Gender, Conflict, and Peacebuilding Training Course

Professional Development Training Course Outline

Category	Political Science and International Relations	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Gender, Conflict, and Peacebuilding Training Course provides a deep dive into the **critical intersection** of **gender dynamics**, **violent conflict**, and **sustainable peacebuilding**. It's designed for professionals who need to move beyond traditional, gender-blind approaches to conflict resolution. Participants will explore how **gender norms** and roles, including **masculinities** and femininities, influence every stage of conflict, from its inception and perpetuation to the challenges and opportunities for peace. The course emphasizes a **gender-sensitive** and **intersectional** lens, analyzing how gender interacts with other identities like ethnicity, age, and class to shape individual experiences of war and peace.

Through a blend of **theory and practice**, this program will equip you with the essential tools and knowledge to integrate a **gender-responsive approach** into your work. You'll gain a thorough understanding of the **Women, Peace, and Security (WPS) agenda** and its core resolutions, including UNSCR 1325. By critically analyzing real-world **case studies**, you'll learn to identify and address the specific vulnerabilities and contributions of diverse groups in conflict-affected contexts. The ultimate goal is to empower you to design and implement more inclusive, equitable, and effective peacebuilding programs that foster **lasting peace** and social cohesion.

Programme Curriculum

Gender, Conflict, and Peacebuilding Training Course

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Course Objectives

1. Analyze the intersectional relationship between gender, peace, and security.
2. Conduct a gender-sensitive conflict analysis to identify root causes and impacts.
3. Apply the Women, Peace, and Security (WPS) agenda in practical peacebuilding scenarios.
4. Evaluate the role of masculinities and femininities in violent conflict.
5. Develop and implement gender-responsive programming for conflict prevention.
6. Integrate a human rights-based approach into transitional justice mechanisms.
7. Identify and address conflict-related sexual violence (CRSV) and gender-based violence (GBV).
8. Formulate strategies for the meaningful participation of women in peace processes.
9. Promote inclusive leadership and dialogue in post-conflict recovery.
10. Assess the gendered dimensions of displacement and humanitarian response.
11. Strengthen local and international gender mainstreaming efforts in peacebuilding.
12. Build community resilience by empowering diverse voices and civil society actors.
13. Advocate for policies that support gender equality and sustainable peace.

Target Audiences

- Peacebuilding Practitioners and Program Managers
- Humanitarian and Development Professionals
- Policymakers and Government Officials
- UN and NGO Staff
- Gender Specialists and Advocates
- Human Rights Monitors
- Conflict Resolution Professionals
- Civil Society and Community Leaders

Course Outline

Module 1: Foundations of Gender in Conflict

- Defining key concepts: sex vs. gender, gender roles, and **gender analysis**.
- The **intersectional** nature of conflict: examining how gender, race, class, and ethnicity converge.
- Understanding the differential impacts of conflict on men, women, boys, and girls.
- The link between **gender inequality** and the drivers of violence.

- **Case Study:** The impact of gendered social structures on the Rwandan genocide.

Module 2: The Women, Peace, and Security (WPS) Agenda

- An in-depth look at **UN Security Council Resolution 1325**.
- The four pillars of the WPS agenda: participation, protection, prevention, and relief and recovery.
- Examining the strengths and limitations of the WPS framework in practice.
- Strategies for developing and implementing **National Action Plans (NAPs)** on WPS.
- **Case Study:** Assessing the implementation of WPS resolutions in the post-conflict peace process in Liberia.

Module 3: Gender-Based Violence (GBV) as a Weapon of War

- Recognizing **conflict-related sexual violence (CRSV)** and other forms of GBV.
- Understanding GBV as a tactic of warfare and oppression.
- Strategies for prevention, protection, and response to GBV in conflict settings.
- Supporting survivors and addressing their specific needs.
- **Case Study:** The use of sexual violence in the Democratic Republic of Congo and global efforts to prosecute perpetrators.

Module 4: Masculinities, Militarism, and Peace

- Exploring the relationship between **masculinities** and violent conflict.
- How militarism and hyper-masculinity can fuel cycles of violence.
- Engaging men and boys as allies in promoting **gender equality** and peace.
- Analyzing the trauma and vulnerabilities faced by men and boys in conflict.
- **Case Study:** The role of masculinities in recruiting child soldiers in Sierra Leone and the challenges of demobilization and reintegration.

Module 5: Inclusive Peace Processes and Mediation

- The importance of women's meaningful participation in peace negotiations.
- Analyzing gendered barriers to inclusion in formal and informal peace processes.
- Techniques for **gender-sensitive mediation** and negotiation.
- The role of women as peacebuilders at the local and community levels.
- **Case Study:** The inclusion of women's civil society organizations in the peace talks for the Colombian conflict.

Module 6: Transitional Justice and Gender

- Defining transitional justice mechanisms: truth commissions, prosecutions, and reparations.
- Ensuring that transitional justice processes are **gender-responsive**.
- Addressing the specific harms of GBV through accountability and reparations.
- The role of **gender-sensitive** documentation and evidence collection.
- **Case Study:** The gendered reparations programs implemented by the Peruvian Truth and Reconciliation Commission.

Module 7: Post-Conflict Recovery and Reconstruction

- The challenges of **gender-responsive** post-conflict reconstruction.
- Ensuring women's economic empowerment and access to resources in rebuilding.
- Integrating a **gender perspective** into security sector reform (SSR).

- Rebuilding social cohesion and addressing the psychological impacts of war on different genders.
- **Case Study:** The role of female police officers and gender advisors in post-conflict security sector reform in Bosnia and Herzegovina.

Module 8: Feminist Peacebuilding and Advocacy

- Understanding the principles of **feminist peacebuilding**.
- Moving from gender mainstreaming to **gender transformation**.
- Developing advocacy strategies for promoting **gender equality** in peace policy.
- Leveraging digital platforms and social media for peace activism.
- **Case Study:** The global advocacy work of feminist peace organizations in lobbying for the adoption and implementation of the WPS agenda.

Training Methodology

This course employs an **interactive, participatory, and practical approach**. The methodology is centered on adult learning principles and includes:

- **Interactive lectures** and facilitated discussions to foster critical thinking.
- **Real-world case studies** and practical exercises to apply concepts.
- **Group work** and collaborative problem-solving to build teamwork and shared understanding.
- **Role-playing** and simulations to practice negotiation and mediation skills.
- **Peer-to-peer learning** and experience-sharing sessions.

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
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

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