Training course on Intersectional Approaches to Social Protection Design

Professional Development Training Course Outline

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

Course Introduction

Intersectional Approaches to Social Protection Design represent a cutting-edge and essential paradigm for creating truly equitable and effective social security systems. Moving beyond single-axis analyses of vulnerability (e.g., just gender or just disability), intersectionality recognizes that individuals experience poverty, exclusion, and discrimination not in isolation, but through the complex interplay of multiple social identities and power structures. This specialized field focuses on systematically integrating an intersectional lens into every stage of social protection program design, implementation, and evaluation, ensuring that interventions actively identify and address the compounded disadvantages faced by individuals at the intersections of various marginalized identities (e.g., a poor, elderly, indigenous woman with a disability). It emphasizes that genuine social justice and sustainable development cannot be achieved without dismantling these interlocking systems of oppression. Training Course on Intersectional Approaches to Social Protection Design is meticulously designed to with the advanced theoretical insights and intensive practical tools necessary to excel in Intersectional Approaches to Social Protection Design. We will delve into the foundational concepts of intersectionality, master the intricacies of conducting intersectional analyses, and explore cutting-edge approaches to disaggregated data collection, qualitative inquiry, and policy advocacy. A significant focus will be placed on understanding how to identify compounded vulnerabilities, foster participatory approaches with diverse marginalized groups, ensure accountability, and translate complex intersectional findings into concrete policy and program reforms. By integrating interdisciplinary perspectives, analyzing real-world complex case studies, and engaging in hands-on design and simulation exercises, attendees will develop the strategic acumen to confidently champion and implement intersectional social protection, fostering unparalleled inclusion, equity, and transformative change.

Programme Curriculum

Training Course on Intersectional Approaches to Social Protection Design

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Course Objectives

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

1. Analyze the fundamental concepts of **intersectionality** and its relevance for social protection design.
2. Comprehend how **multiple social identities and power structures** create compounded vulnerabilities and exclusions.
3. Master various **methodologies and tools for conducting intersectional analysis** in social protection contexts.
4. Develop expertise in collecting, analyzing, and interpreting **highly disaggregated data** for intersectional insights.
5. Formulate strategies for designing **social protection programs that explicitly address compounded disadvantages**.
6. Understand the critical role of **participatory approaches and co-creation** with diverse marginalized groups.
7. Implement robust approaches to **monitoring, evaluation, and learning** for intersectional outcomes.
8. Explore key **policy, legal, and institutional frameworks** that support intersectional social protection.
9. Apply methodologies for fostering **multi-stakeholder coordination and partnerships** for comprehensive inclusion.
10. Develop strategies for translating intersectional analysis findings into **actionable policy and program reforms**.
11. Analyze the **challenges and opportunities** of implementing intersectional social protection in diverse contexts.

12. Design a preliminary **intersectional social protection program** or intervention for a specific context.
13. Examine **global best practices and lessons learned** from successful intersectional social protection initiatives.

Target Audience

This course is essential for professionals committed to deep equity and social justice in social protection:

1. **Social Protection Policymakers & Program Managers:** Designing and implementing social safety nets.
2. **Gender Specialists & Advocates:** Working on gender equality and intersectional feminism.
3. **Disability Advocates & Inclusion Specialists:** Promoting disability rights and intersectional inclusion.
4. **Human Rights Defenders:** Focusing on the rights of multiple marginalized groups.
5. **Government Officials:** From ministries of social welfare, planning, and human rights.
6. **UN Agency Representatives:** From OHCHR, UN Women, UNICEF, ILO, UNDP.
7. **Civil Society Organizations:** Advocating for and implementing programs for diverse marginalized communities.
8. **Researchers & Policy Analysts:** Studying intersectional inequalities and social protection.

