# Employment Equity and Labour Rights Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Trade Unions | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

In today’s rapidly evolving workplace, organizations are under increasing pressure to promote Employment Equity, Diversity, Inclusion, Labour Compliance, Human Rights Protection, Workplace Ethics, Employee Wellness, and Fair Labour Practices. The modern workforce demands transparent systems that eliminate discrimination, enhance equal opportunity, and ensure compliance with national and international labour standards. Employment Equity and Labour Rights Training Course equips participants with practical knowledge and strategic tools to build inclusive, legally compliant, and productive workplaces aligned with ESG standards, DEI frameworks, sustainable employment practices, and modern HR governance.

The course explores critical issues affecting today’s labour environment, including gender equality, disability inclusion, workplace harassment prevention, employee engagement, occupational justice, collective bargaining, workplace conflict resolution, digital labour rights, and organizational accountability. Participants will gain actionable insights through real-world case studies, policy analysis, interactive discussions, and workplace simulations designed to strengthen organizational culture, improve employee relations, and enhance operational performance in both public and private sector institutions.

## Programme Curriculum

**Employment Equity and Labour Rights Training Course**

**Introduction**

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**Course Duration**

5 Days

**Course Objectives**

1. Understand modern principles of Employment Equity and Workplace Inclusion.
2. Interpret national and international Labour Laws and Human Rights Frameworks.
3. Develop effective Diversity, Equity, and Inclusion (DEI) Strategies.
4. Strengthen Workplace Compliance and HR Governance Systems.
5. Promote Gender Mainstreaming and Equal Opportunity Employment.
6. Address workplace issues related to Discrimination, Harassment, and Bullying Prevention.
7. Improve Employee Engagement and Workforce Productivity.
8. Enhance organizational capacity in Conflict Resolution and Industrial Relations.
9. Implement best practices in Occupational Health, Safety, and Employee Wellness.
10. Design inclusive policies supporting Disability Rights and Vulnerable Groups.
11. Strengthen Ethical Leadership and Corporate Accountability.
12. Apply innovative approaches to Digital Workplace Rights and Remote Work Compliance.
13. Develop sustainable action plans for Labour Rights Protection and Organizational Transformation.

**Target Audience**

This course is ideal for:

1. Human Resource Managers and Officers
2. Labour Relations Officers
3. Trade Union Representatives
4. Compliance and Governance Professionals
5. Government Labour Officers
6. NGO and Civil Society Professionals
7. Organizational Leaders and Supervisors
8. Employee Welfare and Diversity Champions

**Course Modules**

**Module 1: Foundations of Employment Equity and Labour Rights**

- Principles of Employment Equity
- Labour Rights and Human Rights Linkages
- Equal Opportunity Frameworks
- Workplace Diversity and Inclusion
- Emerging Trends in Workforce Transformation

- **Case Study:** Analysis of a multinational company implementing inclusive hiring practices to improve workforce diversity and reduce discrimination complaints.

**Module 2: Labour Laws and Regulatory Compliance**

- National Employment Laws
- International Labour Organization (ILO) Standards
- Workplace Policies and Legal Compliance
- Employee Contracts and Rights
- HR Risk Management and Compliance Audits
- **Case Study:** Review of a labour dispute involving unfair termination and organizational compliance failures.

**Module 3: Diversity, Equity, and Inclusion (DEI)**

- Gender Equality Strategies
- Disability Inclusion Practices
- Cultural Diversity Management
- Inclusive Leadership Approaches
- Building High-Performance Inclusive Teams
- **Case Study:** Examination of a public institution that improved productivity through DEI implementation.

**Module 4: Workplace Harassment and Discrimination Prevention**

- Sexual Harassment Prevention
- Anti-Discrimination Policies
- Workplace Bullying Management
- Employee Protection Mechanisms
- Ethical Workplace Culture
- **Case Study:** Investigation of a workplace harassment complaint and organizational response mechanisms.

**Module 5: Employee Relations and Conflict Resolution**

- Industrial Relations Management
- Collective Bargaining Techniques
- Workplace Mediation Skills
- Employee Communication Strategies
- Managing Workplace Grievances
- **Case Study:** Resolution of a labour strike through negotiation and collaborative engagement.

**Module 6: Occupational Health, Safety, and Employee Wellness**

- Occupational Safety Standards
- Mental Health and Employee Wellness
- Workplace Stress Management
- Psychosocial Risk Prevention
- Emergency Preparedness and Response
- **Case Study:** Assessment of workplace wellness initiatives that reduced absenteeism and improved morale.

**Module 7: Digital Labour Rights and Future of Work**

- Remote Work Policies
- Digital Workplace Ethics
- Employee Data Protection
- Artificial Intelligence and Labour Rights
- Future Workforce Trends
- **Case Study:** Evaluation of remote work compliance challenges during digital transformation.

**Module 8: Strategic Action Planning and Organizational Transformation**

- Developing Employment Equity Policies
- Monitoring and Evaluation Frameworks
- ESG and Sustainability Integration
- Change Management Strategies
- Building a Rights-Based Organizational Culture
- **Case Study:** Development of an organizational labour rights improvement action plan for long-term sustainability.

**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**

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com