Diversity and Inclusion in 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

Diversity and Inclusion (D&I) in labour organizations has become a strategic imperative for building equitable workplaces, sustainable labour relations, and inclusive economic growth. In today's rapidly evolving global labour market, organizations that embrace workplace diversity, equity, inclusion (DEI), social justice, and human rights compliance are better positioned to enhance productivity, employee engagement, and collective bargaining outcomes. Labour organizations play a critical role in ensuring that all workers regardless of gender, ethnicity, disability, age, religion, or socio-economic background are represented fairly and empowered equally within decision-making structures.

Diversity and Inclusion in Labour Organizations Training Course equips participants with practical and policy-driven competencies to design and implement inclusive labour systems, anti-discrimination frameworks, equitable hiring practices, and culturally responsive leadership models. It integrates global best practices, International Labour Organization (ILO) standards, and modern DEI analytics to strengthen institutional capacity. Participants will gain hands-on skills in addressing workplace bias, improving representation, and embedding inclusive leadership, psychological safety, and equitable workforce transformation strategies into labour organizations.

Programme Curriculum

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Course Duration

5 Days

Course Objectives

1. Understand Diversity, Equity, and Inclusion (DEI) frameworks in labour organizations
2. Apply anti-discrimination laws and labour rights standards effectively
3. Develop inclusive leadership competencies in union and labour structures
4. Identify and mitigate unconscious bias in recruitment and promotion
5. Promote gender equality and women empowerment in workplaces
6. Strengthen social justice and workplace fairness mechanisms
7. Design inclusive HR policies and labour governance systems
8. Improve workforce representation and participation equity
9. Implement cultural competency and intercultural communication strategies
10. Enhance employee engagement through inclusive practices
11. Build psychological safety and belonging in organizations
12. Strengthen collective bargaining through inclusive negotiation frameworks
13. Integrate ESG (Environmental, Social, Governance) and DEI alignment strategies

Target Audience

1. Labour union leaders and representatives
2. Human resource managers and HR officers
3. Policy makers in labour and employment sectors
4. Organizational development specialists
5. Government labour inspectors and compliance officers
6. NGO and civil society advocates for labour rights
7. Corporate diversity and inclusion officers
8. Workplace mediators and industrial relations practitioners

Course Modules

Module 1: Foundations of Diversity and Inclusion in Labour Systems

- Understanding DEI principles and global frameworks
- Historical evolution of labour inclusion movements
- Intersectionality in workplace systems
- Role of ILO standards in labour equality

- Case Study: Gender inclusion reforms in Nordic labour unions

Module 2: Labour Rights, Equity, and Anti-Discrimination Laws

- Overview of international labour laws and conventions
- Workplace discrimination case identification
- Legal compliance in union operations
- Enforcement mechanisms for equity protection
- Case Study: South Africa’s post-apartheid labour reforms

Module 3: Inclusive Leadership in Labour Organizations

- Traits of inclusive leaders in unions
- Decision-making without bias
- Building trust in diverse teams
- Leadership accountability frameworks
- Case Study: Inclusive leadership transformation in UK trade unions

Module 4: Gender Equality and Social Inclusion Strategies

- Gender-responsive labour policies
- Women representation in leadership roles
- Eliminating workplace harassment and bias
- Inclusive maternity and family policies
- Case Study: Gender parity in governance and labour participation

Module 5: Workplace Culture and Psychological Safety

- Creating safe and inclusive work environments
- Addressing microaggressions and bias
- Building employee belonging frameworks
- Conflict resolution in diverse teams
- Case Study: Google’s psychological safety research and implementation

Module 6: Inclusive Recruitment, Retention, and Talent Management

- Bias-free hiring systems
- Equitable promotion practices
- Diversity-focused talent pipelines
- Retention strategies for marginalized groups
- Case Study: Unilever’s global inclusive hiring model

Module 7: Conflict Resolution and Collective Bargaining in Diverse Settings

- Negotiation in multicultural environments
- Managing labour disputes inclusively
- Equity-driven bargaining approaches
- Communication across diversity lines
- Case Study: South African mining sector labour negotiations

Module 8: DEI Measurement, Analytics, and ESG Integration

- DEI performance indicators and dashboards

- Data-driven inclusion strategies
- ESG and sustainability integration
- Monitoring workplace equity outcomes
- Case Study: Microsoft’s global DEI data analytics system

Training Methodology

- 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

Start Date	End Date	Location	Price
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