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‘Understanding Negotiation and Conflict Management through Nelson Mandela’s *A Long Walk to Freedom* and Louis Fischer’s *The Life of Mahatma Gandhi*’

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ABSTRACT: Conflict is a collision, it can be of any interest, different opinions, thoughts and even between two individual or parties having different perspective and interest can also have collision within them. It can be seen anywhere, family, workplace, between two nations, governments and even between the country's government and its citizens. Conflicts are unavoidable in every organization, and how leaders handle them may have a big impact on how successful the organization is. This is why conflict management is crucial in leadership.

KEYWORDS: Conflict, Negotiation, Reconciliation, Management, Leadership, causes and solutions of negotiations and conflicts, Peace and Unity, Satyagraha, Truth and violence

I. INTRODUCTION

Conflict is a situation or struggle when one or more than one person refuses to agree with the views, ideas, thoughts of each other. It might take place in any aspect of our lives, be it educational set-ups, organization, the society we live in and even between our family members as we are different individuals with different mindsets. Not just that, we within ourselves have conflicts sometimes. It is not possible that everyone or every individual would agree on everything of everyone. conflict resolution can result in lower team morale, less productivity, and even legal problems, effective conflict resolution can improve decision-making, productivity, and productivity among team members. The vast majority of people interpret conflict negatively and then relate it with negative things. However, conflict is neither naturally harmful nor naturally beneficial. The components it contains might hold either advantageous or detrimental qualities. When it focuses attention to the injustices that need to be taken care of, conflict offers advantages. The self-destructive demeanor (violence caused in loss of life and property), the pain and trauma that are brought about by the violence, and the unnecessary use of resources that would have been used more effectively for the creative endeavors are the negative aspects of conflict. Therefore, conflict according to itself is a reality of life, unavoidable, inevitable, and often creative. It merely represents the adverse consequences of conflict that can and should be avoided. Gandhi also believed that conflict was both healthy and desirable.

One of the ways of solving the rising conflicts is **Peace building**.

It is a concept that solves the different conflicts through different approaches and not only present conflicts but also focuses on the causes of future problems so that it may not create a big problem. By addressing the causes of violent conflict and fostering lasting peace, peacebuilding tries to stop its onset, escalation, continuation, or recurrence. It entails a variety of actions that aid in managing conflicts, promoting peace, and reestablishing social, economic, and political stability in nations devastated by conflicts. Peacebuilding aims to foster the peaceful coexistence of disputing parties and the peaceful resolution of conflicts in the context of conflict management. It makes use of a variety of strategies, including discussion, negotiation, mediation, and other nonviolent conflict resolution techniques. Additionally, advancing human rights, enhancing governance, and bolstering the rule of law may all be part of peacebuilding efforts. The ultimate aim of peacebuilding is to establish an amicable settlement that benefits all parties to the conflict. There are several kinds of peacebuilding strategies that can be applied individually or in combination to bring about lasting peace.



Power politics - peace through coercive power

This approach is very unique. It says that inside the world there should a power which should be mighty and through which the whole government should work under and all the countries, keeping the safety and interest of their nation in mind build different aligns and connect with different powers and the whole politics or the world revolve around this mighty power. Then the Strong power acquire the power to handle the small nations, rule over them and try to maintain the peace. And this is reality too. " If you want the Peace you would prepare for war. " For instance, two superpowers exist, and they know aligns has been created and if they fight against each other though being prepared for war, has the knowledge that it will only bring destruction to the world and not just that it will be a loss for both the parties, and no one will win. The Cold War had two superpowers, sovereignty, and America; both were fully prepared for the war, but the physical war was not there. This is known as Power building or Alliance building, where two different groups are made and prepared for war while making sure that the another power is strong.

Conflict Resolution: Peace through the power of communication

This approach is the most progressive and positive one. In this through negotiations and communication the conflicts are being solved. Sometimes we see in some countries conflict arises due to the lack of communication. If there is communication the problems never change into tough ones. This approach helps the two parties or nation solve their conflict through the involvement or third party, this third party would be a party that has good relationship with both parties. This third party will bring these two parties around the table and convince them to communicate and work as a mediator to solve the disagreements and evolve agreement so that the conflict within these party is solved through negotiations.

Non- Violence: Peace through will Power

If any two parties have conflict any one of these parties must have a willing power if they think some situations are unjust or immoral or injustice, they must not get into such situations. The country shouldn't work which may cause societal damage to citizens and in case there is a conflict between two countries, disagreements can be shown through other mediums instead of fighting. Gandhi ji gave some medium such as Boycotting, strikes, Satyagraha to show disagreements. Instead of causing war and war peaceful methods should be use and more than that the willpower must me shown if you believe anything is wrong shouldn't be done.

