Constitutional Rights and Labour Protection Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

The *Constitutional Rights and Labour Protection Training Course* is designed to strengthen understanding of fundamental rights, labour standards, workplace justice, and constitutional safeguards in modern employment systems. It equips participants with practical knowledge of human rights law, employment protection frameworks, labour compliance, workplace equity, and dispute resolution mechanisms. The course is tailored to address emerging challenges such as gig economy regulation, digital labour rights, AI-driven workplace surveillance, and informal sector protection, ensuring alignment with both national constitutions and international labour standards.

In today's rapidly evolving labour market, workers face increasing exposure to issues such as unfair dismissal, wage theft, discrimination, unsafe working conditions, and contractual exploitation. This training empowers stakeholders to interpret and apply constitutional provisions, labour laws, ILO conventions, and employee protection policies effectively. It bridges the gap between law and practice by offering real-world case studies, interactive simulations, and compliance strategies that enhance workplace justice, ethical governance, and sustainable labour relations across both public and private sectors.

Programme Curriculum

Constitutional Rights and Labour Protection Training Course

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5 days

Course Objectives

1. Strengthen constitutional literacy and fundamental rights awareness
2. Understand labour law frameworks and employment regulations
3. Promote workplace justice and human rights compliance
4. Enhance knowledge of fair wages and salary protection systems
5. Address occupational safety and health standards (OSH)
6. Build capacity in dispute resolution and labour arbitration
7. Analyze unfair dismissal and grievance mechanisms
8. Strengthen understanding of trade unions and collective bargaining rights
9. Promote gender equality and anti-discrimination laws at work
10. Improve awareness of gig economy and informal sector protections
11. Strengthen compliance with ILO conventions and global labour standards
12. Develop skills in labour inspection and regulatory enforcement
13. Enhance understanding of digital labour rights and workplace surveillance laws

Target Audience

1. Human Resource (HR) professionals
2. Labour union representatives and leaders
3. Government labour officers and inspectors
4. Legal practitioners and paralegals
5. Corporate compliance officers
6. NGO workers in human rights and labour advocacy
7. Policy makers and public administrators
8. Employees, gig workers, and informal sector workers

Course Modules

Module 1: Constitutional Foundations of Labour Rights

- Overview of constitutional rights in employment
- Fundamental freedoms: dignity, equality, and fairness
- State obligations in labour protection
- Unlawful termination and constitutional petition ruling
- Case Study: Discrimination in public sector employment

Module 2: Labour Law Frameworks and Employment Standards

- National labour laws and employment codes
- Contract of employment and legal enforceability
- Minimum wage and statutory benefits
- Wage theft in manufacturing sector
- Case Study: Contractual misclassification of workers

Module 3: Occupational Safety and Health (OSH) Compliance

- Workplace safety regulations and employer duties
- Risk assessment and hazard prevention
- Workers' compensation systems
- Industrial accident liability dispute
- Case Study: Construction site safety violation penalties

Module 4: Trade Unions and Collective Bargaining

- Role of trade unions in labour protection
- Collective bargaining agreements (CBAs)
- Right to strike and industrial action laws
- Successful collective bargaining negotiation
- Case Study: Illegal strike dismissal dispute

Module 5: Dispute Resolution and Labour Arbitration

- Grievance handling mechanisms
- Mediation, arbitration, and labour courts
- Procedural fairness in disputes
- Workplace harassment resolution case
- Case Study: Wrongful dismissal arbitration outcome

Module 6: Equality, Non-Discrimination and Inclusion

- Anti-discrimination laws in employment
- Gender equality and workplace diversity
- Protection against harassment and bias
- Gender pay gap litigation
- Case Study: Workplace sexual harassment tribunal ruling

Module 7: Gig Economy and Informal Sector Protection

- Rights of gig and platform workers
- Contract flexibility vs labour exploitation
- Social protection for informal workers
- Ride-hailing driver classification dispute
- Case Study: Informal trader eviction and constitutional challenge

Module 8: Digital Labour Rights and Future of Work

- AI surveillance and workplace privacy rights
- Remote work legal frameworks
- Data protection in employment contexts
- Algorithmic unfair dismissal challenge

- Case Study: Remote worker monitoring legal dispute

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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