

GIZ Workplace GBV E-Learning Programme

Translating workplace GBV prevention into practical digital learning



REGION

Sub-Saharan Africa

COMMISSIONING PARTNER

The Agency for Business and Economic Development (AWE) / GIZ

PLATFORM

atingi.org

DURATION

2026 – Ongoing

PROJECT OVERVIEW

Evidence & BEYOND is supporting GIZ to develop an **interactive e-learning course on gender-based violence prevention in the workplace** for employees across Sub-Saharan Africa.

The course responds to the reality that workplace GBV undermines safety, dignity, equality and productivity. It is designed to **translate prevention principles into clear, practical and user-centred digital learning**.

The assignment draws on Evidence & BEYOND's experience in GBV prevention, workplace programming and adult learning design to support an accessible course for professional audiences.

PROJECT GOAL

To develop an engaging, accessible and evidence-informed e-learning course that helps employees and managers recognise, prevent and respond to GBV in the workplace, and contributes to safer, more respectful and more equitable work environments.

KEY OUTPUTS AT A GLANCE

1

Workplace GBV prevention e-learning course

60 min

Self-paced digital learning experience

10–15 min

Short, accessible learning modules

1 platform

Designed for hosting on atingi.org

2026

Ongoing assignment supporting course development

What we are doing

Evidence & BEYOND is working with AWE / GIZ on five connected pieces of work:



Content review and learning design

Reviewing existing GBV-related materials and workplace resources to shape the course structure and learning focus.



Course framework development

Developing a structured framework for a self-paced course, organised into concise interactive modules for workplace learners.



Script development

Producing the course script, including narration, on-screen text, scenarios, reflection prompts, quizzes and animation guidance.



Technical quality assurance

Reviewing the course for clarity, gender sensitivity, inclusivity, technical accuracy and alignment with e-learning requirements.



Support to digital production

Providing technical input as the course moves from script to digital production, helping ensure quality and coherence.

HOW THE WORK MOVES

01 UNDERSTAND THE WORKPLACE CONTEXT Clarify learner needs, target audience and workplace realities.	02 TRANSLATE GBV PREVENTION EVIDENCE Turn technical content into clear, relevant and practical learning.	03 DESIGN AN ENGAGING LEARNING EXPERIENCE Structure short modules using scenarios, quizzes and reflection.	04 SUPPORT DIGITAL PRODUCTION & QUALITY Provide technical review as the course moves into production.
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THE APPROACH

Technical rigour meets accessible adult learning

- **Evidence-based:** grounded in GBV prevention and workplace learning principles.
- **Workplace-relevant:** built around practical workplace realities and responsibilities.
- **Interactive:** uses scenarios, quizzes, reflection and knowledge checks.
- **Inclusive:** designed with attention to accessibility, gender sensitivity and diverse audiences.

CONTRIBUTION TO WORKPLACE POLICY AND PRACTICE

- Recognise GBV as both a human rights issue and a workplace responsibility
- Strengthen awareness of how GBV manifests in professional settings
- Promote respectful and safer workplace cultures
- Equip staff and managers with practical prevention and response knowledge
- Translate complex prevention content into accessible digital learning

MOVING COMMITMENTS INTO EVERYDAY PRACTICE

Designed to turn workplace commitments into everyday practice.

The programme is designed to help move workplace GBV prevention from policy commitment into practical learning that employees and managers can use.