Labour Rights in Mining Operations 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 Labour Rights in Mining Operations Training Course is designed to strengthen awareness, compliance, and enforcement of ethical labour practices, mining safety standards, human rights regulations, and sustainable workforce governance within the extractive industry. As global demand for minerals continues to rise, mining companies face increasing pressure to ensure decent work conditions, fair wages, union rights, occupational health and safety (OHS), and ESG compliance. This training equips participants with practical knowledge of ILO conventions, mining labour laws, grievance mechanisms, and responsible supply chain practices to build transparent and accountable operations.

This course integrates modern industry expectations such as ESG reporting frameworks, responsible mining initiatives, forced labour prevention, worker empowerment strategies, and social compliance audits. Participants will learn how to identify violations, implement corrective actions, and foster inclusive labour relations in high-risk mining environments. The program is structured to support managers, supervisors, union representatives, and compliance officers in building safe, fair, and legally compliant mining workplaces aligned with global best practices.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Understand International Labour Organization (ILO) mining standards
2. Apply occupational health and safety (OHS) compliance frameworks
3. Identify and prevent forced labour and child labour in mining
4. Strengthen worker rights protection and labour law enforcement
5. Implement ESG (Environmental, Social, Governance) mining compliance
6. Develop effective grievance handling mechanisms in mining sites
7. Promote fair wages and equitable compensation systems
8. Improve union engagement and collective bargaining processes
9. Conduct labour rights audits and compliance inspections
10. Enhance workplace safety culture in high-risk mining operations
11. Ensure ethical recruitment and contractor management
12. Build capacity for social impact assessment in mining communities
13. Align mining operations with sustainable development goals

Target Audience

1. Mining site managers and operations supervisors
2. Human resource managers in extractive industries
3. Health, Safety & Environment (HSE) officers
4. Labour union leaders and worker representatives
5. Government labour inspectors and regulators
6. ESG compliance and sustainability officers
7. Mining contractors and subcontractor managers
8. NGO workers and human rights advocates in mining communities

Course Modules

Module 1: Foundations of Labour Rights in Mining

- Overview of global labour rights frameworks
- Mining industry labour risk profile
- Rights at work-dignity, fairness, and safety
- Role of ILO conventions in mining
- Ethical mining principles
- **Case Study:** South African platinum mining labour reforms after strike actions

Module 2: Occupational Health & Safety (OHS) Compliance

- Mining hazard identification and control
- Personal protective equipment (PPE) standards
- Accident reporting and prevention systems
- Safety audits and inspections
- Emergency response protocols
- **Case Study:** Deep-level gold mine safety improvements after fatal incidents

Module 3: Forced Labour and Child Labour Prevention

- Identifying forced labour indicators
- Recruitment abuse in subcontracting chains
- Age verification systems
- Ethical labour sourcing
- Legal consequences and enforcement
- **Case Study:** Tin mining supply chain reforms in Southeast Asia

Module 4: Worker Grievance Mechanisms

- Designing complaint systems
- Whistleblower protection frameworks
- Conflict resolution procedures
- Trade union engagement
- Documentation and escalation processes
- **Case Study:** Copper mining grievance mechanism success in Latin America

Module 5: Fair Wages and Compensation Systems

- Wage benchmarking in mining sectors
- Overtime and benefit structures
- Gender pay equity
- Payroll transparency systems
- Living wage standards
- **Case Study:** Wage restructuring in Australian coal mining operations

Module 6: ESG & Sustainable Mining Compliance

- ESG reporting frameworks
- Social performance indicators
- Stakeholder engagement strategies
- Sustainability audits
- Responsible sourcing standards
- **Case Study:** ESG transformation in Canadian lithium mining projects

Module 7: Labour Relations & Collective Bargaining

- Union rights and recognition
- Negotiation strategies
- Industrial relations conflict resolution
- Worker participation models
- Strike prevention mechanisms

- **Case Study:** Diamond mining collective bargaining agreements in Botswana

Module 8: Labour Rights Monitoring & Compliance Audits

- Internal and external audits
- Labour inspection techniques
- Data collection and reporting tools
- Risk assessment frameworks
- Continuous improvement systems
- **Case Study:** Iron ore mining compliance audit reforms in Brazil

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