they may take up and defend a position, which is still further removed from their original needs. This type of analysis enables intervenor to understand the dynamics of a conflict situation, and prepare dialogue facilitation between groups in a conflict. The analysis is most useful in a mediation or negotiation processes when parties involved in either of the processes which to clarify for themselves their own needs, interests and positions.

As they plan their strategies for negotiation, they can decide how much of the interior "layers" – interests and needs – they want to reveal to the other parties involved.

Field Analysis

This tool can be used to identify the different forces influencing a conflict. Whenever action is being taken to bring about change, there.

INTEREST

This tool offers a way of identifying these positive and negative forces and trying to assess their

strengths and weaknesses. It can also help you to see more clearly what is maintaining the status-quo. First and foremost, you begin by naming your specific objective that is the action you intend to take or the change you desire to achieve. Write this objective at the top of the page and draw a line down the centre of the page.

On one side of the line, list all the forces that seem to support and assist the action or change to happen. Next to each one draw an arrow towards the centre, varying the length and/or thickness of each arrow to indicate the relative strength of each force. These are pointing in the direction of the desired change.

[...]

This tool can be used to analyse conflict by proffering answers to the several questions put forward above. If reasonable answers were proffered, then the conflict intervenor would be able know the stage of the conflict, the parties involved, their positions, basic needs, values perceptions and differences.

Diagnosis: Investigating the history of sickness

This analytical tool is based on the premise that any individual or society that is in conflict is sick and therefore they need to see a doctor. This means that there is a direct relationship between conflict and our physical, emotional and spiritual well being.

PILLARS

This is a graphic tool that is built on the premise that some situations are not really stable, but are being "held up" by a range of factors or forces, which are the "pillars". The tool can be made use of by following these trends. identify the unstable situation and show this as an inverted triangle standing on one point. identify the forces or factors that are likely to be maintaining this situation and show these as the "pillars" on either side of the triangle holding it up.

put into consideration how each of these pillars might be weakened or removed from the situation. consider what stable situation could replace this unstable one. What is conflict analysis? b.)

[...]

If the right technical approach is not applied in handling the postconflict situation, a relapse of conflict becomes inevitable. This is because most efforts to achieve peace in the post-conflict situation often provide at best stability or conflict containment. This is usually the case when conflict transformation is not professionally undertaken.

[...]

The fundamental objective of this latest concept is to transform unfair social interactions. It focuses on the processes by which conflict develops into violence, rather than focusing exclusively on how to bring a violent conflict quickly to a cease fire for settlement. It addresses the structural reality of inequality, rights and injustice in the society involved, and offers alternative ways of addressing those matters.

Conflict transformation can also be defined as an improvement of the whole context of the conflict, a positive change in the disputants'

The aim of this is to transcend zero-sum phase to arrive at a positive-sum agreement. New mutually benefiting arrangements are proposed and worked out in which the hitherto contested issues become less or no longer relevant and other issues and values become more dearer to all the parties in the conflict. It pays due attention to the degeneration stages of conflict to violence rather than solely on how to bring a violent conflict to a ceasefire or settlement. It confronts the structural reality of inequality, rights and injustice in the locales concerned and proposes alternative ways of addressing those realities.

Conflict transformation aims to transform a conflict from violent and destructive stage into a constructive force, which will lay the foundation for social change. This can be achieved by systematically and progressively removing and playing down the conditions that gave rise to conflict and violence. The objective is to have a well-founded and sustainable peace. In achieving the foregoing, due attention is paid to the actors, the issues, the rules, and the structures.

These are non-violent conflict transformation associated with Gandhi otherwise known as the Gandhi theory. In addition, non-violence is an admonition to struggle against both direct and structural violence, and an equally strong admonition not to use them in the struggle. Non-violence or Gandhi theory will also not condone the fair protractive devices earlier mentioned because they are antithetical to the non-violence theory of conflict transformation. Usually this is done by transforming perceptions of issues, actions, and other people or groups.

