Labour Rights in E-Commerce and Digital Work 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 today’s rapidly evolving digital economy, the rise of e-commerce and online gig platforms has transformed traditional employment paradigms. Workers in digital spaces face unique challenges, including wage disparities, irregular working hours, lack of social security, and limited knowledge of their labor rights. Labour Rights in E-Commerce and Digital Work Training Course empowers participants with practical knowledge of labor laws, ethical employment standards, and workplace protections.

This course emphasizes actionable strategies for protecting workers’ rights in virtual marketplaces, freelancing platforms, and e-commerce operations. Participants will explore emerging trends in digital labor regulation, understand compliance requirements, and learn how technology can support transparency and accountability in digital work.

Programme Curriculum

Labour Rights in E-Commerce and Digital Work Training Course

Introduction

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digital work.

Course Duration

5 days

Course Objectives

1. Understand the legal frameworks governing digital labor and e-commerce employment.
2. Identify key labor rights violations in online and gig work environments.
3. Analyze trending labor policies and regulations affecting digital workers.
4. Develop strategies to ensure fair wages and remuneration transparency.
5. Explore mechanisms for social protection and benefits in digital work.
6. Learn to advocate for worker safety, health, and well-being online.
7. Examine gender equity and inclusivity challenges in e-commerce labor.
8. Understand the role of technology in monitoring labor compliance.
9. Apply ethical labor practices in digital work platforms.
10. Interpret contractual agreements and dispute resolution mechanisms.
11. Develop collective bargaining skills for freelance and gig workers.
12. Implement compliance checklists for e-commerce labor operations.
13. Evaluate global trends and case studies of labor rights enforcement in digital work.

Target Audience

1. E-commerce platform employees
2. Freelancers and gig economy workers
3. Human resource professionals in digital companies
4. Labor rights advocates and NGOs
5. Policy makers and government officials
6. Digital platform managers and administrators
7. Legal professionals specializing in labor law
8. Researchers and academics in labor economics and digital work

Course Modules

Module 1: Introduction to Labour Rights in the Digital Economy

- Overview of labor rights in e-commerce and digital platforms
- Understanding the gig economy and digital labor trends
- Key international labor standards for digital work
- Case Study: Workers' rights in a global freelancing platform
- Mapping labor rights violations online

Module 2: Legal Frameworks and Compliance

- National labor laws for digital and remote workers
- E-commerce regulations and digital work compliance
- Contractual rights and obligations in online work
- Case Study: Legal disputes in ride-sharing and delivery platforms
- Drafting compliant freelance contracts

Module 3: Wage Protection and Payment Transparency

- Minimum wage laws and digital work
- Payment structures and remuneration transparency
- Managing wage disputes in online platforms
- Case Study: Digital platform underpayment audit
- Calculating fair compensation for gig workers

Module 4: Social Protection and Benefits

- Access to healthcare, insurance, and social security
- Pension and retirement planning for digital workers
- Mechanisms for unemployment support in the gig economy
- Case Study: Social security coverage gaps in e-commerce delivery workers
- Designing inclusive benefits packages

Module 5: Occupational Safety and Well-Being

- Health and safety considerations in remote and online work
- Stress management and mental health in digital labor
- Ergonomic practices for remote work setups
- Case Study: Health impact of delivery drivers in urban e-commerce
- Risk assessment in digital workplaces

Module 6: Gender Equity and Inclusion in Digital Work

- Challenges faced by women and marginalized workers
- Strategies for promoting inclusivity in e-commerce
- Anti-discrimination policies and enforcement
- Case Study: Gender pay gap analysis in online platforms
- Inclusive workplace policy design

Module 7: Technology, Monitoring, and Accountability

- Digital tools for labor rights monitoring
- AI and algorithmic management in gig work
- Transparency, data privacy, and worker tracking
- Case Study: Algorithm-driven labor exploitation
- Designing technology-assisted compliance frameworks

Module 8: Advocacy, Collective Bargaining, and Dispute Resolution

- Effective negotiation and advocacy skills
- Organizing worker collectives in digital spaces
- Conflict resolution and grievance redressal mechanisms
- Case Study: Successful unionization in an online freelancing platform
- Mediating a digital labor 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
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

Start Date	End Date	Location	Price
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