

ADVANCED INTERNATIONAL TRAINING PROGRAMME



ITP296 2015

Peace and Security in Africa (PASA)

18 May–5 June, 2015 in Uppsala, Sweden and
2–13 November, 2015 in South Africa.

Closing date
for applications:
➤ **15 February,
2015**

Dear reader

This International Training Programme is specially designed for persons qualified to participate in reform processes of importance on different levels and holds a position in the organisation with a mandate to run processes of change. It offers support to strengthen, adapt and maintain capacity over time in order for your organisation to define and achieve goals in both the short and long term. A participant will take part of the latest development in your area of work supervised by skilled experts, develop a network of colleagues from other countries and enhance knowledge in new working methods. The methodology used is based on the assumption that your organisation wishes to carry out changes and are willing to invest own resources to achieve these changes.

Many regional inter-governmental organisations active in the area of peace and security on the African continent have created special units for dealing with conflict prevention, mediation, peacemaking or peacebuilding. Similar developments can be observed in regional civil society organisations. In this rapid and dynamic process, practitioners have increasingly come to realise the importance of a continuous exchange of knowledge and experience, to improve understanding and performance. To approach this issue a training programme on Peace and Security in Sub-Saharan Africa has been established.

Sida and the Department of Peace and Conflict Research at Uppsala University, together with its organising partners, trust that this programme will be of importance to you and hereby invite you to nominate candidates.



Lena Ingelstam
DIRECTOR
SIDA



HEAD OF DEPARTMENT OF
PEACE AND CONFLICT
RESEARCH, UPPSALA UNIVERSITY

Programme objectives

The purpose of this programme is to contribute to improve the performance of regional organisations in Sub-Saharan Africa in their efforts to prevent, manage and resolve conflicts on the continent. The programme builds on the idea that the participants on their return to their organisations actively use the knowledge and skills they have acquired during the programme to build capacity in their respective organisations towards improving the organisations' working methods and procedures and enhance interagency cooperation and collaboration in the national and regional work for peace and security on the continent.

In order to achieve this objective, the programme aims to fulfil the following objectives at the level of the individual participants:

- Develop increased knowledge of issues pertaining to peace and security in Sub-Saharan Africa;
- Develop increased knowledge and skills of practical methods and tools for achieving results in the work for peace and security in the region;
- Develop improved capacity and competences to analyse the role of the own organisation in the regional and national work for peace and security;

Contents

The programme is focused on theoretical and practical knowledge about peace and security in Sub-Saharan Africa. Special emphasis is placed on the particular challenges posed by armed conflicts in various phases of the conflict cycle; mediation and conflict management during an ongoing armed conflict, peace-making and peacebuilding in the immediate post-war context, and long-term conflict prevention following the ending of a civil war in order to prevent its recurrence.

We address topical issues such as the causes of civil wars, regional security complexes, mediation, peace processes and peace agreements, regional peacekeeping operations with particular focus on the African Peace and Security Architecture (APSA), including the African Standby Force and other regional instruments for promoting peace and security, Security Sector Reform (SSR) and Disarmament, Demobilisation and Reintegration (DDR) from a regional perspective, post-war democratisation and election-related violence, and mechanisms for transitional justice and reconciliation. Together, we pay attention to the different roles played by various actors in these phases, such as inter-governmental organisations, governments and civil society actors, and highlight 'lessons learned' and 'best practices' in regards to the issues discussed.

The programme also includes lectures focusing on practical tools and methods for change management and capacity development. A key component of the programme is the

BENEFITS

- › **Increased knowledge and understanding of issues pertaining to peace and security in Africa**
- › **Increased ability to successfully plan and carry out organisational change processes**
- › **Strengthened networks with other relevant actors working in the same field**

- Develop increased knowledge about African regional cooperation in the area of peace and security, with particular focus on the roles of the African Union (AU) and the Regional Economic Communities (RECs);
- Strengthen networks with participants at other organisations working in the field of peace and security at regional, national and local levels;
- Increase knowledge about and establish contacts with relevant Swedish/Nordic and South African/African stakeholders and expertise.

development of a project assignment (change project) at the participants' home organisations during the course of the programme. The change projects aim at strengthening the participating organisations' abilities to set and achieve goals in the field of peace and security in the region. The implementation of the project presupposes that the nominating organisation in question takes on the responsibilities (financial and otherwise) necessary for the participant to achieve the stipulated objectives. The project idea must therefore be well supported by, and driven from within, the participant's organisation. The development of joint projects between participants from the same organisation is encouraged.

The participants work on their change projects throughout the programme. Participants are expected to complete the necessary background work prior to arrival in Sweden. During phase II, the participants will present and develop their projects benefiting from lectures, seminars, study visits, and other programme activities. During the interim period, the participants will devote time to develop and implement their projects at their organisations. Mentors will be assigned to provide assistance and feedback. A significant part of Phase IV is devoted to follow-up work on the project assignments. In Phase V, the participants go back to their organisations to continue the work on their projects and eventually report back to the programme organisers.