II. REASONS OF CONFLICTS

There are multiple techniques to examine the genesis of a conflict and determine the underlying reasons for it. Although one trigger event might lead to an open conflict, the majority of conflicts are the outcome of a set of factors that are complicated and multifaceted, multifaceted set of factors, which include the past experiences of the individuals involved, the societal, political, economic, and cultural circumstances, the sort of the challenges that are involved, etc. It is necessary to distinguish between the immediate reasons underlying causes. The immediate and underlying causes are interconnected, but if we want to work towards a lasting peace, we need to concentrate more on identifying the basic and underlying causes of conflict. The roots of the conflicts lie in the information received, the desire, fears of losing, different values, and its clash. Conflict may occur from incomplete information, inaccurate information, and different interpretations.

Conflict may also develop due to poor communication. Lack of proficiency in politely and clearly articulating one's point of view often results in uncertainty, hurt, and rage, all of which contribute as fuel for the conflict. The individuals involved view the conflict as being extremely real, despite whether it has objective causes or emerged as an outcome of perspective or difficulties with communication.

For Gandhi, violence was primarily about exploitation. He regarded violence as everything that hinders a person from achieving their own potential, and this violence might either be structural or direct in character. Dehumanization is an ideal instance.

Conflicts over or within structures frequently entail questions of justice and conflicting objectives. Power is an essential component in conflict because it possesses the ability to influence both the course of a conflict and the conduct of the individuals involved. Power usually refers to the ability of having control over or have influence over another person, whether by forceful action or through speech. Power can come through a wide range of sources in a conflict, including Physical power, this is the capacity to utilize violence and force to accomplish one's objectives. This might entail the use of weapons, force of arms, or brute power. Political power is a power that can govern or influence institutions of the political sphere, such as governments and political parties. Holding public office, knowing



individuals with positions of authority, or being able to gather backing from others are all strategies to acquire political power. The ability to influence individuals by social standards, such as cultural norms or beliefs, is referred to as social power. Establishing an extensive social network, connecting to a specific social circle, or possessing an esteemed position within a society can all bestow social influence. In a conflict, individuals with more power frequently have the ability to control the result and more easily accomplish their objectives.

Gandhi recognized that social institutions, not individuals, are what cause conflict. There are a number of distinct sources of conflict that show up in the polity, society, economy, and cultural life of contemporary humans. The Gandhian theory of conflict resolution holds that relationships suffer when human needs are ignored.

According to Gandhi, violence is not a part of human nature, but conflict is. Rather than "return to our animal past and use brute force," he sought for human alternatives to resolve conflicts. He created the Satyagraha method, an approach to dispute resolution that forgoes the use of force. Because man "is not capable of knowing absolute truth and, therefore, is not competent to punish," Gandhi rejected the use of violence. Violence, according to him, is "anything that impedes individual self-realization." There are two types of this violence: direct and institutional. According to Gandhi, "exploitation is the very essence of violence."

III. GANDHI'S APPROACH TO CONFLICT

Mahatma Gandhi and Nelson Mandela were the ones who helped people who were stuck in conflict. Gandhi served as the leader of India's freedom movement, which was an important period in its history. Gandhi contributed to mold the future of the nation and served as an inspiration to people all over with his efforts, the globe will strive to create a more just and equal society through his nonviolent strategy for winning independence and his leadership in uniting the people of India. Mahatma Gandhi was a social reformer and a leader who was crucial to India's effort to free itself from British control. He is renowned for his original nonviolent philosophy, which he named "satyagraha" or "truth force," as well as his proficiency in handling conflicts.

In Porbandar, on October 2, 1869, a small coastal settlement in the Indian state of Gujarat, Mahatma Gandhi was born. He was raised with a strong sense of morality and spirituality by Putlibai Gandhi his mother, a devout woman, and his father Karamchand Gandhi, a local politician and the diwan (chief minister) of the Porbandar state. In 1888, at the young age of 18, Gandhi left India for England to pursue an education in law. He enrolled to study law at the Inner Temple, one of London's four Inns of Court. Due to his Indian heritage, he encountered a lot of difficulties and discrimination while residing in London.

A well-known political, Mahatma Gandhi and spiritual figure in India who was crucial in the struggle for the nation's independence. He is renowned for his nonviolent philosophy and the Satyagraha principles, which emphasized the significance of truth and the peaceful effort to achieve justice. Gandhi continued his support for Indian nationalism and human rights despite numerous times spent in prison. Despite opposing the division of India into India and Pakistan, he played a crucial role in the negotiations that prompted the nation's 1947 independence from British authority. Mahatma Gandhi came back to India in January 1915 from South Africa after practicing law. He came back to India with ideology of Satyagraha. The satyagraha was first experimented in South Africa against racist regime. Mahatma Gandhi himself experienced all the discrimination and came up with the principles of satyagraha.

