



London TDM

# Finance and Accounting

**Course Venue:** United Arab Emirates - Dubai

**Course Date:** From 11 January 2026 To 15 January 2026

**Course Place:** Downtown Dubai

**Course Fees:** 5,000 USD

## Introduction

This 5-day professional course, "Employee Relations and Labor Law Essentials," is designed to provide participants with a comprehensive understanding of effective employee relations practices and the intricacies of labor laws. By equipping attendees with the knowledge and skills necessary to navigate complex workplace issues, this course aims to foster a collaborative and compliant work environment.

## Objectives

- Understand the fundamental principles of employee relations and labor law.
- Gain insights into effective strategies for managing employee relations issues.
- Learn the legal frameworks governing labor laws and their implications.
- Develop skills to handle disputes and grievances in the workplace.
- Stay current with evolving labor law trends and compliance requirements.

## Course Outlines

### Day 1: Introduction to Employee Relations

- Definition and importance of employee relations
- Roles and responsibilities of HR and management
- Building a positive work culture
- Communication strategies in employee relations
- Case studies of effective employee relations

### Day 2: Legal Frameworks and Compliance

- Overview of key labor laws and regulations
- The role of government agencies
- Compliance requirements and best practices
- Employer and employee rights and obligations
- Enforcement of labor laws and consequences of non-compliance

### Day 3: Managing Employee Disputes

- Identifying common sources of workplace conflicts
- Conflict resolution techniques and negotiation skills
- The grievance handling process
- Arbitration and mediation in labor disputes
- Preventing disputes through proactive communication

### Day 4: Advanced Employee Relations Strategies

- Performance management and feedback systems
- Employee engagement and retention strategies
- Developing employee handbooks and policies
- Strategies for managing change and restructuring
- Creating an inclusive and diverse workplace

## **Day 5: Future Trends and Challenges in Labor Law**

- Impact of technology on employee relations and labor law
- Trends in remote work and flexible work arrangements
- Emerging issues in international labor law
- Preparing for future legislative changes
- Final assessment and course wrap-up