Programme structure

The programme is altogether 13 months and consists of five compulsory phases:

- Phase I: Two months introductory period
- Phase II: Three weeks course in Uppsala, Sweden
- Phase III: Five months interim period to develop the change projects
- Phase IV: Two weeks course in South Africa
- Phase V: Five months period to finalise the change projects

DATE AND PLACE

Phase II: Uppsala, Sweden, 18 May–5 June, 2015

Phase IV: South Africa, 2–13 November, 2015

TEACHING

The number of participants is limited to a small group of 25 participants in order to ensure a close working relationship between participants, lecturers and mentors. During the scheduled parts of the programme (Phase II and Phase IV) lectures, seminars, and other programme activities will take place daily, corresponding to full-time work. Scholars and experienced professionals from the Department of Peace and Conflict Research at Uppsala University (DPCR), the African Centre for the Constructive Resolution of Disputes (ACCORD) and Indevlop provide lectures, together with invited experts and specialists. Study visits to relevant Swedish/Nordic and South African/African institutions and organisations are also included in the programme. All participants are assigned a Mentor, with key responsibility for feedback and assistance regarding the change projects, both during the scheduled parts of the programme and during the interim phases.

MANAGEMENT AND STAFF

The programme is planned and carried out by DPCR in cooperation with ACCORD and the Swedish consultancy company Indevlop. A Joint Programme Management Committee is responsible for the programme content and the selection of participants in collaboration with Sida. The Programme Secretariat is located at DPCR at Uppsala University.

TIMETABLE

WHERE:

The Training course in Sweden will be held in Uppsala.

The Regional seminar will be held in South Africa.

WHEN:

18 May–5 June, 2015 in Uppsala, Sweden and

2–13 November, 2015 in South Africa.

DURATION:

The total duration of the program is approximately 13 months.

Admission requirements

TARGET GROUP

The programme specifically targets individuals working at African inter-governmental or non-governmental regional organisations (or sub-regional, i.e., working in at least two or more countries) focusing on issues relating to peace and security in Sub-Saharan Africa, and whose work in this field has a regional relevance and impact.

Please note that, as a rule, individuals working at governmental ministries, academic institutions, NGOs operating solely on a national basis, or at non-African organisations (International NGOs) are not eligible for participation in this ITP programme. In case of questions or concerns about eligibility, please contact the Programme Secretariat prior to your application.

The programme admits 25 participants. It is primarily designed for mid-level and senior officials that are qualified to participate in reform processes of strategic importance at different levels and holds a position in their organisation with mandate to run processes of change. It is recommended that the participants have an educational background corresponding to a Master's degree or equivalent and considerable professional experience in the field of peace and security. Women are particularly encouraged to apply as the programme aims at equal gender representation.

LANGUAGE REQUIREMENTS

The programme is organised and conducted in English and consequently a high proficiency in the English language is required.

HEALTH REQUIREMENTS

Considering the training programme consists of international travels and work away from home in a new environment, good health and full working capacity is conditioned. It is therefore recommended that candidates undergo a medical examination before filling in the Medical Statement in the Application form.

OTHER REQUIREMENTS

Basic computer skills, access to Internet, and the use of e-mail for communications is required.

COSTS

The Swedish International Development Cooperation Agency (Sida) will cover all costs related to all programme phases except personal expenses, visa fees, any local airport taxes and departure fees, and costs incurred in travelling to the nearest international airport in the country of departure.

The participants are responsible for obtaining all the necessary visas. The Programme Secretariat can assist with the process in case international travel is required for obtaining the visas.

APPLICATION PROCESS

Applications should be written on the special form attached, preferably using the writable PDF version of the form which may be downloaded from the website of the Programme Secretariat. The application must contain all requested information and include a recent photograph. The application must be approved and signed by a representative of the nominating authority, the applicant's employer.

The completed application with required signatures should be submitted directly to the Programme Secretariat via e-mail.

SELECTION PROCESS

Selected candidates will be notified by e-mail not later than two weeks after the application deadline. Once selected, the candidate must confirm participation. A letter of Acceptance

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will be sent out, containing information on participation in the programme and the practical arrangements. Selected candidates shall be aware of the commitment to participate in all phases of the programme.

CERTIFICATE

Those who successfully complete the programme will be awarded a Programme Certificate stating details of the training undertaken.

As part of Sida's work with capacity and institutional development Sida offers international training programmes (ITP) for participants from low- and middle-income countries in priority areas. The programmes cover areas of strategic importance to the social, environmental and economic development of co-operating countries and are based on identified priorities and needs. In the long-term perspective, the programmes shall contribute to institutional strengthening and capacity development in the co-operating countries.

ORGANIZER



UPPSALA
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The Department of Peace and Conflict Research was established in 1971 to conduct peace research and offer courses in peace and conflict studies. It is internationally recognized as a leading institution in its field. At present some 200–300 students are enrolled every academic year. Research is conducted in several major areas of peace and conflict studies, and on a wide range of geographical regions and countries across the globe. The Department also houses its own data collection program, the internationally renowned Uppsala Conflict Data Program (UCDP).

PARTNERS



The African Centre for the Constructive Resolution of Disputes (ACCORD) is a South African-based civil society organisation working throughout the African continent to bring creative solutions to the challenges posed by armed violence and protracted conflicts. ACCORD intervenes in conflicts through mediation, negotiation, training, research and conflict analysis. Since 1992, ACCORD has trained over 20,000 people in conflict management and conflict resolution skills, focusing on all sectors; government and the public service, business, military and police, and civil society.



Indevelop is a Swedish consulting company working for sustainable social development. It has since 1986 provided expertise in the areas of health sector development, human rights, democratic governance and human security in a development context. Indevelop's consultancy services include support to policy development, project management, capacity development, monitoring and evaluation, studies and reviews, and institutional development. Indevelop provides technical assistance and training services that promote gender equality principles, a rights-based approach, equity perspectives and human rights principles.

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