



# International Labour Standards and Corporate Social Responsibility: Understanding workers' rights in the context of due diligence



A SUSTAINABLE  
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INSTITUTION



International Training Centre  
Centre international de formation  
Centro Internacional de Formación

Course starts:  
08 October 2018

Course ends:  
12 October 2018

Deadline:  
24 September 2018

Code:  
A9011168

Venue:  
Turin Centre

Contact:  
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Language/s:  
English

Registration form:  
<http://intranetp.itcilo.org/STF/A9011168/en>

## BACKGROUND

Companies are under increased pressure, stemming from stakeholder expectations, reporting requirements, conditions for tendering, and new legislation etc., to conduct due diligence on human rights issues in their own operations and with business partners in their supply chains. Labour related human rights—child labour, forced labour, freedom of association and collective bargaining, non-discrimination, conditions of work and social protection—are relevant to all company operations.

Although much has been written in general about due diligence, labour issues pose particular challenges for companies. Proper due diligence on labour issues starts with a good understanding of what is expected of companies concerning respect for workers' rights. The principles contained in international labour standards (ILS) are the essential reference point for companies in addressing labour issues in corporate social responsibility and sustainability (CSR) initiatives. Yet, ILS are addressed to governments and the implications for companies, from a conceptual and practical point of view, are not always clear. This can lead to confusion, lack of coherence and misunderstandings when companies are confronted with specific situations. Building on this understanding, the course will examine good practice regarding due diligence pertaining to workers' rights. Sessions will feature specialists working in companies and multi-stakeholder initiatives located in various regions of the world.

ILO is the specialized agency of the United Nations mandated to adopt and monitor the implementation of International Labour Standards. Since its inception in 1919, ILO has accumulated a wide range of expertise concerning the application of ILS principles to company and government operations, and regularly analyses international trends and collects company case studies.

## OBJECTIVES

The course overall objective is to strengthen the capacity of participants to understand the principles of ILS as they relate to company operations and the implications for CSR and sustainability policies and practices geared towards decent work and sustainable development.

At the end of the course, participants will

- be familiar with ILO's core labour standards (child labour, forced labour, non-discrimination, and freedom of association and collective bargaining), their function and formulation as well as implementation and other relevant ILO tools relevant from a CSR and sustainability perspective;
- be able to analyse international instruments and frameworks on CSR referencing International Labour Standards;
- understand the different roles of governments, the private sector, and employers' and workers' organizations could play in the development and implementation of CSR and sustainability policies and practices; be updated on company practices, selected from a variety of geographical, sectoral and operational contexts;
- be able to describe the entire due diligence cycle with specific emphasis on labour rights related issues;
- be able to better advise and serve their institutions, organizations or enterprises in the area of ILS and Decent Work and in their daily operations.

## CONTENT

The course is organized around three modules:

ILO tools and instruments relevant for Corporate Social Responsibility and due diligence concerning labour rights. This building block presents insights on the link between ILO normative instruments—including ILS, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the ILO Declaration on Fundamental Principles and Rights at Work—and due diligence as set out in the United Nations Guiding Principles on Business and Human Rights (UNGP).

The Due Diligence Framework module provides a step-by-step approach on how to perform labour rights related due diligence. This module also includes experience and knowledge sharing of both large and smaller companies in establishing a due diligence system for ensuring respect for workers' rights in their own operations and in promoting respect among their business partners

Issues companies encounter and guidance found in the ILS. The third module sets out a framework for understanding the key principles for each of the topics related to international labour standards and the implications for company operations labour rights related due diligence. Topics that will be discussed include: freedom of association and the right to collective bargaining; industrial relations, child labour, forced labour, equality of opportunity and treatment (including gender); conditions of work (wages, hours of work, occupational safety and health);

## HOW TO APPLY

The deadline for submission of candidatures is 24 September 2018. Candidates must submit through the website the following documents:

- on-line application form duly filled in, available at: <http://intranetp.itcilo.org/STF/A9011168/en>;
- a letter from the sponsor indicating financial support (or letter from the applicant stating that participation cost is covered by himself/herself), to be uploaded when filling in the on-line application. Incomplete applications will not be considered.

*As an Organization dedicated to promoting social justice and internationally recognized human and labour rights, the ILO is taking a leading role in international efforts to foster gender equality. In line with this ILO focus, women are particularly encouraged to apply to ITCILO courses.*

## COSTS

The total cost of participation is 2,215 Euro. This includes tuition fees (1,600 Euro) and subsistence costs (615 Euro).

- The tuition fees cover: course preparation, implementation and evaluation; training materials; the use of training facilities and support services.
- Subsistence costs cover: full board and lodging on the Centre's Campus, emergency medical insurance and some recreational activities in Turin.

The figures quoted do not include the cost of travel between the participant's home country and the course venue. Participants must ensure that they have a valid passport and appropriate visa for Italy, and for any country in which a transit or stopover to or from the course venue is required.

The cost of the visa, airport taxes, internal travel in the participant's home country and stopovers is not covered. At the end of the course, participants will be issued a "Certificate of Participation" by the International Training Centre of the ILO. For information regarding payment, cancellation and refunds, please consult: <http://www.itcilo.org/en/training-offer/how-to-apply>