Gender Responsive Mining Policies 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 Gender Responsive Mining Policies Training Course is designed to transform the mining sector into an inclusive, equitable, and socially sustainable industry. It integrates gender mainstreaming, ESG compliance, sustainable mining governance, women empowerment in extractives, and inclusive policy reform to address systemic inequalities that limit participation of women and marginalized groups in mining economies. The course equips policymakers, mining companies, regulators, and civil society actors with tools to design and implement gender-sensitive mining frameworks, ensuring compliance with international standards such as the SDGs, EITI principles, and ILO conventions.

The training further strengthens institutional capacity to develop gender-responsive mining legislation, workplace equity systems, community beneficiation models, and social impact mitigation strategies. Participants will explore how mining policies can promote economic inclusion, leadership representation, gender equity budgeting, artisanal and small-scale mining (ASM) formalization, and climate-resilient mining governance. Through practical case studies, global best practices, and participatory learning, the course fosters transformative leadership for a fair, safe, and inclusive mining industry.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Strengthen gender mainstreaming in mining policy frameworks
2. Promote inclusive extractive industry governance and ESG compliance
3. Enhance women economic empowerment in mining value chains
4. Develop capacity for gender-responsive budgeting in natural resources
5. Improve workplace gender equality and anti-discrimination systems
6. Support inclusive artisanal and small-scale mining (ASM) formalization
7. Build skills in social impact assessment with gender lens integration
8. Advance leadership representation of women in mining institutions
9. Strengthen community engagement and stakeholder inclusivity mechanisms
10. Promote safe mining environments and gender-based violence prevention
11. Integrate SDG 5 (Gender Equality) into mining sector policies
12. Enhance data-driven gender analysis in extractive industries
13. Support climate-smart and socially inclusive mining transitions

Target Audience

1. Government mining policy makers and regulators
2. Mining company executives and ESG officers
3. Environmental and social impact assessment consultants
4. Gender equality and social inclusion (GESI) specialists
5. Civil society and advocacy organizations in extractives
6. Artisanal and small-scale mining (ASM) associations
7. Development partners and donor agencies
8. Community leaders in mining-affected regions

Course Modules

Module 1: Foundations of Gender in Mining Governance

- Gender roles in extractive industries
- Historical exclusion patterns in mining
- Global gender equality frameworks (SDGs, ILO)
- Gender gaps in mining employment
- Case Study: Rwanda’s gender-inclusive mining reforms

Module 2: Gender Mainstreaming in Mining Policy Design

- Policy cycle integration techniques
- Gender-responsive regulatory frameworks
- Institutional coordination mechanisms
- Policy monitoring and evaluation tools
- Case Study: Canada’s gender-based analysis (GBA+) in natural resources

Module 3: Women Economic Empowerment in Mining Value Chains

- Access to mining licenses and permits
- Financial inclusion and mining entrepreneurship
- Skills development and technical training
- Supply chain inclusion strategies
- Case Study: Ghana women in ASM cooperatives success model

Module 4: Artisanal and Small-Scale Mining (ASM) Inclusion

- Formalization of informal mining systems
- Safety and productivity improvement
- Gender roles in ASM communities
- Access to markets and fair trade systems
- Case Study: Tanzania ASM women-led cooperatives

Module 5: Gender-Based Violence (GBV) and Workplace Safety in Mining

- GBV prevention frameworks in mining zones
- Safe workplace policies and reporting systems
- Occupational health and safety (OHS) standards
- Community protection mechanisms
- Case Study: South African mining sector GBV intervention programs

Module 6: Gender-Responsive Environmental and Social Impact Assessments (ESIA)

- Gender-sensitive ESIA methodologies
- Community consultation frameworks
- Risk identification and mitigation strategies
- Climate and environmental justice integration
- Case Study: Peru mining ESIA gender integration project

Module 7: Leadership, Representation and Decision-Making

- Women in mining leadership roles
- Boardroom diversity policies
- Mentorship and leadership pipelines
- Institutional culture transformation
- Case Study: Australia mining leadership diversity initiative

Module 8: Sustainable Mining Futures and ESG Integration

- ESG reporting in extractives
- Climate-smart mining transitions
- Circular economy in mining
- Social license to operate (SLO)

- Case Study: Chile sustainable copper mining transformation

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

Start Date	End Date	Location	Price
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:

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