This can make the expression of conflict aggressively or violently replaced by non-violent advocacy, conciliation or attempted cooperation. For the success of conflict transformation processes have been evolved. Although different writers emphasise different aspects, nevertheless, most of them seem to agree on the following for conflict transformation to be effective.

[...]

In many instances, issues are often shaped by perception and the fear of its effects on parties concerned. Schmid defines issue transformation as a change in the political agenda of the conflict, downplaying the importance of original conflict issues and emphasising shared concern

for new issues. Issues of identity, security, religion, ecology and others also often need to be transformed. The main thrust of issue transformation is to make discordant tunes less salient while making concordant tunes better perceived and appreciated.

In largescale conflicts, this may entail significant political rearrangement within most of or all the countries involved. Surrounding most issues that need transformation are the parties' needs, interests and values, which are not always accurately and explicitly expressed by their positional statements. Interests, needs and values are the concepts that underlie most conflicts, yet one often mixed up. They may be material things as they often are or not.

They are usually negotiable people are willing to trade more or less are interest for more or less of another. For the fact that conflicts are defined based on the incompatibility of interests, it is assumed that for things like the more one person or group possesses the less the other party possesses. This may include the violation of fundamental norms, or reduce their ability to obtain their interests, in a bid to fulfil or protect their fundament needs. A second fundamental difference is that needs are often inextricably linked together.

Similar to needs, if one's values are questioned or threatened, one gets compelled to strongly defend one's values. Since values and needs are non-negotiable, any attempt at issue transformation as part of conflict transformation process must pay due attention to the two. In order to transform issues values and needs must be extensively and dexterously handled. This is more expedient because of the increasing occurrences of intra-state conflicts especially in many African countries mostly based on ideological conflicts, which are inextricably linked to issues of needs and values.

In recent times, scholars such as Vaymen, 1991 argue that rules can have independent impact on inter-actor relations. This is why it is opined that a significant transformation of rules can be expected to alter actor behaviour and hence create a new basis for managing the conflict. In most international conflicts or large-scale civil wars, an outsider that commands true respect of the parties may be in the best position to initiate and manage it. These conditions may include the disappearance of legitimate authority institutions and law and order.

The emphasis is on third-party diplomacy relying primarily on negotiation, not on military or other physical involvement although this may be involved ancillary. The six instances above confirm the efficacy of preventive diplomacy in initiating rule transformation.

[...]

Western involvement alongside Syria to broaden and strengthen the Damascus Accord.

[...]

Liberian State collapse into civil war after 1990 a.

Commission , in accordance with the Accra

The instances above show instances where the rule governing primary parties were altered or transformed by third-parties through acts of preventive diplomacy. The explicit commitment to effecting structural transformation goes a long way in transforming any conflict. This is even one area where consensus exists between conflict resolution theorists and practitioners on one hand and proponents of conflict transformation. This is because a durable peace can only be achieved with some level of structural change either political or socio-economic.

This is often reinforced when the implication of not effecting the structural transformation becomes imminent. It will not be incorrect to state that one of the causes of many violent conflicts is structural imbalance, especially in plural societies. This structural imbalance could be in terms of representation in places like the army, civil service and other national or juicy. For example, the protracted and violent intra-state conflict in places like Liberia and Sierra Leone were not unconnected to structural imbalance in terms of who gets what in the highly centralised and seemingly unitary presidential systems of those countries.

Structural transformation also entails the influencing of structures officially to prevent any win – lose outcome or feeling in the post –

The common concerns of the transformation school includes can be categorised into two. These are the need for sustainable structural and attitudinal change within society and institutions in order to address outstanding issues connected to the conflict. Galtung argues that structural conflict is rarely recognised or articulated by individuals. A structural conflict is sustained through some ways.

This is done by using agenda setting as a tool or manipulation of information from above. Second, by preventing mobilisation and organisation of those in the lower stratum of the society. Conscientisation and mobilisation are often repressed by the entrepreneurs or lords of structural conflict and violence because they are the processes needed for people to identify and articulate their interests in the community. These are confrontation, struggle, de-coupling and re-coupling.

