Datastat Research
Building Capacity in Training and Research

DATASTAT TRAINING IN

OFFICIAL COURSE PROSPECTUS

Center for Advanced Research & Professional Development

Nairobi Training Center • Global Virtual Academy • Corporate On-Site

TRADE UNIONS

Financial Accountability Trade Unions Training Course

Comprehensive Course Syllabus, Practical Modules & Upcoming Schedules

PROGRAM SPECIFICATIONS & HIGHLIGHTS

- **DURATION**
  5 Days Practical Hands-on
- **DELIVERY MODES**
  In-Person Class & Live Virtual
- **CERTIFICATION**
  Accredited Certificate of Completion
- **INTAKES / DATES**
  Multiple Cohort Schedules Included

PREPARED FOR:

Valued Participant

Email: training@datastatresearch.org | Issued: November 21, 2026

Academic & Professional Training Year: 2026

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Financial Accountability Trade Unions Training Course

Trade Unions • 5 Days Intensive • Accredited Certification

Course Overview

Financial Accountability Trade Unions Training Course provides a strategic roadmap for internalizing good governance, ensuring that every cent of membership dues is utilized to strengthen collective bargaining power and organizational sustainability.

Key Skills & Software Tools Covered

Financial transparency • audit compliance • budgeting control • reporting accuracy

Upcoming Training Schedules

Confirmed cohort intakes and venues. Both physical in-person classroom and live virtual online seats are available.

TRAINING DATES	LOCATION / VENUE	FORMAT / DURATION	INVESTMENT (FEE)
18 May 2026 – 22 May 2026	Nairobi	Classroom / 5d	**$1,500 USD / KES 110,000**
18 May 2026 – 22 May 2026	Kigali	Classroom / 5d	**$3,000 USD / KES 110,000**
18 May 2026 – 22 May 2026	Dubai	Classroom / 5d	**$5,000 USD / KES 110,000**
18 May 2026 – 22 May 2026	Cape Town	Classroom / 5d	**$4,500 USD / KES 110,000**
18 May 2026 – 22 May 2026	Addis Ababa	Classroom / 5d	**$3,000 USD / KES 110,000**
18 May 2026 – 22 May 2026	Singapore	Classroom / 5d	**$5,000 USD / KES 110,000**
18 May 2026 – 22 May 2026	Istanbul	Classroom / 5d	**$5,000 USD / KES 110,000**
18 May 2026 – 22 May 2026	Bangkok	Classroom / 5d	**$5,000 USD / KES 110,000**
18 May 2026 – 22 May 2026	Accra	Classroom / 5d	**$4,000 USD / KES 110,000**
25 May 2026 – 29 May 2026	Cape Town	Classroom / 5d	**$4,500 USD / KES 110,000**
25 May 2026 – 29 May 2026	Addis Ababa	Classroom / 5d	**$3,000 USD / KES 110,000**
25 May 2026 – 29 May 2026	Singapore	Classroom / 5d	**$5,000 USD / KES 110,000**

* Corporate discounts and customized cohort scheduling are available for teams of 3 or more participants.

Course Curriculum & Modules

Financial Accountability Trade Unions Training Course

Introduction

The modern labor movement faces intensifying scrutiny regarding fiduciary duty, transparency, and the digitalization of financial management. In an era where regulatory frameworks are becoming increasingly complex, trade unions must move beyond traditional bookkeeping to embrace performance accountability and automated audit trails. Financial Accountability Trade Unions Training Course provides a strategic roadmap for internalizing good governance, ensuring that every cent of membership dues is utilized to strengthen collective bargaining power and organizational sustainability.

By integrating International Financial Reporting Standards (IFRS) with labor-specific internal control systems, participants will learn to mitigate risks such as resource misuse and fraud. The training emphasizes the transition toward digital accounting and real-time financial reporting, fostering a culture of board accountability that directly correlates with membership growth and stakeholder trust

Course Duration

5 Days

Course Objectives

- Strengthen Fiduciary Oversight
- Implement Digital Accounting
- Enhance Regulatory Compliance.
- Optimize Asset Allocation.
- Master Forensic Auditing
- Improve Member Transparency
- Standardize Financial Reporting.
- Modernize Internal Controls
- Leverage Data Analytics
- Manage Collective Funds
- Institutionalize Ethical Governance
- Mitigate Agency Costs.
- Digitalize Member Services.

