Gender and Labor Markets 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 and Labor Markets training course is designed to provide an in-depth understanding of the complex interplay between gender dynamics and labor market structures. This course emphasizes equity, inclusion, and economic empowerment, equipping participants with the knowledge to identify and address gender disparities in employment, wages, and workforce participation. Through a combination of practical case studies, data-driven insights, and policy analysis, participants will gain actionable strategies for fostering inclusive labor markets and promoting gender-responsive economic growth.

In today’s rapidly evolving labor landscape, organizations and policymakers face the urgent need to integrate gender-sensitive frameworks into human resources, labor policies, and workforce development programs. This course highlights emerging trends, including digital labor platforms, remote work equity, pay transparency, and women’s entrepreneurship, providing learners with tools to assess, strategize, and implement inclusive labor market interventions. Participants will engage with hands-on exercises, role plays, and scenario-based discussions, ensuring practical application of concepts for real-world impact.

Programme Curriculum

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5 days

Course Objectives

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

1. Analyze gender gaps in employment, wages, and leadership positions.
2. Evaluate the impact of labor market policies on women and marginalized groups.
3. Identify structural barriers hindering gender equality in labor markets.
4. Develop gender-sensitive recruitment and retention strategies.
5. Apply inclusive workforce planning techniques for equitable outcomes.
6. Understand the role of digital platforms in shaping gendered labor opportunities.
7. Utilize data analytics to track gender participation trends.
8. Promote equal pay initiatives and transparency mechanisms.
9. Integrate work-life balance policies to support diverse employees.
10. Examine case studies of successful women-led enterprises.
11. Advocate for policy reforms addressing labor market inequalities.
12. Implement mentorship and capacity-building programs for women.
13. Assess the effectiveness of gender mainstreaming interventions in labor systems.

Target Audience

1. HR Managers and Executives
2. Labor Policy Makers and Government Officials
3. Women’s Rights Advocates
4. Labor Union Representatives
5. Development Practitioners
6. Academics and Researchers in Labor Economics
7. Entrepreneurs and Business Leaders
8. NGO and Civil Society Program Officers

Course Modules

Module 1: Gender Dynamics in Labor Markets

- Understanding **gendered employment trends**
- Gender wage gap analysis
- Occupational segregation studies
- Case study: **Women in tech employment in Kenya**
- Strategies for gender-inclusive recruitment

Module 2: Labor Policies and Gender

- Overview of **national and international labor laws**
- Gender impact assessment of policies
- Social protection mechanisms
- Case study: **Paid maternity leave in Nordic countries**
- Policy advocacy techniques

Module 3: Barriers to Women's Workforce Participation

- Socio-cultural norms affecting employment
- Workplace discrimination and harassment
- Education and skills mismatch
- Case study: **Barriers for rural women entrepreneurs**
- Designing interventions to reduce barriers

Module 4: Inclusive Workforce Planning

- Gender-responsive HR strategies
- Talent pipeline development
- Leadership opportunities for women
- Case study: **Corporate mentorship programs in South Africa**
- Action planning exercises

Module 5: Digital Labor and Gender

- Gendered access to online work platforms
- Remote work equity
- Skills for digital economy
- Case study: **Women freelancers in East Africa**
- Tools for digital labor inclusivity

Module 6: Equal Pay and Transparency

- Pay audits and gender budgeting
- Wage negotiation strategies
- Monitoring pay equity
- Case study: **Pay transparency policies in Iceland**
- Developing pay equity action plans

Module 7: Entrepreneurship and Economic Empowerment

- Women-led business initiatives
- Access to finance and markets
- Scaling women-owned enterprises
- Case study: **Female agribusiness entrepreneurs in Uganda**
- Business incubation support strategies

Module 8: Gender Mainstreaming and Impact Evaluation

- Tools for gender analysis in labor markets
- Monitoring and evaluation frameworks
- Measuring social and economic impact
- Case study: **UN Women labor market interventions**

- Best practices for sustainable gender inclusion

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

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

Register Online Now

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