Gender Impact Assessment Training Course

Professional Development Training Course Outline

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

Course Introduction

Gender Impact Assessment (GIA) is a critical analytical tool for evaluating how policies, programs, and projects affect individuals of different genders. Gender Impact Assessment Training Course equips participants with cutting-edge methodologies to identify, analyze, and mitigate gender disparities in diverse sectors. Through evidence-based approaches, participants will learn to integrate gender considerations into planning, monitoring, and evaluation processes, ensuring equitable outcomes and fostering inclusive development. The course emphasizes practical applications, case studies, and real-world strategies to create measurable impact and strengthen organizational gender responsiveness.

In today's rapidly evolving socio-economic landscape, understanding gender dynamics is paramount for sustainable development, corporate responsibility, and policy innovation. Participants will gain hands-on experience in data-driven gender analysis, policy review, and stakeholder engagement, enabling them to advocate for gender-sensitive interventions. This course leverages interactive methodologies, experiential learning, and participatory tools to build the capacity of professionals across sectors to conduct rigorous Gender Impact Assessments that drive meaningful change.

Programme Curriculum

Gender Impact Assessment Training Course

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Course Duration

5 days

Course Objectives

1. Understand core principles of Gender Impact Assessment and gender mainstreaming.
2. Apply gender-sensitive analysis techniques to policies, programs, and projects.
3. Identify and mitigate gender biases in decision-making processes.
4. Conduct gender-responsive stakeholder mapping and engagement.
5. Integrate gender indicators into monitoring and evaluation frameworks.
6. Utilize data-driven approaches for gender impact measurement.
7. Develop strategies for equitable resource allocation.
8. Analyze socio-economic and cultural factors affecting gender outcomes.
9. Strengthen organizational gender policy and governance.
10. Apply participatory tools for gender-sensitive consultations.
11. Design evidence-based recommendations for inclusive interventions.
12. Evaluate the long-term impact of gender-focused initiatives.
13. Promote advocacy and capacity building for gender equity across sectors.

Target Audience

1. Policy makers and government officials
2. Gender specialists and consultants
3. Program and project managers
4. Non-governmental organization (NGO) staff
5. Development practitioners
6. Researchers and academics
7. Human resource professionals
8. Corporate social responsibility (CSR) officers

Course Modules

Module 1: Introduction to Gender Impact Assessment

- Definition, scope, and importance of GIA
- Global and regional frameworks for gender equality
- Gender mainstreaming concepts
- Stakeholder roles and responsibilities
- **Case Study:** Gender impact in public health policy

Module 2: Gender Analysis Tools and Techniques

- Sex-disaggregated data collection methods
- Gender-sensitive surveys and interviews
- Analytical frameworks for GIA
- Intersectionality in analysis
- **Case Study:** Gendered economic outcomes in rural development

Module 3: Policy and Program Review

- Assessing gender implications in policy documents
- Identifying structural inequalities
- Reviewing program design for inclusivity
- Tools for policy impact evaluation
- **Case Study:** Gender analysis of education sector reforms

Module 4: Stakeholder Engagement and Consultation

- Mapping and categorizing stakeholders
- Participatory consultation methods
- Ensuring inclusive dialogue
- Conflict-sensitive engagement
- **Case Study:** Community consultation in urban planning

Module 5: Gender-sensitive Data Analysis

- Statistical techniques for gender assessment
- Using qualitative and quantitative data effectively
- Reporting gender disparities
- Data visualization for advocacy
- **Case Study:** Gender data in labor market analysis

Module 6: Monitoring and Evaluation for Gender Outcomes

- Developing gender indicators
- Designing monitoring frameworks
- Measuring program impact on different genders
- Integrating evaluation feedback into planning
- **Case Study:** Gender-responsive monitoring in social protection programs

Module 7: Mitigation Strategies and Recommendations

- Identifying potential negative impacts
- Designing interventions for equitable outcomes
- Resource allocation strategies
- Policy and program adjustments
- **Case Study:** Mitigating gender risks in climate projects

Module 8: Advocacy and Institutionalization of GIA

- Promoting organizational gender policies
- Building capacity for ongoing gender assessment
- Reporting and communication strategies
- Scaling up gender-sensitive practices

- **Case Study:** Corporate gender impact assessment integration

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

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
23 Nov 2026	27 Nov 2026	Physical	$1,500

Start Date	End Date	Location	Price
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:

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