



SUSTAINABLE DEVELOPMENT

BEYOND COMPLIANCE

LABOUR AND COMMUNITY PROTECTION IN ENVIRONMENT
AND SOCIAL DUE DILIGENCE FOR DEVELOPMENT EFFECTIVENESS

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TURIN, ITALY

Information Note



International
Labour
Organization



International Training Centre



Go beyond compliance — design development projects that protect people and deliver results.



INTRODUCTION TO THE COURSE

Can development projects truly succeed if they put communities at risk? How does respecting workers' rights result in a productive workforce? What happens when workers' rights are overlooked, or community safety is treated as an afterthought? How can we ensure that the benefits of infrastructure and investment are shared rather than overshadowed by harm?

Development projects, from infrastructure and energy facilities to manufacturing, bring tremendous potential for positive impact, but also significant risks that must be carefully managed throughout the project cycle. How projects address labour and working conditions, as well as community health, safety, and security, often determines whether development initiatives succeed or fail.

Projects that prioritize safe working conditions and community well-being experience fewer accidents, lower reputational and legal risks, better community relations, and greater long-term success. Those that neglect these areas face delays, cost overruns, community opposition, and even project failure.

In developing countries, where most workers hold short-term contracts, labour regulations are difficult to enforce, and communities may be vulnerable to climate impacts, managing these risks effectively is not just an ethical obligation. It is essential for development effectiveness.

This course provides practical knowledge and tools to apply international frameworks (ILO standards, UN Guiding Principles, MDBs Environment and Social Safeguards Framework), assess and manage interconnected risks, and embed robust labour and community safety practices throughout the project lifecycle.

COURSE RATIONALE

THE DEVELOPMENT CONTEXT

In development finance, increased development effectiveness is linked to the continuous improvement of operations quality and the better application of environmental and social safeguards requirements to all operations, enhancing the sustainability of development results.

Developing countries have experienced significant growth and development across industrial, manufacturing, mining, and agricultural sectors. Rapid urbanization has led to increased demand for services such as transportation, healthcare, education, and entertainment in urban areas. While these developments have contributed positively to employment, community prosperity, and social cohesion, they have also created serious health and environmental hazards, making the protection of workers and the environment increasingly urgent.

Most workers in developing countries are engaged in informal, self-employment, or short-term wage work, with limited access to social protection and often poor working conditions. They frequently face disruptions from illness, work injuries, and family obligations, while relying on daily wages to meet their families' immediate needs. Traditional labour regulations often have limited reach in these contexts, and where regulations exist, ensuring compliance remains difficult.

THE ROLE OF DEVELOPMENT PROJECTS

For many poor families, labour is their only productive asset. When workers secure employment on development projects, whether in construction, infrastructure, or other activities, they bring these vulnerabilities with them: limited experience with formal employment arrangements, dependence on daily wages, lack of access to insurance or social protection, and often limited understanding of their rights.

This makes development projects critical opportunities to establish decent work conditions and demonstrate best practices in worker protection. Where formal labour market regulations are weak or poorly enforced, project-level safeguards become the primary mechanism for ensuring worker protection and decent work conditions. Sound worker-management relationships, fair treatment, and safe and healthy working conditions are essential foundations for project sustainability, particularly during construction phases.

However, projects also bring risks. Project activities, equipment, and infrastructure can increase exposure to health, safety, and security hazards for both workers and surrounding communities, particularly those already subjected to climate change impacts or in vulnerable circumstances. Borrowers have the responsibility to avoid or minimize these risks and impacts throughout project development and implementation.

WHY THIS COURSE MATTERS

As development projects become increasingly complex and international standards continue to evolve, practitioners require strengthened competencies to effectively implement labour and working conditions requirements alongside community health, safety, and security measures throughout the project lifecycle. The integration of these interconnected safeguards demands specialized knowledge and practical tools that go beyond traditional project management approaches.

This training course strengthens practitioners' capacity by equipping them with the knowledge and tools to translate international frameworks into practical project-level requirements. Participants will learn how to embed robust worker protection and community safety measures into every stage of project preparation and implementation, ultimately contributing to better development outcomes, reduced project risks, and sustainable poverty reduction.

FRAMEWORK AND STANDARDS

The course provides in-depth examination of internationally recognized frameworks and standards, including the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work, the United Nations Guiding Principles on Business and Human Rights, and the environmental and social safeguards requirements of development finance institutions. Participants will examine how these frameworks translate into practical requirements and implementation strategies throughout the project lifecycle, with emphasis on concrete measures to protect workers and communities in project settings.

COURSE MODULES

Module 1: Foundations - ILO Rights, Legislative Frameworks, UN Guiding Principles, and DFI Requirements

Introduction to international labour standards, human rights principles, legislative frameworks, and development finance institution requirements for managing labour and community health, safety, and security in development projects.

Module 2: Project Preparation - Risk Assessment and Planning

Practical tools and methodologies for assessing environmental and social risks, preparing Labour Management Plans, Emergency Response Plans, and implementing stakeholder engagement throughout the project cycle.

Module 3: Implementation by Borrowers and Project Implementation Units

Borrower and Project Implementation Unit responsibilities during project execution, covering labour and working conditions management, community health and safety risks, climate and disaster resilience, and field-based problem-solving.

