Social Protection Systems and Labour 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

Social Protection Systems and Labour Rights form the backbone of inclusive, equitable, and resilient societies in the modern global economy. In an era defined by rapid digital transformation, climate-induced vulnerabilities, informal labour expansion, and shifting global employment patterns, strengthening social protection floors, decent work frameworks, and labour rights enforcement mechanisms has become a strategic development priority. Social Protection Systems and Labour Rights Training Course equips participants with advanced knowledge of rights-based social policy design, universal social protection systems, labour market governance, and ILO-aligned standards to address poverty, inequality, and workforce precarity.

The course integrates contemporary global trends such as gig economy regulation, social security portability, gender-responsive labour policies, and adaptive social protection systems. It emphasizes practical implementation, policy analysis, and institutional strengthening to support governments, NGOs, development agencies, and private sector actors in building sustainable systems that protect workers across formal and informal economies. Participants will gain actionable skills in policy design, monitoring and evaluation, and rights-based advocacy aligned with Sustainable Development Goals (SDGs 1, 8, and 10).

Programme Curriculum

Social Protection Systems and Labour Rights Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Strengthen understanding of universal social protection systems design
2. Analyze labour rights frameworks and ILO conventions compliance
3. Develop capacity in decent work promotion strategies
4. Assess informal economy transition policies
5. Apply social protection floor principles (SPF)
6. Evaluate gender-responsive labour market interventions
7. Understand gig economy and platform work regulation
8. Strengthen social security systems reform and portability mechanisms
9. Design shock-responsive and climate-adaptive social protection systems
10. Enhance skills in labour inspection and enforcement systems
11. Promote inclusive employment and youth labour integration
12. Improve policy monitoring, evaluation, and impact assessment
13. Strengthen advocacy for rights-based social justice and equity frameworks

Target Audience

1. Government policymakers and labour ministry officials
2. Social protection program managers
3. NGO and civil society practitioners
4. Trade union leaders and labour rights advocates
5. HR professionals and workforce planners
6. Development partners and donor agency staff
7. Researchers and academic institutions
8. Community-based organization leaders

Course Modules

Module 1: Foundations of Social Protection Systems

- Concepts of social protection and welfare state models
- Social protection floors and universal coverage
- Risk pooling and lifecycle protection
- Financing mechanisms (taxation, insurance, donor funding)

- Case Study: Brazil’s Bolsa Família program impact on poverty reduction

Module 2: Labour Rights and International Standards

- ILO conventions and core labour standards
- Freedom of association and collective bargaining
- Elimination of forced and child labour
- Equal pay and non-discrimination principles
- Case Study: Bangladesh garment industry labour reforms post-Rana Plaza

Module 3: Decent Work and Employment Policies

- Decent work agenda framework
- Employment creation strategies
- Labour market activation policies
- Youth and women employment inclusion
- Case Study: Germany’s apprenticeship and dual training system

Module 4: Informal Economy and Transition Strategies

- Characteristics of informal labour markets
- Formalization policies and incentives
- Social protection for informal workers
- Microenterprise and livelihood support systems
- Case Study: Kenya’s M-Pesa enabled informal sector financial inclusion

Module 5: Social Security Systems and Reform

- Pension systems and retirement security
- Health insurance schemes
- Unemployment insurance models
- Portability and migrant worker protection
- Case Study: Rwanda’s community-based health insurance system

Module 6: Gender Equality and Inclusive Labour Systems

- Gender wage gap analysis
- Care economy and unpaid labour recognition
- Women empowerment in labour markets
- Gender-based violence workplace policies
- Case Study: Iceland’s gender pay equity legislation model

Module 7: Digital Economy and Gig Work Regulation

- Platform economy trends and risks
- Algorithmic management and worker rights
- Digital labour platforms regulation
- Social protection for gig workers
- Case Study: EU Platform Work Directive developments

Module 8: Shock-Responsive and Climate-Linked Social Protection

- Disaster risk and vulnerability mapping

- Adaptive social protection systems
- Climate resilience and livelihood protection
- Emergency cash transfer systems
- Case Study: Ethiopia's Productive Safety Net Programme (PSNP)

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:

Register Online Now

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