Gender Equality in Extractive Industries Training Course

Professional Development Training Course Outline

Category	General Training	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The Extractive Industries sector remains one of the most economically powerful yet gender-imbalanced industries globally. Despite increasing commitments to ESG (Environmental, Social & Governance), Sustainable Development Goals, and inclusive workforce transformation, women continue to face systemic barriers including occupational segregation, wage gaps, limited leadership access, gender-based violence, and exclusion from technical roles. Gender Equality in Extractive Industries Training Course is designed to equip stakeholders with practical knowledge, policy frameworks, and operational tools to accelerate gender mainstreaming, inclusive governance, and equitable participation across the value chain of extractive sectors.

This program integrates global best practices in gender-responsive mining, diversity and inclusion strategies, women empowerment frameworks, and social impact compliance mechanisms. It strengthens institutional capacity to implement gender-sensitive policies, promote women in STEM and engineering roles, and enforce workplace equity standards aligned with international benchmarks such as the UN Women Empowerment Principles (WEPs) and ILO conventions. Participants will gain actionable skills to transform organizational culture, improve compliance, and drive measurable impact in inclusive resource governance and community development within extractive industries.

Programme Curriculum

Gender Equality in Extractive Industries Training Course

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Course Duration

5 days

Course Objectives

1. Strengthen gender mainstreaming in extractive industries governance
2. Enhance women economic empowerment in mining and oil sectors
3. Build capacity for inclusive workforce development and diversity hiring
4. Promote gender-responsive ESG compliance frameworks
5. Address gender-based violence (GBV) in industrial workplaces
6. Improve leadership pathways for women in technical roles
7. Integrate SDG 5 alignment in corporate extractive strategies
8. Develop skills for gender-sensitive policy formulation and implementation
9. Advance equitable pay and wage gap reduction strategies
10. Strengthen community engagement with gender inclusion lens
11. Promote women entrepreneurship in extractive value chains
12. Enhance monitoring and evaluation of gender equality indicators
13. Support institutional transformation for inclusive extractive governance

Target Audience

1. Mining, oil & gas company executives
2. HR managers and diversity & inclusion officers
3. Government regulators in extractive sectors
4. Environmental and social impact assessment consultants
5. NGO and civil society gender advocates
6. Community development officers
7. Trade union representatives in extractive industries
8. ESG and sustainability professionals

Course Modules

Module 1: Gender Equality Foundations in Extractive Industries

- Concepts of gender equality vs equity in industrial sectors
- Historical gender exclusion in mining and oil industries
- Global frameworks-SDG 5, WEPs, ILO standards

- Gender gap analysis in extractive employment
- **Case Study:** Women participation barriers in global mining operations

Module 2: Gender Mainstreaming in Policy and Governance

- Gender-responsive policy development
- Institutional gender integration frameworks
- Regulatory compliance mechanisms
- Corporate governance and accountability systems
- **Case Study:** Gender mainstreaming reforms in national mining policy

Module 3: Workplace Diversity, Equity & Inclusion (DEI)

- Inclusive recruitment and retention strategies
- Eliminating unconscious bias in hiring
- Workplace accessibility and safety standards
- Inclusive leadership development
- **Case Study:** DEI transformation in a multinational oil company

Module 4: Gender-Based Violence (GBV) Prevention in Extractives

- Types of GBV in industrial environments
- Workplace harassment policies and enforcement
- Reporting and grievance mechanisms
- Survivor-centered response systems
- **Case Study:** GBV prevention program in remote mining camps

Module 5: Women in Technical and Leadership Roles

- Barriers to STEM participation
- Leadership pipelines for women engineers and geologists
- Mentorship and sponsorship programs
- Career advancement frameworks
- **Case Study:** Women engineers leadership program in mining sector

Module 6: Community Engagement and Social Impact

- Gender-inclusive community consultation
- Impact of extractive projects on women livelihoods
- Social license to operate (SLO) and gender
- Benefit-sharing mechanisms
- **Case Study:** Community-driven gender inclusion in oil exploration project

Module 7: ESG, Sustainability & Gender Metrics

- Gender indicators in ESG reporting
- Sustainability reporting frameworks
- Data collection and gender analytics
- Corporate accountability systems
- **Case Study:** ESG gender reporting transformation in mining corporation

Module 8: Economic Empowerment & Value Chain Inclusion

- Women-owned enterprise integration
- Local procurement and supplier diversity
- Skills development for women entrepreneurs
- Financial inclusion in extractive economies
- **Case Study:** Women-led supply chain integration in oil & gas sector

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	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
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

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com