Gender Lens Public Policy Innovation Training Course

Professional Development Training Course Outline

Category	Public Sector Innovation	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Gender Lens Public Policy Innovation Training Course is designed to equip public policy professionals, government officials, and social sector leaders with the essential tools to integrate gender perspectives into policymaking processes. This course emphasizes strategic frameworks, evidence-based approaches, and innovative methodologies to ensure policies are inclusive, equitable, and sustainable. Participants will learn how to assess existing policies, identify gaps through a gender lens, and design impactful programs that address the needs of diverse populations. With a strong focus on innovation, this course also explores the latest global trends, frameworks, and policy instruments to drive systemic change in public governance.

The training offers a comprehensive blend of theoretical knowledge, practical applications, and case-based learning to foster critical thinking and policy innovation. Through interactive sessions, participants will engage with real-world scenarios, analyze successful gender-responsive policy initiatives, and develop actionable strategies that can be implemented within their organizations. This course is tailored to enhance participants' capacity for leadership, advocacy, and strategic decision-making, positioning them as change agents in the public policy ecosystem.

Programme Curriculum

Gender Lens Public Policy Innovation Training Course

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Course Objectives

1. Understand the fundamentals of gender lens analysis in public policy.
2. Explore global trends and frameworks for gender-responsive policymaking.
3. Apply data-driven tools to identify gender disparities in policy outcomes.
4. Develop innovative strategies for inclusive and equitable policy design.
5. Analyze case studies of successful gender-responsive policy initiatives.
6. Integrate intersectionality and diversity into policy evaluation frameworks.
7. Enhance leadership and advocacy skills in public sector governance.
8. Build capacity for stakeholder engagement and participatory policymaking.
9. Utilize technology and digital tools for gender-sensitive policy innovation.
10. Strengthen monitoring, evaluation, and impact measurement of policies.
11. Foster organizational culture that supports gender equity and inclusion.
12. Address challenges and barriers to implementing gender-responsive policies.
13. Create actionable gender lens policy innovation plans for real-world application.

Organizational Benefits

- Improved policy design that addresses diverse population needs
- Strengthened organizational capacity for gender equity initiatives
- Enhanced reputation as a leader in inclusive governance
- Increased stakeholder trust through evidence-based policy practices
- Promotion of innovation and creativity in public sector projects
- Reduced gender disparities in policy outcomes
- Better compliance with international gender equity standards
- Enhanced collaboration across departments and sectors
- Improved monitoring and evaluation processes for policy effectiveness
- Development of a pipeline of skilled gender-responsive policy professionals

Target Audiences

1. Government policymakers and officials
2. Public sector managers and administrators
3. Social development professionals
4. NGO and civil society leaders

5. Gender and diversity consultants
6. Policy researchers and analysts
7. Community engagement coordinators
8. International development practitioners

Course Duration: 5 days

Course Modules

Module 1: Introduction to Gender Lens in Public Policy

- Understanding gender equity and inclusion in policymaking
- Key principles and frameworks for gender-responsive policy
- Historical overview of gender policies and their impact
- Challenges in implementing gender-focused initiatives
- Best practices from global gender policy case studies
- Case Study: Gender budgeting in a local government program

Module 2: Data-Driven Gender Analysis

- Tools for collecting gender-disaggregated data
- Identifying disparities and gaps in public services
- Quantitative and qualitative analysis techniques
- Leveraging data for informed policy decisions
- Measuring policy impact on different population groups
- Case Study: Using gender data to reshape healthcare policy

Module 3: Policy Design and Innovation

- Creative approaches to inclusive policy development
- Co-creation with stakeholders for gender-responsive solutions
- Integrating intersectionality in policy frameworks
- Piloting and prototyping gender-sensitive policies
- Evaluating innovative solutions for scalability
- Case Study: Innovative education policy for girls' enrollment

Module 4: Stakeholder Engagement and Advocacy

- Mapping stakeholders in gender policy implementation
- Strategies for effective advocacy and communication
- Building coalitions for gender equity initiatives
- Negotiation techniques for policy influence
- Community participation and feedback integration

- Case Study: Public engagement in women’s empowerment programs

Module 5: Leadership for Gender Equity

- Developing gender-responsive leadership skills
- Ethical considerations in gender policy management
- Promoting diversity and inclusion in organizational culture
- Mentorship and capacity-building for staff
- Leading change and overcoming resistance
- Case Study: Leadership strategies in gender equity reforms

Module 6: Technology and Digital Tools for Policy Innovation

- Using digital tools for gender policy assessment
- Technology-driven monitoring and evaluation techniques
- Data visualization for gender insights
- Implementing e-governance for inclusivity
- Leveraging AI and analytics in policy innovation
- Case Study: Digital tools for tracking women’s economic participation

Module 7: Monitoring, Evaluation, and Impact Assessment

- Key metrics for assessing gender policy outcomes
- Designing effective monitoring and evaluation frameworks
- Reporting and feedback mechanisms for accountability
- Evidence-based decision-making in policy improvement
- Aligning evaluation processes with global standards
- Case Study: Evaluating gender-responsive social programs

Module 8: Action Planning and Implementation

- Translating policy analysis into actionable plans
- Strategic prioritization and resource allocation
- Risk management in gender policy initiatives
- Building organizational capacity for policy rollout
- Continuous learning and iterative improvement
- Case Study: Implementing gender equity strategies in municipal planning

Training Methodology

- Interactive lectures and expert-led discussions

- Hands-on exercises and group activities
- Case study analysis for real-world application
- Role-playing and scenario-based learning
- Digital tools and data analysis workshops
- Action planning for practical implementation

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

Start Date	End Date	Location	Price
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

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

Register Online Now

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