Sustainable Development 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

Sustainable Development and Workers’ Rights are now central pillars of global economic transformation, corporate accountability, and inclusive growth. In an era defined by ESG compliance, climate action, ethical supply chains, and decent work standards, organizations are under increasing pressure to align profitability with social justice and environmental stewardship. Sustainable Development and Workers’ Rights Training Course is designed to build practical competencies in sustainability governance, labor rights protection, fair employment practices, and responsible business conduct, ensuring participants understand both global frameworks and local implementation strategies.

The course integrates key international standards such as ILO conventions, UN Sustainable Development Goals (SDGs), corporate ESG reporting frameworks, and human rights due diligence systems. Participants will explore real-world challenges such as forced labor prevention, gender equality in workplaces, occupational safety and health (OSH), living wages, and green economy transitions. By combining theory, policy, and case-based learning, this program equips professionals to drive impactful change in organizations, communities, and supply chains while promoting decent work, climate resilience, and sustainable economic development.

Programme Curriculum

Sustainable Development and Workers’ Rights Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Promote Decent Work Agenda (ILO Framework) implementation
2. Strengthen ESG Compliance and Reporting Standards
3. Enhance understanding of Sustainable Development Goals (SDGs 8, 10, 12, 13)
4. Improve Workers' Rights Protection Mechanisms
5. Build capacity in Ethical Supply Chain Management
6. Develop skills in Occupational Health and Safety (OHS) Systems
7. Strengthen Gender Equality and Workplace Inclusion Policies
8. Address Child Labour and Forced Labour Prevention Strategies
9. Promote Living Wage and Fair Compensation Models
10. Improve Climate-Smart and Green Jobs Transition Skills
11. Enhance Social Dialogue and Collective Bargaining Practices
12. Strengthen Human Rights Due Diligence (HRDD) frameworks
13. Build capacity for Corporate Sustainability Leadership and Governance

Target Audience

1. HR Managers and Human Resource Officers
2. Corporate Sustainability and ESG Professionals
3. Trade Union Leaders and Worker Representatives
4. Government Labor and Policy Officers
5. NGO and Civil Society Advocates
6. Supply Chain and Procurement Managers
7. Occupational Safety and Health Practitioners
8. Development Agency and Project Managers

Course Modules

Module 1: Foundations of Sustainable Development & SDGs

- Overview of UN SDGs (focus on SDG 8, 12, 13)
- Link between economic growth and social justice
- Sustainability frameworks in global governance
- Corporate responsibility in sustainable development
- Policy alignment and national development plans

- **Case Study:** IKEA sustainability transformation and circular economy model

Module 2: International Labour Standards & Workers' Rights

- ILO conventions and core labour standards
- Freedom of association and collective bargaining
- Elimination of forced and child labour
- Non-discrimination and equal opportunity
- Enforcement mechanisms and compliance systems
- **Case Study:** Bangladesh garment industry reforms after Rana Plaza disaster

Module 3: ESG Compliance and Corporate Accountability

- ESG reporting frameworks (GRI, SASB, TCFD)
- Social and governance indicators in ESG
- Stakeholder engagement strategies
- Transparency and anti-corruption systems
- Sustainability audits and reporting tools
- **Case Study:** Unilever ESG transformation and sustainable sourcing policies

Module 4: Occupational Health, Safety & Well-being

- Workplace safety regulations and risk assessment
- Mental health and psychosocial safety at work
- Industrial hygiene and hazard prevention
- Emergency preparedness and response systems
- Safety culture development in organizations
- **Case Study:** OSHA-driven safety improvements in US manufacturing sector

Module 5: Ethical Supply Chains & Responsible Sourcing

- Supply chain mapping and risk identification
- Supplier code of conduct implementation
- Forced labour risk mitigation strategies
- Traceability and blockchain in supply chains
- Auditing and certification systems
- **Case Study:** Nestlé cocoa supply chain child labour monitoring program

Module 6: Gender Equality & Inclusive Workplaces

- Gender pay gap analysis and equity strategies
- Workplace diversity, equity, and inclusion (DEI)
- Anti-harassment and safe workplace policies
- Women empowerment in leadership roles
- Disability inclusion and accessibility standards
- **Case Study:** Microsoft global DEI workplace transformation program

Module 7: Climate Change, Green Jobs & Just Transition

- Transition from fossil fuels to green economy
- Skills development for green employment
- Climate adaptation in labour markets

- Renewable energy job creation
- Just transition policies for workers
- **Case Study:** Germany's coal phase-out and worker retraining programs

Module 8: Social Dialogue, Collective Bargaining & Governance

- Tripartite negotiation systems (government, employers, workers)
- Labour dispute resolution mechanisms
- Collective bargaining agreements (CBA) structures
- Industrial relations management
- Strengthening labour governance institutions
- **Case Study:** South Africa mining sector wage negotiations framework

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