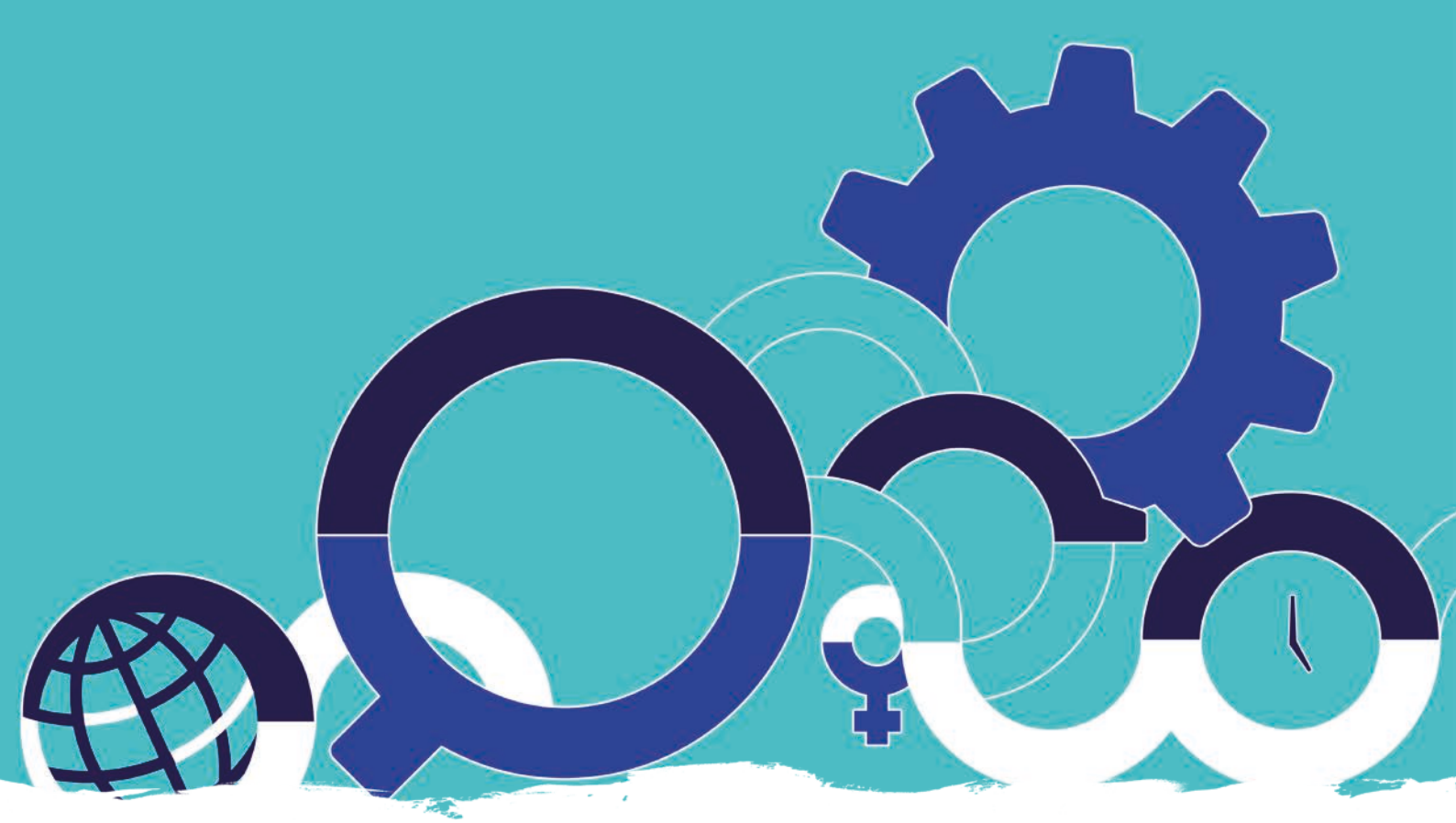


ONLINE

RESPONSIBLE BUSINESS CONDUCT

MOOC ON HUMAN RIGHTS DUE DILIGENCE FOR DECENT WORK

2026 EDITION WITH A FOCUS ON MEANINGFUL CONSULTATIONS - SOCIAL DIALOGUE

30 NOVEMBER – 11 DECEMBER 2026

2 WEEKS, 18 HOURS

FREE

Information Note

International Labour Organization

Global Gateway

Co-funded by the European Union

ITC International Training Centre

INTRODUCTION

Enhancing business respect for human rights and securing decent work, including 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 process that allows enterprises to uphold their responsibility to respect human rights as outlined in the UN Guiding Principles on Business and Human Rights (UNGPs), 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 entails governments, companies, and social partners fully understanding and carrying out their respective roles, duties, and responsibilities. Amid the changing legislative landscape in which governments and regional blocks are introducing mandatory due diligence legislation, there is a demand for a clear understanding of the labour dimension of human rights due diligence. More concretely, this means highlighting how governments can more effectively promote responsible business practices through a smart mix of measures and how companies can best conduct HRDD 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, and the right to rest and leisure.

The 2026 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 2026 edition of the MOOC will include a specific focus on the key elements to consider for ensuring meaningful consultation with potentially affected groups and other relevant stakeholders, including workers organizations[1], taking into account the central role of social dialogue as an ongoing process.

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 how businesses can contribute to the realization of decent work and the role that different actors play in promoting responsible and sustainable business practices, with human rights due diligence playing 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;

1. As per the UNGPs and the ILO MNE Declaration, meaningful consultations are to be as appropriate to the size of the enterprise and the nature and context of the operation.

- Explore practical approaches for due diligence in relation to human rights at work with a specific focus on meaningful consultation, taking into account the central role social dialogue as an ongoing process.

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
- Nine 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 • 30 November – 4 December 2026	
Monday 30 November 2026 2 pm – 3:30 pm (CET)	Human Rights Due Diligence – introductory webinar
Wednesday 2 December 2026 2 pm – 3:30 pm (CET)	Meaningful consultations across the four steps of HRDD and stakeholders groups- practical examples
Friday 4 December 2026 2 pm – 3:30 pm (CET)	Social dialogue and industrial relations: key enablers of HRDD

Week 2 • 7 – 11 December 2026	
Monday 7 December 2026 2 pm – 3:30 pm (CET)	Navigating the HRDD landscape: latest trends and updates
Wednesday 9 December 2026 2 pm – 3:30 pm (CET)	Consultations with potentially affected stakeholders, social auditing and human rights due diligence
Friday 11 December 2026 2 pm – 3:30 pm (CET)	Operational-level grievance mechanisms as complements to wider stakeholder engagement. Short concluding remarks including short teaser of HRDD data platform

Each webinar will have a duration of 1.5 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 here by 29 November 2026.

CONTACT

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

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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