# Gender and Public Policy Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Gender Studies | **Duration** | 10 Days |
| **Base Fee** | $3,000 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today’s rapidly evolving policy landscape, integrating gender perspectives into public policy is crucial for achieving inclusive, equitable, and sustainable development. **Gender and Public Policy Training Course** empowers policymakers, civil society leaders, and development practitioners with the knowledge, analytical tools, and practical frameworks to mainstream gender considerations across policy design, implementation, and evaluation. This course emphasizes evidence-based strategies, intersectional analysis, and innovative approaches to address systemic gender inequalities in governance, public administration, and legislative processes.

Participants will gain the capacity to identify gender gaps, develop inclusive policies, and measure the impact of interventions using global best practices and localized case studies. By bridging theory with practice, the training fosters leadership, advocacy, and policy innovation, equipping stakeholders to drive transformative change in sectors ranging from healthcare and education to economic development and social protection.

## Programme Curriculum

**Gender and Public Policy Training Course**

**Introduction**

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**Course Duration**

10 days

**Course Objectives**

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

1. Apply gender mainstreaming strategies in policy formulation and public administration.
2. Analyze public policies using intersectional gender lenses.
3. Design inclusive programs addressing systemic gender inequalities.
4. Evaluate policy impacts on women, men, and marginalized groups.
5. Utilize gender-disaggregated data for evidence-based decision-making.
6. Advocate for gender-responsive budgeting and resource allocation.
7. Integrate SDG-focused gender priorities in national and local policies.
8. Strengthen institutional frameworks to promote gender equality.
9. Apply feminist policy analysis tools to evaluate legislation.
10. Develop strategies for combating gender-based discrimination and violence.
11. Leverage technology and digital tools for gender-responsive policymaking.
12. Foster multi-stakeholder collaboration for inclusive governance.
13. Produce actionable policy recommendations based on case studies and best practices.

**Target Audience**

1. Government policymakers and civil servants
2. Legislators and parliamentary staff
3. Development practitioners and NGO professionals
4. Gender equality and human rights advocates
5. Public sector managers and planners
6. Academics and researchers in public policy
7. International development consultants
8. Community leaders and social innovators

**Course Modules**

**Module 1: Introduction to Gender and Public Policy**

- Understanding gender concepts in policymaking
- Historical evolution of gender policies
- Global frameworks for gender equality
- Intersectionality in policy analysis
- Case Study: Gender integration in Rwanda’s post-conflict policy reform

**Module 2: Gender Mainstreaming Frameworks**

- Key principles of gender mainstreaming
- Tools for gender-responsive policy design

- Monitoring and evaluation strategies
- Institutional mechanisms for gender equity
- Case Study: Gender budgeting in India

**Module 3: Policy Analysis Using a Gender Lens**

- Feminist policy analysis methodologies
- Identifying gender gaps in existing policies
- Gender impact assessments
- Policy mapping techniques
- Case Study: Gender assessment of health policies in Kenya

**Module 4: Gender-Responsive Budgeting**

- Linking budget allocation with gender priorities
- Costing gender interventions
- Evaluating budgetary impact
- Policy advocacy for gender-sensitive resource allocation
- Case Study: Gender budgeting in Uganda’s education sector

**Module 5: Gender and Social Protection Policies**

- Designing inclusive social safety nets
- Addressing gender-based vulnerabilities
- Policy instruments for marginalized groups
- Monitoring equity in social programs
- Case Study: Conditional cash transfer programs in Latin America

**Module 6: Economic Policy and Gender Equality**

- Labor market inclusion strategies
- Closing the gender pay gap
- Supporting women entrepreneurs
- Gender-responsive economic reforms
- Case Study: Microfinance programs in Bangladesh

**Module 7: Health Policy and Gender**

- Gender disparities in healthcare access
- Integrating reproductive health in public policy
- Mental health policies with gender focus
- Measuring impact of health interventions
- Case Study: Maternal health policy reforms in Ethiopia

**Module 8: Education Policy and Gender Inclusion**

- Promoting girls’ and women’s education
- Gender-responsive curriculum design
- Policies for inclusive learning environments
- Tackling gender-based barriers to education
- Case Study: Girls’ education initiatives in Afghanistan

**Module 9: Governance and Political Participation**

- Promoting women’s leadership in governance
- Electoral reforms for gender equity
- Institutional mechanisms for inclusive decision-making
- Leadership development for marginalized groups
- Case Study: Women in local government in Nordic countries

**Module 10: Legal Frameworks and Gender Equality**

- International and national legal instruments
- Combating gender-based violence through law
- Rights-based approaches in policymaking
- Legal advocacy and enforcement mechanisms
- Case Study: Gender justice reforms in South Africa

**Module 11: Technology, Data, and Gender**

- Using data to inform gender policies
- Digital tools for monitoring policy impact
- Big data and AI for inclusive policymaking
- Gender-sensitive data collection methodologies
- Case Study: Digital inclusion programs for women in Kenya

**Module 12: Climate Change and Gender Policy**

- Gender-differentiated impacts of climate change
- Policies for women in environmental management
- Integrating gender in climate adaptation programs
- Participatory approaches to policy design
- Case Study: Women-led climate initiatives in Philippines

**Module 13: Advocacy and Policy Influence**

- Stakeholder mapping for gender advocacy
- Communication strategies for policy change
- Coalition-building for gender-responsive policies
- Measuring advocacy effectiveness
- Case Study: Gender advocacy campaigns in Latin America

**Module 14: Monitoring and Evaluation of Gender Policies**

- Developing indicators for gender outcomes
- Tracking policy implementation
- Evaluating social and economic impacts
- Reporting and accountability mechanisms
- Case Study: Gender policy evaluation in Canada

**Module 15: Leadership for Gender-Transformative Policy**

- Building leadership skills for gender equity
- Change management in public institutions

- Mentorship and capacity development
- Scaling successful policy interventions
- Case Study: Women's leadership programs in Nordic public administration

### 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** | 04 Dec 2026 | Online | $2,000 |

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **23 Nov 2026** | 04 Dec 2026 | Physical | $3,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $9,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com