Gender-Sensitive Labour Policies Training Course

Professional Development Training Course Outline

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

Course Introduction

Gender-sensitive labour policies are essential for building equitable, inclusive, and productive workplaces in today's rapidly evolving global economy. These policies ensure that employment systems recognize and address the different needs, challenges, and opportunities experienced by all genders. By embedding principles of gender equality, diversity, inclusion, and social justice, organizations can reduce workplace discrimination, close gender pay gaps, and enhance workforce participation. In the era of ESG compliance, DEI frameworks, and sustainable development goals (SDGs), gender-responsive labour governance has become a strategic priority for governments, corporations, and international institutions.

Gender-Sensitive Labour Policies Training Course equips participants with the knowledge and tools to design, implement, and evaluate inclusive labour frameworks aligned with international standards such as ILO conventions and UN SDGs. It integrates policy analysis, workplace case studies, and practical tools to promote women empowerment, equal pay, parental leave equity, anti-harassment systems, and inclusive recruitment practices. Participants will develop the capacity to transform organizational culture, strengthen compliance systems, and promote sustainable workforce equity in both public and private sectors.

Programme Curriculum

Gender-Sensitive Labour Policies Training Course

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Course Duration

10 Days

Course Objectives

1. Understand gender equality frameworks in labour law
2. Analyze workplace discrimination patterns using data-driven tools
3. Apply DEI (Diversity, Equity & Inclusion) strategies in HR systems
4. Strengthen equal pay and wage transparency mechanisms
5. Design gender-responsive recruitment and selection policies
6. Implement anti-harassment and safe workplace policies
7. Promote women leadership and boardroom diversity
8. Integrate ILO labour standards and compliance systems
9. Evaluate gender pay gap analytics and reporting tools
10. Develop inclusive parental leave and childcare policies
11. Enhance work-life balance and flexible work arrangements
12. Support marginalized and intersectional workforce inclusion
13. Align policies with SDGs, ESG reporting, and sustainability goals

Target Audience

- HR managers and HR business partners
- Labour law policymakers and government officials
- Corporate compliance and ESG officers
- Trade union leaders and labour activists
- Diversity, Equity & Inclusion (DEI) specialists
- NGO and development sector professionals
- Organizational development consultants
- Academic researchers and gender studies scholars

Course Modules

Module 1: Foundations of Gender-Sensitive Labour Policies

- Concepts of gender equality in labour systems
- Evolution of labour rights frameworks
- Gender mainstreaming approaches
- Global policy instruments (ILO, UN)
- Workplace equality indicators
- **Case Study:** Nordic gender-equal labour market model

Module 2: Gender and Labour Law Frameworks

- National labour law structures
- International conventions compliance
- Rights-based approach to employment
- Legal enforcement mechanisms
- Policy harmonization strategies
- **Case Study:** EU Gender Equality Directives

Module 3: Workplace Discrimination Analysis

- Types of workplace discrimination
- Bias identification tools
- Data-driven HR analytics
- Reporting mechanisms
- Legal redress systems
- **Case Study:** Silicon Valley tech sector bias audit

Module 4: Equal Pay and Wage Transparency

- Gender pay gap analysis
- Salary benchmarking tools
- Pay equity audits
- Transparency reporting systems
- Compensation restructuring
- **Case Study:** Iceland equal pay certification system

Module 5: Gender-Responsive Recruitment

- Inclusive job design
- Bias-free hiring practices
- Gender-neutral job descriptions
- Diverse talent pipelines
- Recruitment KPI tracking
- **Case Study:** UN Women recruitment reform program

Module 6: Anti-Harassment Policies

- Workplace harassment definitions
- Prevention frameworks
- Complaint handling systems
- Legal safeguards
- Organizational accountability
- **Case Study:** MeToo movement corporate reforms

Module 7: Women Leadership Development

- Leadership pipelines for women
- Mentorship and sponsorship programs
- Board diversity quotas
- Leadership bias barriers
- Succession planning

- **Case Study:** Fortune 500 women CEO initiatives

Module 8: Parental Leave & Family Policies

- Maternity and paternity frameworks
- Shared parental leave models
- Childcare support systems
- Flexible return-to-work programs
- Family-friendly workplace design
- **Case Study:** Sweden parental leave model

Module 9: Flexible Work Arrangements

- Remote work policies
- Hybrid workforce systems
- Flexible scheduling models
- Productivity measurement tools
- Work-life balance frameworks
- **Case Study:** Post-COVID global remote work shift

Module 10: Intersectionality in Labour Systems

- Gender and social identity overlap
- Inclusive policy frameworks
- Vulnerable workforce groups
- Equity-based interventions
- Social justice integration
- **Case Study:** Migrant women labour rights programs

Module 11: DEI Strategy Implementation

- Organizational DEI frameworks
- Inclusion KPIs
- Culture transformation models
- Employee engagement strategies
- DEI governance structures
- **Case Study:** Microsoft DEI transformation strategy

Module 12: Gender Budgeting in Labour Policy

- Resource allocation analysis
- Gender-responsive budgeting tools
- Fiscal policy integration
- Impact measurement
- Government planning systems
- **Case Study:** India gender budgeting initiative

Module 13: Monitoring & Evaluation Systems

- Gender indicators development
- Labour policy evaluation tools
- Data collection frameworks

- Impact assessment models
- Reporting dashboards
- **Case Study:** World Bank gender data systems

Module 14: ESG and Sustainable Labour Practices

- ESG labour indicators
- Corporate sustainability reporting
- Ethical workforce governance
- Green jobs and inclusion
- Investor compliance systems
- **Case Study:** UN Global Compact companies

Module 15: Future of Gendered Work Ecosystems

- AI and gender bias risks
- Digital labour platforms
- Future workforce skills
- Automation and inclusion
- Policy innovation trends
- **Case Study:** Gig economy gender inequality studies

Training Methodology

- 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	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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