Gender and Public Administration 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

In today’s dynamic governance landscape, integrating gender perspectives into public administration is crucial for creating inclusive, equitable, and effective institutions. This Gender and Public Administration training equips policymakers, civil servants, and leaders with advanced skills to mainstream gender in policy formulation, decision-making, and public service delivery. Participants will explore cutting-edge strategies, evidence-based practices, and global case studies to foster gender-responsive governance, enhance institutional accountability, and drive sustainable development outcomes.

Gender and Public Administration Training Course emphasizes practical application through interactive learning, real-world case studies, and policy simulation exercises, enabling participants to translate gender insights into actionable strategies. By combining theoretical frameworks with hands-on tools, the training empowers public administrators to champion gender equality, promote inclusive leadership, and strengthen organizational performance across all levels of governance.

Programme Curriculum

Gender and Public Administration Training Course

Introduction

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Course Duration

5 days

Course Objectives

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

1. Understand the principles of gender mainstreaming in public administration.
2. Analyze gender disparities in governance and public service delivery.
3. Apply inclusive policy formulation strategies for diverse populations.
4. Enhance organizational leadership with gender-responsive approaches.
5. Design and implement gender-sensitive programs and initiatives.
6. Strengthen institutional accountability through gender audits.
7. Integrate intersectional analysis in public sector decision-making.
8. Promote equitable access to public services for marginalized groups.
9. Develop monitoring and evaluation frameworks for gender impact.
10. Utilize data-driven approaches to inform gender policies.
11. Address gender biases in bureaucratic structures and processes.
12. Foster inclusive stakeholder engagement and public participation.
13. Leverage innovative tools and technology for gender mainstreaming.

Target Audience

1. Public sector policymakers and administrators
2. Local and national government officials
3. Gender focal persons in public institutions
4. Development practitioners and program managers
5. Civil society and NGO leaders
6. Human resource and organizational development officers
7. Researchers and academics in public policy
8. International development partners

Course Modules

Module 1: Foundations of Gender and Public Administration

- Key concepts in gender and governance
- Gender mainstreaming frameworks
- Role of public institutions in promoting equality
- Global best practices in gender-responsive administration
- **Case Study:** Rwanda’s gender-inclusive local governance

Module 2: Gender Analysis in Policy and Planning

- Tools for gender analysis in policymaking
- Identifying gender gaps in public programs
- Intersectionality in public administration

- Evidence-based gender policy formulation
- **Case Study:** Gender budgeting in the Philippines

Module 3: Inclusive Leadership and Decision-Making

- Transformative leadership models
- Promoting women in leadership roles
- Gender-sensitive organizational culture
- Addressing unconscious bias in decision-making
- **Case Study:** Sweden's gender-balanced leadership initiatives

Module 4: Gender-Responsive Public Service Delivery

- Designing equitable service delivery systems
- Accessibility and inclusion strategies
- Addressing service gaps for marginalized groups
- Community engagement and feedback mechanisms
- **Case Study:** Gender-sensitive health services in Kenya

Module 5: Institutional Gender Audits

- Conducting organizational gender assessments
- Measuring institutional performance on gender equality
- Developing improvement strategies
- Reporting and accountability mechanisms
- **Case Study:** Gender audit in Indian civil services

Module 6: Monitoring, Evaluation, and Impact Assessment

- Indicators for gender-sensitive evaluation
- Data collection and analysis tools
- Evaluating program effectiveness
- Continuous improvement in policy implementation
- **Case Study:** Gender impact assessment in South Africa

Module 7: Stakeholder Engagement and Advocacy

- Engaging communities and civil society
- Building partnerships for gender equality
- Advocacy strategies in public administration
- Communication tools for inclusive governance
- **Case Study:** Public engagement in gender policy reforms in Canada

Module 8: Innovation, Technology, and Gender

- Leveraging digital tools for gender inclusion
- E-governance and smart public administration
- Promoting transparency through technology
- Innovative solutions for gender challenges
- **Case Study:** Digital gender dashboards in Estonia

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
23 Nov 2026	27 Nov 2026	Physical	$3,000

Start Date	End Date	Location	Price
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

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