Labour Rights in the Digital Economy 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 Digital Economy is rapidly transforming global labour markets through platform work, gig economy jobs, remote freelancing, AI-driven employment systems, and algorithmic management. Workers in the gig economy and digital platforms often face uncertain contracts, lack of social protection, limited collective bargaining power, and opaque rating systems controlled by algorithms. Labour Rights in the Digital Economy Training Course provides a deep dive into the evolving landscape of digital labour governance, platform regulation, and workers' rights in the age of automation and artificial intelligence.

This course equips participants with practical and policy-level understanding of decent work in the digital economy, focusing on international labour standards, ethical AI in workforce management, digital unionization, and regulatory frameworks shaping platform labour markets. Participants will explore how governments, corporations, and worker organizations can collaborate to ensure fair digital labour ecosystems, inclusive growth, and sustainable employment models. By the end of the training, learners will be able to critically analyze platform capitalism, algorithmic labour control, and digital worker exploitation, while designing actionable solutions for labour rights protection in the 21st-century digital workforce.

Programme Curriculum

Labour Rights in the Digital Economy Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Understand gig economy labour rights frameworks and global standards
2. Analyze platform capitalism and digital workforce transformation
3. Evaluate algorithmic management and AI workplace surveillance systems
4. Explore decent work principles in the digital economy
5. Assess freelancer rights and online platform protections
6. Understand digital labour law and international labour organization (ILO) standards
7. Identify risks of job insecurity in gig and freelance platforms
8. Examine data privacy and worker surveillance in digital workplaces
9. Develop skills in collective bargaining for platform workers
10. Study algorithmic bias and fairness in digital hiring systems
11. Promote social protection for informal digital workers
12. Analyze regulation of global gig platforms (Uber, Upwork, etc.)
13. Design policy frameworks for ethical AI and labour rights protection

Target Audience

1. Labour rights activists and union leaders
2. Government policymakers and regulators
3. HR professionals and talent managers
4. Gig workers and freelance professionals
5. Digital platform operators and startup founders
6. NGO and development organization staff
7. Legal experts specializing in labour law
8. Academic researchers in digital economy and AI governance

Course Modules

Module 1: Introduction to the Digital Labour Economy

- Evolution of gig economy and platform capitalism
- Types of digital work: freelancing, microtasks, on-demand services
- Global labour market transformation trends
- Uber and the reshaping of urban transport labour
- Case Study: Amazon Mechanical Turk and microtask labour systems

Module 2: Labour Rights in Platform Work

- International Labour Organization (ILO) standards
- Contractual ambiguity in gig work
- Rights of independent contractors vs employees
- Deliveroo worker classification legal battles
- Case Study: Uber court rulings in multiple jurisdictions

Module 3: Algorithmic Management and Surveillance

- AI-driven performance monitoring systems
- Rating systems and worker accountability
- Workplace surveillance technologies
- Amazon warehouse algorithmic tracking systems
- Case Study: Ride-hailing app driver rating penalties

Module 4: Income Security and Social Protection

- Income volatility in gig economy jobs
- Lack of health insurance and pensions
- Universal basic income debates
- EU platform worker protection initiatives
- Case Study: Kenya-based digital freelancers income instability trends

Module 5: Digital Unionization and Collective Bargaining

- Formation of online worker unions
- Digital advocacy platforms
- Collective bargaining challenges in fragmented workforces
- Freelancers Union (USA) model
- Case Study: Food delivery rider strikes in Europe

Module 6: Data Privacy and Worker Rights

- Worker data collection practices
- GDPR and global privacy regulations
- Ethical use of worker analytics
- Facebook content moderators data privacy issues
- Case Study: TikTok moderation workforce conditions

Module 7: Policy, Regulation and Governance

- National digital labour policies
- Cross-border platform regulation
- Taxation of gig economy income
- EU Digital Services Act impact
- Case Study: India’s Code on Social Security for gig workers

Module 8: Future of Work and Ethical AI

- Automation and job displacement risks
- Human-centered AI workplace design
- Future skills for digital workers
- AI in recruitment platforms (bias issues)

- Case Study: Hybrid human-AI workforce models in tech companies

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

Start Date	End Date	Location	Price
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