Women Empowerment through Trade Unionism 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

Women empowerment through trade unionism is a transformative approach that strengthens gender equality, decent work, labor rights, collective bargaining power, and inclusive economic justice. In many sectors, women workers face systemic challenges such as wage inequality, unsafe working conditions, informal employment, and limited leadership representation. Trade unions provide a powerful platform for women to organize, negotiate, and advocate for fair labor standards while ensuring their voices are central in shaping workplace policies and national labor reforms.

Women Empowerment through Trade Unionism Training Course is designed to build the capacity of women workers, union leaders, and labor activists in trade union leadership, collective bargaining, labor law literacy, workplace democracy, and gender-responsive organizing. It integrates practical case studies, participatory learning, and real-world union strategies to strengthen women's participation in decision-making structures. The program emphasizes economic empowerment, social protection, leadership development, and sustainable labor movements that advance inclusive growth and dignity at work.

Programme Curriculum

Women Empowerment through Trade Unionism Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Strengthen women leadership in trade unions and labor movements
2. Enhance understanding of international and national labor laws
3. Build capacity in collective bargaining and negotiation skills
4. Promote gender equality and workplace inclusion policies
5. Improve awareness of decent work and fair wage systems
6. Develop skills in union organizing and membership mobilization
7. Strengthen advocacy for safe and harassment-free workplaces
8. Increase participation of women in decision-making structures
9. Promote social protection and labor rights awareness
10. Strengthen financial literacy for economic independence of women workers
11. Build conflict resolution and labor dispute management skills
12. Enhance networking among women-led unions and federations
13. Encourage digital activism for modern labor organizing and campaigns

Target Audience

1. Women factory and industrial workers
2. Domestic and informal sector workers
3. Trade union women leaders and representatives
4. Labor rights activists and NGO staff
5. Community-based women organizations
6. Youth women entering the labor force
7. Government labor officers and policymakers
8. Cooperative and self-help group members

Course Modules

Module 1: Foundations of Trade Unionism & Women Workers

- History and evolution of trade unions
- Role of women in labor movements
- Power of collective voice and solidarity
- Gender gaps in union participation
- Case Study: Women garment workers forming a union for wage equality

Module 2: Labor Rights & Legal Frameworks

- National labor laws and protections
- ILO conventions on women workers

- Rights at workplace: wages, hours, safety
- Enforcement mechanisms and reporting systems
- Case Study: Domestic workers achieving legal recognition through union advocacy

Module 3: Leadership Development for Women in Unions

- Leadership styles and empowerment strategies
- Building confidence and public speaking skills
- Decision-making in union structures
- Mentorship and peer leadership models
- Case Study: Women rising to union executive leadership roles in manufacturing sector

Module 4: Collective Bargaining & Negotiation Skills

- Principles of collective bargaining
- Preparing negotiation agendas
- Wage negotiations and benefit structures
- Conflict resolution strategies
- Case Study: Successful wage increase negotiation in textile industry union

Module 5: Workplace Safety, Harassment & Gender Justice

- Occupational health and safety standards
- Addressing sexual harassment at work
- Reporting and grievance mechanisms
- Gender-sensitive workplace policies
- Case Study: Transport sector women securing anti-harassment policy reforms

Module 6: Economic Empowerment & Financial Literacy

- Income management and savings strategies
- Social security and benefits awareness
- Entrepreneurship and cooperative models
- Access to credit and financial inclusion
- Case Study: Women cooperative boosting income in agricultural trade unions

Module 7: Organizing, Mobilization & Digital Activism

- Membership recruitment strategies
- Community organizing techniques
- Digital tools for advocacy campaigns
- Social media for labor movements
- Case Study: Viral digital campaign improving tea plantation workers' conditions

Module 8: Policy Advocacy & Sustainable Union Movements

- Policy analysis and labor reform advocacy
- Building alliances and coalitions
- Engaging government and employers
- Sustainability of women-led unions
- Case Study: Policy change driven by national women workers federation

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

Start Date	End Date	Location	Price
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