Social Inclusion and Workers' Rights 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

In today’s rapidly evolving global economy, Social Inclusion, Decent Work, and Workers’ Rights Protection have become central pillars of sustainable development, ethical business practices, and inclusive governance. Despite progress in international labor standards, millions of workers continue to face challenges such as workplace discrimination, informal employment, wage inequality, lack of social protection, and limited access to justice mechanisms. Social Inclusion and Workers’ Rights Training Course is designed to strengthen knowledge, skills, and practical strategies for advancing inclusive labor systems, promoting fair labor practices, and ensuring compliance with international human rights and labor standards.

The course integrates contemporary themes such as ESG (Environmental, Social, and Governance) compliance, DEI (Diversity, Equity, and Inclusion) frameworks, ILO core conventions, and sustainable workforce development. Participants will explore real-world case studies on labor migration, gender equity in employment, disability inclusion, unionization, and workplace safety. Through interactive learning and practical application, the course empowers stakeholders ranging from employers and policymakers to civil society actors to build equitable workplaces, protect vulnerable workers, and strengthen social justice systems globally

Programme Curriculum

Social Inclusion and Workers’ Rights Training Course

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Course Duration

5 days

Course Objectives

1. Understand Social Inclusion frameworks in labor markets
2. Analyze global Workers' Rights and ILO conventions
3. Apply DEI (Diversity, Equity, Inclusion) workplace strategies
4. Evaluate fair wage policies and living wage standards
5. Strengthen occupational health and safety compliance
6. Address gender equality and women empowerment in employment
7. Promote disability inclusion in workforce participation
8. Examine migrant worker protection policies
9. Identify and prevent workplace discrimination and harassment
10. Understand trade union rights and collective bargaining
11. Integrate ESG compliance in HR and labor systems
12. Develop strategies for informal sector worker protection
13. Strengthen social justice and ethical labor governance

Target Audience

1. Human Resource Managers and HR Officers
2. Labor Union Leaders and Worker Representatives
3. Government Labor Inspectors and Policymakers
4. NGO and Civil Society Advocates
5. Corporate ESG and Compliance Officers
6. Community Development Officers
7. Social Workers and Inclusion Practitioners
8. Academic Researchers and Students in Labor Studies

Course Modules

Module 1: Foundations of Social Inclusion in the Workplace

- Concepts of inclusion, equity, and equality
- Barriers to workforce participation
- Inclusive policy frameworks
- Workplace bias identification

- Case Study: Gender exclusion in informal labor markets

Module 2: International Workers' Rights Frameworks

- Overview of ILO conventions
- Human rights in employment
- National labor law alignment
- Enforcement mechanisms
- Case Study: Factory labor rights violations in global supply chains

Module 3: Diversity, Equity & Inclusion (DEI) Strategies

- Building inclusive workplace culture
- Anti-discrimination policies
- DEI performance indicators
- Inclusive leadership models
- Case Study: Disability inclusion in corporate hiring

Module 4: Occupational Health, Safety & Wellbeing

- Workplace safety standards
- Risk assessment strategies
- Mental health in the workplace
- Safety compliance systems
- Case Study: Construction site safety reforms after accidents

Module 5: Gender Equality and Women's Empowerment

- Gender pay gap analysis
- Women in leadership
- Maternity protection policies
- Gender-based violence prevention
- Case Study: Women empowerment programs in garment industries

Module 6: Migrant Workers and Vulnerable Groups Protection

- Migration and labor mobility
- Rights of migrant workers
- Exploitation prevention mechanisms
- Access to legal aid and justice
- Case Study: Gulf region migrant labor reform initiatives

Module 7: Trade Unions and Collective Bargaining

- Role of unions in labor rights
- Negotiation strategies
- Collective bargaining frameworks
- Industrial relations systems
- Case Study: Successful wage negotiation in manufacturing sector

Module 8: ESG, Corporate Responsibility & Ethical Labor Practices

- ESG labor indicators

- Corporate accountability systems
- Sustainable workforce development
- Ethical supply chains
- Case Study: Global brand response to supply chain labor abuse

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
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