Human Rights and Workers' Rights 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

Training provides a critical framework for aligning business operations with international standards. This course dives deep into the UN Guiding Principles on Business and Human Rights, empowering participants to navigate the complex intersection of corporate social responsibility (CSR) and legal compliance. By fostering an environment of ethical leadership and social justice, organizations can mitigate the risks of modern slavery, discrimination, and labor exploitation while enhancing their brand integrity in a competitive global market.

Human Rights and Workers’ Rights Protection Training Course emphasizes due diligence processes, ensuring that decent work conditions and collective bargaining rights are upheld across all tiers of operation. Through a focus on equitable practices, workplace inclusivity, and grievance mechanisms, we provide the tools necessary to transform policy into practice. Participants will leave with a robust understanding of how to protect fundamental freedoms, drive ESG (Environmental, Social, and Governance) excellence, and champion the human spirit within the professional sphere.

Programme Curriculum

Human Rights and Workers’ Rights Protection Training Course

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Course Objectives

1. Master the application of International Labour Organization (ILO) standards in daily operations.
2. Implement robust Human Rights Due Diligence (HRDD) to identify and mitigate supply chain risks.
3. Develop effective Whistleblower Protection frameworks to ensure psychological safety.
4. Analyze the legal implications of the Modern Slavery Act on global procurement.
5. Foster Diversity, Equity, and Inclusion (DEI) to eliminate systemic workplace discrimination.
6. Establish transparent Remediation Processes for labor rights violations.
7. Strengthen Freedom of Association and support the right to Collective Bargaining.
8. Navigate the complexities of Child Labor prevention in high-risk jurisdictions.
9. Integrate Gender Lens Investing and protection against workplace harassment.
10. Optimize Occupational Health and Safety (OHS) protocols as a fundamental human right.
11. Align organizational strategy with the UN Sustainable Development Goals (SDGs).
12. Utilize Data Privacy measures to protect employee personal information and dignity.
13. Drive Stakeholder Engagement to ensure community and worker voices are heard.

Target Audience

- Chief Sustainability Officers & ESG Leads
- Human Resources Directors and Managers
- Legal Counsel and Compliance Officers
- Procurement and Supply Chain Managers
- Operations Executives and Plant Managers
- Labor Union Representatives and Employee Advocates
- CSR Specialists and Social Auditors
- Government Relations and Policy Advisors

Course Modules

Module 1: Foundations of International Human Rights

- Universal Declaration of Human Rights (UDHR) overview.
- The three pillars of the "Protect, Respect, and Remedy" framework.
- Constitutional labor protections and local legal intersections.
- The role of the ILO in shaping global labor markets.
- **Case Study:** Analysis of a landmark European Court of Human Rights ruling on worker privacy.

Module 2: Combating Modern Slavery and Forced Labor

- Identifying "red flag" indicators of debt bondage and coercion.
- Ethical recruitment practices and ending "worker-pays" fees.

- Monitoring migrant worker vulnerabilities in global logistics.
- Transparency in Supply Chains (TISC) reporting requirements.
- **Case Study:** Lessons learned from the Thai seafood industry labor reforms.

Module 3: Workplace Equality and Anti-Discrimination

- Addressing unconscious bias in hiring and promotion.
- Protections for marginalized groups and LGBTQ+ rights.
- Equal pay for equal work: Closing the gender pay gap.
- Reasonable accommodations for employees with disabilities.
- **Case Study:** Starbucks' comprehensive racial equity transformation strategy.

Module 4: Freedom of Association and Industrial Relations

- The legal right to organize and form trade unions.
- Good-faith bargaining and dispute resolution techniques.
- Managing the transition from informal to formal employment.
- Protecting worker representatives from retaliation.
- **Case Study:** The evolution of the Bangladesh Accord on Fire and Building Safety.

Module 5: Child Labor Eradication and Youth Employment

- Defining the Worst Forms of Child Labor (Convention No. 182).
- Age verification systems and enrollment in educational programs.
- Supporting family livelihoods to prevent child labor cycles.
- Safe working conditions for young workers (ages 15–18).
- **Case Study:** Cocoa industry initiatives in Côte d'Ivoire for child-free supply chains.

Module 6: Occupational Health, Safety, and Environment

- OHS as a fundamental principle and right at work.
- Mental health and psychosocial risk management.
- Right to refuse unsafe work and "Stop Work" authority.
- Impact of environmental degradation on worker health.
- **Case Study:** The response and safety overhaul following the Deepwater Horizon disaster.

Module 7: Grievance Mechanisms and Remediation

- Designing accessible, predictable, and equitable complaint channels.
- Confidentiality protocols and non-retaliation policies.
- Root cause analysis of labor rights grievances.
- Providing effective remedy: Financial vs. non-financial restitution.
- **Case Study:** The Fair Food Program's worker-driven social responsibility model.

Module 8: Digital Rights and the Future of Work

- Surveillance capitalism: Employee monitoring vs. right to privacy.
- Algorithmic bias in AI-driven HR management tools.
- The "Right to Disconnect" in the remote work era.
- Protecting gig economy workers' rights and classifications.
- **Case Study:** Spain's "Rider Law" and the regulation of digital platform labor.

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:

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