Responsible Business Conduct and Workers' Rights 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 global economy, Responsible Business Conduct (RBC) and Workers’ Rights compliance have become essential pillars of ESG performance, sustainable supply chains, and ethical business leadership. Organizations are increasingly expected to align with UN Sustainable Development Goals, uphold International Labour Organization standards, and ensure human rights due diligence across all operations and supply chains. Responsible Business Conduct and Workers’ Rights Training Course equips participants with practical knowledge to identify, prevent, and address risks such as forced labour, child labour, wage theft, discrimination, unsafe working conditions, and modern slavery risks.

The course integrates global best practices in corporate social responsibility), ethical sourcing, compliance management, and workplace governance. It empowers businesses to strengthen labor law compliance, grievance mechanisms, worker empowerment systems, and supply chain transparency. Participants will gain actionable skills to implement due diligence frameworks, audit systems, and stakeholder engagement strategies that improve both organizational reputation and long-term sustainability performance in an increasingly regulated and socially conscious global market.

Programme Curriculum

Responsible Business Conduct and Workers’ Rights Training Course

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Course Duration

5 days

Course Objectives

1. Understand Responsible Business Conduct (RBC) frameworks
2. Apply ILO Core Labour Standards in workplace systems
3. Identify risks of forced labour and modern slavery
4. Strengthen ESG compliance and reporting mechanisms
5. Implement human rights due diligence (HRDD) systems
6. Improve ethical supply chain management practices
7. Ensure fair wages and decent work conditions
8. Develop worker grievance and whistleblowing systems
9. Promote gender equality and non-discrimination policies
10. Enhance occupational health and safety (OHS) standards
11. Conduct social compliance audits effectively
12. Align operations with UN SDGs (Decent Work & Economic Growth)
13. Build sustainable and transparent business ecosystems

Target Audience

1. HR Managers and HR Business Partners
2. Compliance and Risk Officers
3. Procurement and Supply Chain Managers
4. ESG and Sustainability Professionals
5. Factory and Operations Managers
6. Trade Union Representatives and Worker Leaders
7. Government Labour Inspectors and Policy Officers
8. NGO and CSR Program Managers

Course Modules

Module 1: Foundations of Responsible Business Conduct

- Concepts of RBC, CSR, and ESG integration
- Global frameworks-UNGPs, OECD Guidelines
- Business ethics and corporate accountability
- Risk mapping in global supply chains
- **Case Study:** Apparel industry labor violations and corrective action models

Module 2: International Labour Standards (ILO Framework)

- ILO Core Conventions overview
- Freedom of association and collective bargaining
- Elimination of forced and child labour
- Equal remuneration principles
- **Case Study:** Child labour remediation in agricultural supply chains

Module 3: Human Rights Due Diligence (HRDD)

- HRDD process and risk identification
- Stakeholder mapping techniques
- Impact assessment tools
- Mitigation and remediation planning
- **Case Study:** Mining sector human rights risk assessment

Module 4: Ethical Supply Chain Management

- Supplier code of conduct development
- Responsible sourcing strategies
- Tier 1–3 supplier monitoring systems
- Traceability and transparency tools
- **Case Study:** Electronics industry supply chain audit failure

Module 5: Workplace Rights & Fair Employment Practices

- Fair recruitment policies
- Wage protection systems
- Working hours compliance
- Anti-discrimination frameworks
- **Case Study:** Wage theft investigation in manufacturing sector

Module 6: Occupational Health, Safety & Wellbeing

- OHS management systems
- Hazard identification and control
- Emergency preparedness systems
- Mental health and worker wellbeing
- **Case Study:** Factory fire incident prevention and compliance reform

Module 7: Grievance Mechanisms & Worker Voice

- Effective complaint handling systems
- Whistleblowing protection mechanisms
- Worker engagement models
- Trade union collaboration
- **Case Study:** Retail sector grievance escalation resolution system

Module 8: ESG Reporting & Compliance Auditing

- ESG reporting frameworks (GRI, SASB)
- Social audit methodologies
- Data collection and verification
- Continuous improvement systems

- **Case Study:** Multinational ESG reporting transformation success

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

Start Date	End Date	Location	Price
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:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com