Globalization and International Labour 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

This course offers an immersive exploration into the intersection of economic globalization and industrial relations, equipping participants with the strategic foresight to navigate the challenges of decentralized bargaining and digital labor platforms. By analyzing the influence of the International Labour Organization (ILO) and the rise of Corporate Social Responsibility (CSR), we bridge the gap between global policy and local workplace dynamics, ensuring organizations remain compliant and competitive in a borderless market.

Globalization and International Labour Relations Training Course empowers stakeholders to foster social dialogue, mitigate labor exploitation, and champion decent work agendas within diverse regulatory environments. Through a blend of theoretical frameworks and real-world applications, participants will master the art of cross-cultural negotiation and strategic human resource management, driving sustainable growth while upholding the fundamental rights of a globalized workforce.

Programme Curriculum

Globalization and International Labour Relations Training Course

Introduction

This course offers an immersive exploration into the intersection of economic globalization and industrial relations, equipping participants with the strategic foresight to navigate the challenges of decentralized bargaining and digital labor platforms. By analyzing the influence of the International Labour Organization (ILO) and the rise of Corporate Social Responsibility (CSR), we bridge the gap between global policy and local workplace dynamics, ensuring organizations remain compliant and competitive in a borderless market.

Globalization and International Labour Relations Training Course empowers stakeholders to foster social dialogue, mitigate labor exploitation, and champion decent work agendas within diverse regulatory

environments. Through a blend of theoretical frameworks and real-world applications, participants will master the art of cross-cultural negotiation and strategic human resource management, driving sustainable growth while upholding the fundamental rights of a globalized workforce.

Course Duration

5 days

Course Objectives

1. Analyze the impact of neoliberalism and market deregulation on global employment structures.
2. Synthesize ILO Core Labor Standards with national legislative frameworks for comprehensive compliance.
3. Evaluate the role of Global Framework Agreements (GFAs) in securing workers' rights across borders.
4. Develop strategies for Sustainable Value Chain Management to mitigate reputational risks.
5. Master Conflict Resolution techniques tailored for multi-ethnic and multinational workforces.
6. Assess the implications of Gig Economy expansion on traditional labor protections.
7. Navigate the complexities of Freedom of Association in restrictive political regimes.
8. Implement Diversity, Equity, and Inclusion (DEI) initiatives within a global HR strategy.
9. Leverage Data Analytics to monitor labor productivity and ethical standards in real-time.
10. Formulate responses to Automation and AI displacement through proactive upskilling.
11. Optimize Industrial Democracy practices through enhanced worker participation models.
12. Bridge the "Decent Work Gap" in Special Economic Zones (SEZs) and emerging markets.
13. Cultivate Environmental, Social, and Governance (ESG) excellence in labor reporting.

Target Audience

- Chief Human Resources Officers (CHROs)
- International Labor Relations Managers
- Corporate Compliance and Ethics Officers
- Trade Union Leaders and Federations
- Government Labor Ministry Officials
- ESG and Sustainability Consultants
- Supply Chain and Procurement Directors
- Legal Counsel specializing in International Labor Law

Course Modules

Module 1: The Architecture of Global Labor Markets

- Trends in Economic Integration and Labor Migration.
- The role of the WTO vs. the ILO in labor governance.
- Case Study: The impact of NAFTA/USMCA on automotive sector labor shifts.
- The shift from Fordism to Flexible Accumulation.
- Mapping global precarious employment trends.

Module 2: International Labor Standards & Compliance

- Deep dive into the Eight Fundamental Conventions.
- Mechanisms of the ILO Supervisory System.
- Case Study: Remediation of child labor in West African cocoa supply chains.
- Integrating UN Guiding Principles on Business and Human Rights.

- Audit protocols for Social Accountability (SA8000).

Module 3: Comparative Industrial Relations Systems

- Liberal Market Economies (LME) vs. Coordinated Market Economies (CME).
- The decline of Collective Bargaining coverage in the West.
- Case Study: The "Works Council" model in German manufacturing (Volkswagen).
- Labor relations in transition economies (China and Vietnam).
- The impact of Statutory Minimum Wage laws globally.

Module 4: Transnational Collective Bargaining

- Negotiating Global Framework Agreements (GFAs).
- The role of Global Union Federations (GUFs).
- Case Study: The IndustriALL agreement with H&M Group.
- Strategies for cross-border industrial action.
- Managing European Works Councils (EWCs) post-Brexit.

Module 5: Digitalization and the Future of Work

- The rise of Platform Labor and Algorithmic Management.
- Legal classification of "Employee" vs. "Independent Contractor."
- Case Study: The UK Supreme Court ruling on Uber driver status.
- Remote work and the "Right to Disconnect" legislation.
- AI’s impact on Workplace Surveillance and privacy.

Module 6: Global Supply Chain Ethics

- Mapping Tier 1 to Tier N supplier vulnerabilities.
- The Rana Plaza legacy.
- Case Study: Implementation of the German Supply Chain Due Diligence Act.
- Transparency in Modern Slavery reporting.
- Circular Economy impacts on labor intensity.

Module 7: Dispute Resolution in Multinational Enterprises (MNEs)

- Mediation and Arbitration in a cross-cultural context.
- OECD Guidelines for Multinational Enterprises.
- Case Study: Resolving maritime labor disputes under the MLC 2006.
- Handling Strikes and Lockouts in essential services.
- Psychological safety in high-conflict labor environments.

Module 8: Strategic Labor Relations for ESG

- Aligning Labor Relations with SDG 8 (Decent Work).
- Reporting labor metrics for Investor Relations.
- Case Study: Unilever’s "Living Wage" commitment across global operations.
- Employee engagement as a driver of Shareholder Value.
- Building a 5-year Global Labor Relations Roadmap.

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

Start Date	End Date	Location	Price
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