Gender Equality in the Workplace 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

Gender Equality in the Workplace Training Course is designed to move beyond traditional checklists, employing a gender lens to navigate the future of work an era defined by digital transformation, increased automation, and the rise of the contingent workforce. By addressing systemic barriers such as the "leaky pipeline" and unconscious bias, we empower organizations to foster an environment where psychological safety and inclusive leadership are the bedrock of innovation.

Achieving true parity requires a multi-faceted approach that dismantles historical gendered organizational structures. This course leverages data-driven approaches and evidence-based strategies to challenge the "ideal worker" standard and promote gender-sensitive policies. Participants will explore the intersection of intersectionality and professional identity, gaining the competencies needed to drive cultural transformation and ensure every talent, regardless of gender, has an equitable path to leadership representation and success.

Programme Curriculum

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Course Objectives

1. Identify and mitigate hidden prejudices in hiring, performance reviews, and daily interactions.
2. Develop leadership competencies that champion diversity and inclusion at all institutional levels
3. Utilize gender equality indicators and "scissor diagrams" to track and report on measurable parity targets.
4. Analyze compensation structures to ensure pay equity and transparency across the organization.
5. Create clear, merit-based pathways for women and gender-diverse individuals to reach senior leadership.
6. Recognize how gender intersects with race, class, and disability to exacerbate marginalization.
7. Standardize flexible work arrangements to support diverse caregiving responsibilities and employee well-being.
8. Build a workplace culture that identifies and addresses subtle discriminatory practices.
9. Focus on upskilling women in technical and social skills to bridge the gap caused by workplace automation.
10. Cultivate an environment where employees feel safe to voice concerns without fear of gender-based retaliation.
11. Integrate gender-sensitive policies into every phase of the employee lifecycle, from recruitment to retirement.
12. Establish robust sponsorship frameworks to support the career development of underrepresented groups.
13. Align gender equality initiatives with ESG goals for long-term impact.

Target Audience

1. C-Suite Executives & Board Members.
2. Human Resources Professionals.
3. Middle Managers.
4. DEI (Diversity, Equity, & Inclusion) Officers.
5. Gender Champions
6. Emerging Leaders.
7. Recruiters & Talent Acquisition Teams
8. Frontline Employees.

Course Modules

Module 1: The Foundations of Gender Equality

- Defining gender, equity, and empowerment
- Historical context of gendered organizations.
- The business case-Linking parity to productivity and growth
- Understanding the "Double Bind" and gender stereotypes.
- Case Study: Analysis of a Global 500 company’s transition to gender-neutral job descriptions.

Module 2: Unmasking Unconscious Bias

- The psychology behind implicit bias and decision-making.
- Identifying "Perceived Lack of Fit" in male-dominated sectors.
- Strategies for objective performance evaluations.
- Interrupting microaggressions in real-time.
- Case Study: The "Science: It’s a Girl Thing" campaign failure and lessons on normative barriers.

Module 3: Data-Driven Parity & Target Setting

- Introduction to Gender Equality Indicators (GEIs)
- Mapping the "Leaky Pipeline" using Scissor Diagrams
- Establishing measurable, genuine targets for representation
- Transprent reporting and accountability mechanisms
- Case Study: WGEA-BCEC analysis on companies narrowing the gender pay gap through data.

Module 4: Inclusive Leadership & Cultural Transformation

- The "Gender at Work" framework: Consciousness and Capabilities.
- Moving from mentorship to sponsorship.
- Leading through a gender lens in a global environment.
- Overcoming resistance to diversity initiatives
- Case Study: LIBRA simulation-based training for leadership in higher education

Module 5: Intersectionality & Inclusive Systems

- The nexus between gender, race, and social identity.
- Addressing the "Glass Cliff" and systemic risk for marginalized groups.
- Creating safe spaces for gender-diverse and LGBTQI+ individuals
- Applying an intersectional lens to policy design.
- Case Study: Improving female surgical trainee retention by addressing cultural exclusion.

Module 6: Future-Proofing the Workplace

- Navigating the age of automation and AI bias.
- Supporting the contingent and remote workforce.
- Upskilling for the transition into technical and social roles.
- Redefining the "Ideal Worker" in a post-campus world.
- Case Study: Leveraging platforms like Textio for gender-balanced talent pools.

Module 7: Policy, Pay, and Protection

- Conducting comprehensive gender assessments.
- Designing gender-sensitive policies for work-life balance.
- Implementing Protection from Sexual Exploitation and Abuse.
- Ensuring pay transparency and structural reform.
- Case Study: SME "Gender Champions" integrating gender into supply chains.

Module 8: Sustaining Change & Advocacy

- Building sustainable peer learning networks
- Developing advocacy skills for organizational champions

- Monitoring long-term social and financial impact.
- The role of civil society in workplace reform
- Case Study: The impact of Gender Equality and Social Inclusion (GESI) training in the Global South.

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

Start Date	End Date	Location	Price
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
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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