



ONLINE

FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

E-LEARNING ON FUNDAMENTAL LABOUR RIGHTS ENFORCEMENT AND COMPLIANCE

17 NOVEMBER – 5 DECEMBER 2025

 3 WEEKS, 20 HOURS

Information Note



International
Labour
Organization



International Training Centre

OVERVIEW

In 1998, the ILO adopted the Declaration on Fundamental Principles and Rights at Work (FPRW) that commits Member States to respect and promote: a) freedom of association and the effective recognition of the right to collective bargaining; (b) the elimination of all forms of forced or compulsory labour; (c) the effective abolition of child labour; and (d) the elimination of discrimination in respect of employment and occupation, as these are enshrined in eight ILO conventions (and in the Protocol of 2014 to the Forced Labour Convention of 1930). In June 2022, the International Labour Conference added a safe and healthy working environment as a fifth category.

The Declaration makes it clear that these rights are universal, and that all ILO member States, irrespective of their level of economic development, or indeed whether they have ratified the detailed fundamental ILO Conventions, have the obligation, due to their membership of the ILO, to respect and promote this set of principles and rights at work.

While there remains a strong international commitment to address violations of these fundamental human rights, decent work is not yet a reality for many people in the world. The ILO estimates that globally 138 million children are engaged in child labour; 54 million of them are performing hazardous work, and 50 million people are victims of forced labour and other forms of modern slavery, while hundreds of millions of people suffer from discrimination at work. Many workers are not covered by collective bargaining and the rights to organize is often not efficiently protected and, in some cases, even prohibited.

Through this three (3) week e-learning course participants will deepen their understanding of how to prevent, identify and act upon violations of FPRW in the workplace. It will also provide them with tools to work around these key issues with more confidence, higher proactivity and efficiency

WHAT

WHAT TOPICS DOES THIS COURSE COVER?

Some of the topics that will be covered by this e-learning are as follows:

Introduction

ILO Declaration on the Fundamental Principles and Rights at Work (FPRW) and the fundamental Conventions

Overview of the key provisions of ILO Conventions, Recommendations and Protocols:

- a) freedom of association and freedom of trade union organisation and the effective recognition of the right to collective bargaining;
- b) the elimination of all forms of forced or compulsory labour;
- c) the effective abolition of child labour;
- d) the elimination of discrimination in respect of employment and occupation; and
- e) the right to a safe and healthy working environment

In each category of rights:

- a) Definitions and terminology (as well as indicators, where applicable); global trends; main causes of vulnerabilities and groups requiring special protection; international legal framework: Conventions, Recommendations and Protocols and their incorporation into national legislation; and key aspects to consider;
- b) The role of institutions responsible for ensuring and guaranteeing compliance with the fundamental rights of workers; how to strengthen and improve their operational mechanisms, with emphasis on prevention, identification and investigation of violations, ensuring a comprehensive approach to the protection of labour rights;
- c) Strategies, operational tools and measures to strengthen the implementation and enforcement of labour legislation, including the establishment of strategic alliances, institutional cooperation and collaboration with other stakeholders (trade unions, associations, civil society, private sector, etc.). Country-specific good practices and peer-to-peer exchanges will also be promoted to improve effectiveness in the protection of fundamental rights at work.

WHICH ELEARNING METHODOLOGIES WILL YOU EXPERIMENT?

The training will take place in the ITCILO E-Campus, our virtual learning environment, for an estimated total of twenty (20) learning hours and will include:

- Self-guided interactive reading material;
- Knowledge checks and exercises;
- Peer-to-peer sharing and collaborative activities via the asynchronous learning forum;
- Webinar-like sessions featuring international key experts;
- Hands-on participatory sessions with facilitator.

Participants who successfully complete all of the knowledge assessments and the final assignment will receive a Certificate of Participation.

WHO

WHO ATTENDS THIS TRAINING?

- Labour inspectorate staff – labour inspectors: general, specialised and management level;
- Labour administration staff;
- Representatives from trade unions and employers' organizations, private sector and other actors and key parties supporting the promotion and realization of fundamental principles and rights at work through compliance;
- Compliance and sustainability officers from enterprises and private sector entities.

LANGUAGES

The course will be delivered in English.

HOW TO APPLY

The deadline for submission of applications is **10 November 2025**. To apply, candidates must submit their application form and sponsorship letter at the following link: <https://oarf2.itcilo.org/DST/A9718017/en>

COST OF PARTICIPATION

The total cost of participation is 1,015 Euros

A limited number of scholarships are available for qualifying candidates. If you are applying for funding, please specify so in your application form.

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

International Training Centre of the ILO

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