Trade Union Legal Frameworks 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

Trade Union Legal Frameworks Training Course provides an in-depth exploration of the legal frameworks governing trade unions, focusing on the transition from traditional industrial relations to structured, competency-oriented frameworks. Participants will analyze the critical intersection between national labor laws and international standards, ensuring that union activities remain legally robust while adapting to the "New Deal for Working People" and emerging legislative reforms.

By emphasizing dialogical approaches to education, this program empowers union leaders to move beyond simple shop-floor representation toward a transformative social role. The curriculum is designed to bridge the gap between youth, precarious workers, and formal union structures, fostering a culture of legal literacy and collective regulation. Through proactive fieldwork and innovative communication tactics, attendees will learn to navigate the complexities of statutory recognition, collective bargaining, and the enforcement of collective agreements in a globalized economy

Programme Curriculum

Trade Union Legal Frameworks Training Course

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Course Objectives

1. Master the intricacies of the Employment Rights Act and regional labor constitutions
2. Develop advanced skills in negotiating Collective Agreements (CA) that are legally binding and enforceable
3. Implement innovative union strategies to organize young and precarious workers in volatile markets
4. Master non-litigation means of settling trade disputes, including mediation and collective bargaining
5. Align domestic union practices with ILO (International Labour Organization) conventions and EU competency models
6. Develop legal safeguards for workers in unstable employment and living conditions
7. Protect the capacity to take collective action without fear of ministerial interference
8. Understand the legal thresholds for pre-strike ballots and industrial action notice periods
9. Integrate inclusive and proactive service designs within union legal strategies
10. Utilize adult education as a tool for union revitalization and member empowerment
11. Modernize union operations to adapt to neoliberal globalization and market regulation
12. Use data-driven performance indicators to evaluate union legal effectiveness
13. Cultivate "organic intellectuals" and activists capable of leading political transformation

Target Audience

1. Union Legal Officers.
2. Industrial Relations Managers.
3. Labor Policy Makers.
4. Human Resource Directors
5. NGO Labor Advocates.
6. Public Sector Administrators.
7. Employment Law Attorneys.
8. Union Shop Stewards.

Course Modules

Module 1: Foundations of Trade Union Law

- Historical evolution of Freedom of Association.
- Case Study: The shift from qualification-based to competency-oriented models in the EU
- Constitutional protections and statutory limitations.
- The role of the Certification Officer and government independence.

Module 2: Collective Bargaining & Agreement Enforceability

- Mechanisms for Good Faith negotiations.
- Legal requirements for making a Collective Agreement binding
- Case Study: The enforceability of CAs in common law jurisdictions like Nigeria and Ghana.
- Incorporation of collective terms into individual contracts.

- Strategies for avoiding ministerial interference.

Module 3: Organizing in the Age of Precarity

- Legal barriers to organizing gig and platform workers.
- Case Study: The Trade Union Youth Plus (TUYP) innovative strategies in Slovenia
- Dialogical education as a tool for union density.
- Legal protections for whistleblowers and organizers.
- The impact of Economic Recovery Programmes on labor trends.

Module 4: Industrial Action and the Law

- Statutory procedures for pre-strike ballots.
- Notice periods and "Minimum Service Levels" legislation
- Case Study: Repealing the Trade Union Act 2016 and its modern implications.
- Legal picketing vs. unlawful obstruction.
- Managing the ballot mandate expiration timelines.

Module 5: Dispute Resolution and Arbitration

- The role of Industrial Arbitration Panels (IAP).
- Alternative Dispute Resolution (ADR) in labor relations.
- Case Study: Repositioning the IAP for effective trade dispute settlement
- Negotiating settlements with neutral third parties.
- Legal procedures for right to strike disputes.

Module 6: International Labor Standards (ILS)

- Core ILO Conventions on workers' rights.
- Approximating domestic law to European Union standards
- Case Study: Legal challenges of integrating the EU Customs Competency Framework in Ukraine.
- Cross-border union cooperation and international solidarity.
- The impact of globalization on labor market exclusion.

Module 7: Human Rights & Inclusivity in Unions

- The Universal Practice Approach (UPA) to vulnerability
- Embedding lived expertise in union service provision.
- Case Study: Rethinking consumer and worker vulnerability in legal services.
- Protecting against discrimination and harassment under labor law.
- Proactive service design for marginalized worker groups.

Module 8: Digital Transformation and Labor Analytics

- Legal implications of Algorithmic Management.
- Data privacy and Practice Analytics for union members
- Case Study: Using performance data to identify gaps in professional development.
- The "Plan to Make Work Pay" in the digital economy.
- Future-proofing unions against AI-driven displacement.

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 CenterA

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

Start Date	End Date	Location	Price
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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