Employment and Industrial Relations Law 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 emergence of digital workplaces, hybrid employment models, ESG compliance, diversity and inclusion frameworks, artificial intelligence in HR management, workplace investigations, occupational safety obligations, and labor rights advocacy has significantly transformed employment governance globally. This training course equips participants with practical knowledge and strategic insights into contemporary labor legislation, dispute resolution mechanisms, collective bargaining systems, employment contracts, workplace ethics, employee wellness, and organizational risk management. Participants will gain a comprehensive understanding of modern employment trends, labor compliance requirements, industrial relations strategies, and legal risk mitigation frameworks necessary for today's competitive and regulated work environments.

It is designed to strengthen institutional capacity in managing employer-employee relationships while promoting productivity, legal accountability, social dialogue, and organizational resilience. Employment and Industrial Relations Law Training Course empowers professionals to navigate complex employment disputes, develop legally compliant HR policies, manage union relations effectively, and foster a positive workplace culture aligned with international labor standards and best governance practices.

Programme Curriculum

Employment and Industrial Relations Law Training Course

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Course Duration

5 Days

Course Objectives

1. Analyze modern Employment and Industrial Relations Law frameworks and regulatory compliance requirements.
2. Develop legally compliant HR policies aligned with ESG and corporate governance standards.
3. Interpret employment contracts, labor legislation, and workplace compliance obligations.
4. Apply effective dispute resolution and conflict management strategies in industrial relations.
5. Manage collective bargaining agreements and trade union negotiations professionally.
6. Address workplace discrimination, harassment, diversity, equity, and inclusion (DEI) challenges.
7. Evaluate legal implications of remote work, hybrid workforces, and gig economy employment models.
8. Implement workplace investigations and disciplinary procedures using best legal practices.
9. Strengthen occupational health, safety, and employee wellness compliance systems.
10. Mitigate organizational legal risks through proactive labor law compliance strategies.
11. Assess the impact of digital transformation, AI, and employee data privacy laws in HR management.
12. Enhance employee engagement, retention, and workforce productivity through lawful employment practices.
13. Promote ethical leadership, social dialogue, and sustainable industrial harmony within organizations.

Target Audience

This course is suitable for:

1. Human Resource Managers and HR Officers
2. Labor Relations and Industrial Relations Practitioners
3. Corporate Legal Advisors and Compliance Officers
4. Trade Union Leaders and Shop Stewards
5. Public Sector Administrators and Government Officials
6. Employee Relations Specialists and Workplace Investigators
7. Organizational Development and Governance Professionals
8. Business Owners, Directors, and Senior Executives

Course Modules

Module 1: Foundations of Employment and Industrial Relations Law

- Principles of Employment Law
- Employer and Employee Rights and Obligations

- International Labor Standards and ILO Conventions
- Emerging Employment Trends and Future of Work
- Legal Compliance Frameworks
- **Case Study:** Analysis of unlawful termination and employee reinstatement dispute.

Module 2: Employment Contracts and Workplace Policies

- Drafting Employment Contracts
- Probation, Confirmation, and Termination Procedures
- Employee Handbook and HR Policies
- Remote Work and Flexible Work Arrangements
- Confidentiality and Non-Disclosure Agreements
- **Case Study:** Reviewing defective employment contracts leading to litigation risks.

Module 3: Industrial Relations and Trade Union Management

- Collective Bargaining Agreements (CBAs)
- Trade Union Recognition Procedures
- Industrial Actions and Strike Management
- Workplace Communication and Social Dialogue
- Negotiation and Mediation Techniques
- **Case Study:** Managing a labor strike through effective industrial negotiations.

Module 4: Workplace Discipline and Dispute Resolution

- Disciplinary Procedures and Due Process
- Grievance Handling Mechanisms
- Alternative Dispute Resolution (ADR)
- Arbitration and Labor Court Processes
- Workplace Investigations and Evidence Management
- **Case Study:** Investigation of workplace misconduct and procedural fairness.

Module 5: Diversity, Inclusion, and Workplace Ethics

- Anti-Discrimination and Equal Opportunity Laws
- Gender Equity and Workplace Inclusion
- Prevention of Sexual Harassment
- Ethical Leadership and Organizational Culture
- Employee Mental Health and Wellness
- **Case Study:** Addressing workplace harassment and discrimination complaints.

Module 6: Occupational Health, Safety, and Employee Welfare

- Occupational Safety and Health Compliance
- Workplace Risk Assessment
- Employee Wellness Programs
- Compensation and Benefits Administration
- Crisis Management and Workplace Emergency Response
- **Case Study:** Employer liability following workplace injury incidents.

Module 7: Digital Transformation and Employment Law

- Artificial Intelligence in HR Management
- Employee Data Privacy and Cybersecurity
- Digital Monitoring and Workplace Surveillance
- Legal Risks in Remote Workforce Management
- Gig Economy and Platform Worker Regulations
- **Case Study:** Employee privacy breaches arising from workplace monitoring systems.

Module 8: Strategic Employment Governance and Compliance

- ESG and Labor Governance Compliance
- Corporate Governance and Ethical Employment Practices
- Compliance Audits and Risk Management
- Workforce Planning and Talent Retention
- Sustainable Industrial Harmony Strategies
- **Case Study:** Conducting an employment compliance audit in a multinational organization.

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
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

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