Decoupling empirically means getting the exploited or repressed empowered to depend less on the structure that is exploitative. The purpose is to build autonomy and the ability for self-reliance in the masses. This implies looking elsewhere for services hitherto provided by the state. This is usually through having an horizontal structure based on human rights rather than repression, equity instead of exploitation, autonomy instead of penetration, integration instead of segmentation, solidarity instead of fragmentation and participation instead of marginalisation.

Central to conflicts either at the inter-personal or community level is human being. The way human beings view and handles any conflict determines whether it will be destructive or

constructive conflicts. One of the main factors to be transformed in any conflict is man or the actors. Either at the inter-personal or inter-group levels there are actors involved.

In addition, at the inter-personal level, the potentials or advantages of transformational mediation cannot be ignored. Succinctly put, transformational mediation entails helping individuals to wriggle out of difficult circumstances and reducing human differences in the midst of conflict. This stems from the potentials of mediation to produce two useful effects, empowerment and recognition. Simply put, empowerment means the restoration to individuals on consciousness of their own value and strength and their own ability to handle life's problems.

Although they accept that this may need a long period of time to take place especially in societies susceptible to violent and intractable conflicts like Cyprus, Sri Lanka or former Yugoslavia. This is because of potential to change the society through the individual. Although there is no fixed mode of achieving societal transformation through individual or actor transformation, it must however be based on the peculiarities of each case. At this level of actor transformation of conflict, emphasis should be on achieving major and widespread improvement in peoples.

Consciousness of the other party's perspectives and objectives, and reasons for their being held. Recognition of the need for short-term mutual re-assurance and building of longer-term trust between the parties. Sense of competence and capability in confronting the search for solutions to the conflict and undertaking actions to prevent repetition.

[...]

Acceptance of the need for a durable, inclusive and acceptable solution to a mutual problem, which may involve major structural change. The effect on conflict and relationship has also been highlighted coupled with a description of processes involved in conflict transformation. Lederach's thought on transformation proposes that actor transformation should involve the grass – root and mid – level players. These comprise well – meaning and respected leaders drawn from the community especially in cases of communal conflicts.

This must however be done carefully not to inadvertently worsen the conflict situation by bringing people with veiled unscrupulous interest in the conflict or shadow parties. This option considers the prospects that certain positive changes exist in the heart of every person that could be harnessed to positively transform conflicts. In the light of the above, it has therefore become imperative for conflict transformation to be embraced by all sundry. This is so because conflict transformation pays attention to how conflict transforms relationships, communication, perceptions, issues and social organisation rather than simply focusing on its end point as relates to conflict resolution and conflict management.

In this unit, two broad approaches to conflict transformation were discussed. The non-violent

conflict transformation associated with Gandhi is vehemently intolerant of the use of either structural violence or direct violence, while the other approach is a combination of approaches that does not pre-suppose resolution of the issues or incompatibilities at stake, but tries to freeze the conflict, negate it or protect it through any available means. Despite the various approaches emphasised by different writers, most of them seem to agree on an all-encompassing conflict transformation processes. In addition, different types of conflict transformation were also discussed for proper understanding of students.

Explain how an effective conflict transformation can be achieved. If an individual perceives that the environment is friendly, accommodating and appreciative of his/her personality he/she is less likely to be aggressive to the environmental actors. Conversely, where the perceiver concludes that the environment represents significant threats to him/her then he/she may resort to defence mechanisms that gain expression as aggressive behaviours, which are simply conflict-oriented behaviours. You will recall that stereotype is one factor that prevents a perceiver from acquiring detailed information about someone being perceived.

When perceptions are built on stereotypes, such as the ethnic stereotypes that exist across Nigeria, the attendant actions are usually quick and not subject to deep consideration. Under such circumstances, the perceived may react to his/her uncharitable treatment to precipitate crises. In Nigeria, conflicts have occurred around such common resources as land, water, school and other infrastructural resources. In the mid-1980s the Umuleri-Aguleri conflict centred on a parcel of land bordering the two communities.

There was also the Ekpan-Ubeji conflict that occurred around the ownership of the land on which the Nigeria National Petroleum Company Refinery is sited. The recurrent crises on the ownership of portions of Warri between the Urhobo and Itsekiris on the one hand, and between the Ijaws and Itsekiris on the other, were land resources-based conflicts.