Satyagraha is made of two words satya+graha, satya means truth and Agra means to hold firm. It emphasized the power of truth and the need to search for the truth with non-violence. Know the power of truth and keep it within you. The philosophy of satyagraha according to Mahatma Gandhi was violence is not necessary to fight against the oppressor if the cause is just and the struggle is against injustice. Instead of using violence to force them to acknowledge the truth, oppressors should be encouraged to see it. Appeal the conscience of the oppressor. Mahatma Gandhi observed the situation of India and tried to understand the conflicts happening around for one year. Satyagraha was experimented in three places. It helped in the changes of the conflict without violence. Champaran Bihar 1916, Kheda Gujarat 1917, Ahmedabad Gujarat 1918.

Gandhi's strategy for resolving disputes was founded on his conviction that using force only leads to more conflict and that the only path to genuine peace is through nonviolent means. Gandhi's leadership of the Salt March in 1930 is one of his most well-known instances of handling conflicts. Gandhi discussed how his commitment to ahimsa could serve as the foundation for Indian resistance against British rule in his 1929 autobiography, "The Story of My Experiment with Truth." Gandhi employed nonviolent resistance and civil disobedience to address a variety of



challenges, including religious strife, untouchable discrimination, and labor disputes. Gandhi used nonviolence as both a way of life and a means of obtaining Indian self-rule. Gandhi also believed that by a combination of Ahimsa and satyagraha, Indians might end British tyranny. The Salt March of 1930 is the clearest example of how ahimsa and satyagraha are intertwined. His tactics served as an inspiration for social justice and civil rights movements all around the world, particularly the Martin Luther King Jr.-led civil rights movement in the United States. Not just that Martin Luther King even visited India to study more about the non-violence. He even said “more convinced than ever before that the method of non-violent resistance is the most potent weapon available to oppressed people in their struggle for justice and human dignity.” Gandhi’s strategy for settling disputes highlighted the significance of discussion, negotiation, and compromise and demonstrated the effectiveness of nonviolence in bringing forth long-lasting social change. Clair Canfield a senior Lecturer at Utah State University, after doing studies, research, and teaching for more than 15 years about conflicts in TEDx show talks about the beauty of conflict. He says “what if conflicts are not a conflict but a solution, what if it’s not negative? “. He reflects what he thinks and feels about conflict using metaphors like “hurricane, slow dancing barefoot on broken shards of glass, trying to hold back ocean with a broom, War, the plague like being drawn and quartered” about conflict. If it is plague, we probably want to avoid it and avoid everybody else that has it too. When the waves just come in, we try to run and avoid because conflict washes everything away. He sturdily shows that conflict has the power to transform us, our relationships, and the world around us. It is difficult to create change and we need to look at it differently. He gives three keys to change it. The first one is to recognize what the conflict is about.

“Conflicts are like icebergs, may seem small on the surface but the underneath can sail boats like the Titanic to the bottom of the ocean.” If we won’t, see or consider what’s going on underneath the conflicts it can break and destroy everything.

IV. NELSON MANDELA’S RECONCILIATION AGAINST CONFLICT

“If there are dreams about a beautiful South Africa, there are also roads that lead to their goal. Two of these roads could be named Goodness and Forgiveness. “These are the comments of a man who suffered inhuman treatment and spent 27 years in prison.

Nelson Mandela is one of the important political personalities of the twentieth century. He fought a long fight against apartheid and racial discrimination in South Africa for which he had to spent 27 years in prison, He directed the drafting of a new constitution that established the values of democracy and human rights, and he worked to promote harmony and reconciliation among the different population of the nation. In 1994 he won and became the first president of South Africa. After becoming the president, he had two choices, take revenge against the apartheid and discrimination done by people on black Africans or forget the past of Africa and not just that but write a new history in the world of history. He chose the second way. He made a Peace and Reconciliation commission to maintain harmony among the people living in Africa. The main objective of Truth and Reconciliation commission was voluntary confession of violence done through apartheid and offer forgiveness.

