MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

NGO Management and Policy Development

Gender Studies

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2767	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course

View Online Course Page

Course Overview

The Gender Studies course offered by Magna Skills is designed to explore and analyze the complexities of gender as a social construct, examining its impact on individuals, societies, and institutions. Participants will engage in critical discussions and interdisciplinary analysis to understand the intersectionality of gender with other social identities, such as race, class, sexuality, and ethnicity, and explore strategies for promoting gender equality and social justice.

Course Outcomes

- **Understanding Gender as a Social Construct:** Explore the concept of gender as a socially constructed identity, examining its historical, cultural, and political dimensions.
- **Intersectionality and Gender Identity:** Analyze the intersectionality of gender with other social identities, including race, class, sexuality, and ethnicity, and understand how multiple identities intersect to shape individual experiences.
- **Gender, Power, and Privilege:** Examine the dynamics of power and privilege related to gender, exploring how social structures and institutions reinforce gender inequalities and hierarchies.
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Gender-Based Violence and Discrimination: Explore the prevalence and impact of gender-based violence and discrimination, including forms such as domestic violence, sexual harassment, and gender-based discrimination in various contexts.

- **Promoting Gender Equality and Social Justice:** Identify strategies and interventions for promoting gender equality and social justice, including policy advocacy, community mobilization, and institutional change initiatives.
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Course Outline / Curriculum

Module 1: Introduction to Gender Studies

- Understanding gender as a social construct
- Historical perspectives on gender identity and roles

Module 2: Gender Theories and Frameworks

- Feminist theories and approaches to gender analysis
- Intersectionality and its implications for gender studies

Module 3: Gender, Sexuality, and Identity

- Exploring the diversity of gender identities and expressions
- Understanding the intersection of gender with sexuality and sexual orientation

Module 4: Gender, Race, and Ethnicity

- Analyzing the intersectionality of gender with race and ethnicity
- Experiences of marginalized and intersectional identities

Module 5: Gender and Health

- Gender disparities in health outcomes and access to healthcare
- Gender-sensitive approaches to health promotion and healthcare delivery

Module 6: Gender-Based Violence

- Understanding the prevalence and impact of gender-based violence
- Strategies for prevention and response to gender-based violence

Module 7: Gender and Education

- Gender disparities in education access and outcomes
- Gender-sensitive approaches to education policy and programming

Module 8: Gender and Work

- Gender inequalities in the labor market and workplace
- Strategies for promoting gender equality in employment

Module 9: Gender, Environment, and Sustainable Development

- Gender perspectives on environmental issues and sustainable development
- Gender-responsive approaches to environmental policy and practice

Module 10: Gender Mainstreaming and Policy Advocacy

- Gender mainstreaming in policy and programming
- Strategies for gender-responsive policy advocacy and institutional change

The Gender Studies course offers a comprehensive exploration of gender as a social construct, examining its intersectionality with other social identities and exploring strategies for promoting gender equality and social justice. Through a combination of theoretical learning, case studies, interactive discussions, and practical exercises, participants will gain a deeper understanding of gender dynamics and develop skills to address gender inequalities in diverse contexts.

Target Audience

The course is aimed at delegates and researchers from the academic world and at development practitioners from government departments, international development agencies or non-governmental organisations (NGOs) who work to promote development and poverty reduction.

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairobi,
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flex

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Gender Studies
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____