Module 4: Contractor and Supply Chain Management

Contractual responsibilities of contractors and subcontractors, monitoring and supervision mechanisms, supply chain obligations, incident reporting, root cause analysis, and corrective actions.

Module 5: Grievance Management, Monitoring, and Reporting

Grievance Redress Mechanism establishment and implementation, regular reporting requirements, documentation practices, and development of institutional action plans for ongoing risk management and compliance.

COURSE OBJECTIVES

This course will equip participants with the knowledge and tools needed to effectively manage labour and working conditions as well as community health, safety, and security in development projects. Recognizing that in many developing countries formal labour market regulations have limited reach and enforcement capacity is constrained, the course focuses on project-level safeguards as the primary mechanism for ensuring worker protection and decent work conditions.

Participants will learn how to translate internationally recognized frameworks, including the ILO Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, and development finance institutions' environmental and social safeguards requirements, into practical project-level requirements throughout the project lifecycle.

Through analysis of diverse approaches and proven best practices, participants will enhance their capacity to prepare, implement, and monitor labour management plans, emergency response plans, and community safety measures. Using case studies, project examples, and interactive exercises, participants will build practical skills to embed robust worker protection and community safety measures into every stage of project preparation and implementation, ultimately contributing to better development outcomes, reduced project risks, and sustainable poverty reduction.

WHO ATTENDS THIS COURSE?

This course is designed for professionals involved in or interested in community health, safety and security, and labour and working conditions in development projects, with particular emphasis on ensuring development effectiveness and sustainability of project outcomes.

The course is specifically relevant for:

- Governmental institutions that prepare and implement development projects
- Environmental and Social Consultants, practitioners, engineers, and NGOs/CSOs supporting project owners in preparation of environmental and social studies and implementation of measures
- Representatives from National Environment Agencies and labour inspectorates
- Project Implementation Units (PIU/PMUs) members, including Coordinators, Environmental and Social experts, procurement experts, and monitoring and evaluation experts
- Contractors
- Development practitioners
- Multilateral Development Banks staff
- UN Agencies

HOW TO APPLY

Applicants are kindly asked to send us:

1. A completed online registration form: <https://oarf2.itcilo.org/STF/A9019138/en>
2. If you are financed by your organization (or a donor), an official sponsorship letter is required to finalize your registration. The letter can be uploaded to the application form or sent by email to: esg@itcilo.org
3. If you pay the course fees directly, please note that the payment is due before enrolment in the course. More details about payment methods can be found [here](#).

COURSE PRICE

Tuition fees: €1,840

Subsistence fees at the ITCILO Campus: €755

Accommodation expenses cover: Accommodation in a single room from Sunday to Friday inclusive (check-out on Saturday morning) – 6 nights. Breakfast, lunch, and dinner during the period indicated above

Total: €2,595, excluding transportation costs to and from Turin and visa expenses (if necessary).

FURTHER INFORMATION

- **Language:** English and French
- **Venue:** Turin, Italy. Along the banks of the Po River the ITCILO Turin Campus (<https://www.itcilo.org/about/campus>) allows participants to live and study immersed in nature, in a safe and secure environment conducive to learning, exploring, and discovering what the city of Turin has to offer.
- **Certificate:** On completion of all required course activities, participants will obtain an official ITCILO Certificate of Participation
- **Contact:** esg@itcilo.org

CAMPUS LIFE

A THRIVING UNITED NATIONS CAMPUS AND COMMUNITY OF PROFESSIONAL PEOPLE FROM AROUND THE WORLD

- **Three organizations** from the United Nations system on campus
- **More than 300 training courses** and activities in a stimulating international environment
- **Thousands of participants** from all over the world

ENVIRONMENT AND SURROUNDINGS

Grab a campus bicycle and explore the Turin Centre.

Located in a leafy park on the banks of the Po River, it's a great place for study and collaboration. Experience innovative learning and training methods in modern classrooms equipped with simultaneous translation services.

HOUSING, DINING, AND MORE

Comprising more than 280 private dormitories, the **Turin Campus provides a broad range of services for course participants and partners** including a free-flow restaurant, travel agency, laundromat, post office, gym, medical services and a reception desk open 24/7.

COMMUNITY ENGAGEMENT AND DIVERSITY

Participants can enjoy social events organized by the Turin Centre as well as by their course facilitators. Whether on or off campus, people from different cultural backgrounds have the opportunity to listen to live music together, cook and share traditional foods, or team up to play games and network.

WITHDRAWAL, CANCELLATION POLICY, AND REFUNDS FOR OPEN COURSES

If an enrolled participant wishes or must withdraw from a course, they may choose to apply to a different course or be substituted by another candidate. The participant must notify the Centre, in writing, of their decision at least 14 days prior to the start date of the course. Cancellation of participation in regular courses will result in the following penalties:

- 14 days or more prior to the start date of the course: No penalty, 100% refund of amount paid less applicable bank charges
- 8 to 13 days prior to the start date of the course: Penalty of 50% of course price, refund of residual amount paid (if any) less applicable bank charges
- 7 days or less prior to the start date of the course: Penalty of 100% of course price.

INFO

FOR FURTHER INFORMATION PLEASE CONTACT

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