Gender and Development (GAD) Training Course

Professional Development Training Course Outline

Category	Community Development	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Gender and Development (GAD) Training Course is designed to provide participants with a comprehensive understanding of gender equality, social inclusion, and sustainable development frameworks. This course equips learners with practical tools, innovative strategies, and policy insights to integrate gender perspectives effectively into organizational processes, community programs, and development projects. Emphasizing the intersectionality of gender with economic, social, and political dimensions, participants will gain skills to identify gender disparities, promote equal opportunities, and influence decision-making processes that foster equitable development.

The course incorporates international standards, emerging trends in gender mainstreaming, and evidence-based approaches to address systemic inequalities. Through interactive learning, case studies, and participatory methodologies, participants will develop competencies in gender analysis, advocacy, and program evaluation. By the end of the training, learners will be able to design, implement, and monitor gender-responsive interventions that drive organizational growth, strengthen social impact, and contribute to sustainable development goals (SDGs).

Programme Curriculum

Gender and Development (GAD) Training Course

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Course Objectives

1. Understand the core concepts of gender and development within a global context
2. Identify gender disparities in organizational and community settings
3. Apply gender mainstreaming strategies in policy formulation and program implementation
4. Promote social inclusion and equitable participation across all sectors
5. Analyze gender-sensitive indicators for monitoring and evaluation
6. Develop effective advocacy campaigns for gender equality
7. Integrate intersectionality into project planning and community development
8. Enhance decision-making processes with a gender lens
9. Address cultural, social, and institutional barriers to gender equality
10. Apply best practices from international gender development frameworks
11. Build skills for designing gender-responsive budgets and resource allocation
12. Conduct gender audits and assessments in organizational contexts
13. Strengthen leadership and collaboration in promoting inclusive development

Organizational Benefits

- Improved organizational compliance with gender equality policies
- Enhanced employee engagement through inclusive workplace practices
- Strengthened capacity for gender-responsive program design
- Increased visibility as a socially responsible organization
- Better resource allocation and project effectiveness
- Enhanced stakeholder trust and community credibility
- Improved reporting on gender-related performance indicators
- Reduced gender-based disparities in organizational processes

- Fostered innovation through diverse perspectives
- Strengthened alignment with Sustainable Development Goals (SDGs)

Target Audiences

1. Government officials and policy makers
2. Non-governmental organization (NGO) staff
3. Community development practitioners
4. Human resource and organizational development professionals
5. Social workers and program managers
6. Educators and academic researchers
7. Corporate social responsibility (CSR) officers
8. Gender and development consultants

Course Duration: 5 days

Course Modules

Module 1: Introduction to Gender and Development

- Definitions and key concepts of GAD
- Historical perspectives and global evolution
- Gender roles and stereotypes analysis
- International conventions and treaties
- Case study: Gender mainstreaming in local government

Module 2: Gender Mainstreaming in Policies and Programs

- Policy frameworks for gender equality
- Integrating gender in program planning
- Stakeholder engagement strategies
- Monitoring and evaluation techniques
- Case study: Successful gender-responsive policy implementation

Module 3: Social Inclusion and Equity

- Understanding social inclusion in development
- Identifying marginalized groups
- Strategies to promote equitable participation

- Barriers to inclusion and mitigation measures
- Case study: Community-led inclusive development initiative

Module 4: Intersectionality in Development

- Concept of intersectionality
- Gender, class, and ethnicity interactions
- Intersectional analysis in programs
- Best practices for inclusive projects
- Case study: Intersectional approach in education projects

Module 5: Gender-Sensitive Monitoring and Evaluation

- Indicators for gender equality
- Data collection tools and techniques
- Reporting and analysis
- Evaluating impact on gender outcomes
- Case study: Evaluation of gender-focused initiatives

Module 6: Advocacy and Communication for Gender Equality

- Effective advocacy strategies
- Campaign planning and management
- Engaging stakeholders and media
- Promoting behavioral change and awareness
- Case study: National gender advocacy campaign

Module 7: Gender-Responsive Budgeting and Resource Allocation

- Principles of gender budgeting
- Integrating gender in financial planning
- Resource prioritization for equity
- Tools for budget analysis
- Case study: Gender-responsive budgeting in municipal projects

Module 8: Leadership and Collaboration for Inclusive Development

- Leadership roles in promoting gender equality
- Collaboration and partnership building

- Conflict resolution and negotiation
- Strengthening organizational culture
- Case study: Leadership for gender equality in NGOs

Training Methodology

- Interactive lectures and multimedia presentations
- Group discussions and brainstorming sessions
- Practical exercises and role-playing scenarios
- Case study analysis and project simulations
- Field visits to gender-responsive programs
- Mentorship and peer-to-peer learning

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com