Pandemic Preparedness in Labour Organizations Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	10 Days
Base Fee	$3,000 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Pandemics have reshaped the global labour landscape, exposing deep vulnerabilities in workplace safety, supply chain continuity, and worker protection systems. Labour organizations now play a critical role in building resilient, adaptive, and health-secure workplaces through strategic pandemic preparedness, occupational health frameworks, and crisis response systems. Pandemic Preparedness in Labour Organizations Training Course equips participants with advanced competencies in risk assessment, biosafety protocols, emergency labour policy, and workforce continuity planning, ensuring organizations remain operational during global health emergencies.

In an era defined by COVID-19 lessons, emerging infectious diseases, global health security threats, and climate-driven outbreaks, labour institutions must integrate digital health surveillance, AI-driven risk monitoring, and occupational resilience strategies. This program strengthens institutional capacity to protect workers, sustain productivity, and align with ILO standards, WHO guidelines, ESG compliance, and global occupational safety benchmarks

Programme Curriculum

Pandemic Preparedness in Labour Organizations Training Course

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Course Objectives

1. Understand pandemic risk governance frameworks in labour organizations
2. Apply occupational health and safety (OHS) pandemic protocols
3. Develop workplace biosecurity and infection prevention systems
4. Strengthen crisis management and emergency response planning
5. Integrate digital health surveillance and real-time monitoring tools
6. Build labour force resilience and workforce continuity strategies
7. Enhance compliance with WHO, ILO, and ESG standards
8. Design remote work and hybrid workforce pandemic models
9. Implement vaccination policy coordination and health communication systems
10. Strengthen supply chain labour protection mechanisms
11. Develop psychosocial safety and mental health resilience programs
12. Improve data-driven decision-making in health emergencies
13. Establish sustainable pandemic recovery and post-crisis rebuilding systems

Target Audience

1. Labour union leaders and representatives
2. HR managers and workplace compliance officers
3. Occupational health and safety professionals
4. Government labour inspectors and policymakers
5. NGO workers in labour rights and health advocacy
6. Corporate risk and crisis management teams
7. Public health and epidemiology officers
8. International development and labour organization consultants

Course Modules

Module 1: Introduction to Pandemic Preparedness in Labour Systems

- Global pandemic evolution and labour impact
- Role of unions in health crisis mitigation
- Occupational exposure pathways
- Labour rights during pandemics
- Institutional preparedness frameworks
- **Case Study:** COVID-19 workplace shutdown response strategies in manufacturing sectors

Module 2: Occupational Health and Safety (OHS) in Pandemics

- Workplace hazard identification
- PPE standards and compliance
- Infection prevention protocols
- Risk categorization systems
- Regulatory enforcement mechanisms
- **Case Study:** Healthcare worker protection failures during COVID-19 waves

Module 3: Infectious Disease Transmission in Workplaces

- Airborne vs contact transmission
- Workplace density risks
- Ventilation system controls
- Hygiene infrastructure design
- Behavioral risk factors
- **Case Study:** Meat processing plant outbreak clusters

Module 4: Emergency Preparedness Planning

- Emergency response frameworks
- Labour evacuation protocols
- Continuity of operations planning
- Crisis escalation pathways
- Resource mobilization system
- **Case Study:** National lockdown labour continuity models

Module 5: Risk Assessment and Hazard Mapping

- Workplace vulnerability scoring
- Risk heat mapping tools
- Exposure probability analysis
- Workforce segmentation
- Predictive risk modelling
- **Case Study:** Airport workforce risk stratification systems

Module 6: Digital Health Surveillance Systems

- Real-time health tracking tools
- AI-based outbreak prediction
- Data privacy considerations
- Mobile reporting systems
- Integration with national databases
  Case Study: Digital contact tracing apps during COVID-19

Module 7: Workforce Continuity and Business Resilience

- Essential vs non-essential workforce planning
- Shift restructuring models
- Remote workforce deployment
- Productivity continuity strategies
- Critical labour allocation
- **Case Study:** Banking sector remote operations during lockdown

Module 8: Remote Work & Hybrid Labour Models

- Telework infrastructure design
- Cybersecurity for remote labour
- Digital collaboration platforms
- Work-life balance frameworks
- Productivity monitoring systems
- **Case Study:** Global IT sector shift to hybrid work

Module 9: Labour Rights in Health Emergencies

- Protection against unfair dismissal
- Wage protection systems
- Sick leave policies
- Collective bargaining during crises
- Legal safeguards
- **Case Study:** Gig economy worker protections during COVID-19

Module 10: Vaccine Policy & Workplace Immunization Programs

- Workplace vaccination mandates
- Cold chain logistics
- Ethical considerations
- Worker awareness campaigns
- Herd immunity strategies
- **Case Study:** Airline industry vaccination compliance models

Module 11: Mental Health & Psychosocial Support

- Stress and burnout management
- Trauma-informed workplace systems
- Employee assistance programs
- Peer support networks
- Crisis counseling frameworks
- **Case Study:** Healthcare worker PTSD during pandemic peaks

Module 12: Supply Chain Labour Protection

- Supply chain disruption analysis
- Worker safety in logistics
- Cross-border labour risks
- Essential goods continuity
- Supplier compliance monitoring
- **Case Study:** Global shipping delays and port worker safety

Module 13: Crisis Communication Strategies

- Transparent communication systems
- Misinformation control
- Union-management dialogue
- Media engagement strategies
- Emergency communication protocols

- **Case Study:** Government communication during COVID-19 lockdowns

Module 14: Policy Development & Global Standards

- ILO labour safety conventions
- WHO pandemic guidelines
- ESG integration in labour policy
- National health emergency laws
- Compliance auditing systems
- **Case Study:** EU workplace safety directive implementation

Module 15: Recovery, Reconstruction & Future Preparedness

- Post-pandemic recovery planning
- Economic reintegration of workers
- Institutional learning systems
- Future pandemic forecasting
- Climate-health-labour nexus planning
  Case Study: Post-Ebola workforce rebuilding in West Africa

Training Methodology

- 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	04 Dec 2026	Online	$2,000
23 Nov 2026	04 Dec 2026	Physical	$3,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$6,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$9,000
23 Nov 2026	04 Dec 2026	Physical	$12,000
23 Nov 2026	04 Dec 2026	Physical	$12,000

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