Gender in NGOs and Development Practice 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 equality is a cornerstone of sustainable development and effective organizational practice in the NGO and development sector. Integrating gender perspectives into program design, implementation, and evaluation not only enhances inclusivity but also maximizes social impact. This course equips participants with advanced knowledge, practical tools, and innovative strategies to mainstream gender across all facets of development practice. Participants will learn to identify systemic gender disparities, apply gender-responsive approaches, and foster transformative social change within diverse communities.

Gender in NGOs and Development Practice Training Course emphasizes evidence-based practices, participatory approaches, and intersectional frameworks, enabling practitioners to address complex gender dynamics in development interventions. With a focus on gender-sensitive project management, monitoring, and evaluation, this program prepares professionals to drive equitable outcomes and strengthen organizational capacity. Case studies from real-world NGO initiatives and development projects provide practical insights, fostering skills for designing, implementing, and sustaining gender-focused programs that respond to local and global development priorities.

Programme Curriculum

Gender in NGOs and Development Practice Training Course

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Course Duration

5 days

Course Objectives

By the end of this course, participants will be able to:

1. Integrate gender mainstreaming strategies into NGO project cycles.
2. Analyze and address gender inequalities in development practice.
3. Apply intersectional frameworks for inclusive programming.
4. Conduct gender-sensitive needs assessments in communities.
5. Develop equitable monitoring and evaluation systems.
6. Design inclusive leadership initiatives within NGOs.
7. Enhance community participation through gender-responsive approaches.
8. Implement evidence-based advocacy campaigns for gender equality.
9. Utilize data-driven gender analysis tools for project planning.
10. Strengthen organizational policies on gender equity.
11. Facilitate capacity-building workshops for staff and stakeholders.
12. Promote women’s empowerment and youth engagement in development projects.
13. Address gender-based violence and social inclusion in programmatic interventions.

Target Audience

1. NGO program managers and coordinators
2. Development practitioners and consultants
3. Policy analysts and researchers in gender and development
4. Monitoring and evaluation specialists
5. Community mobilizers and field officers
6. Humanitarian project officers
7. Social development advocates
8. Graduate students and early-career professionals in development studies

Course Modules

Module 1: Gender Mainstreaming in Development Projects

- Principles of gender mainstreaming
- Tools for gender analysis
- Gender-sensitive project planning
- Organizational policies for inclusion
- **Case Study:** Gender mainstreaming in rural livelihood programs

Module 2: Intersectionality and Social Inclusion

- Understanding intersectionality
- Addressing multiple forms of discrimination
- Inclusive program design
- Community engagement strategies
- **Case Study:** Intersectional approaches in youth empowerment projects

Module 3: Gender-Sensitive Needs Assessment

- Designing assessment frameworks
- Participatory research methods
- Collecting sex-disaggregated data
- Identifying gender gaps in communities
- **Case Study:** Needs assessment for women-led microenterprises

Module 4: Gender-Responsive Monitoring and Evaluation

- M&E frameworks for gender projects
- Gender indicators and metrics
- Data collection and analysis techniques
- Reporting and accountability mechanisms
- **Case Study:** Evaluating gender impact in health interventions

Module 5: Leadership and Organizational Gender Policies

- Inclusive leadership development
- Gender equity in decision-making
- Policy review and implementation
- Promoting diversity in NGOs
- **Case Study:** Gender policy implementation in an international NGO

Module 6: Community Participation and Empowerment

- Participatory approaches in program design
- Engaging marginalized groups
- Gender-responsive community mobilization
- Conflict-sensitive approaches
- **Case Study:** Women’s participation in local governance programs

Module 7: Advocacy and Social Change

- Designing gender advocacy campaigns
- Influencing policy and practice
- Networking and coalition-building
- Using media and communication tools
- **Case Study:** Advocacy for gender-based violence prevention

Module 8: Addressing Gender-Based Violence and Inclusion

- Understanding GBV and social norms
- Prevention and response strategies

- Psychosocial support frameworks
- Legal frameworks and human rights
- **Case Study:** NGO-led interventions for GBV survivors

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

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