Trade Unionism and Modern Employment Relations 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

The world of work is undergoing rapid transformation driven by globalization, digitalization, artificial intelligence, labor law reforms, diversity and inclusion, remote work systems, and evolving employee expectations. Trade Unionism and Modern Employment Relations Training Course equips participants with advanced competencies in trade union leadership, labor rights advocacy, dispute resolution, social dialogue, workforce engagement, occupational health and safety, and sustainable employment relations. The course integrates practical approaches, global best practices, and contemporary case studies to strengthen institutional effectiveness and organizational resilience in both public and private sectors.

This comprehensive program focuses on strategic labor relations management, union transformation, employee engagement, digital labor platforms, collective bargaining agreements, labor compliance, conflict management, workplace diversity, and future workforce trends. Participants will gain practical insights into employment law compliance, negotiation techniques, grievance handling, labor market intelligence, and stakeholder collaboration while exploring innovative strategies for improving productivity, worker welfare, and organizational sustainability. The training is designed to empower trade union leaders, HR professionals, labor officers, shop stewards, and organizational executives with modern tools for effective workplace governance and social partnership development in the changing world of work.

Programme Curriculum

Trade Unionism and Modern Employment Relations Training Course

Introduction

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Course Duration

5 days

Course Objectives

By the end of the course, participants will be able to:

1. Analyze emerging trends in modern employment relations and the future of work.
2. Strengthen collective bargaining strategies using data-driven negotiation techniques.
3. Apply labor law compliance and international labor standards effectively.
4. Develop sustainable workplace conflict resolution mechanisms.
5. Enhance employee engagement and workforce productivity strategies.
6. Promote occupational health, safety, and employee wellness programs.
7. Utilize digital transformation and HR technology in labor management.
8. Improve trade union leadership and governance practices.
9. Address challenges related to gig economy employment and remote work policies.
10. Implement effective diversity, equity, and inclusion (DEI) initiatives.
11. Design modern grievance handling and dispute management systems.
12. Strengthen social dialogue and stakeholder collaboration frameworks.
13. Develop innovative strategies for industrial harmony and organizational sustainability.

Target Audience

1. Trade Union Leaders and Officials
2. Human Resource Managers and Officers
3. Industrial Relations Practitioners
4. Shop Stewards and Employee Representatives
5. Labor and Employment Officers
6. Corporate Executives and Line Managers
7. Government Labor Administrators
8. Employee Relations Consultants and Advisors

Course Modules

Module 1: Foundations of Trade Unionism and Employment Relations

- Evolution of trade unions and labor movements

- Principles of industrial relations systems
- Rights and responsibilities of employers and employees
- Trade union governance and ethical leadership
- Emerging labor market trends and future workforce dynamics
- **Case Study:** Transformation of labor unions in the digital economy and changing workforce structures.

Module 2: Labor Laws and Regulatory Compliance

- National and international labor legislation
- Employment contracts and workplace policies
- International Labour Organization (ILO) standards
- Workplace compliance audits and legal risk management
- Employee rights, labor protections, and legal remedies
- **Case Study:** Workplace legal compliance failures and lessons from multinational corporations.

Module 3: Collective Bargaining and Negotiation Skills

- Strategic collective bargaining frameworks
- Negotiation tactics and persuasive communication
- Wage determination and compensation structures
- Building sustainable labor agreements
- Managing bargaining deadlocks and mediation processes
- **Case Study:** Successful collective bargaining agreements in the manufacturing and public sectors.

Module 4: Workplace Conflict Resolution and Grievance Management

- Conflict identification and root-cause analysis
- Workplace mediation and arbitration techniques
- Grievance handling procedures
- Emotional intelligence in labor relations
- Building harmonious workplace cultures
- **Case Study:** Industrial dispute resolution approaches in transport and healthcare sectors.

Module 5: Digital Transformation and Future of Work

- Artificial intelligence and automation impacts on labor
- Remote work management and hybrid workplace models
- HR analytics and workforce intelligence systems
- Cybersecurity and digital workplace ethics
- Gig economy and platform-based employment challenges
- **Case Study:** Managing remote workforce relations in global organizations.

Module 6: Employee Engagement, Diversity, and Inclusion

- Employee motivation and retention strategies
- Diversity, equity, and inclusion (DEI) practices
- Workplace mental health and employee wellness
- Talent management and succession planning
- Building high-performance organizational cultures
- **Case Study:** Diversity and inclusion transformation in multinational companies.

Module 7: Occupational Health, Safety, and Employee Welfare

- Occupational health and safety management systems
- Workplace risk assessment and hazard control
- Employee wellness and psychosocial support
- Emergency preparedness and crisis response
- Labor standards in workplace safety compliance
- **Case Study:** Workplace safety improvements in construction and energy industries.

Module 8: Strategic Leadership and Social Dialogue

- Leadership competencies for union and HR leaders
- Strategic stakeholder engagement
- Social dialogue and tripartite cooperation
- Change management and organizational transformation
- Sustainable industrial peace and productivity enhancement
- **Case Study:** Social partnership models that improved industrial stability and economic growth.

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