Gender and Policy Analysis 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 Policy Analysis is a dynamic and transformative training designed to equip participants with advanced skills in integrating gender perspectives into policy development, implementation, and evaluation. Gender and Policy Analysis Training Course emphasizes gender-responsive policymaking, equity-driven analysis, and evidence-based strategies that ensure inclusivity and social justice across all policy frameworks. Participants will engage with contemporary tools for gender mainstreaming, intersectional analysis, and impact assessment, preparing them to influence both organizational and national policy agendas effectively.

The training blends practical case studies, interactive learning, and real-world simulations to foster critical thinking and strategic problem-solving. It addresses current global challenges, including gender disparities, policy gaps, and socioeconomic inequities, while providing actionable skills to design and implement policies that are inclusive, sustainable, and data-driven. Through this course, learners will gain competencies in gender-sensitive evaluation, advocacy, and evidence-based decision-making, empowering them to drive measurable social change.

Programme Curriculum

Gender and Policy Analysis Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Master gender mainstreaming techniques in policy frameworks.
2. Develop skills for intersectional policy analysis.
3. Apply data-driven evaluation for gender-sensitive programs.
4. Enhance policy advocacy strategies for gender equity.
5. Strengthen competencies in inclusive decision-making.
6. Identify and address gender gaps in legislation.
7. Integrate social justice principles into policy design.
8. Analyze gendered impacts of economic policies.
9. Promote equity-based budgeting and resource allocation.
10. Evaluate international gender policy frameworks.
11. Apply strategic communication tools for policy influence.
12. Conduct gender-sensitive stakeholder engagement.
13. Use innovative policy tools and case studies to inform action.

Target Audience

1. Policy analysts and advisors
2. Government officials and legislators
3. NGO and civil society program managers
4. Gender specialists and consultants
5. Academic researchers in social sciences and public policy
6. Development practitioners
7. Human rights advocates
8. Corporate social responsibility officers

Course Modules

Module 1: Introduction to Gender and Policy Analysis

- Understanding gender concepts and frameworks
- Gender vs. policy
- Introduction to gender-responsive governance
- Global policy trends and gender equity
- Case study: Gender impact in national healthcare policy

Module 2: Gender Mainstreaming in Policy

- Principles of gender mainstreaming
- Identifying policy gaps and biases

- Tools for gender-sensitive analysis
- Developing inclusive policy indicators
- Case study: Gender mainstreaming in education reform

Module 3: Intersectional Policy Analysis

- Understanding intersectionality in policy
- Analyzing social and economic inequities
- Integrating diversity perspectives
- Evaluating vulnerable groups' access to services
- Case study: Intersectional analysis in urban planning

Module 4: Gender-Sensitive Data and Evaluation

- Using gender-disaggregated data
- Monitoring and evaluation for policy impact
- Tools for quantitative and qualitative analysis
- Reporting and evidence-based recommendations
- Case study: Evaluating maternal health programs

Module 5: Advocacy and Policy Influence

- Strategies for gender-focused lobbying
- Engaging stakeholders for policy change
- Building coalitions and networks
- Communicating findings effectively
- Case study: NGO advocacy in social protection policy

Module 6: Gender and Economic Policy

- Analysis of fiscal policies and gender equity
- Gender budgeting and resource allocation
- Evaluating labor market policies
- Addressing economic barriers for women and marginalized groups
- Case study: Gender-responsive microfinance policies

Module 7: Legal and Institutional Frameworks

- Understanding national and international gender laws
- Policy compliance and enforcement mechanisms
- Gender rights in social protection policies
- Institutional support for gender-sensitive policymaking
- Case study: Gender equality in workplace legislation

Module 8: Practical Applications and Capstone Project

- Policy simulation exercises
- Developing gender-sensitive policy briefs
- Peer review and collaborative problem-solving
- Stakeholder engagement simulations
- Case study: Designing gender-responsive climate policy

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
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

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

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