Peacebuilding and Labour Relations 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

Peacebuilding and Labour Relations is a transformative training program designed to strengthen conflict resolution capacity, workplace harmony, social dialogue, and sustainable industrial relations systems. Peacebuilding and Labour Relations Training Course equips participants with practical tools to foster peaceful coexistence, negotiation competence, mediation skills, and inclusive decision-making frameworks aligned with SDG 16 (Peace, Justice, and Strong Institutions) and global labour standards.

The program integrates modern approaches such as interest-based negotiation (IBN), alternative dispute resolution (ADR), restorative justice, emotional intelligence in leadership, and ESG-driven workplace governance. Participants will gain hands-on skills to manage workplace tensions, build trust between employers and employees, and implement sustainable peacebuilding frameworks in labour environments. The training also emphasizes social cohesion, inclusive dialogue, and proactive conflict prevention strategies to support long-term organizational stability and productivity.

Programme Curriculum

Peacebuilding and Labour Relations Training Course

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Course Duration

5 days

Course Objectives

1. Strengthen conflict resolution and mediation skills in workplace environments
2. Enhance understanding of labour relations systems and industrial harmony frameworks
3. Build capacity in collective bargaining and negotiation strategies
4. Develop competencies in alternative dispute resolution (ADR) mechanisms
5. Promote workplace peacebuilding and social cohesion strategies
6. Improve grievance handling and dispute settlement procedures
7. Strengthen knowledge of ILO labour standards and compliance frameworks
8. Enhance emotional intelligence and communication in conflict situations
9. Support implementation of restorative justice in labour relations
10. Foster trust-building between employers, unions, and employees
11. Integrate ESG and sustainability principles in workplace governance
12. Reduce workplace violence, strikes, and industrial unrest
13. Promote inclusive dialogue and participatory decision-making systems

Target Audience

1. Human Resource Managers and HR Officers
2. Trade Union Leaders and Representatives
3. Labour Relations Officers and Industrial Relations Specialists
4. Government Labour Inspectors and Policy Makers
5. Organizational Leaders, Supervisors, and Team Managers
6. NGO Staff working in Peacebuilding and Governance
7. Mediators, Arbitrators, and Legal Practitioners
8. Corporate ESG, Compliance, and Sustainability Officers

Course Modules

Module 1: Foundations of Peacebuilding and Labour Relations

- Concepts of peacebuilding, labour relations, and industrial harmony
- Historical evolution of workplace conflict systems
- Key actors: employers, employees, unions, government
- Drivers of workplace conflict and instability
- Introduction to SDG 16 and workplace peace frameworks
- **Case Study:** Factory labour strike resolved through structured dialogue in a manufacturing sector

Module 2: Conflict Analysis and Workplace Diagnostics

- Conflict mapping and stakeholder analysis

- Root cause analysis of labour disputes
- Early warning systems for workplace tensions
- Power dynamics in labour relations
- Tools for conflict risk assessment
- **Case Study:** Public sector wage dispute escalation analysis and resolution planning

Module 3: Negotiation and Collective Bargaining

- Principles of interest-based negotiation (IBN)
- Collective bargaining frameworks and agreements
- BATNA (Best Alternative to Negotiated Agreement) strategies
- Salary negotiation and wage dispute resolution
- Multi-party negotiation simulations
- **Case Study:** Successful collective bargaining agreement in a unionized transport sector

Module 4: Mediation, Arbitration, and ADR Systems

- Alternative Dispute Resolution (ADR) models
- Role of mediators and arbitrators
- Designing grievance redress mechanisms
- Neutral facilitation techniques
- Legal frameworks governing labour disputes
- **Case Study:** Mediation of teacher strike through government-led arbitration panel

Module 5: Workplace Communication and Emotional Intelligence

- Conflict-sensitive communication strategies
- Emotional intelligence in leadership
- Active listening and empathy building
- Managing difficult conversations
- De-escalation techniques in workplace disputes
- **Case Study:** Corporate HR intervention preventing escalation of inter-department conflict

Module 6: Labour Law, Compliance, and ILO Standards

- National labour law frameworks
- International Labour Organization (ILO) conventions
- Worker rights and employer obligations
- Compliance audits and enforcement mechanisms
- Ethical labour practices and governance
- **Case Study:** Labour compliance audit in export manufacturing industry improving working conditions

Module 7: Restorative Justice and Peacebuilding in Workplaces

- Principles of restorative justice
- Healing workplace relationships after conflict
- Reconciliation and trust rebuilding strategies
- Dialogue circles and participatory approaches
- Psychological safety in organizations
- **Case Study:** Post-conflict reconciliation in a mining company after violent strike action

Module 8: Sustainable Labour Relations and ESG Integration

- ESG (Environmental, Social, Governance) in labour systems
- Sustainable workforce management strategies
- Inclusion, diversity, and equity in labour relations
- Long-term peacebuilding frameworks
- Monitoring and evaluation of workplace peace systems
- **Case Study:** ESG-driven transformation improving labour relations in multinational 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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