XCELERATE TRAINING INSTITUTE

your learning & development partner

HUMAN RESOURCES MANAGEMENT (HRM)

Industrial and Labor Relations & Labor and Trade Union Training Course

DURATION	LANGUAGE	FORMAT
5 days	English	Classroom / Online

Upcoming dates

Dates	Venue	Format	Fee
8 – 12 Feb 2027	Live online	Online (live)	€1,200
15 – 19 Mar 2027	Boston	Classroom	€3,600
16 – 20 Aug 2027	Live online	Online (live)	€1,200

Register or ask a question

Online: x8ti.com/course/industrial-and-labor-relations-labor-and-trade-union…

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Industrial and Labor Relations & Labor and Trade Union Training Course

Introduction

Introduction

Industrial relations(IR) is the collaborative academic field that analyses the employment relationship between employers and employees, labor & trade unions, employer organizations and the state. It includes “non-industrial” employment relationships. IR scrutinizes various employment situations, but ones with a unionized workforce.

IR supports and improves the mechanism of the employment relationship to protect workers’ rights. IR is an amalgam of shared interests and conflicts of interests. It concerns grievance processes, employee voice mechanisms, works committees and trade unions, collective bargaining, and labor–management alliances. IR engenders not only economic efficiency but also employee equity and voice.

Unions are a substantial aspect of labor relations providing job security to workers while ensuring fair reimbursement. Union diplomats propose elevated pay in barter for workers to accept repetitive job design or risky working conditions. Unions are critical in offering insurance and guarantee to employee’s job position to remain unaffected and rewarded; job security, suitable compensation, job design, retraining and res killing, and health and safety.

In this course from Xcelerate Training Institute, participants will explore that there is often a discrepancy between crucial business decision-making and the union delegates’ demands. To offer job security and appropriate reimbursement for employees, accords must be made between union representatives and employers.

Learning Objectives

- Encourage and cultivate amiable labor management relations
- Enhance the monetary condition of the worker by upgrading wages, benefits and advancing a sound budget
- Standardize production by curtailing industrial conflicts through state control
- Entertain industries by crafting the government as an employer
- Ensure workers have a say in the decision-making process
- Promote and inspire trade unions to increase the worker’s concentration
- Prevent industrial conflicts and their penalties
- Develop and preserve industrial democracy
- Understand the modifications and fashions in industrial relations
- Examine the role of trade unions in evolving economic-political situation
- Understand labor laws and modern changes in labor laws
- Explore and enable leadership styles to enforce labor laws and jurisprudence
- Fathom fundamental as well as procedural contents of Industrial Relations Law

- Recognize Social Security Legislation
- Build an insight into the Wage Law
- Understand the law relating to contract labor

Training Methodology

Certified Industrial and Labor Relations & Labor and Trade Union Training Course is designed for IR professionals for managing relationships for enhanced productivity and reduced discord. They need the right balance of human connection, command & authority and strong negotiation skills.
Xcelerate Training Institute has designed this course by collaborating with experts with extensive experience in dealing with and managing labor relations and trade unions.

Real case studies, incidents, and accidents are incorporated for the learning of participants. The role-plays are designed on major industrial challenges that help sharpen communication and negotiation skills.

The experiential learning methodology ensures that the participants feel ready for interaction with trade unions and manage IR seamlessly.

Benefits for Your Organization

- Structural principles and rights to create greater opportunities for employees to secure adequate occupation
- Provide psychological safety to employees
- Improved tripartism and social discourse
- Collaboration between Employers, Employees, Administrators, and Supervisors
- Procedural discussion with Contract/Agreement/Policy and Administration
- Exposure to grievance presidency, collective bargaining, mediation, scrutiny, and negotiation
- Access to labor and management conferences and associations
- Resolve informal conflicts between labor and management
- Gain insights on the data requirements of union
- Trained management and administration
- Develop mechanism to manage cooperative society, labor statistics, ensure occupational safety
- Provide advisory services & training and develop independent employers’ and workers’ organization

Benefits for You

- Encourage and appreciate criteria and fairness
- Establish accords between the zenith association(s) of unions and management
- Set standardized pattern, high intensity of union absorption and centralized bargaining
- Ensure unbiased wage bargaining
- Safeguard cordial relations between workforce and management
- Ensure legal interpretation in the enactment of labor rules
- Understand and interpret labor law and regulations
- Recommend substantial resource and confirm industrial peace
- Support effective communication system manage changes