However, the armed youth resistance against the Federal

Government over the exploitation of oil resources appears to be the most complicated conflict in Nigeria. A common feature of these conflicts is that they all seem to be informed by the wrong perception that one party is either obstructing the other's access to or enjoyment of the resources or deliberately having access to an unfair share of the resources in question. At the level of individuals, perceptions that another person constitutes threat to access to certain resources has also informed conflicts in Nigeria. Frequently, we read in the newspapers about how people struggle over the properties of a departed parent.

Properties around which these individual conflicts occur include the immovable such as land, economic trees, buildings, and companies/business premises and movable such as cars, furniture, financial resources held as bank balances and investment in stocks/shares. Conflicts at this level, are usually the most difficult to appreciate and settle. These values are usually our system of beliefs that we are usually not ready to compromise no matter

how "backward" they portray us to the outside world. When groups in negation talk about fairness, transparency, equality, honesty and commitment they are basically calling issues of values into existence.

Conflicting parties usually stand up to defend their position with all their might when it concerns their values. Actions that are based on wrong perception of the values of any social group causes resistance by the wrongly perceived group. These are most psychological values that a perceiver may be criticising at the right of attracting aggressive behaviour to him/her. Perception is therefore a major determinant of conflict as we have clearly demonstrated.

One of the reasons for which we tend to maintain first impressions is because they tend to be easily kept in mind. The fundamental error in first impression arises from observation of a little part of the perceived and generalising as a true characterisation of the perceived. You should note that personality theories constitute barriers to admitting new information even when available.

Managers And Perception

What makes it complex derives from the fact that it requires that judgement be made about the actions of people at work. Thus, whether managers are aware or not they are involve in the perceptual process on a daily basis. The manager needs to be aware of the fact that just as he reacts to his perception of his employees, the employees in turn react to him perceptively. Thus, it is irrelevant whether the employees find their roles in the organisation sufficiently motivating or whether the manager's roles is truly supportive to the process of employee's task management.

[...]

In as much as managers may work with these kinds of perceptions, they are, nevertheless, encouraged to strive for perpetual precision or accuracy. In this active process, individuals selectively notice different aspects of the environment, appraise what they see in terms of their own experience, and evaluate what they experience in terms of their needs and values.

SELF-ASSESSMENT EXERCISE

Having discussed extensively in this unit the relationships between perception and conflict, you can now see or observe that perceptions can metamorphosis into the processes of conflict or vice-versa, that is, conflict can also influence perception in society. In this unit, you have been led to make further distinctions between perception and conflict. Describe the essential features of the perception and the causes of conflict characteristics frameworks for distinguishing between perception and conflict.

Barriers to Communication

There are over 450 different languages in use everyday in Nigeria. The number includes dialects spoken in various regions of the country. We must recognise that communication is a symbolic interaction rich in subtlety. It will never be strictly concrete or objective and always carry the potential for misunderstanding and conflict.

Among the most common language based barriers to communication are bypassing, indiscrimination and polarisation.

Meaning Can Be Misunderstood

Some speakers deliberately introduce bypassing by using euphemisms or double speak to soften or distort meanings. It is important to be aware of this while you interact with people. As a listener, you should critically examine what is being said. How to Reduce Bypassing a.

[...]

Differences in background, age, gender, perception may affect communication. If you are uncertain, ask others to explain and if it is in a peace workshop you may ask the mediator to paraphrase. Restating a message in your own words gives you and the other party or the sender a chance to check that you receive a similar message to what was sent. As the importance and complexity of a message in conflict resolution situation is, so is the need to ask questions and paraphrase.

Language plays a significant role in our tendency to see similarities between things even when they do not exist. Nouns that categorise that is teenager, divorce, student, professor, facilitator, northerner, Niger Delta, government official, politician and so on, encourage us to focus on similarities. Statements such as "politicians are crooks and students cheat in exam" may be interpreted to include all politicians and all students, instead of some politicians and some students. They fail to distinguish between individuals.