Nelson Mandela played a prominent role to bring South Africa from its turbulent past to new way. If we have to talk about the past and what apartheid is, it’s a word from African language which means separating people of different races and making them live apart. From 1948-1994 Africa was dominated by apartheid. It was a system through which white being numerically weaker successfully managed to dominate the African society. Racial discrimination was even before the apartheid system came in. Many people raised their voices against apartheid, Nelson Mandela is one and prominent of them. He stood against the six unjust laws passed by parliament through the civil disobedience movement. In 1956, Mandela was regularly detained for seditious and was unsuccessfully prosecuted in treason trial. In March 1960, police shoot 69 unarmed protestors at Sharpeville. This cause anger in people. ANC proclaimed national strike but government jailed resistance leaders. ANC thought that instead of taking peaceful means against government. They should choose violence and make Nelson Mandela the leader of the militant league. They formed the militant Umkhonto we Sizwe in 1961, spearheading the nation taking violent action against or rebelling against the government. Mandela was detained and imprisoned in 1962, and after the Rivonia Trial, he was found guilty of planning to overthrow the government and was sentenced to life imprisonment. On 20th April 1964 he gave a speech ‘speech from the docks’ where he says, “I have dedicated myself to this struggle of the African people. I have fought against white domination, and I have fought against black domination. I have cherished the ideal of a democratic and free society in which all people live together in harmony and with equal opportunities. It is an ideal which I hope to live for and to achieve. But if needs be, it is an ideal for which I am prepared to die.” Mandela was the first president to take oath as the first elected president of South Africa on 10th May. In 1994 Mandela and Klerk were awarded with Noble



Peace Prize to end the apartheid system from South Africa. Mandela didn't believe in Hatred. He wanted to forget and start new. He adopted the policy of Peace and Reconciliation to heal the country's wounds. He was equally opposed to apartheid and black triumphalism. Truth and reconciliation commission was significant to heal the wounds of apartheid, where people confess and ask forgiveness from the victims. It helped to bridge the gap between blacks and whites in post-apartheid South Africa.

He said, "leaders should set an example" and he truly is a good example to us and inspire many people in the world. There is so much to learn from him. Leadership requires negotiation because it includes working with others to create solutions that are advantageous to both parties. For leaders to achieve their objectives while keeping favorable relationships. He challenges the idea that victims should become aggressors. Nelson Mandela was a person who taught people how to live-in peace and harmony with one another by removing the heart from conflict and anger. He had faith that one day we would use this as an illustration of how humans can coexist and utilize the vast resources of the globe. "Only free man negotiates" was his profound words. He held to it. He refused when his people were prepared for an armed conflict, but he said "no, the road to the future is not a road of recrimination, it is a road of reconciliation. Now we need to heal the wounds of the past, now we need to build bridges to span the divides that have deliberately been created by repugnant ideologies". He was an empathic person. He ought to have reacted naturally and rejected everything rather he embraced them. He says, "I can understand their fear, I can understand their reluctant, but it is only by showing my love for them that I would draw them towards me." He was the man who did not only seek honor and recognition but sought to bestow it on others. Nelson Mandela taught us what leadership is, how we transcend violence and hatred to come reconciliation.

"If you want to make peace with your enemy, you have to work with your enemy. Then he becomes your partner,"

Mahatma Gandhi's peaceful resistance philosophy had a big impact on Nelson Mandela. Gandhi's methods and teachings were studied by Mandela, who used them in the fight against apartheid in South Africa. Gandhi's belief that nonviolent resistance might be a potent force for social change and his emphasis on the value of moral fortitude and self-sacrifice in the pursuit of justice served as a major source of inspiration for Mandela. Gandhi's ideas were also praised by Mandela in a letter he wrote to Gandhi's grandson Arun Gandhi, who he called "a source of inspiration for oppressed people all over the world." Mandela's devotion to forgiveness and reconciliation has left a profound legacy. He thought that the secret to mending hurt and building a brighter future for everyone was forgiveness. In one of his most famous quotes, he said, "As I walked out the door towards the gate that would lead to my freedom, I knew if I didn't leave my bitterness and hatred behind, I'd still be in prison." True freedom and equality, according to Mandela, could only be attained through cooperation and inclusion.

To sum up, understanding negotiation and conflicts is very significant not only in politics but all aspects of our lives. Conflicts can arise anywhere at anytime but before saying or acting on it we must identify it. It's critical to comprehend the nature of the conflict. Determine the specific issue that is resulting in the conflict. Try to convey what you are feeling to the other person and give thought to their viewpoint. Do not accuse, blame, or attack the other person. Try to find areas of cooperation and a solution that satisfies the requirements of both sides. Together, generate a list of potential answers. Be prepared to make a sacrifice in order to find a solution. Be receptive to other options that might not exactly fit your needs, but they can still be a good fit. Even if you differ from the other person, never forget to treat them with respect and dignity. Personal insults or attacks will only make the situation worse. Conflicts sometime can be a turning point to create understanding and harmony within people or the place it took place. Overall, it takes patience, empathy, forgiveness, and a desire to cooperate to find a way to resolve conflicts.

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