



Centre For Gender, Peace & Governance-Africa
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TRAINING IN GENDER ANALYSIS & GENDER MAINSTREAMING

For Practitioners Working in Conflict & Post-Conflict Settings in Africa

14- 18 December 2026 | Nairobi, Kenya & Online

Language of Facilitation: English

Who Should Attend?

1. Practitioners working in recovery, protection, peacebuilding and humanitarian relief
2. Programme management staff working as Project officers, Programme managers, Gender specialists and Policy officers in UN Agencies, Intergovernmental Organizations, Civil Society Organizations and Government Institutions.

Contact Details

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Introduction

This practical, participatory training is designed for practitioners working in peacebuilding, humanitarian relief, protection and recovery. This also includes project officers, programme managers, gender specialists and policy officers in UN agencies, intergovernmental organisations, civil society organisations and government institutions.

The training aims at strengthening participants practical skills to translate gender analysis findings into gender-responsive and gender-transformative programmes, integrate gender mainstreaming throughout the programme cycle, apply relevant international frameworks, including CEDAW, and develop gender-responsive indicators, budgets and Monitoring, Evaluation, Accountability and Learning (MEAL) systems.

Training Objectives

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

1. Explain key concepts relating to sex, gender, gender equality, gender equity, gender relations, gender analysis and gender mainstreaming.
2. Identify gendered power relations, roles, responsibilities, needs, interests, vulnerabilities, capacities, and access to and control over resources.
3. Apply appropriate gender analysis frameworks and tools in conflict and post-conflict contexts.
4. Integrate gender analysis findings into programme needs assessments and design.
5. Apply relevant international and regional frameworks as gender mainstreaming tools.
6. Integrate the Convention on the Elimination of All Forms of Violence Against Women (CEDAW) principles in their programming
7. Integrate gender mainstreaming throughout the programme cycle, from assessment and design to implementation, monitoring, evaluation, learning, adaptation and reporting.
8. Develop gender-responsive indicators, data collection approaches, Monitoring, Evaluation, Adaptation and Learning (MEAL) frameworks and budgets in their programming.

Training Methodology

The training will use participatory, adult-learning methodologies that recognize participants as active contributors. It will draw on their existing knowledge and professional experience, alongside the expertise and practical experience of the facilitators.

Training Content

1. Understanding Sex, Gender and Gender Relations

The session will focus on:

- Distinctions between sex and gender.
- Gender roles, responsibilities and division of labor.
- Gender identity, social expectations and gender norms.
- Gender stereotypes and their influence on opportunities and participation.
- Gender relations within households, communities, institutions and governance structures.
- Gender equality, gender equity and substantive equality.
- Gender discrimination, structural inequalities and unequal decision-making.
- Access to and control over resources.
- Social norms, institutions and structures that sustain gender inequalities.

2. Gender Analysis in Conflict and Post-Conflict Settings

Focus for this session will be on:

- Purpose and importance of gender analysis.
- Key dimensions of gender analysis.
- Application of gender analysis at household, community, institutional and policy levels.

3. Gender Analysis Frameworks and Tools

This session will focus on the following frameworks:

- Harvard Analytical Framework
- Sarah Longwe's Women's Empowerment Framework
- Capacities and Vulnerabilities Analysis Framework
- Socio-Economic Gender Analysis (SEGA)

4. Translating Gender Analysis into Programme Design

This session will cover:

- Linking gender analysis findings to programme objectives and outcomes.
- Defining gender-responsive outcomes, outputs and activities.

- Integrating gender into programme risk analysis and mitigation.
- Identifying opportunities for gender-transformative change.
- Developing gender-responsive programme indicators and assumptions.

5. Understanding Gender Mainstreaming

The session will cover:

- Rationale and principles of gender mainstreaming.
- Gender mainstreaming and the principle of “Do No Harm”.
- International and regional frameworks for gender mainstreaming.
- Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

6. Gender Mainstreaming in Implementation

This session will cover:

- Operationalizing gender mainstreaming across the programme cycle.
- Integrating gender into needs assessments and baseline studies.
- Integrating gender into programme design and planning.
- Gender mainstreaming in implementation and partner coordination.
- Inclusive beneficiary selection and participation.

7. Gender-Responsive Monitoring, Evaluation, Accountability and Learning (MEAL)

This session will cover:

- Developing gender-responsive indicators.
- Gender responsive data collection: Sex- and age-disaggregated data.
- Measuring participation, representation, influence and decision-making.
- Monitoring unintended effects and potential harm.
- Gender-sensitive feedback and complaints mechanisms.
- Integrating gender into evaluation questions, learning reviews, adaptive management and reporting.

8. Gender-Responsive Budgeting and Resource Allocation

This session will cover:

- Understanding gender-responsive budgeting.
- Linking gender analysis to budget priorities.
- Identifying direct and indirect costs of gender-responsive interventions.
- Budgeting for gender expertise and capacity development.
- Monitoring and tracking gender-related expenditure.

9. Institutionalizing Gender Mainstreaming and Developing Action Plans

This session will cover:

- Institutionalizing gender mainstreaming within organizations.
- Institutional barriers and challenges to gender mainstreaming.
- Gender mainstreaming checklists and organizational reviews.
- Individual gender-mainstreaming action plans.

