Labour Rights in Humanitarian Settings 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

Labour rights in humanitarian settings are a critical pillar of decent work, human dignity, and protection in crisis-affected environments. In conflict zones, displacement camps, and disaster response operations, workers especially refugees, migrants, casual labourers, and aid-supported staff often face exploitation, unsafe working conditions, wage theft, forced overtime, and lack of legal protection. Strengthening International Labour Standards (ILO conventions), safeguarding policies, and ethical employment practices is essential to ensure fairness, accountability, and protection for all workers engaged in humanitarian response systems.

Labour Rights in Humanitarian Settings Training Course equips participants with practical knowledge and applied skills to strengthen labour governance, workplace compliance, workers' rights advocacy, and humanitarian accountability frameworks. It integrates global standards such as ILO core conventions, UN guiding principles, safeguarding against exploitation and abuse (PSEA), and decent work frameworks. The course emphasizes real-world humanitarian challenges including refugee labour markets, NGO supply chains, cash-for-work programs, and emergency employment systems, enabling participants to design and implement rights-based labour interventions in fragile contexts.

Programme Curriculum

Labour Rights in Humanitarian Settings Training Course

Introduction

Labour rights in humanitarian settings are a critical pillar of decent work, human dignity, and protection in crisis-affected environments. In conflict zones, displacement camps, and disaster response operations, workers especially refugees, migrants, casual labourers, and aid-supported staff often face exploitation, unsafe working conditions, wage theft, forced overtime, and lack of legal protection. Strengthening International Labour

Standards (ILO conventions), safeguarding policies, and ethical employment practices is essential to ensure fairness, accountability, and protection for all workers engaged in humanitarian response systems.

Labour Rights in Humanitarian Settings Training Course equips participants with practical knowledge and applied skills to strengthen labour governance, workplace compliance, workers' rights advocacy, and humanitarian accountability frameworks. It integrates global standards such as ILO core conventions, UN guiding principles, safeguarding against exploitation and abuse (PSEA), and decent work frameworks. The course emphasizes real-world humanitarian challenges including refugee labour markets, NGO supply chains, cash-for-work programs, and emergency employment systems, enabling participants to design and implement rights-based labour interventions in fragile contexts.

Course Duration

5 days

Course Objectives

1. Strengthen understanding of International Labour Organization (ILO) standards in humanitarian contexts
2. Promote decent work principles and fair employment practices in crisis settings
3. Enhance capacity to identify and prevent labour exploitation and forced labour risks
4. Build skills in humanitarian labour rights compliance and monitoring systems
5. Integrate Protection from Sexual Exploitation and Abuse (PSEA) in workplace policies
6. Strengthen refugee and migrant worker rights protection mechanisms
7. Improve implementation of cash-for-work and emergency employment safeguards
8. Develop capacity for labour law application in fragile and conflict-affected areas
9. Support ethical management of NGO and humanitarian supply chains
10. Strengthen gender-sensitive labour rights programming and inclusion strategies
11. Build capacity in grievance redress mechanisms and whistleblowing systems
12. Enhance labour rights advocacy and stakeholder engagement skills
13. Promote accountability, transparency, and social justice in humanitarian workforces

Target Audience

- Humanitarian aid workers and field officers
- NGO program managers and coordinators
- UN agency staff and consultants
- Labour inspectors and government officials
- Refugee camp administrators
- Human rights and protection officers
- Supply chain and procurement managers in NGOs
- Community leaders and worker representatives

Course Modules

Module 1: Foundations of Labour Rights in Humanitarian Settings

- International labour standards (ILO conventions)
- Humanitarian principles and decent work frameworks
- Rights-based approach to crisis response
- Legal vs informal labour systems in emergencies
- Case Study: Labour violations in post-disaster Haiti reconstruction projects

Module 2: Forced Labour, Exploitation & Human Trafficking Risks

- Identifying forced labour indicators
- Trafficking in displacement settings
- Vulnerability mapping in crisis zones
- Prevention and referral mechanisms
- Case Study: Exploitation of migrant workers in Middle East construction camps

Module 3: Cash-for-Work & Emergency Employment Programs

- Program design and safeguards
- Wage protection and payment systems
- Inclusion of vulnerable groups
- Monitoring labour conditions
- Case Study: Cash-for-work recovery programs after the Nepal earthquake

Module 4: Refugee and Migrant Labour Rights Protection

- Legal status and work authorization issues
- Barriers to formal employment
- Protection frameworks in camps and urban settings
- Access to justice and documentation
- Case Study: Syrian refugee labour participation in Jordan host communities

Module 5: Workplace Safety, Health & Psychosocial Wellbeing

- Occupational safety in humanitarian operations
- Psychosocial risks and burnout
- Minimum safety standards in fieldwork
- Incident reporting systems
- Case Study: Health risks among Ebola response workers in West Africa

Module 6: Gender Equality & Inclusive Labour Practices

- Gender-based discrimination in humanitarian labour
- Equal pay and leadership inclusion
- Protection from harassment and abuse
- Disability-inclusive employment practices
- Case Study: Women-led livelihood programs in Rohingya refugee camps in Bangladesh

Module 7: Grievance Mechanisms & Labour Accountability Systems

- Complaint and feedback systems design
- Whistleblower protection policies
- Monitoring & evaluation frameworks
- Community-based accountability tools
- Case Study: Accountability failures in NGO supply chains in East Africa

Module 8: Ethical Supply Chains & Labour Compliance in Humanitarian Procurement

- Supplier code of conduct
- Ethical sourcing in emergency procurement

- Labour audits and compliance checks
- Risk mitigation strategies
- Case Study: Supply chain labour violations in global relief item procurement

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

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