- Drop in actions like lockouts, strikes, protests, etc.
- Guarantee organization stability, effectiveness, and permanence

Target Audience

HR Leaders and Managers, HR & IR Experts, OD and Independent consultants, Union leaders, IR professionals

Course Outline

Introduction to Industrial and Labor Relations & Labor and Trade Union

- What is Labor relation and trade union?
- Industry, labor, and trade union
- Importance of trade union
- Difference between Labor relation and trade union

Scope of Industrial Relations

- Labor relations, i.e., between labor union and administration
- Employer-employee relations
- The role of different parties: – employers, employees, and state in maintaining industrial relations
- Handling conflicts between employers and employees

Factors of Industrial Relation

- Institutional factors:

1. government policy
2. labor legislation's
3. voluntary courts
4. collective agreement
5. employee courts
6. employers' federations

- Social institutions

1. caste
2. joint family
3. creed
4. system of beliefs
5. attitudes of works
6. systems of power status

- Economic factor

1. economic organization
2. capitalist
3. communist mixed etc.
4. the structure of labor force
5. demand for and supply of labor force

- Technological factors

1. mechanization
2. automation
3. rationalization
4. computerization

- Social and cultural factors

1. population
2. religion
3. customs and traditions
4. ethnic groups
5. cultures

- Political factors

1. political system in the country
2. political parties and their ideologies
3. mode of achievement of policies
4. involvement in trade unions

- Governmental factors

1. industrial policy
2. economic policy
3. labor and export policy

- Aspects of Labor Relations
- Legal/constitutional compliance's
- Labor relation management
- Trade/labor union dealing and prevention
- Labor grievance management

Trade Unions in Transformation

- What are power resources?
- Utilizing power resources and improving abilities
- Components of power in the hands of workers and their unions
- Workers interest in shifting economic and political condition

Fundamentals of Labor Laws for Trade Union Leaders

- Significant elements of Industrial Relations Laws and Trade Unions Act
- Industrial Employment (IE) Act and Industrial Disputes Act
- Aims and characteristics of social security laws including Employee Compensation Act
- Employee Provident Fund and Miscellaneous Provisions Act
- Payment of Gratuity Act and laws concerning to wages

Aspects of Labor Movement

- History and revolution
- Economic protection for its members

- Extending industrial democracy
- Moral and spiritual reform
- Antisocial, damaging monopoly

Measure to Strengthen the Trade Union

- Harmony
- No political influence
- Educating labors
- Funds Adequacy
- Welfare activities for labors

Purpose of Trade Union

- Supervision of relations
- Settlement of grievances
- Introducing new requirements on behalf of workers
- Collective bargaining and negotiations

Process of Labor Relation

- Unionization
- Dispute or conflict condition
- Collective bargaining/ negotiation
- Settlement of contract
- Agreement processing

The Theory of Bureaucratic Management by Max Weber

- Elevated division of labor and specialization
- Well-defined hierarchy
- Rationality, Objectivity and Consistency
- The formal and impersonal relations. The power of position vs. individual
- Guidelines and regulations
- Obligations and privileges of the workers
- Guidelines applicable to, and complied by everyone
- Recruitment and Growth depend on technical skills

FAQ’s, Case studies and Discussions

- Participate in role plays to ensure first-hand learning
- Opportunity to meet industry veterans, Q&A discussion
- Discuss and review policies that are relevant (Group activity)
- In-depth knowledge of laws and regulations

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Registration Form

Industrial and Labor Relations & Labor and Trade Union Training Course

Preferred dates: ..... Venue or online: .....

Duration: 5 days Language: .....

Please complete and email this form to us, or register online. We confirm your place and send the invoice within one working day.

Delegate information

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Official email: ..... Personal email: .....

Company information

Company name: .....

Address: .....

City / country: ..... VAT / tax number: .....

Person responsible for training & development

Full name (Mr / Ms / Dr / Eng): .....

Position: ..... Telephone / mobile: .....

Email: .....

Payment

☐ Please invoice me ☐ Please invoice my company

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Email this form
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Register online
Open the course page