Gender Mainstreaming in Collective Bargaining Training Course

Professional Development Training Course Outline

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

Course Introduction

Gender Mainstreaming in Collective Bargaining Training Course addresses the critical gap between high-level policy commitments and concrete workplace outcomes by integrating intersectional gender analysis into the core of negotiation processes. By leveraging wage transparency, work-life balance ethos, and inclusive social dialogue, organizations can move beyond tokenistic representation to structural equity.

Effective gender mainstreaming in collective bargaining is no longer just a normative ethical responsibility; it is a strategic economic imperative that drives inclusive growth, reduces turnover, and fosters workplace resilience. This training empowers participants to utilize gender-disaggregated data and gender-neutral job evaluations to dismantle systemic barriers such as the "glass ceiling" and the "motherhood penalty". Through a robust transformative methodology, trainees will learn to negotiate agreements that prioritize decent work, occupational safety, and social protection, ensuring that the future of work is equitable for all.

Programme Curriculum

Gender Mainstreaming in Collective Bargaining Training Course

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Course Objectives

1. Apply intersectional gender lenses to analyze existing collective bargaining agreements.
2. Implement gender-neutral job evaluation guidelines to ensure equal pay for work of equal value.
3. Design gender-responsive negotiation strategies that address the specific needs of diverse demographic groups.
4. Utilize gender-disaggregated statistics to identify and quantify workplace inequalities.
5. Develop mechanisms for wage transparency and pay gap reporting within the bargaining cycle.
6. Formulate clauses for flexible working arrangements that mitigate the "work-life conflict".
7. Establish protocols for preventing and addressing gender-based violence and harassment (GBVH) at work.
8. Promote inclusive social dialogue by increasing the meaningful participation of women in leadership and bargaining teams.
9. Integrate care-work recognition into social protection benefits and leave policies.
10. Navigate institutional resistance to gender mainstreaming through change management and advocacy.
11. Audit workplace occupational safety and health (OSH) standards through a gender-sensitive framework.
12. Leverage AI-driven tools to monitor and track gender parity trends in real-time labor market data.
13. Create Gender Equality Action Plans (GEAPs) that align with national and international certification standards.

Target Audience

- Trade Union Negotiators.
- HR Professionals
- Employer Association Representatives.
- Labor Inspectors.
- Gender Champions/Focal Points
- Policy Makers
- Diversity, Equity, and Inclusion (DEI) Specialists
- Industrial Relations Managers

Course Modules

Module 1: Foundations of Gender-Responsive Bargaining

- Defining Gender Mainstreaming and Gender Sensitivity.
- History of androcentric norms in industrial relations.
- Legal frameworks: ILO C190 and EU Pay Transparency Directives.
- The business case for gender equality.
- Case Study: Analysis of a "gender-blind" vs. "gender-aware" collective agreement in the manufacturing sector.

Module 2: Intersectional Gender Analysis

- Applying the Intersectional Lens (Race, Class, Age, Disability).
- Collecting and interpreting Gender-Disaggregated Data.
- Identifying "hidden" inequalities in career progression.
- Mapping the impact of the Digital Divide on female workers.
- Case Study: Tracking the "Motherhood Penalty" in a European banking firm

Module 3: Equal Pay and Wage Transparency

- Methods for Gender-Neutral Job Evaluation.
- Conducting Pay Gap Audits during the bargaining cycle.
- Negotiating for transparent pay scales and bonus structures.
- Addressing the "undervaluation" of female-dominated sectors.
- Case Study: Implementation of the Gender Equality Certification in Italian firms.

Module 4: Work-Life Balance and Care Infrastructure

- Negotiating for Leave Extension Clauses.
- Designing Flexible Working Arrangements (Telecommuting vs. Flex-time).
- Integrating childcare and eldercare support into bargaining.
- Addressing "Time Poverty" and the gendered division of unpaid labor.
- Case Study: The impact of CUT reforms on female-friendly amenities in Brazil.

Module 5: GBVH and Occupational Safety

- Drafting zero-tolerance policies for Gender-Based Violence and Harassment.
- Gender-Sensitive Risk Assessments for physical and psychological safety.
- Designing safe reporting mechanisms and survivor support.
- Addressing the specific OSH needs of pregnant and breastfeeding workers.
- Case Study: Evaluating the 2026 EU guidelines on workplace stress for women.

Module 6: Representation and Inclusive Leadership

- Strategies for increasing the Female Share of Managers.
- Mentorship and sponsorship programs for underrepresented groups.
- Quotas vs. voluntary targets in bargaining committees.
- Building Gender Focal Points within trade unions.
- Case Study: A successful union shift toward female-centric advocacy in the healthcare sector.

Module 7: Technology, AI, and Gender Equity

- Mitigating Algorithmic Bias in recruitment and performance reviews.
- Upskilling women for the Green and Digital Transition.
- Monitoring working conditions in the "Gig Economy" via a gender lens.
- Using AI for real-time tracking of bargaining outcomes.
- Case Study: "Working in the Age of AI"-Tracking shifts in European working conditions.

Module 8: Managing Resistance and Implementation

- Identifying types of Institutional Resistance.
- Building a Theory of Change for organizational transformation.
- Monitoring and Evaluation (M&E) through Gender-Responsive Indicators.
- Sustainability of Gender Equality Action Plans

- Case Study: Overcoming "Androcentric Norms" in a highly traditional labor union.

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	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500

Start Date	End Date	Location	Price
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

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

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