Gender Mainstreaming in Mining Projects 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

Gender Mainstreaming in Mining Projects Training Course is designed to embed gender equality, diversity, inclusion (GEDI), and social sustainability into the mining and extractive industries. As global mining operations increasingly align with ESG (Environmental, Social, and Governance) standards, SDG 5 (Gender Equality), and responsible mining frameworks, integrating gender-responsive approaches has become a strategic imperative. This training equips professionals with practical tools to address gender gaps, workplace inequality, women's empowerment in mining communities, and inclusive resource governance.

The course focuses on transforming mining projects into gender-responsive, socially inclusive, and community-centered operations. Participants will explore how to integrate gender impact assessments, stakeholder engagement, policy development, and inclusive HR systems into mining life cycles from exploration to closure. Using real-world case studies from Africa and global mining hubs, the programme strengthens competencies in gender mainstreaming strategy, ESG reporting, corporate social responsibility (CSR), and sustainable mining development frameworks.

Programme Curriculum

Gender Mainstreaming in Mining Projects Training Course

Introduction

Gender Mainstreaming in Mining Projects Training Course is designed to embed gender equality, diversity, inclusion (GEDI), and social sustainability into the mining and extractive industries. As global mining operations increasingly align with ESG (Environmental, Social, and Governance) standards, SDG 5 (Gender Equality), and responsible mining frameworks, integrating gender-responsive approaches has become a strategic imperative. This training equips professionals with practical tools to address gender gaps, workplace inequality, women's

empowerment in mining communities, and inclusive resource governance.

The course focuses on transforming mining projects into gender-responsive, socially inclusive, and community-centered operations. Participants will explore how to integrate gender impact assessments, stakeholder engagement, policy development, and inclusive HR systems into mining life cycles from exploration to closure. Using real-world case studies from Africa and global mining hubs, the programme strengthens competencies in gender mainstreaming strategy, ESG reporting, corporate social responsibility (CSR), and sustainable mining development frameworks.

Course Duration

5 days

Course Objectives

1. Understand gender mainstreaming frameworks in mining and extractives
2. Apply ESG and SDG 5 gender equality principles in mining projects
3. Integrate women empowerment strategies in mining communities
4. Conduct gender impact assessments in mining operations
5. Develop inclusive mining policies and gender-responsive governance systems
6. Strengthen diversity, equity, and inclusion (DEI) in extractive industries
7. Promote safe and inclusive workplaces in mining environments
8. Design gender-sensitive stakeholder engagement strategies
9. Improve corporate social responsibility (CSR) gender alignment
10. Enhance women participation in technical and leadership mining roles
11. Address gender-based violence (GBV) prevention in mining zones
12. Build capacity for gender-responsive budgeting in mining projects
13. Align mining operations with sustainable development and social license to operate

Target Audience

1. Mining engineers and project managers
2. ESG, CSR, and sustainability officers
3. Government mining regulators and policymakers
4. Community development and liaison officers
5. HR and organizational development professionals in mining
6. NGOs working in extractives and gender equality
7. Environmental and social impact assessment consultants
8. Mining executives and corporate leadership teams

Course Modules

Module 1: Foundations of Gender Mainstreaming in Mining

- Gender concepts in extractive industries
- Evolution of gender equality in mining sectors
- Policy frameworks and international standards
- Integration into mining life cycle
- Case Study: Gender inclusion reforms in South African mining communities

Module 2: ESG, SDGs & Gender Equality Integration

- ESG frameworks in mining operations
- Alignment with SDG 5 and SDG 8
- Gender-responsive sustainability reporting
- Corporate accountability mechanisms
- Case Study: ESG-driven gender reforms in Australian mining companies

Module 3: Gender Impact Assessment in Mining Projects

- Tools for gender analysis
- Baseline gender data collection
- Risk identification and mitigation
- Social impact evaluation techniques
- Case Study: Gender impact assessment in copper mining projects in Zambia

Module 4: Women Empowerment in Mining Communities

- Economic empowerment strategies
- Skills development and training access
- Local procurement and supply chain inclusion
- Community beneficiation programmes
- Case Study: Women-owned enterprises in Ghana’s mining regions

Module 5: Gender-Based Violence (GBV) Prevention in Mining Areas

- Workplace harassment policies
- Community safety frameworks
- Reporting and response mechanisms
- Stakeholder accountability systems
- Case Study: GBV prevention programme in artisanal mining zones in DRC

Module 6: Inclusive HR & Workforce Transformation

- Gender-balanced recruitment strategies
- Leadership development for women in mining
- Retention and career progression systems
- Workplace culture transformation
- Case Study: Female engineers integration in Canadian mining firms

Module 7: Stakeholder Engagement & Community Relations

- Inclusive consultation frameworks
- Indigenous and local community participation
- Conflict resolution strategies
- Communication and trust-building
- Case Study: Community engagement model in Chilean mining projects

Module 8: Gender-Responsive Mining Governance & Policy

- Policy design and implementation
- Gender budgeting in mining projects
- Monitoring, evaluation, and reporting systems
- Social license to operate (SLO) frameworks

- Case Study: National gender mining policy reforms in Namibia

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

Start Date	End Date	Location	Price
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