Gender and Migration: A Critical Perspective Training Course

Professional Development Training Course Outline

Category	Migration and Refugee	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Migration and gender are deeply interconnected global issues that influence economies, societies, and cultural identities. Gender and Migration: A Critical Perspective Training Course explores the intersection of gender, migration, labor, human rights, and social justice, focusing on how migration experiences differ across women, men, and gender-diverse groups. By analyzing policies, power dynamics, and structural inequalities, participants will gain a critical perspective on gender-sensitive migration governance, ensuring inclusivity, equity, and sustainability in migration management.

In today?ÇÖs globalized world, migration is not only a driver of development and economic mobility but also a complex process shaped by gender discrimination, human trafficking, forced displacement, labor exploitation, and access to resources. This course equips learners with analytical tools, real-world case studies, and participatory approaches to challenge stereotypes, strengthen advocacy, and create responsive interventions that address the realities of migrants worldwide.

Programme Curriculum

Gender and Migration: A Critical Perspective Training Course

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Course Objectives

1. Understand the intersection of gender and migration in global contexts.
2. Analyze the impact of migration policies on women and marginalized groups.
3. Evaluate the role of labor markets and gender inequality in migration flows.
4. Explore issues of human trafficking, exploitation, and migrant vulnerability.
5. Strengthen capacity for gender-responsive migration governance.
6. Identify patterns of forced migration and displacement through a gender lens.
7. Examine cultural, social, and economic challenges faced by migrant communities.
8. Develop inclusive policy recommendations for migrant integration.
9. Assess the role of international organizations and legal frameworks.
10. Apply critical theories on gender, intersectionality, and mobility.
11. Explore empowerment strategies for migrant women and girls.
12. Integrate sustainable development goals (SDGs) into migration strategies.
13. Enhance advocacy, research, and communication skills for effective action.

Organizational Benefits

- Build capacity for gender-sensitive migration management.
- Strengthen inclusive workplace diversity and equity policies.
- Improve international collaboration and policy advocacy.
- Reduce risks linked to gender-based violence and exploitation.
- Enhance corporate social responsibility (CSR) initiatives.
- Increase organizational reputation through sustainable development alignment.
- Promote ethical recruitment and fair labor practices.
- Develop evidence-based strategies for migrant integration.
- Encourage cross-sector partnerships and collaboration.
- Foster a culture of equity, respect, and inclusion

Target Audiences

1. Policy Makers & Government Officials
2. NGOs & Civil Society Organizations
3. International Organizations (UN, IOM, etc.)
4. Academic Researchers & Students
5. Gender and Human Rights Advocates
6. Migration and Labor Specialists
7. Community Development Practitioners
8. Corporate Leaders & HR Professionals

Course Duration: 5 days

Course Modules

Module 1: Foundations of Gender and Migration

- Understanding migration theories through a gender lens
- Key concepts: intersectionality, gender norms, and mobility
- Historical perspectives on migration and gender roles
- Gendered push and pull migration factors
- Case Study: Female labor migration in Southeast Asia
- Critical debates on migration narratives

Module 2: Migration Policies and Gender

- Policy frameworks at national and international levels
- Gender implications in migration governance
- Refugee and asylum policies through a gender perspective
- Rights-based approaches in migration policies
- Case Study: Syrian refugee women in Europe
- Gaps in policy implementation and inclusivity

Module 3: Gender, Labor, and Migration

- Feminization of labor migration
- Migrant women in domestic and care work
- Labor exploitation and discrimination challenges
- Role of remittances and economic empowerment
- Case Study: Domestic workers in the Middle East
- Strategies for gender-responsive labor markets

Module 4: Forced Migration and Displacement

- Gender dynamics in refugee and IDP communities
- Experiences of women and LGBTQ+ migrants in crises
- Violence, trafficking, and exploitation risks
- Humanitarian response and protection mechanisms
- Case Study: Rohingya women in Bangladesh
- Long-term resilience and recovery strategies

Module 5: Human Rights and Gender Justice

- International conventions protecting migrants
- Gender-based violence and migration
- Human rights violations in transit and host countries
- Legal frameworks and advocacy strategies
- Case Study: Migrant women in detention centers
- Building accountability and justice systems

Module 6: Migration, Development, and SDGs

- Linking gender, migration, and sustainable development
- Migrant contributions to economies and societies
- Access to health, education, and resources
- Diaspora engagement and gender roles
- Case Study: African migrant women entrepreneurs
- SDG-driven migration strategies

Module 7: Empowerment and Advocacy Strategies

- Leadership among migrant women
- Advocacy campaigns for policy change
- Role of media in shaping migration narratives
- Intersectionality in advocacy approaches
- Case Study: Grassroots women migrant associations
- Tools for empowerment and social mobilization

Module 8: Future Trends and Critical Perspectives

- Globalization, technology, and gendered migration shifts
- Climate change and migration displacement
- Gender-responsive migration research methodologies
- Critical debates on inclusion and representation
- Case Study: Climate migrants in Pacific Islands
- Future directions in migration and gender studies

Training Methodology

- Interactive lectures blending theory and practice
- Group discussions and debates to enhance critical thinking
- Case study analysis for real-world insights
- Role-playing and simulations to foster empathy
- Multimedia presentations for visual learning
- Collaborative projects and assignments to apply knowledge

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	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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

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