Gender Data Collection & Analysis in Mining 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 Data Collection & Analysis in Mining training course is designed to strengthen institutional capacity in integrating gender-responsive data systems, ESG compliance, workforce equity analytics, and inclusive mining governance frameworks. As the global mining industry evolves under increasing pressure for sustainability reporting, DEI (Diversity, Equity & Inclusion) mandates, SDG alignment, and ethical mineral sourcing standards, accurate gender-disaggregated data has become essential for decision-making, policy development, and corporate accountability.

This course equips participants with practical skills to design, collect, manage, and analyze gender-sensitive datasets in mining operations, including workforce participation, leadership representation, safety impacts, community engagement, and economic benefits distribution. Through a combination of data analytics tools, gender mainstreaming methodologies, and mining-sector case studies, learners will gain the ability to translate raw data into actionable insights that support equitable resource governance, ESG reporting frameworks, and sustainable mining transformation strategies.

Programme Curriculum

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5 days

Course Objectives

1. Understand gender mainstreaming in mining sector data systems
2. Apply gender-disaggregated data collection techniques
3. Strengthen ESG reporting and sustainability metrics integration
4. Analyze workforce gender inequality patterns in mining operations
5. Develop inclusive mining policy frameworks using data insights
6. Implement SDG 5 (Gender Equality) alignment strategies in mining data
7. Use statistical tools for gender-based mining analytics
8. Improve data quality assurance and validation systems
9. Conduct intersectional analysis
10. Build capacity in data visualization for mining decision-making
11. Support corporate social responsibility (CSR) reporting with gender data
12. Strengthen community impact assessment through gender lenses
13. Enhance evidence-based mining governance and accountability systems

Target Audience

1. Mining company HR and ESG managers
2. Government mining regulators and policy officers
3. Gender equality and social development practitioners
4. Data analysts in extractive industries
5. CSR and sustainability officers
6. Mining engineers and project managers
7. NGO and civil society researchers in extractives
8. Donor agencies and development partners in natural resources

Course Modules

Module 1: Introduction to Gender & Mining Data Systems

- Gender concepts in extractive industries
- Mining sector workforce structure analysis
- Importance of gender-disaggregated data
- Data gaps in mining operations
- Regulatory frameworks and global standards
- **Case Study:** Gender imbalance in large-scale mining workforce in Southern Africa

Module 2: Gender Data Collection Methodologies

- Survey design for mining communities

- Household vs workplace data collection methods
- Ethical considerations in gender data
- Sampling techniques in mining regions
- Digital vs manual data capture systems
- **Case Study:** Community gender survey in artisanal mining zones

Module 3: Data Management & Quality Assurance

- Data cleaning and validation processes
- Metadata standards in mining datasets
- Data storage and security protocols
- Error reduction techniques
- Data governance frameworks
- **Case Study:** Data inconsistencies in mining company HR systems

Module 4: Gender Data Analysis Techniques

- Descriptive and inferential statistics
- Gender gap analysis tools
- Cross-tabulation and segmentation
- Regression analysis for workforce trends
- Software tools
- **Case Study:** Gender wage gap analysis in a copper mining operation

Module 5: Gender & ESG Reporting in Mining

- ESG frameworks and compliance requirements
- Gender indicators in sustainability reports
- SDG alignment metrics
- Corporate reporting standards
- Stakeholder reporting structures
- **Case Study:** ESG gender reporting failure vs best practice mining company

Module 6: Community Impact & Intersectional Analysis

- Gender roles in mining communities
- Intersectionality
- Social impact measurement tools
- Conflict sensitivity in mining areas
- Community engagement strategies
- **Case Study:** Impact of mining expansion on women-led households

Module 7: Data Visualization & Decision Support

- Dashboard development for mining data
- Charts and gender KPI visualization
- GIS mapping for mining communities
- Storytelling with data
- Executive reporting systems
- **Case Study:** Mining executive dashboard improving gender hiring policies

Module 8: Policy Development & Strategic Implementation

- Gender-responsive mining policies
- Institutional reform strategies
- Monitoring and evaluation systems
- Advocacy and stakeholder engagement
- Scaling gender inclusion programs
- **Case Study:** Government-led gender inclusion reform in mining licensing system

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