



ONLINE

ENTERPRISES

GENDER EQUALITY, RESPONSIBLE BUSINESS CONDUCT AND HUMAN RIGHTS DUE DILIGENCE

10 – 28 NOVEMBER 2025

 3 WEEKS, 15 HOURS

Information Note



International
Labour
Organization

ITC



International Training Centre



CONTEXT

Promoting gender equality and women's economic empowerment (WEE) is essential to achieving the 2030 Agenda for Sustainable Development. Women are key contributors to innovation, inclusive growth, and sustainable development. The private sector has a critical role to play in ensuring their full and equitable participation in the world of work.

This online training course provides practical tools, global frameworks, and real-world examples to support the advancement of gender equality and WEE through responsible business conduct (RBC) and human rights due diligence (HRDD). It focuses on how governments, enterprises, employers' and workers' organizations can work together to foster inclusive and equitable workplaces.

Over three weeks, participants will engage in a flexible and interactive learning journey that includes self-paced modules on the ITCILO eCampus and live webinars led by international experts and practitioners.

SNAPSHOT OF THE COURSE

This online training course supports practitioners responsible for or with a demonstrated strong interest in policies and programmes related to responsible business conduct, human rights due diligence, gender equality and women's economic empowerment.

Through a series of webinars and online participatory exercises participants will explore international guidance and frameworks in support of gender equality, learn from good practices, and explore practical tools and approaches to advance gender equality and WEE through responsible business conduct and human rights due diligence.

Participants will have the opportunity to interact with experts from the International Labour Organization (ILO) and other international organizations, employers' organizations, trade unions, companies, as well as programmes and initiatives to advance gender equality and WEE.

The course combines expert input with interactive online learning methodologies. Participants will engage with expert presentations, case studies, and practical examples of responsible business practices that advance gender equality and WEE. Learning activities will be designed for the online format, combining individual self-paced work with live sessions and group exercises to foster exchange and peer-to-peer learning in a virtual environment.

WHAT WILL I LEARN?

This course offers participants the opportunity to deepen their understanding of gender equality and women's economic empowerment (WEE) through responsible business conduct—while learning from peers, ILO specialists, and experts from international organizations. By the end of the training, you will:

- Understand how **global frameworks**—such as ILO labour standards, the MNE Declaration, the UN Guiding Principles on Business and Human Rights, and the Women's Empowerment Principles—can guide business practices and support gender equality.
- Explore **the roles and responsibilities of different stakeholders** (governments, enterprises, employers' and workers' organizations) in creating an enabling policy and regulatory environment for gender equality in the world of work.
- Learn from **real-world examples** of how companies integrate gender equality into human rights due diligence (HRDD) across various regions, sectors, and supply chains.
- Discover **practical tools and strategies** to promote pay equity, work-life balance, advance women's leadership and representation, prevent and address violence and harassment in the workplace.

WHAT WILL I BE ABLE TO DO?

By the end of the training, participants will be able to:

- **Navigate key international instruments** and guidance supporting gender equality and WEE.
- Integrate a **gender perspective** into RBC and HRDD processes.
- Identify and recommend measures that **different stakeholders** – governments, employers, workers and enterprises – can take to foster inclusive work environments.
- Apply **concrete approaches and tools** to promote work-life balance, pay equity, women's leadership, and safe and respectful workplaces free from violence and harassment.
- Contribute to **gender-transformative change** across business operations, supply chains, and ecosystems.

WHO ATTENDS THIS COURSE?

This course is designed for:

- **Government representatives and policymakers** working in labour, enterprise development, gender equality, and sustainability.
- **Companies, including SMEs and multinational enterprises**, aiming to integrate gender equality into their operations and supply chains.
- **Employers' and workers' organizations** engaged in promoting responsible business practices and gender-inclusive workplaces.
- **CSR, ESG, and sustainability professionals** looking to align their strategies with international norms.
- **Gender, diversity, and inclusion specialists** advancing equity in business environments.

LANGUAGE

The course will be delivered in **English**.

COSTS

The price of the training programme is **€ 970**.

REGISTRATION

Candidates can apply to the course by **28 October 2025** using the following link:
<https://oarf2.itcilo.org/STF/A9718212/en>

Partial scholarships are available for qualifying candidates and will be allocated on a rolling basis. Therefore, we encourage interested candidates to apply as early as possible.

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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