Women Leadership in Trade Unions 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

Women leadership in trade unions is increasingly becoming a critical driver of inclusive economic growth, decent work advocacy, and gender equality in the global labor movement. Despite significant progress in women's rights and workplace equality, women remain underrepresented in union leadership structures, decision-making bodies, and collective bargaining platforms. Women Leadership in Trade Unions Training Course is designed to empower women with transformative leadership skills, negotiation power, and strategic influence to actively participate and lead within trade unions. It focuses on strengthening feminist leadership, labor rights advocacy, policy influence, and organizational governance in union environments.

In today's rapidly evolving world of work shaped by globalization, digital transformation, gig economy expansion, and labor migration women leaders in trade unions must be equipped with modern tools for advocacy, conflict resolution, and social dialogue. The course integrates practical leadership development with labor law literacy, gender mainstreaming, and collective bargaining strategies. Participants will gain the confidence and competence to champion workers' rights, drive institutional change, and advance inclusive trade unionism at local, national, and international levels.

Programme Curriculum

Women Leadership in Trade Unions Training Course

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Course Duration

5 days

Course Objectives

1. Strengthen women leadership in trade unions and labor movements
2. Enhance gender equality in workplace governance and union structures
3. Build capacity in collective bargaining and negotiation skills
4. Promote feminist leadership in labor organizations
5. Improve understanding of international labor standards (ILO conventions)
6. Develop skills in conflict resolution and workplace mediation
7. Strengthen policy advocacy and labor rights campaigning
8. Enhance participation in social dialogue and tripartite systems
9. Build confidence in public speaking and union representation
10. Promote inclusive leadership and diversity in unions
11. Strengthen knowledge of labor law and workers' rights protection
12. Develop digital skills for labor activism and online organizing
13. Support career growth in trade union leadership development programs

Target Audience

1. Women trade union members and activists
2. Union shop stewards and workplace representatives
3. Emerging women leaders in labor organizations
4. Labor rights advocates and NGO workers
5. Government labor relations officers
6. HR professionals engaged in employee relations
7. Youth leaders in trade unions
8. Community-based women empowerment groups

Course Modules

Module 1: Foundations of Women Leadership in Trade Unions

- History of women in trade union movements
- Gender roles in labor organizations
- Barriers to women leadership participation
- Case Study: Women in South African COSATU leadership transformation
- Nordic union gender parity models

Module 2: Gender Equality & Workplace Justice

- Understanding gender mainstreaming in unions
- Workplace discrimination and equality frameworks
- Gender-based violence and harassment policies
- Case Study: MeToo movement influence on labor unions
- ILO Convention 190 implementation in workplaces

Module 3: Collective Bargaining & Negotiation Skills

- Principles of collective bargaining agreements (CBA)
- Negotiation tactics for women leaders
- Building bargaining power in unions
- Case Study: Nurses' union wage negotiations in the UK
- Garment workers' union negotiations in Bangladesh

Module 4: Labor Law & International Standards

- Key labor laws and employee rights
- Understanding ILO conventions and recommendations
- Legal frameworks for union operations
- Kenyan labor law reforms and union impact
- Case Study: European Works Council directives

Module 5: Leadership, Communication & Public Speaking

- Confidence building for women leaders
- Effective communication in union settings
- Media engagement and storytelling
- Case Study: Malala-inspired advocacy communication models
- Union leaders in Latin America public campaigns

Module 6: Conflict Resolution & Industrial Relations

- Managing workplace disputes
- Mediation and arbitration techniques
- Negotiating during strikes and disputes
- Airline workers' strike resolution strategies
- Case Study: South African mining sector negotiations

Module 7: Policy Advocacy & Strategic Influence

- Influencing labor policy and legislation
- Coalition building and alliances
- Lobbying techniques for unions
- Case Study: US SEIU healthcare advocacy campaigns
- EU gender pay gap policy reforms

Module 8: Digital Activism & Future of Work

- Digital tools for union organizing
- Social media advocacy strategies
- Gig economy and platform worker rights
- Case Study: Uber drivers' unionization movements

- Online labor campaigns in India

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

Start Date	End Date	Location	Price
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