Sustainability Reporting for Labour Organizations 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 an era of strategic calibration and heightened supply chain transparency, labour organizations are no longer just stakeholders they are central architects of sustainable value creation. This course empowers participants to master the CSRD and GRI Labor Topic Standards, moving beyond simple compliance to leverage sustainability as a powerful tool for collective bargaining and just transition advocacy. By aligning worker rights with environmental, social, and governance (ESG) reporting, organizations can effectively expose greenwashing, safeguard decent work, and influence the decarbonization strategies of multinational corporations.

The 2026 reporting cycle marks a definitive shift toward operationalization and financial realism, where human capital management and traceability are the new benchmarks of institutional resilience. Sustainability Reporting for Labour Organizations Training Course provides the technical expertise to interpret double materiality assessments and utilize AI-enabled sustainability data to protect worker interests amidst global supply chain constraints. Participants will learn to transform complex disclosures into actionable insights, ensuring that the social dimension of AI and climate adaptation strategies prioritize the livelihoods of the global workforce.

Programme Curriculum

Sustainability Reporting for Labour Organizations Training Course

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Course Objectives

1. Decipher the interoperability between GRI 2026 Labor Updates, ISSB (IFRS S1 & S2), and ESRS to ensure robust reporting.
2. Identify how sustainability issues impact an organization financially and how the organization impacts people and the planet.
3. Utilize reporting data to secure social protection and decent work during ecological and digital shifts.
4. Leverage Digital Product Passports and due diligence data to track labour violations in upstream/downstream activities.
5. Develop the critical skills to audit net-zero claims and ensure they are grounded in measurable business value rather than rhetoric.
6. Understand the Corporate Sustainability Due Diligence Directive to hold employers accountable for human rights throughout the value chain.
7. Report on and mitigate risks associated with AI-driven workforce automation and algorithm-based management.
8. Implement systems for robust data governance and assurance-ready reporting to meet 2026 regulatory standards.
9. Use reporting metrics to highlight gaps in equal remuneration and living wage commitments.
10. Assess and report on the impact of physical climate risks on worker health, safety, and job security.
11. Utilize the latest updates on Freedom of Association and Forced Labour to strengthen international advocacy.
12. Evaluate how resource efficiency and waste reduction initiatives impact job roles and skills requirements.
13. Move from "sustainability speak" to commercial pragmatism to influence boards and investors effectively.

Target Audience

1. Trade Union Leaders & Executives seeking to integrate ESG into their strategic agendas.
2. Labour Relations Officers focused on collective bargaining through data-driven transparency.
3. ESG & Sustainability Analysts within labour federations and NGOs.
4. Health, Safety, and Environment (HSE) Representatives monitoring workplace physical risks.
5. Supply Chain Auditors investigating labour rights within global value chains.
6. Public Policy & Advocacy Specialists working on "Just Transition" legislation.
7. Human Capital Managers responsible for social disclosure and workforce reporting.
8. Legal Counsel specializing in labour law and emerging sustainability regulations.

Course Modules

Module 1: The 2026 Sustainability Landscape for Labour

- The Shift-Moving from "Impact Storytelling" to Commercial Value Creation.
- Regulatory Update.
- Labour in the Spotlight
- Frameworks.
- Case Study: Analysis of a 2025 Union-led challenge to a multinational’s misleading "Social Impact" report.

Module 2: Double Materiality & Worker-Centric Reporting

- Identifying Impacts.
- Financial Materiality
- Stakeholder Mapping-Engaging the "silent" workforce in the reporting process.
- Thresholds-Setting realistic and ambitious Key Performance Indicators (KPIs).
- Case Study: Applying the Double Materiality matrix to a manufacturing sector labour organization.

Module 3: Supply Chain Due Diligence & Traceability

- The CSDDD Framework.
- Combatting Forced Labour
- Traceability Tech
- Grievance Mechanisms.
- Case Study: Tracing raw material sourcing to expose child labour in a secondary supply chain.

Module 4: Reporting on a "Just Transition"

- Decarbonization Impacts.
- Upskilling & Reskilling
- Social Protection.
- Green Jobs Metrics
- Case Study: The transition of an automotive union into the electric vehicle (EV) battery manufacturing sector.

Module 5: The Social Dimension of AI & Digitalization

- AI Governance-Reporting on algorithmic bias and worker monitoring systems.
- Workforce Automation-Disclosing the long-term roadmap for AI integration.
- Digital Skills Gap-Measuring the organizational readiness for the digital era.
- Ethics in AI-Transparency in how AI-driven decisions affect hiring and firing.
- Case Study: A service sector union’s reporting framework for AI-human collaboration in customer service.

Module 6: Environmental Health & Safety (EHS) as Sustainability

- Physical Climate Risk-Reporting on heat stress, air quality, and extreme weather safety.
- Water Security-The "hidden" appetite of data centers and factories—impact on local workers.
- Circular Economy-Workplace safety in the recycling and waste management sectors.
- EHS Data Unification-Merging safety audits with sustainability disclosures.
- Case Study: Implementing GRI 303 (Water and Effluents) to protect worker access to clean water in drought-prone regions.

Module 7: Human Rights & Global Standards (GRI 400 Series)

- Freedom of Association-Measuring the health of collective bargaining units.
- Living Wage vs. Minimum Wage
- Diversity & Inclusion.
- Child & Forced Labour.
- Case Study: Using GRI 407 data to influence institutional investors in a high-risk jurisdiction.

Module 8: Strategic Communication & Data Assurance

- Assurance-Ready Data.
- Narrative Strategy.
- Combating "ESG Backlash"
- Interactive Reporting: Moving from static PDFs to digital, real-time dashboards.
- Case Study: Creating a "Shadow Sustainability Report" to counter a corporation's annual filing.

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

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