MERCURY

Employment and Labor Law Course

28 December 2026 – 1 January 2027
Kigali (Rwanda)



Dubai - UAE: +971 4 450 5697
Istanbul - Türkiye: +90 539 599 1206
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Ref: 15531_1064613 **Date:** 28 December 2026 – 1 January 2027 **Location:** Kigali (Rwanda) **Fees:** 5300 Euro

Introduction:

One of the most critical needs of the business world is the provision of specialized personnel in business and Social Security. Despite the high demand for specialized personnel to meet the needs of enterprises in areas such as labor law, Social Security, taxation of wages and compensation, Occupational Health and Safety, and payroll management, more trained individuals are needed in this sector.

This employment and labor law program aims to train well-equipped Occupational and Social Security experts who can accurately and consistently implement applications while possessing practical and technical knowledge and infrastructure. Participants will learn how to implement and apply legally defensible best practices in their organization.

This One-week, interactive, case-study-centered seminar will help you gain confidence and expertise in dealing with complex employment law and employee relations issues. Participants will gain a comprehensive overview of employee discrimination/EEO, the Family and Medical Leave Act, and how to obtain an employment and labor law certificate to recognize their skills.

International labor and employment laws often present additional complexities due to the range of legal frameworks and cultural norms in different countries. Understanding these laws is crucial for organizations operating across borders or expanding internationally.

This employment and labor law course will discuss labor and employment law cases with an international scope and touch upon the differences and similarities between labor and employment law, helping participants navigate the intricacies of the global business landscape effectively.

Targeted Groups:

- Government officials, including labor inspectors and dispute resolution practitioners.
- Representatives of workers and employers organizations.
- Judges and lawyers.
- Parliamentarians.
- Human rights practitioners.
- The staff of multinational enterprises.
- Staff from international and development organizations.
- Civil society organizations.
- Senior Managers.
- Human Resources Professionals.
- Personnel Managers, Personnel Specialists.
- Lawyers, Trade Unionists.

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Course Objectives:

At the end of this employment and labor law course, participants will:

- Implement and apply legally defensible best practices in your organization.
- Gain confidence and expertise in dealing with complex employment law and employee relations issues.
- Understand Employment Rights.
- Learn Hiring and Firing Practices.
- Obtain a comprehensive overview of employee discrimination/EEO, the Family and Medical Leave Act, Workplace Safety, and Employee Benefits.
- Consider the aspects of Unions and Collective Bargaining.
- Ensure Legal Compliance.

Targeted Competencies:

Upon the end of this employment and labor law course, participants competencies will:

- Human Resources Managers.
- Accounting Professionals.
- Financial auditors, YMM auditors.
- Private and Public Sector auditors.
- Social Security Consultants.
- Freelance Accountant.
- Financial Advisors.
- Chartered Accountants.
- Financial Experts.

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Course Content:

Unit 1: LABOR LAW:

- Basic Concepts.
- Employment contract and types.
- Job transfer and results.
- Temporary Employment Relations and Private Employment Offices.
- Termination of employment contract and its consequences.
- Fee Arrangement Of Work.
- Notice periods and compensation.
- Conditions For Entitlement to Severance Pay.
- Severance Account.
- Workplace inspection and administrative fines.

Unit 2: TRADE UNIONS AND COLLECTIVE BARGAINING LAW:

- Establishment Of Trade Unions, Business Lines Membership And Separation Principles.
- Collective Bargaining Authority.
- Collective Bargaining Agreement Signing.
- Dispute Resolution.
- Arbitration processes.
- Strike and lockout scenarios.

Unit 3: FOREIGN WORK PERMITS:

- Who is the foreign work permit for?
- Permission Procedure.
- Sanction Of Unauthorized Foreign Employment.

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Unit 4: SOCIAL SECURITY:

- Definitions Of Workplace, Employer, Employer Representative, Sub-Employer, And Notification Of Workplace To The Institution.
- Those Who Are Considered Insured, Those Who Are Considered Partial Insured, Those Who Are Not Considered Insured.
- Notification Of Insured Persons To The Institution.
- Premium-Based Earnings Concept.
- Premium Rates.
- Disability, Old Age, And Death Insurance Premiums.
- Short-Term Insurance Arms.
- General Health Insurance.
- Unemployment Insurance.
- Social Security Support Premium Retired.
- Payroll Applications.
- Requirements To Qualify For The Old Age Pension Social İnsurance İnstitution.
- Requirements To Qualify For The Old Age Pension Social Security Organization For Artisans And The Self-Employed.
- Age-Related Pension Eligibility Requirements Social İnsurance İnstitution.
- Age-Related Pension Eligibility Requirements Social Security Organization For Artisans And The Self-Employed.
- Conditions For Entitlement To Pensions In Case Of Disability Social İnsurance İnstitution.
- Conditions For Entitlement To Pensions In Case Of Disability Social Security Organization For Artisans And The Self-Employed.

Unit 5: Common Labor Law Training Mistakes:

- Not Knowing Or Keeping Updated On Labor Laws.
- Using Generic Or Outdated Content.
- Lack Of Customization to specific industries or companies.
- Inadequate Coverage of crucial topics in labor and employment law.
- Failure To Address Real-Life Scenarios.
- Passive Learning Approach that ignores active engagement.
- Need for Follow-Up on training effectiveness and practical application.
- Ignoring Employee Feedback as a valuable improvement resource.
- Overlooking Supervisor Training and its critical role in enforcement.
- Treating Training As A One-Time Event rather than an ongoing process.