Target Audience

- General Secretaries & Presidents.
- National Treasurers & Finance Officers
- Internal & External Auditors
- Executive Board Members.
- Trustees of Pension/Welfare Funds
- Regional/Branch Finance Secretaries
- Compliance & Risk Officers.
- Labor Relations Consultants

Course Modules

Module 1: Fiduciary Duty and Board Accountability

- Defining the "Social Contract" between leadership and members.
- Legal liabilities of union executives under fiduciary law.
- The relationship between transparency and membership growth
- Case Study: Analyzing the collapse of a union due to board oversight failure.
- Establishing performance evaluation metrics for the finance committee.

Module 2: Regulatory Frameworks and Legal Compliance

- Interpreting national labor acts and financial disclosure mandates.
- Managing statutory deductions and tax obligations.
- Navigating the Baku to Belém Roadmap for sustainable finance
- Case Study: Compliance audit of a multi-sectoral union in a developing economy.
- Workshop: Drafting a compliance calendar for the fiscal year.

Module 3: Advanced Digital Accounting Systems

- Moving from spreadsheets to Enterprise Resource Planning (ERP).
- Creating automated audit trails to eliminate human error.
- Ensuring data security in financial digitalization.
- Case Study: Transitioning a 50,000-member union to cloud-based accounting.
- Hands-on: Setting up real-time reporting dashboards.

Module 4: Internal Control and Risk Management

- Designing "Segregation of Duties" in small and large unions.
- Forensic accounting techniques for detecting internal fraud.
- Evaluating Information Systems and IT infrastructure
- Case Study: Identifying a "Ghost Member" payroll fraud through internal controls.
- Exercise: Mapping organizational risks and mitigation strategies.

Module 5: Strategic Budgeting and Asset Management

- Participatory budgeting: Involving members in financial planning.
- Managing asset growth and product innovation in co-operative models
- Diversification of union investment portfolios.
- Case Study: Successful management of a multi-million dollar union mortgage scheme
- Activity: Developing a 5-year sustainable investment plan.

Module 6: Financial Reporting and IFRS Standards

- Preparing Income Statements, Balance Sheets, and Cash Flow statements.
- Adopting International Standards on Auditing (ISA).
- Simplifying complex reports for rank-and-file member understanding.
- Case Study: Comparing standard vs. non-compliant annual general meeting (AGM) reports.
- Lab: Peer-reviewing a sample union financial statement.

Module 7: Managing Specialized Union Funds

- Accounting for strike funds and collective bargaining reserves.
- Governance of member pension trusts and welfare schemes
- Managing car loans and staff mortgage funds
- Case Study: Best practices in managing a national teacher union's welfare fund.
- Workshop: Calculating fund solvency and future liability.

Module 8: Ethical Leadership and Change Management

- Building a culture of integrity and ethical conduct.
- Overcoming resistance to digital transformation
- Crisis communication during financial audits or scandals.
- Case Study: Leadership turnaround in a union facing corruption allegations.
- Defending a budget proposal to an inquisitive membership.

Training Methodology

- 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@datastatresearch.org or call +254724527104

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 DATASTAT CONSULTANCY LTD account, as indicated in the invoice so as to enable us prepare better for you.

Certification & Learning Methodology

- Hands-on practical delivery with real-world datasets, case studies, and lab exercises.
- Post-training mentorship, access to class resources, and customized follow-up support.
- Participants who successfully complete the course receive an accredited Datastat Certificate of Completion.

How to Enroll & Reserve Your Seat

1. Online Registration: Visit https://datastatresearch.org/courses/financial-accountability-trade-unions-training-course to register online.
2. Email Booking: Send participant details to training@datastatresearch.org for official invoice & reservation.
3. Support & Assistance: Inquire via phone +254 724 527 104 | +254 734 969 612.