

CONFLICT ANALYSIS & CONFLICT SENSITIVITY PROGRAMMING

MODULE I



UNIVERSITY
NETWORK
HELSINKI ESPAÑA

INTERNATIONAL
UNIVERSITY
CENTRE FOR
PEACE
MISSIONS

Centro
Internacional
Universitario para
Misiones
de Paz

MODULE I. CONFLICT ANALYSIS & CONFLICT SENSITIVITY PROGRAMMING

KEYWORDS

Conflict analysis; conflict transformation; conflict prevention; gender equality; violent masculinities; social inclusion, conflict sensitive communication; mediation, negotiation, dialogue, HDP triple nexus; conflict sensitive programming; TOC and indicators of change.

ABSTRACT

Considering today's complex conflict-affected contexts, being sensitive to the impact of our actions is essential. Therefore, adopting a conflict-sensitive approach will not only help to enhance positive impacts but also prevent or mitigate negative ones. Conflict sensitivity is an overall approach to understanding how an intervention affects the context in which it is implemented while taking measures to minimise negative and maximise positive effects of the intervention on conflict dynamics. Conflict sensitivity requires a deep understanding of conflict drivers and actors, as well as the two-way interaction between an intervention and the context.

Conflict sensitive programming is required along the humanitarian, development, peace/security (HDP) triple nexus. Beyond conflict sensitivity is the programming towards conflict transformation, focusing on fostering lasting change in attitudes, behaviours, and the context. This includes addressing gendered conflict drivers, including deeply rooted and politicized dividers and mechanisms of exclusion. Conflict sensitive communication is crucial in this. Importantly, conflict is also an opportunity for change, to build back better. Designing results-based Theories of Change (TOC) to measure changes in conflict dynamics is key for conflict sensitive programming and adaptive management.

LEARNING OUTCOMES

To enhance your understanding of the conflict sensitivity approach, this module will equip you to better:

1. Analyze the causes, actors, and drivers of conflict.
2. Analyze how gender and other identity-based exclusion mechanisms can be drivers of conflict, and develop programming to advance equality as an integral element of conflict sensitive programming.
3. Understand conflict sensitive communication tools and dialogue.
4. Apply conflict sensitivity to programming along the triple nexus of humanitarian, development, and peacebuilding interventions.
5. Know how to design and apply TOCs and measure change in conflict transformation and prevention.

LECTURERS



Irma Specht
Director,
Transition International



Rachel Palermo
Program Specialist, United
States Institute of Peace



Marco Antonio Ortega
Strategic planning and
knowledge management



Daniel de Torres
Gender Expert

METHODOLOGY

The course uses a variety of methodologies, including lectures and presentations, debates, group work, practical and advanced role-playing sessions, outdoor activities, and simulation exercises.

DIPLOMA

Participants who successfully complete the course will obtain an official diploma from the International University Centre for Peace Missions of Helsinki España.

LOCATION

- Alfaz del Pi, Alicante, Spain

DATE

- 26-30 May, 2025

COURSE DURATION

- 40 hours
- 8:30am-5:00pm Monday to Friday

LANGUAGE

- English

MINIMUM REQUIREMENT

- University degree or equivalent professional training.
- Fluency in English: B2+.
- Strong interest in international affairs.

ACCOMMODATION

- Participants organize their own accommodation. However, Helsinki España will inform selected participants of the different accommodation options available.

COST AND ENROLLMENT

- 1.200€ course fee.
- Meals and accommodation costs are NOT included.
- Applicants are also responsible for their visa-related costs.

VISA PROCESS

- In order to start with the visa process, participants must have paid all the course fees. Helsinki España will support participants with an invitation letter.

ENROLLMENT PROCESS

- Registration form must be sent to iucpm@helsinkiespana.org.

PAYMENTS

- Individual courses must be paid in full.
- Participants are responsible for the cost of bank transfers and currency exchange.
- In case of cancellation prior to the start date of the course, please note that we unfortunately cannot reimburse you. You will be able to participate in future courses with that course credit.

SCHOLARSHIPS

- Unfortunately, we cannot provide scholarships for this course. Participants (or their employer) must be able to cover the tuition fee.

