



ONLINE

RESPONSIBLE BUSINESS CONDUCT

DECENT WORK ESSENTIALS FOR SOCIAL AUDITORS

PRACTICE AND PURPOSE

1 JUNE – 31 JULY 2026

 12 HOURS

Information Note



International
Labour
Organization



APSCA™
ASSOCIATION OF PROFESSIONAL
SOCIAL COMPLIANCE AUDITORS

ITC 
International Training Centre



I believe this type of training is essential for promoting positive changes in business practices and protecting workers' rights.



I particularly liked how international standards are related to everyday business practice, which makes it easier to understand the importance of social responsibility and due diligence.



OVERVIEW

Respect for labour rights is a basic and fundamental pillar of Responsible Business Conduct (RBC) and Human Rights Due Diligence (HRDD). They are also an integral part of social auditing which serve as one of the tools available to assess, evaluate and ultimately improve suppliers' performance in respecting labour rights in line with national legislation and as expressed in International Labour Standards (ILS).

Understanding ILS and the guidance they provide is critical to enhance the effectiveness of social auditing, especially in light of the rapid developments in RBC and HRDD, which are significantly (re)shaping expectations for business practices and redefining the role of social auditing. ILS are international law and form part of the international human rights norms and standards landscape. They provide the overall framework and guidance for business on interpreting and analysing conditions of work and employment in conjunction with local legislative frameworks governing the world of work.

This course aims to strengthen the capacities of social auditors to perform social audits based on a deeper understanding of ILS, the brands legal due diligence requirements, and the business and human rights agenda. It will clarify auditors' guidance on the linkages between sustainable development, decent work and RBC, based on the expectations expressed in ILS.

WHAT WILL I LEARN?

This course aims to deepen social auditors' understanding of ILS and how they set the basis for the RBC and HRDD agenda.

By strengthening their knowledge, capacities, and sense of purpose, the course equips auditors to conduct more informed and effective social audits and will clarify auditor's guidance on the linkages between sustainable development, decent work and responsible business.

In particular, participants will:

- Have a clear understanding of the ILO Decent Work Agenda, the 2030 Agenda for Sustainable Development and the role of enterprises.
- Understand how different RBC instruments and frameworks in particular the United Nations Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Global Compact and the ILO Tripartite Declaration of Principles for Multinational Enterprises and Social Policy complement each other and bring coherence for the realization of decent work for all.
- Have an overview of key regulatory frameworks on Responsible Business Conduct and decent work.
- Be better equipped to navigate the vast landscape of sustainability initiatives and have a better understanding of the evolving role of social audits within the context of RBC and in particular HRDD.
- Learn and explore ILO tools and resources for the identification and assessment of actual or potential adverse labour rights impacts.
- Identify main challenges faced by social auditors to assess, evaluate, and ultimately improve suppliers' performance in respecting labour rights, practical tips and good practices to overcome them and enhance transparency through the audit evaluation.

WHO ATTENDS THIS COURSE?

The course is specifically designed for social auditors seeking to enhance their skills, knowledge, and in-depth understanding of International Labour Standards and decent work in relation to social auditing and the broader business and human rights agenda.

WHY SHOULD I JOIN THIS COURSE?

- This course has been developed and implemented through a partnership between the International Labour Organization (ILO), the International Training Centre of the ILO (ITCILO), the Initiative for Compliance and Sustainability (ICS), and the International Trade Centre (ITC) and the Association of Professional Social Compliance Auditors (APSCA).
- The modules have been designed based upon consultations with expert auditors, including a needs assessment involving more than 200 auditors around the world, and using examples from company experiences, responding to a concrete need expressed by the audit industry.
- Upon successful completion of the course, participants will receive a Certificate of Participation.

HOW DOES THE COURSE WORK?

The course is a self-guided eLearning course, starting on Monday 1st June, hosted in the ITCILO eCampus over a period of 8 weeks, for an estimated total of 12 learning hours. For those wishing to know and learn more, references will be available for further learning.

As a participant, you will be able to learn, and access resources anytime and anywhere. The course will invite participants to attend 3 live webinar sessions on selected topics, moderated forums for sharing experiences and flexible self-paced online learning.

WHAT TOPICS WILL THE COURSE OFFER?

Module 1. Decent work essentials for social auditors: building blocks for a common understanding

- Providing auditors with a common language: core concepts and definitions
- Key international instruments on RBC and decent work that every social auditor should know
- From principles to practice: Key regulatory frameworks
- Navigating complexity: the evolving role of social auditors in business sustainability
- The ITC Standards Map

Module 2. Decent work essentials for social auditors: labour rights

- Effective abolition of child labour
- Elimination of all forms of forced or compulsory labour
- Elimination of discrimination in respect of employment and occupation
- Freedom of association and the right of collective bargaining
- A safe and healthy working environment
- Working hours and overtime
- Remuneration and benefits

Module 3. Social auditing in evolving times: practice and purpose

This practice-oriented module builds on research conducted by ICS, ITC and the ITCILO on how social auditors effectively engage with companies during audits and it is also enriched by APSCA's professional expertise.

The module incorporates real-life scenarios and challenging case studies drawn from field experience. Through interactive exercises and AI-supported simulations, participants will strengthen their soft skills, professional judgment, and ability to navigate complex audit situations while upholding RBC principles.

HOW TO REGISTER

Please register via the following link: <https://oarf2.itcilo.org/DST/A9719142/en>

A limited amount of partial scholarships are available for qualifying candidates.

COST

Tuition: € 265

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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