Whether the stereotyping is negative or positive, the problem is the same. Individual qualities are ignored. Stereotyping is quick and easy to do because it does not require analysis, investigation, or thought. There are ways to reduce discrimination in our interaction.

Politician A is different from politician B, and politician B is different from politician C. The same is true of athletes. They might belong to a class or group that has an identity and whose members have similarities, but the group is composed of individuals, each different from the other. This definitive way of thinking is aggravated by aspects of language. Polarisation can be destructive, escalating conflict to the point at which two parties simply cannot communicate.

This escalation is referred to as the pendulum effect in peace studies. When the pendulum is hanging in the centre, a person's perception is considered to be realistic, virtuous, intelligent, sane, honest and honourable. When two individuals disagree in their perception of reality, their pendulum begins to move in opposite directions. Such an extreme outcome is typical of discussion driven by the pendulum effect.

Language can be Sexist

There is a difference in how men and women may use language and converse with one another. Some communication and language theorists believe that men tend to use language to assert status whereas women use language to establish and maintain social relationships. They also believe that men use language to dominate or compete. The result, according to them is that the game of communication for men and women is the same but the rules are different.

When men and women communicate with each other, there is the potential for class and conflict because of different language use. The problem is magnified when sexist language is used either consciously or unconsciously. Our goal should be to use gender-inclusive language. Language that does not discriminate against male or female.

User of the masculine pronoun is not incorrect grammatically, but its use in generic situations is a social issue. Language sets expectations that at times discriminate against the stereotype use of he and him and the general absence of she or her subtly, but powerfully give the impression that men hold important roles but women do not. Thus, our language creates the expectation that the female gender is inactive and does not hold important roles. If that happens, half or more of the audience will not pay attention to the speech and this might not heed the precautions and expose them to greater danger.

Females on the other hand, are associated with words having negative connotations for example dependent, illogical, weak. For instance, a sentence like this could be termed a sexist communication. Stereotypes do not occur in a social vacuum. Stereotypes of women affect both how they are treated in society and how they see themselves.

Language and substituting gender – inclusive terms represent a positive step toward doing away with them. Other stereotypes are reinforced in the use of homophobic language. When someone asks another to "tell me what to look for so I can recognise gays and lesbians and then avoid them." The speaker is demonstrating both insensitivity to individuals and a general negative categorisation of a group of people, each of whom is unique. Metaphors used in our culture to describe men and women are often sexist.

A metaphor is a figure of speech that associated two things or ideas, not commonly linked, as a means of description. Men are likely to be described as aggressive wolf, and women as harmless pets that is, kitten or chick or as unattractive animals that is, cow, pig, dog. The effective communicator must avoid such negative metaphorical stereotyping. Find more positive

metaphors related to men, and use inclusive language in general.

It is important that the language we use as peace students be inclusive and not demeaning to any group of individuals. Inappropriate language causes perceptual and social problems that should not be tolerated in any society. The ability to use language efficiently and effectively as peace students will require not good education alone but, years of consistent practice. Although many variables will influence the effectiveness of language use, five aspects of language according to Seiler merit special attention.

Using accurate language is critical to speaking. Choosing a wrong word can distant your intended message, misguide your receiver, and undermine your credibility. When you speak you need to ensure that your goal should be precision. "And when necessary, consult a dictionary to be sure you have chosen the correct word to express your message. "

The more words you can use accurately, the more likely it is that you will find the one you need to make your meaning clear. You must expand your vocabulary. Two of the best ways to do this are through listening to others and reading. Pay attention to words that you do not understand.

Whenever, you come across an unfamiliar word, determine the context in which it is used, and consult a dictionary to find its meaning. Once you have acquired a new word, try to put it to use. Words that are not used are typically forgotten. Expanding your vocabulary takes effort and time, but with practice, it can become part of your daily routine.

Sometimes a message is unclear because it is not structured effectively. Poor sentence and word usage can wreak havoc on a statement's clarity. Direct fresh language given in the active voice can bring a sense of excitement, urgency and forcefulness to what you say. Such vividness tells your audience that they had better listen because what you have to say is important.

