# Advanced Labour Law Compliance Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Trade Unions | **Duration** | 10 Days |
| **Base Fee** | $3,000 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

Advanced Labour Law Compliance Training Course is designed to equip participants with in-depth expertise in labour law governance, workplace compliance frameworks, employee rights management, and regulatory risk mitigation. In today's rapidly evolving corporate environment, organizations must navigate complex labour legislations, including wage compliance, industrial relations, occupational safety standards, contract labour regulations, and dispute resolution mechanisms. Advanced Labour Law Compliance Training Course provides a structured approach to mastering both national and international labour law compliance systems while ensuring ethical workforce management and legal risk prevention.

With increasing global scrutiny on ESG compliance, workplace equality, gig economy regulation, remote workforce governance, and digital HR compliance systems, organizations are required to adopt proactive compliance strategies. This training integrates real-world case studies, regulatory frameworks, audit techniques, and labour inspection preparedness to help participants build resilient compliance systems. Learners will gain actionable skills in policy drafting, statutory reporting, grievance handling, labour audit execution, and regulatory liaisoning, ensuring organizations remain legally compliant and operationally efficient in a dynamic labour law environment.

## Programme Curriculum

**Advanced Labour Law Compliance Training Course**

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**Course Duration**

10 days

**Course Objectives**

1. Master labour law compliance frameworks across multiple jurisdictions
2. Understand industrial relations and dispute resolution mechanisms
3. Implement wage, salary, and overtime compliance systems
4. Strengthen knowledge of occupational health and safety (OHS) regulations
5. Develop expertise in employment contract law and workforce classification
6. Ensure compliance with social security and employee welfare legislation
7. Apply ESG and ethical labour governance standards
8. Conduct effective labour law audits and internal compliance reviews
9. Manage workplace harassment and POSH compliance frameworks
10. Navigate union negotiations and collective bargaining laws
11. Build compliance systems for the gig economy and remote workforce
12. Reduce legal risks through preventive labour law strategies
13. Develop capability in regulatory reporting and inspection readiness

**Target Audience**

1. HR Managers & HR Business Partners
2. Legal & Compliance Officers
3. Labour Law Consultants & Advisors
4. Payroll & Compensation Specialists
5. Industrial Relations Managers
6. Corporate Governance Professionals
7. Startup Founders & Business Owners
8. Government Labour Inspectors & Policy Analysts

**Training Modules**

**Module 1: Foundations of Labour Law Compliance**

- Overview of labour law systems globally
- Employer-employee legal relationship
- Statutory compliance fundamentals
- Role of regulatory authorities
- Compliance documentation basics

- **Case Study:** Multi-country manufacturing firm facing compliance gaps due to inconsistent labour law application.

**Module 2: Industrial Relations & Conflict Management**

- Trade union frameworks
- Collective bargaining agreements
- Strike and lockout regulations
- Dispute prevention strategies
- Labour conciliation mechanisms
- **Case Study:** Resolution of a prolonged union strike in a logistics company.

**Module 3: Wage, Salary & Compensation Compliance**

- Minimum wage legislation
- Overtime payment rules
- Equal pay compliance
- Bonus and incentive regulations
- Payroll audit systems
- **Case Study:** Payroll violation leading to penalty in a retail chain.

**Module 4: Occupational Health & Safety (OHS) Regulations**

- Workplace safety laws
- Hazard prevention systems
- Employee welfare measures
- Safety audits
- Accident reporting protocols
- **Case Study:** Industrial accident investigation in a construction firm.

**Module 5: Employment Contracts & Workforce Classification**

- Permanent vs contract workforce
- Gig worker classification
- Freelance legal frameworks
- Contract drafting essentials
- Termination clauses compliance
- **Case Study:** Misclassification lawsuit in a tech startup.

**Module 6: Social Security & Employee Benefits**

- Pension schemes
- Insurance compliance
- Maternity and leave benefits
- Employee provident fund systems
- Welfare fund regulations
- **Case Study:** Social security audit failure in a manufacturing unit.

**Module 7: POSH & Workplace Harassment Laws**

- Prevention of Sexual Harassment (POSH) Act
- Internal Complaints Committee (ICC) setup

- Complaint handling procedures
- Awareness training mandates
- Legal penalties and compliance risks
- **Case Study:** Workplace harassment complaint mishandling in corporate office.

**Module 8: Labour Audits & Compliance Inspections**

- Internal audit frameworks
- Government inspection readiness
- Documentation verification
- Risk assessment models
- Compliance reporting systems
- **Case Study:** Surprise labour inspection in export company.

**Module 9: Employee Termination & Exit Compliance**

- Legal termination procedures
- Severance pay rules
- Notice period compliance
- Wrongful dismissal risks
- Exit documentation systems
- **Case Study:** Wrongful termination lawsuit in IT company.

**Module 10: Contract Labour & Outsourcing Laws**

- Contractor compliance frameworks
- Vendor management regulations
- Outsourcing risk controls
- Labour license requirements
- Third-party liability
- **Case Study:** Contractor non-compliance in infrastructure project.

**Module 11: Digital HR & Remote Workforce Compliance**

- Remote work regulations
- Cross-border employment rules
- Digital payroll systems
- Data privacy in HR
- Virtual workplace monitoring
- **Case Study:** Remote employee compliance breach in global IT firm.

**Module 12: ESG & Ethical Labour Practices**

- Environmental-social governance (ESG) integration
- Ethical hiring standards
- Diversity and inclusion compliance
- Corporate responsibility reporting
- Sustainability in labour practices
- **Case Study:** ESG audit failure affecting multinational reputation.

**Module 13: Labour Dispute Resolution Systems**

- Arbitration mechanisms
- Labour court procedures
- Mediation techniques
- Legal representation frameworks
- Settlement negotiation
- **Case Study:** Long-standing industrial dispute settlement in manufacturing hub.

**Module 14: Regulatory Reporting & Documentation**

- Statutory filings
- Labour law returns
- Record-keeping standards
- Digital compliance dashboards
- Government reporting systems
- **Case Study:** Penalty due to late statutory filings in SME.

**Module 15: Advanced Compliance Strategy & Risk Management**

- Predictive compliance systems
- AI-driven HR compliance tools
- Risk mitigation frameworks
- Policy development lifecycle
- Strategic labour governance
- **Case Study:** Fortune 500 company implementing predictive compliance 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** | 04 Dec 2026 | Online | $2,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $3,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $6,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $9,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |
| **23 Nov 2026** | 04 Dec 2026 | Physical | $12,000 |

Ready to enroll or request a customized program? Book online or contact us:

**Register Online Now**

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