Training Charges

Option 1: US\$750 -this is for those attending the training physically in Nairobi. This amount covers lunch and refreshments, tuition, training materials and a certificate of completion.

Option 2: US \$ 1200. This amount covers lunch and refreshments, tuition, training materials and a certificate of completion. It also covers accommodation and dinner charges from the evening of 13th December to breakfast on 19th December 2026

Option 3: US\$ 400: This is for those attending the training online via Zoom (it covers the tuition, online resources and a certificate of completion).

All participants requiring airport pickup and drop off in Nairobi will be accorded the service as part of the training package.

Trainers

The training will be delivered by a team of experienced gender practitioners and scholars with extensive expertise in designing, delivering and facilitating gender programmes and Training of Trainers initiatives in conflict and post-conflict settings across Africa.

The trainers bring together practical field experience, academic expertise and extensive training and facilitation experience, with a grounded understanding of the complexities facing practitioners in fragile,

conflict-affected and post-conflict environments.

How to Apply

Application documents are available at:

<https://cgpg-africa.org/training/training-in-gender-analysis-gender-mainstreaming-for-practitioners-working-in-conflict-post-conflict-settings-in-africa-14th-to-18th-december-2026-nairobi-kenya-online/>

Application procedure:

1. Complete the Training Application Form.
2. Submit the completed form to any one of the following email addresses:
 - trainings@cgpg-africa.org
 - cgpg@cgpg-africa.org
 - cgpg.africa@gmail.com
 - centreforgenderpeacegovernance@gmail.com
 - cforgenderpeacegovernance@gmail.com

Some Organizations that have supported Staff or Partners to CGPG-Africa Trainings

CEJP Burundi-Agiamondo e.V.; Tearfund-Burundi; MINUSCA; CAFOD-DRC; Search for Common Ground-DRC; War Child UK-DRC; WWF-DRC; Caritas-Ethiopia; Embassy of Canada-Ethiopia; Episcopal Relief & Development-Ghana; Catholic Diocese of Malindi-Commission for Interreligious Dialogue & Ecumenism (CIRDE)-Kenya; GIZ Great Lakes-iWPS Programme; GIZ CPS Programme-Kenya; GIZ Somalia-EPIS Project; Humanity & Inclusion-Kenya; Kenya Catholic Bishops-CIRDE; Network for Religious & Traditional Peacemakers (Finn Church Aid)-Kenya; National Initiative for Civic Education (NICE)-Malawi, Mozambique and Somalia; United States Institute of Peace (USIP)-Kenya; Christian Aid-Nigeria; Caritas Germany-Nigeria; Gender Equality Peace & Development Centre (GEPaDC)-Nigeria; Justice, Development & Peace Initiative-Nigeria; Cordaid-Kenya, Uganda, Rwanda and Zimbabwe; Local Government-Rwanda; Saferworld-Somalia; Caritas Switzerland-South Sudan; Christian Blind Mission-South Sudan; Hope Restoration South Sudan; Jesuit Refugee Service-South Sudan; Nonviolent Peaceforce-South Sudan; Organization for Rural Development Initiative-South Sudan; PeaceCanal-South Sudan; Salesian Sisters of Don Bosco-Gumbo, South Sudan; South Sudan Council of Churches; South Sudan Red Cross; The Organization for Children's Harmony South Sudan (TOCH-SS); UNMISS; War Child Holland-South Sudan; The Hunger Project-Uganda; Riamiriam Civil Society Network-Uganda; UNDP-Tanzania; UN Women-Tanzania; Africa Governance, Peace & Transitional Studies-Sudan; Geneina University-Sudan; Khartoum University-Sudan; Saferworld-Sudan, SOS Sahel-Sudan; University of Kordofan-Sudan and World Relief-Sudan.

About CGPG-Africa

The Centre for Gender, Peace & Governance-Africa (CGPG-Africa) is a regional organization established in 2015 by peacebuilding and development scholars and practitioners with extensive practical experience and theoretical expertise in conflict and post-conflict settings in Africa and beyond.

CGPG-Africa was established to address critical knowledge and skills gaps among practitioners working in conflict and post-conflict settings, with a particular focus on strengthening peacebuilding programming and contributing to efforts of breaking cycles of violence.

Its training programmes combine theory, practice, reflection and contextual application to strengthen participants' capacity to contribute to the consolidation of fragile peace and the prevention of renewed violence.

Training Experience

Since 2021, CGPG-Africa has designed and facilitated specialized Training of Trainers programmes in Peacebuilding Programming for Conflict and Post-Conflict Settings in Africa, as well as training programmes in Monitoring, Evaluation, Reporting and Learning (MERL).

Participants have come from Burundi, Central African Republic, Democratic Republic of Congo, Ethiopia, Ghana, Kenya, Malawi, Mali, Mozambique, Nigeria, Rwanda, Somalia, South Sudan, Sudan, Tanzania, Uganda and Zimbabwe. They have represented United Nations agencies, international organizations, national and international NGOs, civil society organizations and community-based organizations.

This regional experience has enabled CGPG-Africa to develop practical, context-sensitive and participatory training approaches responsive to the realities of practitioners working in complex conflict and post-conflict environments.

Unsubscribe

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Contact Information

To reserve your place or request additional information, please contact:

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