For example, suppose an NGO is trying to raise money for homeless

The second approach is emotional, urgent, concrete and forceful. The vividness of the second approach is likely at least to get your attention and perhaps influence you to contribute.

The first sentence displays a high immediacy level and the last displays a low immediacy level

We certainly will enjoy the football game. You and I will enjoy the football game. I think you and I may enjoy football. The first statement is directly related to the speaker, the listener, and the situation.

It is assertive, and the speaker makes a connection with the listener by using the word 'we'. Each time you speak, your listeners have specific expectations about the kind of language you will use. Different kinds of language are appropriate to different situations. If your receivers cannot

identify with a particular metaphor you use, it will be meaningless to them.

Learning to use language is important for effective communication in any situation. The ability to use language determines our success, makes communication personal, and allows us to translate our thoughts, feelings, and experiences into meaningful message to our listener. The misuse of language is more than simply a matter of misusing words. It also affects our ability to think.

If our thoughts are not expressed clearly and accurately, misunderstanding is inevitable. The goal of communication is to exchange meaning and understanding in any conflict resolution situation. If language did not convey meaning, it would serve little or no purpose. As such, language can obscure, distance, or hide meaning and create barriers.

The competent communicator must therefore ensure that he finds ways to understand and be understood. How can language be used or misused.

The concept of early warning will be viewed from multi-dimensional perspectives as thus

A warning at an early stage of an event or a set of circumstances that will have negative consequence . Early warning can also be defined as the collection, analysis and communication of the relevant evidence and conclusions to the policymakers to enable them make choices. It involves any initiative that focuses on systematic data collection, analysis and/or formulation of recommendations, including risk assessment and information sharing. Early warning is a complex system of indicators to predict the probability that a crisis is likely to happen so that preventive action can be taken on time.

Early warning is a complex set of indicators, which could be used to predict, with some degree of probability, the type, turning and extent of disaster or conflict. In addition, early warning system helps to provide the knowledge to identify impending risks, determine their levels and potential impacts, both in terms of people and locations, and guide actions to avoid, reduce or mitigate the effects of those risks when they occur.

[...]

Early warning can be concerned with military conflicts, military coups, environmental, resources, political, economic, religious, family, conflicts, impending humanitarian disasters, such as famine/starvation, drought, flow of refugees, genocide and host of others. Early response refers to any initiative that occurs in the latent stages of a perceived potential armed conflict, man-made or natural disaster with the aim of reduction, resolution or transformation. This action could be the development of a policy or programmes. It involves the developing of strategies to prevent conflict at different levels using specific entry points.

This cannot be an afterthought, but must be given sustained attention by the responsible

organisations, assisted by communication specialists. There are different types or aspects of early warning as earlier mentioned in the introduction section of this unit. Jobless youths in the society have posed a great threat to the country and peace in most societies. The jobless youth could be used to perpetrate some social vices by the disgruntled elements in the society.

As has been established, education is the bedrock or backbone of science and technological advancement of any nation. In this unit, the meaning of early warning and early response were discussed coupled with the relationships and interdependence between early warning and early response. Different types of early warnings were briefly explained while various forms of early warning indicators were also discussed for students consumption.

[...]

Such weapons are increasingly falling into wrong hands and all categories of fighters, including children who eventually turn them against those whom humanitarian law is designed to protect.

Research findings have revealed that death toll from small arms and light weapons exceed the toll of the atomic bombs that devastated

Small arms can now be referred to as "weapons of mass destruction" because of carnage they cause in the "trouble spots" all over the world. One of the major efforts to preserve international peace and security in the 21st century has been to control or limit the number of weapons and ways in which weapons can be used.

[...]

An arms race is a situation in which two countries or group of countries are continually trying to get more and better weapons than each other. It is the continuing competitive attempt by two or more nations to have available to it more and more powerful weapons than other. It refers to competition between nations to have the most powerful armaments.

[...]

This refers to the easy availability or influx of illicit small arms and light weapons into wrong hands or unauthorised groups of people for use against the individuals or groups meant to be protected.