Gender Transformative Approaches 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 Transformative Approaches (GTA) represent a pivotal strategy for advancing equality by challenging and reshaping power dynamics, social norms, and institutional structures that perpetuate gender disparities. Gender Transformative Approaches Training Course equips participants with cutting-edge skills and insights to design, implement, and evaluate interventions that actively promote gender equity, inclusion, and social justice. Through evidence-based frameworks and participatory methodologies, learners will explore the intersectionality of gender with age, race, socioeconomic status, and cultural norms, ensuring programs drive sustainable and systemic change.

The training emphasizes practical applications of gender-transformative strategies across sectors, including education, health, entrepreneurship, governance, and community development. By integrating case studies, real-world scenarios, and interactive learning methods, participants will gain the ability to influence policy, enhance organizational capacity, and foster inclusive environments. Participants will emerge empowered to challenge biases, advocate for marginalized groups, and implement interventions that catalyze measurable social impact

Programme Curriculum

Gender Transformative Approaches Training Course

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Course Duration

5 days

Course Objectives

1. Understand the core principles of Gender Transformative Approaches (GTA) and frameworks.
2. Analyze power relations and social norms shaping gender inequalities.
3. Identify intersectional factors affecting marginalized populations.
4. Design gender-transformative policies and programs.
5. Develop strategies to engage men, boys, and other key stakeholders.
6. Integrate gender equality indicators into monitoring and evaluation.
7. Strengthen organizational capacity for inclusive programming.
8. Promote accountability and transparency in gender interventions.
9. Foster community participation and participatory action.
10. Apply evidence-based approaches for behavioral and social change.
11. Leverage advocacy and communication for gender equity outcomes.
12. Implement scalable and sustainable gender-transformative initiatives.
13. Measure impact through data-driven gender analysis and reporting.

Target Audience

1. Development practitioners and program managers
2. Gender equality specialists and policy advisors
3. NGO and civil society staff working on social change
4. Government officers in gender and social development sectors
5. Community mobilizers and social workers
6. Researchers and data analysts in social development
7. Educators and trainers in social justice and inclusion
8. Private sector managers implementing corporate social responsibility programs

Course Modules

Module 1: Foundations of Gender Transformative Approaches

- Definition, principles, and relevance of GTA
- Gender equality vs. gender equity vs. GTA
- Historical evolution and global frameworks
- Case study: Rwanda’s gender-inclusive governance model
- Mapping power relations

Module 2: Understanding Social Norms and Power Dynamics

- Identifying harmful gender norms
- Analyzing power structures in communities
- Intersectionality in social dynamics
- Case study: Gender norms shift in Uganda’s community health programs
- Norms transformation mapping

Module 3: Designing Gender-Transformative Programs

- Key steps in program planning and integration
- Incorporating gender-sensitive objectives
- Stakeholder engagement strategies
- Case study: Women-led enterprise programs in Kenya
- Developing a gender-transformative intervention plan

Module 4: Gender Mainstreaming and Policy Integration

- Policy frameworks and compliance
- Tools for mainstreaming gender in organizational policies
- Advocacy for institutional change
- Case study: South Africa’s Gender Equality Policy Implementation
- Drafting policy briefs with GTA lens

Module 5: Engaging Men and Boys as Allies

- Importance of male engagement
- Strategies to challenge toxic masculinity
- Collaboration in household and community roles
- Case study: Promundo’s male engagement programs in Brazil
- Designing engagement campaigns

Module 6: Monitoring, Evaluation, and Impact Assessment

- Indicators for gender-transformative outcomes
- Data collection and analysis tools
- Feedback mechanisms and learning loops
- Case study: Evaluating community-based gender interventions in India
- Creating a gender-sensitive M&E framework

Module 7: Advocacy, Communication, and Social Change

- Designing impactful communication strategies
- Influencing policy and public opinion
- Leveraging media and digital platforms
- Case study: Gender equality social campaigns in Bangladesh
- Crafting a media advocacy plan

Module 8: Scaling, Sustainability, and Innovation

- Strategies for long-term impact
- Integrating technology and innovation in GTA programs
- Partnerships and multi-sector collaboration
- Case study: Scaling women’s entrepreneurship initiatives in East Africa

- Developing a sustainable GTA roadmap

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:

Register Online Now

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