M&E of Gender Equality Programs Training Course

Professional Development Training Course Outline

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

Course Introduction

Gender equality remains a critical pillar of sustainable development, social justice, and organizational transformation. M&E of Gender Equality Programs Training Course equips participants with cutting-edge skills to systematically assess, measure, and enhance the effectiveness of gender-focused initiatives. By combining quantitative and qualitative evaluation methods, participants will gain the ability to generate actionable insights, track impact on women, men, and marginalized groups, and drive evidence-based policy reforms that advance inclusion and empowerment.

Through interactive learning, real-world case studies, and practical tools, this training emphasizes strategic planning, outcome measurement, and accountability in gender equality programs. Participants will develop competencies in gender-responsive indicators, intersectional analysis, and participatory M&E approaches that align with international frameworks such as SDG 5, CEDAW, and UN Women's Gender Equality Principles. By the end of the course, learners will confidently apply M&E practices that foster equity, empowerment, and transformative social change.

Programme Curriculum

M&E of Gender Equality Programs Training Course

Introduction

Gender equality remains a critical pillar of sustainable development, social justice, and organizational transformation. M&E of Gender Equality Programs Training Course equips participants with cutting-edge skills to systematically assess, measure, and enhance the effectiveness of gender-focused initiatives. By combining quantitative and qualitative evaluation methods, participants will gain the ability to generate actionable insights, track impact on women, men, and marginalized groups, and drive evidence-based policy reforms that advance inclusion and empowerment.

Through interactive learning, real-world case studies, and practical tools, this training emphasizes strategic planning, outcome measurement, and accountability in gender equality programs. Participants will develop competencies in gender-responsive indicators, intersectional analysis, and participatory M&E approaches that align with international frameworks such as SDG 5, CEDAW, and UN Women's Gender Equality Principles. By the end of the course, learners will confidently apply M&E practices that foster equity, empowerment, and transformative social change.

Course Duration

5 days

Course Objectives

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

1. Design gender-responsive M&E frameworks aligned with global standards.
2. Apply intersectional analysis to evaluate program outcomes.
3. Develop and track gender-sensitive indicators for measuring impact.
4. Conduct participatory evaluations engaging women, men, and marginalized communities.
5. Utilize quantitative and qualitative research methods in gender M&E.
6. Analyze and interpret gender-disaggregated data for decision-making.
7. Implement equity-focused monitoring strategies in complex programs.
8. Strengthen accountability and transparency in gender programs.
9. Integrate policy and advocacy insights into M&E reporting.
10. Apply digital tools and dashboards for real-time program tracking.
11. Develop actionable recommendations for gender mainstreaming.
12. Foster organizational learning and adaptive management in gender programs.
13. Document and disseminate success stories and lessons learned for scaling impact.

Target Audience

1. Gender program managers and coordinators
2. M&E officers and specialists
3. Policy advisors on gender and social inclusion
4. Nonprofit and NGO staff in development sectors
5. Government officials in social protection and gender equality
6. Research and evaluation consultants
7. Donor agencies and program funders
8. Academic and training institutions focusing on gender studies

Course Modules

Module 1: Introduction to Gender Equality M&E

- Understanding gender concepts, equity, and inclusion
- Global frameworks: SDG 5, CEDAW, UN Women guidelines
- The role of M&E in promoting gender equality outcomes
- Key challenges in gender-responsive evaluation
- Case Study: Evaluating UN Women-funded projects in Kenya

Module 2: Designing Gender-Responsive M&E Frameworks

- Steps to design gender-sensitive monitoring systems
- Developing outcome and impact indicators
- Incorporating intersectional perspectives
- Aligning frameworks with organizational goals
- Case Study: Gender mainstreaming in rural empowerment programs

Module 3: Data Collection for Gender M&E

- Quantitative methods: surveys, structured interviews
- Qualitative methods: focus groups, participatory assessments
- Ensuring data disaggregation by sex, age, and vulnerability
- Addressing bias and ethical considerations
- Case Study: Community-based gender assessments in Uganda

Module 4: Data Analysis and Interpretation

- Gender-disaggregated data visualization
- Statistical tools for M&E analysis
- Identifying patterns, gaps, and inequities
- Linking findings to program improvement and policy advocacy
- Case Study: Using data to inform women's economic empowerment programs

Module 5: Participatory and Inclusive Evaluation

- Engaging stakeholders in evaluation processes
- Empowering women and marginalized groups to contribute insights
- Community validation workshops
- Feedback loops and action-oriented recommendations
- Case Study: Participatory gender evaluation in health programs

Module 6: Reporting and Communication of Gender M&E Findings

- Writing impact-focused reports
- Developing infographics and dashboards
- Communicating results to stakeholders, funders, and policymakers
- Storytelling for visibility and advocacy
- Case Study: Gender evaluation report influencing policy change in Ethiopia

Module 7: Integrating M&E Insights for Program Improvement

- Translating findings into adaptive strategies
- Learning from successes and failures
- Prioritizing interventions for maximum impact
- Continuous improvement cycles in gender programs
- Case Study: Scaling successful women's entrepreneurship projects

Module 8: Advanced Tools & Innovations in Gender M&E

- Digital platforms for real-time monitoring
- Use of dashboards and data visualization software
- Mobile data collection for remote communities
- Leveraging AI for predictive gender analysis

- Case Study: Mobile-based gender data monitoring in East Africa

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