LECTURERS



MS. IRMA SPECHT

INSTITUTION: TRANSITION INTERNATIONAL
POSITION: DIRECTOR

Irma Specht is an anthropologist who brings 26 years of experience in security, stabilisation, conflict and transition processes, having worked in most conflict settings around the world. She has an international reputation in applied research, training, and consultancy in the fields of conflict analyses, conflict transformation, and conflict sensitive programming. She designed, organised, and led various conflict analyses to inform programming of donors, UN agencies, private firms, and NGOs operating in conflict settings. She further provides training and capacity development support on conflict sensitive programming. She developed several hands-on conflict analyses, conflict transformation tools and manuals, and guidance notes on conflict sensitive programming. She served for seven years in the UN (ILO). She is currently the director of the international consultancy firm Transition International.



MR. MARCO ANTONIO ORTEGA

INSTITUTION: INDEPENDENT CONSULTANT
POSITION: STRATEGIC PLANNING AND KNOWLEDGE
MANAGEMENT

Marco Antonio Ortega is a skilled professional currently performing as a consultant specializing in strategic planning and knowledge management for international organizations, public institutions, and business forums, with over 20 years of worldwide professional experience.

Throughout his career, Marco Antonio has held different roles, including Senior Expert for the Joint Programming and Team Europe Initiatives within the framework of the European Development Policy, Directorate-General for International Partnerships, European Commission. Strategic Planning and Partnerships Specialist at UNICEF Headquarters, New York. Knowledge Management Specialist for Latin America and the Caribbean at the Knowledge, Innovation, and Capacities Group, UNDP Regional Center, Panama. Regional Coordination Specialist for the United Nations Development Group in Latin America and the Caribbean (UNDG LAC), Panama. Coordination Specialist and Special Assistant to the UN Resident Coordinator, Angola. Specialist in Management and Coordination of Official Development Assistance for the United Nations, Cape Verde. Advisor at the AECID Cooperation Office, Cape Verde. Team Member at the Secretariat of the INTERREG III B MAC Program, European Union.

Marco Antonio's academic background includes a Bachelor's in Business Administration, a Master's in Information and Knowledge Management, and a Master's in Public Policy Evaluation, qualifications complemented by extensive professional training, have equipped him with the analytical and strategic insights necessary to manage complex information and lead evidence-based decision-making processes.



MS. RACHEL PALERMO

INSTITUTION: UNITED STATES INSTITUTE OF PEACE
POSITION: PROGRAM SPECIALIST

Rachel Palermo is a program specialist for youth, peace and security at the U.S. Institute of Peace. At USIP Rachel co-manages the Generation Change Fellows Program which strengthens youth leaders' peacebuilding skills and brings them together in a community to help them achieve social change.

Prior to joining USIP, Rachel managed the membership of a global coalition working to positively engage religious and traditional actors, including women and youth, in peacebuilding processes. Rachel is passionate about supporting and enabling grassroots and youth led peacebuilding initiatives. As a student, Rachel co-founded a youth led organization to foster dialogue among students of diverse religious and cultural backgrounds in Southwest Virginia.

Rachel has three years of experience in the peacebuilding field and over five years of experience in youth empowerment and leadership development. She holds Bachelor's Degrees in International Studies and Spanish as well as a Master's degree in Political Science from Virginia Tech, where she was awarded a scholarship to participate in an international research exchange program at T.U. Darmstadt in Germany.



DANIEL DE TORRES

INSTITUTION: INDEPENDENT CONSULTANTE
POSITION: LEAD ASSOCIATE

Dani has had a long career in the peacebuilding space, most recently as Director of the Small Arms Survey until 2023. Prior to that, he led the Gender and Security Division at DCAF and oversaw an expanding portfolio of projects promoting gender equality in security and justice. Service in the Spanish Marines and at the Spanish Embassy in Washington, DC complements his NGO experience, which began as an emergency relief volunteer in Bosnia and Herzegovina in the 1990s. During his career he has managed field projects; designed and delivered training for military and police personnel, prosecutors, judges, parliamentarians, development professionals, and civil society organizations; provided policy analysis and advice; spoken at numerous events; and given guidance and oversight to expert teams. His work has taken him to over 60 countries in Europe, Africa, the Americas, the Middle East, and Asia.

PARTICIPATING INSTITUTIONS

