Human Rights 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 mining, oil, and gas remain among the most economically powerful yet socially sensitive sectors globally. While they drive industrial growth, energy security, and infrastructure development, they are also frequently associated with human rights violations, environmental degradation, land dispossession, labor exploitation, and community displacement. Human Rights in Extractive Industries Training Course is designed to equip professionals with the critical knowledge and practical tools needed to ensure ESG compliance, responsible mining, corporate accountability, due diligence, and sustainable development governance.

In today's rapidly evolving global economy, stakeholders are increasingly held accountable through frameworks such as the UN Guiding Principles on Business and Human Rights (UNGPs), ESG reporting standards, OECD Due Diligence Guidelines, climate justice frameworks, and Indigenous rights protections. This course provides a comprehensive understanding of how extractive operations intersect with human rights law, environmental justice, community engagement, gender equality, and corporate social responsibility (CSR). Participants will explore real-world case studies, regulatory frameworks, grievance mechanisms, and monitoring systems to ensure ethical resource governance and long-term sustainable impact in extractive regions.

Programme Curriculum

Human Rights in Extractive Industries Training Course

Introduction

The extractive industries mining, oil, and gas remain among the most economically powerful yet socially sensitive sectors globally. While they drive industrial growth, energy security, and infrastructure development, they are also frequently associated with human rights violations, environmental degradation, land

dispossession, labor exploitation, and community displacement. Human Rights in Extractive Industries Training Course is designed to equip professionals with the critical knowledge and practical tools needed to ensure ESG compliance, responsible mining, corporate accountability, due diligence, and sustainable development governance.

In today's rapidly evolving global economy, stakeholders are increasingly held accountable through frameworks such as the UN Guiding Principles on Business and Human Rights (UNGPs), ESG reporting standards, OECD Due Diligence Guidelines, climate justice frameworks, and Indigenous rights protections. This course provides a comprehensive understanding of how extractive operations intersect with human rights law, environmental justice, community engagement, gender equality, and corporate social responsibility (CSR). Participants will explore real-world case studies, regulatory frameworks, grievance mechanisms, and monitoring systems to ensure ethical resource governance and long-term sustainable impact in extractive regions.

Course Duration

5 days

Course Objectives

1. Understand Human Rights Due Diligence (HRDD) in extractive industries
2. Analyze ESG compliance frameworks in mining and oil & gas sectors
3. Evaluate community displacement and land rights conflicts
4. Apply UN Guiding Principles on Business and Human Rights (UNGPs)
5. Strengthen knowledge of Indigenous Peoples' rights and Free Prior Informed Consent (FPIC)
6. Assess environmental justice and climate change impacts
7. Identify risks of labor exploitation, child labor, and unsafe working conditions
8. Develop strategies for corporate accountability and transparency reporting
9. Implement stakeholder engagement and community consultation mechanisms
10. Examine anti-corruption and ethical governance in extractive contracts
11. Strengthen grievance redress mechanisms (GRMs) for affected communities
12. Promote gender equality and inclusion in extractive industries
13. Build capacity for sustainable development and responsible resource governance

Target Audience

1. Mining, oil, and gas company executives
2. CSR and ESG compliance officers
3. Government regulators and policymakers
4. Human rights activists and NGOs
5. Environmental consultants and auditors
6. Community leaders and Indigenous representatives
7. Legal practitioners and compliance officers
8. Development agency staff and researchers

Course Modules

Module 1: Foundations of Human Rights in Extractive Industries

- Global human rights frameworks and extractive sector linkages
- UNGPs, OECD Guidelines, and ILO conventions overview
- Human rights risk mapping in mining and oil sectors

- Corporate responsibility vs state obligation
- Introduction to ESG integration
- **Case Study:** Oil extraction conflicts in the Niger Delta

Module 2: ESG Compliance and Corporate Accountability

- ESG reporting standards and sustainability disclosure
- Corporate governance in extractive industries
- Compliance audits and transparency tools
- Investor-driven accountability mechanisms
- Risk assessment frameworks
- **Case Study:** ESG reforms in Rio Tinto operations

Module 3: Land Rights, Displacement & Resettlement

- Land acquisition laws and compensation frameworks
- Forced displacement and livelihood restoration
- Resettlement Action Plans (RAPs)
- Community consent and consultation processes
- Conflict prevention mechanisms
- **Case Study:** Mining displacement in Latin America (Peru copper projects)

Module 4: Indigenous Peoples' Rights and FPIC

- Free Prior Informed Consent (FPIC) principles
- Indigenous sovereignty and cultural heritage protection
- Sacred land and biodiversity conservation
- Legal protections under international law
- Negotiation frameworks with extractive companies
- **Case Study:** Canadian First Nations vs pipeline development projects

Module 5: Environmental Justice and Climate Impacts

- Pollution, deforestation, and ecosystem destruction
- Climate change implications of fossil fuel extraction
- Environmental impact assessments (EIA)
- Remediation and rehabilitation strategies
- Just transition frameworks
- **Case Study:** Amazon rainforest mining degradation

Module 6: Labor Rights and Workplace Safety

- Occupational health and safety standards
- Child labor and forced labor prevention
- Wage fairness and contract labor issues
- Trade unions and collective bargaining rights
- Workplace discrimination and gender safety
- **Case Study:** Artisanal mining safety in the Democratic Republic of Congo

Module 7: Community Engagement and Conflict Resolution

- Stakeholder mapping and engagement strategies

- Conflict-sensitive development approaches
- Grievance mechanisms and mediation tools
- Social license to operate (SLO)
- Trust-building with affected communities
- **Case Study:** Community protests in South African mining regions

Module 8: Anti-Corruption, Governance & Sustainable Development

- Extractive industry corruption risks
- Transparency in licensing and contracts
- Revenue sharing and resource nationalism
- Sustainable Development Goals (SDGs) alignment
- Long-term governance reform strategies
- **Case Study:** Oil revenue governance in Norway model

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