Labour Rights in Renewable Energy Projects 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 global transition toward renewable energy, including solar energy projects, wind farms, green hydrogen, and hydroelectric developments, is accelerating at an unprecedented pace. While this shift supports climate action, net-zero targets, ESG compliance, and sustainable development goals (SDGs), it also raises critical concerns about labour rights, occupational safety, fair wages, and ethical supply chains. Workers in renewable energy projects often located in remote or high-risk environments face challenges such as informal employment, weak union representation, unsafe working conditions, and contractor exploitation. Strengthening decent work standards, labour compliance frameworks, and human rights due diligence is therefore essential for a just energy transition.

Labour Rights in Renewable Energy Projects Training Course equips participants with practical knowledge of international labour standards, ESG labour governance, corporate social responsibility, and sustainable workforce management. It integrates real-world case studies from wind energy installations, solar PV manufacturing, and large-scale renewable infrastructure projects to demonstrate best practices and failures. The course emphasizes worker protection policies, grievance mechanisms, gender equality, forced labour prevention, and social dialogue systems, enabling stakeholders to build ethical, compliant, and socially responsible renewable energy projects.

Programme Curriculum

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Course Duration

5 days

Course Objectives

1. Understand International Labour Organization (ILO) labour standards in renewable energy sectors
2. Apply ESG labour compliance frameworks in clean energy projects
3. Identify and prevent forced labour and modern slavery risks in supply chains
4. Strengthen occupational health and safety (OHS) in renewable energy installations
5. Promote decent work and fair wage systems in green jobs
6. Integrate human rights due diligence (HRDD) into project planning
7. Analyze labour migration and contract labour risks in energy projects
8. Develop gender equality and inclusion policies in renewable energy workforce
9. Implement worker grievance redress mechanisms and whistleblowing systems
10. Ensure ethical procurement and responsible contracting practices
11. Enhance social dialogue and trade union engagement strategies
12. Manage labour risks in EPC (Engineering, Procurement, Construction) contracts
13. Align renewable projects with UN SDGs, ESG reporting, and sustainability compliance

Target Audience

1. Renewable energy project managers
2. ESG and sustainability officers
3. HR and labour relations managers
4. Government labour inspectors and regulators
5. NGO and human rights advocates
6. Procurement and supply chain managers
7. Health, Safety & Environment (HSE) professionals
8. Energy consultants and policy advisors

Course Modules

Module 1: Introduction to Labour Rights in Renewable Energy

- Global renewable energy workforce trends
- Labour risks in solar, wind, hydro, and green hydrogen projects

- Overview of ILO conventions and labour standards
- Role of ESG in workforce governance
- Case Study: Labour conditions in large-scale solar farms in emerging economies

Module 2: Occupational Health and Safety (OHS) in Green Energy Projects

- Risk mapping in wind turbine and solar installations
- Safety protocols for high-altitude and electrical hazards
- PPE standards and compliance systems
- Accident reporting and prevention frameworks
- Case Study: Wind farm construction safety failures and corrective reforms

Module 3: Forced Labour and Ethical Supply Chains

- Identifying forced labour indicators in supply chains
- Raw material sourcing risks (rare earth minerals, solar panels)
- Supplier audits and compliance monitoring
- Ethical procurement frameworks
- Case Study: Solar panel supply chain labour abuse allegations and ESG response

Module 4: Fair Wages and Decent Work in Renewable Energy

- Wage benchmarking in green jobs
- Contract labour vs permanent employment models
- Living wage policies and enforcement
- Social protection and benefits systems
- Case Study: Fair wage reforms in offshore wind projects in Europe

Module 5: Gender Equality and Inclusion in Energy Workforce

- Barriers to women participation in renewable energy
- Gender-sensitive workplace policies
- Anti-discrimination frameworks
- Leadership opportunities for women in energy sector
- Case Study: Women-led solar engineering initiatives in rural electrification projects

Module 6: Labour Migration and Contract Workforce Management

- Migrant labour risks in construction-heavy projects
- Recruitment ethics and agency oversight
- Worker accommodation standards
- Legal compliance in cross-border employment
- Case Study: Migrant workforce management in Middle Eastern solar mega-projects

Module 7: Grievance Mechanisms and Social Dialogue

- Designing worker complaint systems
- Trade union engagement strategies
- Conflict resolution in project sites
- Transparency and accountability tools
- Case Study: Grievance resolution system in hydroelectric dam construction

Module 8: ESG Reporting and Labour Compliance Integration

- Labour indicators in ESG reporting frameworks
- Sustainability audits and certification systems
- Corporate accountability mechanisms
- Stakeholder engagement and reporting transparency
- Case Study: ESG-driven labour compliance transformation in wind energy corporation

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
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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