Course Duration: 5 Days

Course Modules

Module 1: Foundations of Intersectionality and Social Protection

- Define intersectionality: origins, core concepts (power, privilege, oppression), and its relevance for social protection.
- Analyze how multiple social identities (e.g., gender, race, class, disability, age, sexuality, migration status) intersect to create compounded vulnerabilities.
- Discuss the limitations of single-axis approaches in addressing complex inequalities.
- Explore the ethical and practical imperative for adopting an intersectional lens in social protection.
- Introduce the human rights-based approach as a foundation for intersectional social protection.

Module 2: Conducting Intersectional Analysis in Social Protection

- Master various methodologies and tools for conducting comprehensive intersectional analysis.
- Discuss the stages of an intersectional analysis: identifying relevant identities, mapping power dynamics, analyzing compounded disadvantages.
- Exploring different analytical frameworks for assessing intersectional exclusion and access.
- Using qualitative inquiry (e.g., life histories, participatory assessments) to understand lived experiences.
- Practical exercise: conducting a mini-intersectional analysis for a specific social protection program.

Module 3: Data for Intersectional Social Protection Design

- The critical importance of collecting and utilizing highly disaggregated data for intersectional insights.
- Discuss strategies for collecting data on multiple intersecting identities (e.g., combining Washington Group Questions with gender and ethnicity data).
- Challenges in data availability, quality, and comparability for intersecting marginalized groups.
- Exploring innovative data sources and methodologies (e.g., community-led data, big data analytics).
- Ensuring strict data protection, privacy, and ethical considerations for sensitive intersectional data.

Module 4: Designing Intersectional Social Protection Programs

- Principles of designing social protection interventions that explicitly address compounded disadvantages.
- Adapting targeting mechanisms to identify individuals at the intersection of multiple vulnerabilities.
- Designing flexible benefit levels and modalities that respond to diverse and complex needs.
- Exploring "Cash Plus" approaches that integrate complementary services tailored to intersectional needs.
- Case studies of social protection programs that have successfully adopted an intersectional approach.

Module 5: Participatory Approaches and Co-Creation

- The critical role of meaningful participation and co-creation with diverse marginalized groups.
- Strategies for engaging individuals at the intersections of multiple identities in program design and implementation.
- Discuss the importance of working with organizations of persons with disabilities (OPDs), women's rights organizations, LGBTQ+ groups, and indigenous peoples' organizations.
- Ensuring that feedback mechanisms and grievance redress are accessible and responsive to intersectional needs.
- Promoting the leadership and voice of marginalized groups in social protection decision-making.

Module 6: Policy, Legal, and Institutional Frameworks for Intersectionality

- Identifying and analyzing national and international policy and legal frameworks that support or hinder intersectional approaches.
- Discussing the importance of anti-discrimination legislation that recognizes multiple grounds of discrimination.
- Advocating for policy reforms that explicitly integrate an intersectional lens into social protection legislation.
- Strengthening institutional mandates and capacities for intersectional social protection.
- Exploring the role of human rights institutions and oversight bodies in promoting intersectionality.

Module 7: Monitoring, Evaluation, and Learning for Intersectional Outcomes

- Designing robust M&E frameworks for social protection programs with intersectional objectives.
- Developing indicators to track changes in poverty, well-being, and exclusion across intersecting identity groups.
- Strategies for collecting and analyzing highly disaggregated data for M&E.
- Using participatory M&E approaches to capture the nuanced experiences of diverse marginalized groups.
- Establishing feedback loops for continuous learning and adaptation based on intersectional findings.

Module 8: Challenges, Best Practices, and Future Directions

- Address common challenges in implementing intersectional social protection (e.g., data complexity, capacity gaps, political will).
- Review global best practices and lessons learned from successful intersectional initiatives.
- Exploring emerging trends and innovations: AI for identifying intersectional disparities, digital inclusion.
- Discussing the role of intersectionality in achieving transformative social justice and truly leaving no one behind.
- Developing a personal or organizational action plan for integrating intersectional approaches into social protection.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

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

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

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

Start Date	End Date	Location	Price
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

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