Gender Mainstreaming in Government Training Course

Professional Development Training Course Outline

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

Course Introduction

Gender mainstreaming in government is a transformative approach to integrating gender perspectives across all public policies, programs, and institutional frameworks. Gender Mainstreaming in Government Training Course equips participants with the knowledge, skills, and strategies to analyze, design, and implement gender-responsive policies that promote equality, inclusivity, and sustainable development. Leveraging international standards, policy frameworks, and evidence-based practices, the course ensures participants understand the critical intersection between governance, social equity, and gender-sensitive decision-making. By emphasizing capacity building, accountability, and participatory approaches, participants are empowered to champion gender equality across government institutions.

The course focuses on practical applications, emphasizing policy analysis, institutional reforms, and innovative strategies to address systemic gender gaps. Through interactive sessions, case studies, and collaborative learning, participants gain tools to embed gender considerations into budgets, public service delivery, legislative frameworks, and performance monitoring. This training not only enhances technical knowledge but also fosters leadership, advocacy, and evidence-driven policy formulation. Participants will leave equipped to influence organizational culture, promote inclusive governance, and ensure gender equality becomes a measurable outcome in government programs.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Develop advanced skills in gender mainstreaming for government policies and programs.
2. Understand international and national gender equality frameworks and mandates.
3. Enhance capacity for gender-responsive budgeting and financial planning.
4. Apply gender analysis tools to policy formulation and implementation.
5. Strengthen institutional mechanisms for gender equality and social inclusion.
6. Promote leadership and advocacy for equitable governance structures.
7. Integrate gender perspectives into public sector monitoring and evaluation systems.
8. Address systemic barriers to women's participation in decision-making.
9. Utilize data-driven approaches for gender impact assessment.
10. Foster collaboration among government departments for coordinated gender action.
11. Develop strategies for combating gender-based violence in institutional settings.
12. Encourage participatory approaches in community engagement and policy design.
13. Build capacity for sustainable and scalable gender mainstreaming initiatives.

Target Audience

1. Government policymakers and legislators
2. Public sector managers and administrators
3. Gender equality officers and advisors
4. Civil society and NGO representatives working with government
5. Social development planners
6. Monitoring and evaluation officers
7. Public service human resource managers
8. Researchers and analysts in governance and social policy

Course Modules

Module 1: Introduction to Gender Mainstreaming in Government

- Conceptual frameworks for gender equality in governance
- Historical evolution of gender mainstreaming policies

- Global and national legal frameworks
- Role of government in promoting gender equity
- Case study: Gender mainstreaming in Kenya’s national policies

Module 2: Gender Analysis Tools and Techniques

- Gender audit methodologies
- Stakeholder mapping for gender impact
- Intersectional analysis approaches
- Data collection and gender indicators
- Case study: Gender analysis in public sector programs

Module 3: Gender-Responsive Policy Formulation

- Designing inclusive government policies
- Integrating gender into legislative frameworks
- Policy review and reform processes
- Advocacy for gender-sensitive decision-making
- Case study: Gender mainstreaming in South African government policies

Module 4: Gender-Responsive Budgeting

- Concepts and principles of gender budgeting
- Budget analysis for equity outcomes
- Resource allocation and prioritization strategies
- Monitoring expenditure for gender impact
- Case study: Uganda’s gender-responsive budgeting initiatives

Module 5: Institutional Mechanisms and Governance

- Establishing gender units and focal points
- Gender committees and interdepartmental coordination
- Accountability and reporting frameworks
- Leadership and decision-making structures
- Case study: Rwanda’s institutional gender mechanisms

Module 6: Gender and Public Service Delivery

- Integrating gender in health, education, and social services
- Ensuring accessibility and inclusivity
- Client-centered approaches for marginalized groups
- Gender-sensitive monitoring and evaluation
- Case study: Gender mainstreaming in Tanzania’s public service programs

Module 7: Gender-Based Violence (GBV) Policy Integration

- Understanding GBV in governance contexts
- Policy and legal frameworks addressing GBV
- Multi-sectoral coordination and response strategies
- Community awareness and engagement initiatives
- Case study: GBV policy implementation in Botswana

Module 8: Monitoring, Evaluation, and Sustainability

- Gender-sensitive indicators and evaluation frameworks
- Tools for measuring policy and program impact
- Reporting and accountability mechanisms
- Sustainability planning and continuous improvement
- Case study: Sustainable gender mainstreaming in Ghana's government programs

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
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:

Register Online Now

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