Social Dialogue for Workers' Welfare 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

Social dialogue has become a cornerstone of modern labour governance, decent work agenda, and sustainable industrial relations systems. In an era defined by global workforce transformation, gig economy expansion, digital labour platforms, and increasing demand for equitable labour standards, strengthening structured engagement between workers, employers, and government is essential. Social Dialogue for Workers' Welfare Training Course is designed to build institutional and individual capacity to promote inclusive negotiation, collective bargaining, workplace democracy, and social protection frameworks that safeguard workers' rights and wellbeing.

The course equips participants with practical tools to enhance tripartite cooperation, labour law compliance, dispute resolution mechanisms, and participatory decision-making systems. It emphasizes real-world application through case studies on union-employer negotiations, wage policy reforms, occupational safety improvements, and social protection expansion programs. By the end of the training, participants will be able to design and implement effective worker welfare strategies aligned with ILO standards, ESG frameworks, and sustainable development goals (SDGs).

Programme Curriculum

Social Dialogue for Workers' Welfare Training Course

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Course Duration

5 days

Course Objectives

1. Strengthen social dialogue frameworks for inclusive labour governance
2. Enhance collective bargaining capacity for fair wage systems
3. Promote decent work standards and compliance mechanisms
4. Build effective tripartite negotiation skills (government–employer–worker)
5. Improve labour rights advocacy and policy engagement
6. Strengthen workplace dispute resolution and mediation systems
7. Advance occupational health and safety (OHS) governance
8. Support gender equality and inclusive labour participation
9. Integrate ESG (Environmental, Social, Governance) labour practices
10. Develop social protection and welfare policy design skills
11. Strengthen trade union leadership and representation capacity
12. Enhance labour law interpretation and compliance enforcement
13. Promote sustainable industrial relations and workforce resilience

Target Audience

1. Trade union leaders and representatives
2. HR managers and industrial relations officers
3. Labour ministry and government officials
4. Employer association representatives
5. Workplace supervisors and team leaders
6. NGO labour rights advocates
7. Occupational safety and health practitioners
8. Policy researchers and labour economists

Course Modules

Module 1: Foundations of Social Dialogue

- Concepts of social dialogue and industrial relations
- Tripartite governance structures and roles
- International Labour Organization (ILO) standards overview
- Successful national social dialogue framework in wage reform
- Case Study: Breakdown of dialogue leading to industrial strike escalation

Module 2: Collective Bargaining & Negotiation Skills

- Principles of collective bargaining systems
- Negotiation techniques and conflict de-escalation
- Wage determination frameworks
- Multi-sector wage agreement negotiation success
- Case Study: Failed bargaining due to weak representation

Module 3: Labour Rights & Legal Compliance

- Labour laws and worker protection frameworks
- Compliance monitoring systems
- Enforcement mechanisms and penalties
- Labour rights violation remediation in manufacturing sector
- Case Study: Legal compliance improvement in public service unions

Module 4: Workplace Conflict Resolution

- Types of workplace conflicts and triggers
- Mediation and arbitration processes
- Grievance handling systems
- Resolution of long-term union dispute in transport sector
- Case Study: Internal grievance system reducing turnover

Module 5: Occupational Health & Safety Governance

- Workplace safety standards and risk assessment
- Accident prevention systems
- Worker wellbeing policies
- Industrial safety overhaul in construction sector
- Case Study: Pandemic-era workplace safety adaptation

Module 6: Social Protection & Welfare Systems

- Social security and insurance frameworks
- Pension and benefits systems
- Informal sector protection strategies
- Expansion of health coverage for informal workers
- Case Study: Successful unemployment benefit reform model

Module 7: Inclusive Labour & Gender Equality

- Gender mainstreaming in labour policies
- Youth and vulnerable worker inclusion
- Anti-discrimination frameworks
- Women empowerment in manufacturing workforce
- Case Study: Youth employment integration through dialogue platforms

Module 8: Sustainable Industrial Relations & ESG Integration

- ESG principles in labour governance
- Sustainable workforce development strategies
- Digital transformation and future of work
- ESG-driven labour reform in multinational company

- Case Study: Digital labour platform regulation via social dialogue

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