Political Economy of Gender Inequality Training Course

Professional Development Training Course Outline

Category	Political Science and International Relations	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Political Economy of Gender Inequality Training Course delves into the complex and often overlooked interplay between **gender inequality** and the global political economy. Using a **feminist political economy framework**, participants will critically analyze how economic, political, and social systems perpetuate disparities between genders. We will explore the historical and contemporary drivers of these inequalities, including **neoliberal policies**, globalization, and power dynamics at the household, market, and state levels. This course aims to equip professionals with the analytical tools and practical knowledge needed to challenge existing norms and advocate for a more equitable distribution of resources, power, and opportunities.

The program emphasizes a **holistic and intersectional approach**, recognizing that gender inequality is not a monolithic issue. Instead, it is deeply intertwined with other forms of oppression, such as race, class, and ethnicity. Participants will examine **gendered labor markets**, the **unpaid care economy**, and the differential impacts of public policy and development interventions on various social groups. Through a combination of theory, real-world case studies, and hands-on exercises, this training will empower participants to design and implement **gender-responsive** strategies that foster sustainable and inclusive development.

Programme Curriculum

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Course Objectives

Upon completion of this training, participants will be able to:

1. **Deconstruct** the core concepts of political economy and gender.
2. **Analyze** the historical evolution of gender inequality within capitalist systems.
3. **Identify** and explain the mechanisms of the **unpaid care economy**.
4. **Evaluate** the gendered impacts of global economic policies.
5. **Critique** mainstream economic theories from a feminist perspective.
6. **Apply** an **intersectional lens** to understand multiple forms of oppression.
7. **Assess** the role of institutions and power relations in perpetuating gender gaps.
8. **Formulate gender-responsive budgeting** and policy recommendations.
9. **Develop** skills for effective **gender mainstreaming**.
10. **Examine** the connection between gender, conflict, and humanitarian crises.
11. **Design** strategies to promote women's **economic empowerment**.
12. **Analyze** the political drivers of gender-based violence.
13. **Advocate** for inclusive and equitable development agendas.

Target Audience

1. Development practitioners and program managers.
2. Policymakers and government officials.
3. Academics and researchers in social sciences.
4. Advocacy and NGO leaders focusing on gender rights.
5. Corporate social responsibility (CSR) managers.
6. Humanitarian aid workers and conflict resolution specialists.
7. Journalists and media professionals reporting on social issues.
8. Students and activists interested in social justice.

Course Outline

Module 1: Foundations of Feminist Political Economy

- Concepts and Theories: Differentiating between sex, gender, and the social construction of roles.
- Historical Context: Tracing the origins of gender inequality in different economic systems.

- Key Frameworks: Introduction to Marxist-feminism, liberal feminism, and other critical theories.
- **Case Study:** The gendered division of labor in the Industrial Revolution and its enduring legacy.
- Discussion: The role of the state and market in shaping gender relations.

Module 2: The Unpaid Care Economy and Reproduction

- Defining the Invisible: Understanding the scope and economic value of unpaid care work.
- Global Burden: Examining the disproportionate burden on women and its impact on their economic participation.
- Policy Implications: Analyzing policies that fail to recognize or redistribute care work.
- **Case Study:** The impact of inadequate childcare policies on women's careers in Japan.
- Discussion: Strategies for "making care visible" and integrating it into national accounts.

Module 3: Gender and Labor Markets

- Occupational Segregation: Exploring the horizontal and vertical segregation of jobs by gender.
- Wage Gaps: Analyzing the drivers of the gender pay gap and its persistence.
- Informal Economy: Understanding the vulnerabilities of women in informal and precarious work.
- **Case Study:** The garment industry in Bangladesh and the exploitation of female workers.
- Discussion: The effectiveness of equal pay legislation and unionization in addressing labor inequality.

Module 4: Globalization and Trade

- Differential Impacts: Assessing how globalization and free trade agreements affect men and women differently.
- Global Value Chains: Tracing the gendered production and consumption patterns in global supply chains.
- Migration: Examining the feminization of global migration and its economic drivers.
- **Case Study:** The effects of agricultural trade liberalization on female farmers in sub-Saharan Africa.
- Discussion: The role of international financial institutions like the IMF and World Bank in shaping gender outcomes.

Module 5: Gender-Responsive Budgeting and Public Policy

- What is GRB?: An introduction to the principles and practice of gender-responsive budgeting.
- Policy Analysis: Learning to conduct a gender impact analysis of public policies.
- Taxation and Social Protection: Examining how tax policies and social safety nets can be gender-biased.
- **Case Study:** The implementation of GRB in the Philippines and its outcomes on social spending.
- Discussion: Overcoming political and institutional barriers to gender-equitable policymaking.

Module 6: Intersectional Analysis and Inclusive Development

- Beyond Gender: Understanding how race, class, disability, and sexuality intersect with gender.
- Marginalized Groups: Analyzing the unique challenges faced by women from marginalized communities.
- Decolonizing Development: Critiquing traditional development models from an intersectional perspective.
- **Case Study:** The compounded discrimination faced by Indigenous women in Latin America.
- Discussion: Developing culturally sensitive and inclusive programs that address intersecting inequalities.

Module 7: Gender, Conflict, and Post-Conflict Reconstruction

- War Economy: How gender roles and power dynamics shift during and after conflict.

- Security and Peacebuilding: The importance of including women in peace negotiations and reconstruction efforts.
- Gender-Based Violence: Analyzing GBV as both a cause and consequence of political and economic instability.
- **Case Study:** The role of women in post-genocide economic recovery in Rwanda.
- Discussion: The challenges and opportunities of implementing UN Security Council Resolution 1325.

Module 8: Advocacy and Strategic Change

- Movement Building: The role of feminist movements and civil society organizations in driving change.
- Data and Advocacy: Using data and evidence to build a compelling case for policy reform.
- Political Mobilization: Strategies for influencing political decision-making and legislation.
- **Case Study:** The successful campaign for paid parental leave in a developed country.
- Discussion: Creating and sustaining a political will for gender equality.

Training Methodology

This course utilizes an **interactive, blended learning approach** that combines theoretical knowledge with practical application. The methodology includes:

- **Engaging lectures and presentations.**
- **Group discussions and peer-to-peer learning.**
- **Interactive case studies and real-world problem-solving exercises.**
- **Workshops for skills-building** (e.g., gender analysis, policy brief writing).
- **Participant-led presentations and action planning.**
- **Reflective journaling to encourage personal and professional growth.**

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
21 Sep 2026	25 Sep 2026	Online	$1,000
21 Sep 2026	25 Sep 2026	Physical	$1,500
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0
21 Sep 2026	25 Sep 2026	Physical	$0

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

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