# Governance and Accountability in Trade Unions 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

In an era of rapid digital transformation and evolving algorithmic management, the mandate for trade union governance has shifted from traditional advocacy to a complex model of institutional resilience and tripartite social dialogue. Governance and Accountability in Trade Unions Training Course provides the strategic framework necessary for union leaders to align their operations with international ILO conventions and domestic legal standards, ensuring that the spirit of solidarity is backed by robust accountability mechanisms.

The training moves beyond basic administrative oversight to address the twin transitions of green and digital skills, framing governance infrastructure as a "capability intervention" (Hew, 2026). By integrating transformational leadership styles with rigorous public financial management (PFM) principles, participants will learn to mitigate risks such as information asymmetry, resource scarcity, and internal disunity (Gautam, 2026; Kithuri, 2025). Ultimately, this program empowers union officials to co-create institutions that are transparent, democratically accountable, and capable of delivering pro-worker collective bargaining agreements (CBAs) in a competitive global economy.

## Programme Curriculum

**Governance and Accountability in Trade Unions Training Course**

**Introduction**

In an era of rapid digital transformation and evolving algorithmic management, the mandate for trade union governance has shifted from traditional advocacy to a complex model of institutional resilience and tripartite social dialogue. Governance and Accountability in Trade Unions Training Course provides the strategic framework necessary for union leaders to align their operations with international ILO conventions and domestic legal standards, ensuring that the spirit of solidarity is backed by robust accountability mechanisms.

The training moves beyond basic administrative oversight to address the twin transitions of green and digital skills, framing governance infrastructure as a "capability intervention" (Hew, 2026). By integrating transformational leadership styles with rigorous public financial management (PFM) principles, participants will learn to mitigate risks such as information asymmetry, resource scarcity, and internal disunity (Gautam, 2026; Kithuri, 2025). Ultimately, this program empowers union officials to co-create institutions that are transparent, democratically accountable, and capable of delivering pro-worker collective bargaining agreements (CBAs) in a competitive global economy.

**Course Duration**

5 days

**Course Objectives**

1. Establish a high-leverage governance infrastructure to protect rights-based digital governance
2. Master transformational leadership to enhance employee engagement and union morale
3. Implement fiscal discipline and operational efficiency using data-driven decision-making.
4. Navigate the legal framework of tripartite agreements involving government and employers.
5. Enhance transparency for members through open communication and digital access.
6. Utilize structural equation modeling concepts to track the impact of leadership on union density.
7. Integrate servant leadership to foster empathy and ethical conduct within the executive board.
8. Modernize collective bargaining frameworks to reach the 80% coverage target in line with EU directives.
9. Mitigate occupational safety and health (OSH) risks associated with algorithmically managed work.
10. Reduce information asymmetry between union leadership and the shop floor.
11. Apply alternative dispute resolution (ADR) to resolve internal splits and rivalry.
12. Design portable skills recognition systems as part of union-led training initiatives.
13. Leverage AI-driven analytics for monitoring the use of union funds and infrastructure.

**Target Audience**

1. General Secretaries and Executive Board Members.
2. National and Sectoral Union Organizers.
3. Financial Officers and Treasurers of Labor Federations.
4. Shop Stewards and Workplace Representatives.
5. Legal Counsel specializing in Industrial Relations.
6. Policy Advisors within Tripartite Institutions.
7. HR Managers involved in Social Dialogue.
8. Training and Education Coordinators in the Labour Institute.

**Course Modules**

**Module 1: Foundations of Modern Union Governance**

- Democratic Indicators
- Constitutional Alignment.
- Social Dialogue
- Voice and Representation
- Case Study: The Good Jobs Bill-Reforming democratic structures in the workplace.

**Module 2: Ethical Leadership & Member Engagement**

- Leadership Styles

- Intrinsic Motivation
- Trust and Security
- Conflict Resolution
- Case Study: Public Hospital Unions-Mediating between management and stressed staff.

**Module 3: Financial Accountability and PFM**

- Fiscal Sustainability
- Allocative Efficiency.
- Transparency Tools
- Auditing and Oversight.
- Case Study: PFM Modernization-Leveraging AI-driven analytics for fiscal discipline.

**Module 4: Digital Transformation & Algorithmic Governance**

- Digital Impacts
- OSH Risks.
- Data Minimization
- Access Rights
- Case Study: Health and Safety in Algorithmic Work-Union action against "unhealthy" algorithms.

**Module 5: Collective Bargaining & CBA Strategy**

- Negotiation Theory
- Tripartite Agreements
- EU Directives
- Economic Analysis
- Case Study: The 80% Coverage Goal-Lessons from Northern Ireland and the EU.

**Module 6: Training Governance as Infrastructure**

- Capability Interventions
- Skills Recognition.
- VET Frameworks
- Apprenticeship Quality
- Case Study: The Myanmar-Malaysia Corridor-Training as a lever for rights-protecting mobility.

**Module 7: Institutional Resilience & Crisis Management**

- Risk Mitigation
- Resource Management.
- Alternative Dispute Resolution
- Workplace Regimes
- Case Study: Kenya’s Industrial Relations-Overcoming disunity and unresolved court cases.

**Module 8: The Future of Unions (2026 and Beyond)**

- Green Skills
- Digital Pedagogy
- Interconnected Ecosystems
- Social Networks
- Case Study: The Twin Transitions-Integrating digital and green skills into union strategy.

### 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 |
| **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:

**Register Online Now**

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