Gender Transformative Approaches 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, gas, and quarrying remain among the most gender-imbalanced sectors globally, often reinforcing structural inequalities that limit women's participation, leadership, safety, and economic empowerment. A Gender Transformative Approach (GTA) goes beyond inclusion by actively challenging harmful gender norms, redistributing power, and reshaping institutional systems that perpetuate inequality. In the context of ESG compliance, SDG 5 (Gender Equality), just transition, and inclusive economic development, GTA is becoming a critical framework for sustainable extractive sector reform.

Gender Transformative Approaches in Extractive Industries Training Course equips professionals with practical tools, analytical frameworks, and implementation strategies to mainstream gender equality in extractive industries. It integrates human rights-based approaches, community engagement, stakeholder mapping, gender-responsive budgeting, and ESG reporting standards to build safer, more equitable, and socially responsible operations. Participants will gain the capacity to design, implement, and monitor gender-transformative interventions aligned with global best practices, corporate sustainability goals, and community development priorities.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Understand Gender Transformative Approach (GTA) frameworks in extractive industries
2. Analyze gender inequality, power dynamics, and intersectionality in mining and energy sectors
3. Apply ESG and SDG 5 integration strategies in extractive operations
4. Identify barriers to women's economic empowerment and workforce inclusion
5. Design gender-responsive policies and corporate governance systems
6. Strengthen community engagement and social license to operate (SLO) through gender lens
7. Integrate human rights due diligence (HRDD) in extractive projects
8. Apply gender-responsive budgeting and resource allocation tools
9. Develop strategies for workplace diversity, equity, and inclusion (DEI)
10. Address GBV (Gender-Based Violence) prevention in mining communities
11. Enhance leadership pathways for women in extractive leadership roles
12. Strengthen monitoring, evaluation, accountability, and learning (MEAL) systems
13. Promote just transition, climate justice, and inclusive green energy transformation

Target Audience

1. Mining, oil & gas company executives and managers
2. ESG, sustainability, and compliance officers
3. Community relations and social performance teams
4. Government regulators in energy and mineral sectors
5. NGO and civil society gender advocates
6. Human rights and policy researchers
7. Development partners and multilateral agencies
8. Local community leaders and women's rights organizations

Course Modules

Module 1: Foundations of Gender Transformative Approaches in Extractives

- Gender equality vs gender equity vs gender transformation
- Power structures in extractive economies
- Intersectionality: class, race, indigeneity, and gender
- Introduction to ESG and SDG alignment
- Policy evolution in mining gender frameworks
- **Case Study:** South Africa mining sector gender policy reforms and workforce diversification outcomes

Module 2: Gender Analysis in Mining, Oil & Gas Contexts

- Gender analysis frameworks and tools
- Labour segmentation and occupational segregation
- Informal economies around mining communities
- Data collection and gender-disaggregated indicators
- Risk mapping for vulnerable groups
- **Case Study:** Artisanal and small-scale mining (ASM) in West Africa and women's informal participation

Module 3: Gender-Based Violence (GBV) Prevention & Safeguarding

- GBV typologies in extractive zones
- Workplace harassment and community-level violence
- Safeguarding policies and reporting mechanisms
- Survivor-centered response systems
- Corporate accountability frameworks
- **Case Study:** Papua New Guinea mining corridor GBV mitigation initiatives

Module 4: Women's Economic Empowerment & Livelihoods

- Access to employment and procurement opportunities
- Supplier diversity and local content policies
- Skills development and vocational training pathways
- Financial inclusion and entrepreneurship support
- Cooperative and SME development
- **Case Study:** Zambia mining supplier development programs for women-owned SMEs

Module 5: Gender-Responsive Corporate Governance & ESG

- Board-level gender integration strategies
- ESG reporting frameworks
- Corporate accountability mechanisms
- Gender-responsive procurement systems
- Compliance and audit tools
- **Case Study:** Anglo American gender inclusion and ESG transformation strategy

Module 6: Community Engagement & Social License to Operate (SLO)

- Participatory stakeholder engagement
- Free, Prior and Informed Consent (FPIC)
- Gender-inclusive consultation processes
- Conflict resolution mechanisms
- Trust-building in host communities
- **Case Study:** Peruvian mining community consultation failures and reform strategies

Module 7: Climate Justice, Energy Transition & Gender

- Just transition frameworks
- Gendered impacts of climate change
- Renewable energy and inclusion opportunities
- Green jobs and reskilling women workers
- Climate finance and gender integration

- **Case Study:** Renewable energy workforce inclusion programs in Kenya

Module 8: Monitoring, Evaluation, Accountability & Learning (MEAL)

- Gender-sensitive indicators and KPIs
- Data visualization and reporting systems
- Impact assessment methodologies
- Feedback and grievance mechanisms
- Adaptive learning systems
- **Case Study:** World Bank extractives gender monitoring frameworks in Latin America

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:

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