



ONLINE

RESPONSIBLE BUSINESS CONDUCT

HUMAN RIGHTS DUE DILIGENCE FOR DECENT WORK

MASSIVE OPEN ONLINE COURSE (MOOC) – 2025 EDITION

1 – 12 DECEMBER 2025

 2 WEEKS, 18 HOURS

Information Note

FREE



International
Labour
Organization



Co-funded by
the European Union



International Training Centre



INTRODUCTION

Enhancing business respect for human rights and securing decent work in supply chains are at the core of public and private efforts to drive inclusive growth and sustainable development. Human rights due diligence (HRDD) is a management tool that allows enterprises to uphold their responsibility to respect human rights as outlined in the UN Guiding Principles on Business and Human Rights, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct.

Effective human rights due diligence requires a conducive environment. It also means for governments, companies, and social partners to fully understand and carry out their respective roles and responsibilities. Amid the changing legislative landscape in which governments and regional blocks are introducing and/or implementing already adopted mandatory due diligence legislation, there is a demand for a clear understanding on the labour dimension of human rights due diligence. This means concretely, how governments can more effectively promote responsible business practices through a smart mix of measures and how companies can best conduct due diligence processes to identify, prevent, and mitigate their actual and potential adverse impacts on human rights at work and account for how they address such impacts. This dimension encompasses the protection and respect of internationally recognized human rights at work including ILO fundamental principles and rights at work, the free choice of employment, the right to just and favourable conditions of work, the right to social security, the right to rest and leisure.

The 2025 edition of the Massive Open Online Course (MOOC) “Human Rights Due Diligence for Decent Work” will share the latest insights on how principles of international labour standards relate to company operations, how those principles can be most effectively promoted and implemented at enterprise level, the role of governments and businesses, and how employers’ and workers’ organizations can guide and support such business practices. The 2025 edition of the MOOC will include a specific focus on the key elements to consider when conducting due diligence in relation to working conditions, including working time, wages, and occupational safety and health, among others.

The MOOC is conducted in the framework of the [“Human Rights Due Diligence in support of Decent Work”](#) (HRDD4DW) project, implemented by the ILO and co-funded by the European Union.

OBJECTIVES

The MOOC aims to establish a common understanding of the ways in which businesses can contribute to the realization of decent work and the role that different actors play in promoting responsible and sustainable business practices, in which human rights due diligence plays a central role. Participation in the MOOC will allow participants to:

- Strengthen their knowledge on international labour standards, including the Fundamentals Principles and Rights at Work, for more effective human rights due diligence processes;
- Learn about the latest trends, challenges and opportunities in human rights due diligence to advance decent work;
- Learn about specific guidance and good practices in human rights due diligence in support of decent work;
- Explore practical approaches for due diligence in relation to human rights at work with a specific focus on working conditions.

TARGET AUDIENCE

The MOOC is designed for a wide range of professionals from the public and the private sector, including businesses, government, social partners, and other stakeholders. It is particularly relevant for practitioners in the area of Responsible Business Conduct (RBC) and Human Rights Due Diligence (HRDD), government officials working at the intersection of trade, investment, labour and human rights, representatives of employers' and workers' organizations, business support services, civil society actors, multistakeholder initiatives, and academia.

STRUCTURE AND METHODOLOGY

The training will be offered in English (with interpretation in French and Spanish) and delivered through the online training platform of the International Training Centre of the ILO (ITCILO).

It will include the following elements:

- Six thematic webinars led by key experts
- Discussion forums for networking and exchange of experiences
- Eight self-guided thematic learning modules

The estimated time investment for participants to complete the MOOC is 18 hours. Participants can complete the self-guided modules at their own pace. For those unable to join webinar sessions live, recordings of all sessions will be made accessible on the ITCILO eCampus platform.

WEBINAR SCHEDULE

Week 1 • 1 – 5 December 2025

Monday 1 December 2025 2 pm – 4 pm (CET)	Human Rights Due Diligence – Latest trends and updates
Wednesday 3 December 2025 2 pm – 4 pm (CET)	From principles to practice: Identify and assess actual or potential adverse human rights impacts in business operations
Friday 5 December 2025 2 pm – 4 pm (CET)	From principles to practice: What action, tracking, and communication look like

Week 2 • 8 – 12 December 2025

Monday 8 December 2025 2 pm – 4 pm (CET)	From principles to practice: Access to remedy
Wednesday 10 December 2025 2 pm – 4 pm (CET)	Key elements to consider when conducting due diligence in relation to working conditions
Friday 12 December 2025 2 pm – 4 pm (CET)	Human Rights Due Diligence as a forward-looking tool for business resilience

All webinars have a duration of 2 hours.

LANGUAGE

The MOOC is offered in the ILO three official languages:

- the webinars are conducted in English with simultaneous interpretation in French and Spanish.
- the discussion forums and the self-guided learning modules are available in English, French and Spanish.

COSTS AND CERTIFICATION

Participation in the MOOC is free of charge. Participants who complete the course and pass the final test will receive a Certificate of Participation from ITCILO.

REGISTRATION

Please register by **30 November 2025** via [this link](#).

CONTACT

For more information, please contact us via e-mail mne-gsc@itcilo.org

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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