Gender Pay Gap Analysis 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 Pay Gap Analysis Training Course equips professionals with advanced skills to identify, evaluate, and address wage disparities across organizations. Leveraging data-driven insights, equity frameworks, and analytical tools, participants will gain the expertise to implement strategic interventions that promote fair compensation, inclusive workplaces, and organizational accountability. This course emphasizes trend analysis, benchmarking, and reporting techniques to ensure actionable outcomes that align with global gender equity standards.

Participants will engage in practical case studies, interactive workshops, and real-world data simulations, enabling them to analyze pay structures, uncover hidden biases, and recommend evidence-based solutions. By integrating HR analytics, compliance requirements, and policy evaluation, this course fosters strategic decision-making and organizational transformation for sustainable gender equality in compensation.

Programme Curriculum

Gender Pay Gap Analysis Training Course

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5 days

Course Objectives

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

1. Understand the fundamentals of gender pay equity and its impact on organizational performance.
2. Apply statistical tools to measure and interpret the gender pay gap.
3. Conduct comprehensive pay audits and identify wage disparities.
4. Develop equity-focused compensation strategies.
5. Integrate HR analytics and data visualization for actionable insights.
6. Address intersectional inequalities within pay structures.
7. Benchmark organizational pay practices against industry standards.
8. Implement corrective measures and policy reforms for fair pay.
9. Navigate legal frameworks and compliance requirements related to pay equity.
10. Engage stakeholders through gender-focused reporting and communication.
11. Evaluate the impact of bias and systemic barriers on compensation.
12. Foster inclusive leadership practices to support equitable pay.
13. Utilize case studies and best practices to create sustainable pay equity solutions.

Target Audience

1. HR professionals and managers
2. Compensation and benefits specialists
3. Organizational development consultants
4. Diversity, Equity & Inclusion (DEI) officers
5. Policy makers and government labor officials
6. Talent acquisition and recruitment managers
7. Business analysts and data professionals
8. Academics and researchers in labor economics

Course Modules

Module 1: Introduction to Gender Pay Gap

- Definition and global trends in pay disparity
- Causes and consequences of the gender pay gap
- Key metrics and terminology
- Economic and social impact analysis
- Case study: **Gender pay gap in multinational corporations**

Module 2: Legal and Compliance Frameworks

- International and national pay equity laws
- Reporting obligations and regulations
- Ethical considerations in compensation
- Penalties and compliance failures

- Case study: **Equal Pay Act enforcement analysis**

Module 3: Data Collection & Audit Methodology

- Designing comprehensive pay audits
- Employee data collection techniques
- Data quality and integrity checks
- Confidentiality and ethical considerations
- Case study: **Tech company pay audit review**

Module 4: Statistical Analysis & Interpretation

- Measures of pay inequality
- Regression analysis and decomposition methods
- Identifying bias and anomalies
- Trend visualization techniques
- Case study: **Regression-based pay gap study in finance sector**

Module 5: Addressing Intersectionality

- Gender, race, and other demographic factors
- Intersectional analysis in pay equity
- Inclusive decision-making frameworks
- Strategies to reduce compounded disparities
- Case study: **Intersectional pay gap in healthcare institutions**

Module 6: Policy Development & Strategy

- Designing fair compensation frameworks
- Linking pay equity to talent management
- Promotion and reward systems
- Long-term pay equity planning
- Case study: **Policy implementation in public sector**

Module 7: Stakeholder Engagement & Communication

- Reporting pay gap findings
- Engaging leadership and employees
- Change management strategies
- Transparency and accountability measures
- Case study: **Corporate communication of pay equity results**

Module 8: Monitoring, Evaluation & Continuous Improvement

- Setting KPIs and monitoring tools
- Feedback mechanisms and iterative audits
- Continuous improvement strategies
- Linking pay equity to organizational performance
- Case study: **Sustainable pay gap interventions in retail sector**

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

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:

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