Labour Relations in the Transport Sector 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 transport sector, being a cornerstone of economic growth and public service delivery, demands robust labour relations strategies to ensure operational efficiency, employee satisfaction, and regulatory compliance. Navigating the complexities of industrial disputes, collective bargaining, and employee engagement requires a deep understanding of labour laws, union dynamics, and conflict resolution techniques. Labour Relations in the Transport Sector Training Course equips transport sector professionals with actionable insights and strategic skills to foster harmonious labour environments, minimize industrial disruptions, and promote sustainable workforce productivity.

In today's dynamic labour market, transport organizations face heightened challenges such as workforce diversity, digital transformation, and evolving employment regulations. This course integrates contemporary practices in labour relations, emphasizing proactive negotiation, dispute management, and employee-centric policies. Through practical case studies and interactive modules, participants will gain hands-on experience in resolving workplace conflicts, aligning organizational objectives with workforce needs, and enhancing overall labour-management collaboration.

Programme Curriculum

Labour Relations in the Transport Sector Training Course

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Course Objectives

By the end of this course, participants will be able to:

1. Understand labour laws and compliance requirements in the transport sector.
2. Develop effective collective bargaining strategies with unions.
3. Apply conflict resolution techniques to reduce workplace disputes.
4. Enhance employee engagement and retention strategies.
5. Implement grievance handling processes for transport organizations.
6. Foster healthy employer-employee communication channels.
7. Conduct risk assessments and labour audits to ensure compliance.
8. Navigate industrial relations during organizational change.
9. Leverage digital HR tools for workforce management.
10. Analyze case studies of labour disputes in the transport sector.
11. Promote diversity, equity, and inclusion in labour management.
12. Develop strategic labour management policies aligned with business goals.
13. Measure and enhance organisational performance through effective labour relations.

Target Audience

1. HR managers in transport companies
2. Industrial relations officers
3. Union representatives
4. Transport sector executives and managers
5. Legal advisors specializing in labour law
6. Employee engagement specialists
7. Compliance officers
8. Training and development professionals

Course Modules

Module 1: Introduction to Labour Relations in Transport

- Overview of labour relations trends
- Key stakeholders: unions, management, regulators
- Transport sector workforce demographics
- Labour law framework and compliance essentials
- Case study: Labour dispute in a metropolitan bus service

Module 2: Employment Law & Regulatory Compliance

- National and regional labour legislation
- Contractual obligations and employee rights
- Health and safety regulations
- Penalties and compliance enforcement
- Case study: Legal challenges in railway operations

Module 3: Collective Bargaining & Negotiation Skills

- Principles of collective bargaining
- Negotiation strategies for HR professionals
- Managing union expectations
- Documentation and agreement monitoring
- Case study: Successful wage negotiation in a freight company

Module 4: Conflict Resolution & Grievance Management

- Early identification of disputes
- Mediation and arbitration techniques
- Grievance handling procedures
- Preventive measures and proactive policies
- Case study: Resolving driver strike issues

Module 5: Employee Engagement & Retention

- Engagement strategies for transport employees
- Motivational frameworks and reward systems
- Performance appraisal and feedback mechanisms
- Career development planning
- Case study: Retention strategy in a logistics firm

Module 6: Change Management & Industrial Relations

- Managing workforce transitions
- Labour relations during mergers or restructuring
- Communication strategies for change
- Employee support programs
- Case study: Workforce adaptation during privatization

Module 7: Technology & Digital HR in Transport

- HR software for workforce tracking
- Digital grievance and reporting tools
- Predictive analytics for labour trends
- Enhancing productivity through automation
- Case study: Implementing HR tech in a cargo company

Module 8: Strategic Labour Relations Management

- Aligning labour strategy with business goals
- Labour relations metrics and KPIs

- Risk management and contingency planning
- Continuous improvement in industrial relations
- Case study: Reducing downtime through labour collaboration

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

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

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