Gender Mainstreaming in Chemical 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 chemical industry remains one of the most technically complex and high-risk sectors globally, where innovation, safety, and compliance drive operational excellence. However, persistent gender gaps, workplace inequality, and underrepresentation of women in STEM and industrial leadership continue to limit organizational performance and inclusivity. Gender Mainstreaming in Chemical Industries Training Course is designed to equip professionals with practical tools, policy frameworks, and strategic approaches to integrate gender equality, diversity, and inclusion (GEDI) into chemical production, safety management, and corporate governance systems.

As global industries shift toward ESG compliance, sustainable development goals (SDGs), and inclusive workforce transformation, chemical companies must embed gender-responsive policies, equitable recruitment systems, and inclusive workplace cultures. This course strengthens institutional capacity to implement gender-sensitive occupational safety, leadership development for women, inclusive HR systems, and bias-free technical environments, ensuring both compliance and competitive advantage in the global chemical sector.

Programme Curriculum

Gender Mainstreaming in Chemical Industries Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Understand gender mainstreaming frameworks in industrial sectors
2. Apply Gender Equality and Social Inclusion (GESI) strategies in chemical industries
3. Analyze workplace gender disparities in STEM and chemical engineering roles
4. Implement inclusive occupational health and safety (OHS) systems
5. Develop gender-responsive HR policies and recruitment systems
6. Strengthen women leadership in chemical manufacturing environments
7. Promote diversity, equity, and inclusion (DEI) in hazardous industries
8. Integrate SDG 5 (Gender Equality) into chemical sector operations
9. Address unconscious bias and workplace discrimination
10. Build inclusive corporate governance and ESG reporting systems
11. Enhance women's participation in technical and R&D roles
12. Design gender-sensitive training and capacity-building programs
13. Foster inclusive workplace culture transformation in chemical plants

Target Audience

1. Chemical engineers and plant operators
2. HR managers in manufacturing industries
3. EHS (Environment, Health & Safety) officers
4. Corporate sustainability and ESG officers
5. Government regulators in industrial sectors
6. Gender and social development practitioners
7. Chemical industry executives and plant managers
8. NGO and development partners working in industrial inclusion

Course Modules

Module 1: Foundations of Gender Mainstreaming in Industry

- Concepts of gender equality in industrial contexts
- Evolution of gender mainstreaming frameworks
- Gender roles in chemical production systems
- Global standards and conventions
- Case Study: Gender integration in European chemical plants

Module 2: Gender Gaps in Chemical and Manufacturing Sectors

- Workforce gender statistics in chemical industries
- Barriers to women participation in STEM fields
- Structural discrimination in industrial hiring
- Wage gaps and promotion inequality
- Case Study: Gender audit in Asian petrochemical companies

Module 3: Gender-Responsive Occupational Health & Safety

- Gender-sensitive risk assessments in chemical plants
- PPE design and safety standards for women workers
- Inclusive emergency response systems
- Workplace harassment prevention mechanisms
- Case Study: Safety redesign in South African chemical factories

Module 4: Inclusive Human Resource Management

- Gender-responsive recruitment and selection
- Performance evaluation without bias
- Equal pay and benefits structures
- Career progression frameworks for women
- Case Study: HR transformation in multinational chemical firms

Module 5: Women in Leadership & Decision-Making

- Barriers to leadership in industrial sectors
- Leadership pipelines for women engineers
- Mentorship and sponsorship programs
- Boardroom diversity strategies
- Case Study: Women executives in global chemical corporations

Module 6: Gender and Environmental Sustainability (ESG Integration)

- Linking gender mainstreaming with ESG reporting
- Gender dimensions of environmental risk
- Sustainable production and inclusion
- Corporate accountability frameworks
- Case Study: ESG gender reporting in Nordic chemical industries

Module 7: Workplace Culture Transformation

- Addressing unconscious bias in technical workplaces
- Inclusive communication systems
- Gender-sensitive organizational policies
- Anti-harassment frameworks
- Case Study: Cultural transformation in Indian chemical plants

Module 8: Policy, Compliance & Global Best Practices

- International gender equality regulations
- National industrial gender policies
- Compliance monitoring systems
- Data collection and gender indicators

- Case Study: Regulatory compliance in UAE chemical sector

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- 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

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