# Workplace Democracy and Union Participation Training Course

Professional Development Training Course Outline

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|---|---|---|---|
| **Category** | Trade Unions | **Duration** | 5 Days |
| **Base Fee** | $1,500 USD | **Delivery Mode** | Online / On-site Hybrid |

## Course Introduction

Workplace democracy and union participation are becoming critical pillars in shaping fair, inclusive, and productive organizations in today's evolving labor landscape. As global work environments shift toward transparency, employee empowerment, and social justice, the demand for collective bargaining, labor rights awareness, and participatory decision-making continues to grow. Workplace Democracy and Union Participation Training Course is designed to equip participants with practical knowledge and strategic skills to strengthen employee voice, union engagement, industrial relations, and democratic workplace governance.

In an era defined by gig economy expansion, labor reforms, ESG compliance, and workforce activism, organizations must embrace structures that support equitable participation and shared decision-making. This program explores how unions and employees can collaborate to improve working conditions, enhance productivity, and build sustainable organizational cultures. Participants will gain hands-on insights into labor law frameworks, union organizing strategies, conflict resolution, and workplace negotiation dynamics.

## Programme Curriculum

**Workplace Democracy and Union Participation Training Course**

**Introduction**

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**Course Duration**

5 days

**Course Objectives**

1. Understand principles of workplace democracy and employee empowerment
2. Explore global trends in union participation and labor movements
3. Analyze frameworks of collective bargaining and negotiation strategies
4. Develop skills in industrial relations management
5. Strengthen knowledge of labor laws and worker rights compliance
6. Learn techniques for conflict resolution and grievance handling
7. Promote effective employee engagement and voice systems
8. Build capacity for union organizing and mobilization strategies
9. Understand role of social dialogue in workplace governance
10. Enhance leadership in participatory decision-making structures
11. Examine impact of gig economy on unionization trends
12. Foster ethical practices in HR and labor relations management
13. Apply tools for building inclusive and democratic workplace culture

**Target Audience**

1. HR Managers and HR Business Partners
2. Union Leaders and Shop Stewards
3. Labor Relations Officers
4. Government Labor Inspectors and Policy Makers
5. Organizational Development Specialists
6. Employee Engagement Professionals
7. Workplace Mediators and Arbitrators
8. CSR and ESG Compliance Officers

**Course Modules**

**Module 1: Foundations of Workplace Democracy**

- Principles of democratic governance in organizations
- Employee voice vs management control
- Models of participatory workplaces
- Legal foundations of workplace democracy
- **Case Study:** Mondragon Cooperative Corporation (Spain) – worker-owned governance model

**Module 2: Trade Unions and Labor Movements**

- History and evolution of trade unions
- Role of unions in modern economies
- Union structures and leadership models

- Union membership benefits and challenges
- **Case Study:** UAW (United Auto Workers) strikes in the USA

**Module 3: Collective Bargaining & Negotiation**

- Stages of collective bargaining process
- Negotiation tactics and strategies
- Wage and benefit structuring
- Conflict balancing between employers and unions
- **Case Study:** NHS pay negotiations (UK health sector)

**Module 4: Labor Laws and Worker Rights**

- National and international labor standards (ILO frameworks)
- Employee protection laws
- Workplace safety and compliance
- Rights of unionized vs non-unionized workers
- **Case Study:** Kenya labor law reforms and union impacts

**Module 5: Employee Engagement & Participation Systems**

- Mechanisms for employee voice
- Suggestion systems and works councils
- Participatory management models
- Digital tools for employee engagement
- **Case Study:** Toyota Kaizen system and employee participation

**Module 6: Conflict Resolution & Industrial Relations**

- Sources of workplace conflict
- Mediation and arbitration techniques
- Grievance handling systems
- Preventing labor disputes and strikes
- **Case Study:** South African mining industry labor disputes

**Module 7: Union Organizing & Mobilization**

- Strategies for union recruitment
- Building solidarity and membership growth
- Communication in union campaigns
- Digital activism in labor movements
- **Case Study:** Amazon warehouse unionization efforts

**Module 8: Future of Work & Labor Transformation**

- Gig economy and informal labor challenges
- Automation and job displacement risks
- ESG and ethical labor practices
- Future trends in unionization and workplace democracy
- **Case Study:** Uber driver collective bargaining movements in Europe

## 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 |

| Start Date | End Date | Location | Price |
|---|---|---|---|
| **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