Gender and Inclusion Data Analysis in Labour Studies 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

This training program is designed to bridge the gap between quantitative labor market statistics and intersectional social equity. Participants will master gender-sensitive indicators, econometric modeling, and inclusive data visualization to transform raw labor data into actionable policy insights. By centering intersectionality considering how gender overlaps with race, disability, and socioeconomic status we empower practitioners to move beyond binary reporting and toward a more granular understanding of the modern workforce.

Gender and Inclusion Data Analysis in Labour Studies Training Course integrates human-centric data ethics with advanced statistical software applications, ensuring that participants not only produce technically sound reports but also champion social justice and pay equity. By the end of the program, learners will be equipped to influence organizational culture and national labor agendas through the power of inclusive storytelling and robust data integrity.

Programme Curriculum

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Course Objectives

1. Synthesize intersectional frameworks within labor market participation analysis.
2. Evaluate gender pay gaps using advanced decomposition methods
3. Audit algorithmic bias in recruitment and workforce management datasets.
4. Operationalize "Decent Work" indicators through a GESI lens.
5. Master sex-disaggregated data collection techniques for informal economy sectors.
6. Apply inclusive data visualization standards to communicate disparities to non-technical stakeholders.
7. Analyze the impact of parental leave policies on long-term career progression data.
8. Deconstruct systemic barriers for PWD in STEM labor data.
9. Leverage GIS mapping to visualize geographical intersections of gender and unemployment.
10. Formulate evidence-based policy briefs centered on the "Care Penalty" and unpaid labor.
11. Implement ethical data governance protocols to protect vulnerable demographic groups.
12. Utilize longitudinal data analysis to track the "Glass Ceiling" effect across industries.
13. Measure the ROI of Diversity, Equity, and Inclusion (DEI) initiatives in corporate environments.

Target Audience

- Labor Economists
- HR Analytics Professionals.
- Government Policy Advisors.
- NGO Researchers.
- Data Scientists.
- Trade Union Representatives.
- International Development Practitioners.
- Academic Researchers in Gender Studies.

Course Modules

Module 1: Foundations of Intersectional Labor Theory

- Introduction to the GESI (Gender Equality and Social Inclusion) framework.
- History of gendered labor-From the "Breadwinner" model to the "Dual-Earner" reality.
- Understanding the care-work nexus and its impact on data.
- Identifying "Hidden Workers" in the informal and gig economies.
- Case Study: Analyzing the 2020 "She-cession" and the disproportionate impact of COVID-19 on women’s labor force participation.

Module 2: Quantitative Tools for Wage Gap Analysis

- Standardizing sex-disaggregated data collection.
- Introduction to Adjusted vs. Unadjusted Gender Pay Gaps.

- Using Python/R for wage distribution modeling.
- Factor analysis-Education, experience, and occupational segregation.
- Case Study: The Iceland Equal Pay Standard—using data audits to enforce national pay equity.

Module 3: Inclusion Metrics for Persons with Disabilities (PWD)

- The Washington Group Questions on disability statistics.
- Analyzing the "Disability Employment Gap" across sectors.
- Data indicators for reasonable accommodation and workplace accessibility.
- Tracking retention rates and promotion velocity for PWD.
- Case Study: Microsoft’s Neurodiversity Hiring Program measuring long-term success via inclusive KPIs.

Module 4: The Digital Divide and AI Bias in Recruitment

- Detecting gender and racial bias in automated screening tools.
- Data mining for "Digital Poverty" in remote work opportunities.
- Upskilling trends and gendered access to STEM training.
- Predictive analytics for workforce attrition among marginalized groups.
- Case Study: Amazon’s scrapped AI recruiting tool lessons in data bias and algorithmic accountability.

Module 5: Informal Economy and Migrant Worker Data

- Capturing data in non-standard employment (Gig work, domestic labor).
- Measuring the "Migrant Wage Penalty" through secondary data.
- Survey design for transient or vulnerable populations.
- Remittance data as a proxy for labor mobility and inclusion.
- Case Study: Tracking the Rights of Migrant Construction Workers in the Gulf—data challenges in high-risk zones.

Module 6: Workplace Harassment and Safety Analytics

- Quantifying the economic cost of workplace harassment.
- Surveying "Psychological Safety" through sentiment analysis.
- Reporting lag: Analyzing the gap between incidents and data entries.
- OSHA data through a gendered lens (PPE fit, ergonomic health).
- Case Study: The #MeToo movement’s impact on corporate disclosure and labor litigation data.

Module 7: Data Visualization and Inclusive Storytelling

- Avoiding stereotypes in data iconography and color palettes.
- Designing dashboards for accessibility (Screen readers, color blindness).
- Narrative framing: Moving from "Vulnerability" to "Agency" in reports.
- Creating "Call-to-Action" visualizations for policymakers.
- Case Study: The World Economic Forum’s "Global Gender Gap Report"—critiquing visualization for impact.

Module 8: Capstone: Designing an Inclusive Labor Policy

- Integrating all modules into a comprehensive Data Action Plan.
- Peer review of GESI-sensitive data architectures.
- Ethics check: Privacy, consent, and "Data Sovereignty."
- Presenting findings to executive "stakeholders."

- Case Study: Developing a 5-year Equity Roadmap for a multi-national manufacturing firm.

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

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