



ONLINE

FREEDOM OF ASSOCIATION

# RESPONSIBLE BUSINESS CONDUCT AND FREEDOM OF ASSOCIATION

FROM STANDARDS TO PRACTICE: SUPPORTING FREEDOM  
OF ASSOCIATION AND COLLECTIVE BARGAINING IN  
HUMAN RIGHTS DUE DILIGENCE

27 APRIL – 15 MAY 2026

 3 WEEKS, 24 LEARNING HOURS

*Information Note*



International  
Labour  
Organization



International Training Centre



## **Turn international labour standards into real-world business practice—where freedom of association meets responsible supply chains.**



### **SNAPSHOT OF THE COURSE**

Freedom of association and the effective recognition of the right to collective bargaining are fundamental principles and rights at work. They are also central to responsible business conduct (RBC) and to effective human rights due diligence (HRDD) in global supply chains. In practice, however, companies and other stakeholders often face complex questions on how to respect these rights across different legal, institutional and operational contexts.

This online course provides participants with a practical introduction to international labour standards on freedom of association and collective bargaining, and how these standards can be translated into concrete measures in corporate policies, supplier engagement, industrial relations and remedy processes. The course draws on ILO standards and guidance, including the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and tools developed by the ILO Helpdesk for Business.

### **WHAT**

#### **WHAT TOPICS DOES THIS COURSE COVER?**

- Business and human rights and responsible business conduct: key frameworks and expectations for companies.
- International labour standards on freedom of association and the right to collective bargaining, including the core ILO Conventions No. 87 and No. 98 and related guidance.
- Common risk scenarios and adverse impacts related to freedom of association and collective bargaining in business operations and supply chains.
- Stakeholder engagement and industrial relations in practice: meaningful consultation with workers and their representatives, good-faith collective bargaining and constructive dialogue in different legal contexts.
- Grievance mechanisms, remediation and dispute resolution: preventive and corrective actions, effective complaint handling, and collaboration with relevant institutions and social partners.

#### **WHAT WILL I BE ABLE TO DO?**

- Assess and prioritize freedom of association and collective bargaining risks in a company's operations and supply chains.
- Advise on practical steps to embed respect for these rights into corporate policies, practices and supplier management.

- Support effective engagement with trade unions and freely chosen workers' representatives, including in challenging contexts.
- Strengthen or design HRDD practices related to freedom of association and collective bargaining (risk assessment, prevention/mitigation, tracking and communication).
- Identify and propose appropriate response options when adverse impacts occur, including access to remedy and remediation pathways.

#### WHAT WILL I LEARN?

- A clear understanding of freedom of association and collective bargaining concepts, and why they matter for decent work and responsible and sustainable enterprises.
- The roles and responsibilities of enterprises, States and social partners in protecting and realizing these rights in practice.
- How to use ILO resources and guidance, including ILO supervisory mechanisms, to navigate recurring operational questions.
- Practical approaches to HRDD that integrate social dialogue and continuous improvement.

## WHO

#### WHO ATTENDS THIS COURSE?

- Enterprises, including staff working on sustainability/ESG, compliance, human resources, industrial relations, procurement, sourcing, legal and internal audit.
- Employer and business membership organizations; trade unions and workers' organizations.
- Procurement agencies and development finance institutions involved in responsible sourcing and investment requirements.
- Line ministries and public agencies with mandates related to labour, trade, procurement, justice and human rights.
- National human rights institutions, academia, UN agencies and other stakeholders supporting responsible business conduct initiatives.

## WHY

#### WHY SHOULD I JOIN?

- Learn from and exchange with practitioners and experts on how to operationalize freedom of association and collective bargaining in business practice.
- Work with practical tools and examples that can be applied to your organization or context.
- Connect with peers from different regions and sectors to discuss challenges and good practices.
- Receive an ITCILO Certificate of Participation upon successful completion.

## COURSE STRUCTURE AND METHODOLOGY

The course is delivered through the ITCILO eCampus over three weeks, from 27 April to 15 May 2026, for an estimated total of approximately 24 learning hours.

- Self-guided online learning: short, interactive modules to be completed at your own pace.
- Experience sharing: live sessions/webinars and moderated discussion forums.
- Knowledge checks and application: short quizzes and practical activities to consolidate learning.

As part of the learning journey, participants will develop a practical deliverable related to their context, such as a short HRDD component on freedom of association and collective bargaining (e.g., risk mapping, stakeholder engagement approach and an outline of prevention/mitigation and remediation actions).

## ASSESSMENT AND CERTIFICATION

Participants who successfully complete the course requirements (including knowledge checks and the final assignment) will receive an ITCILO Certificate of Participation.

## COST AND HOW TO APPLY

Applications are submitted online through the ITCILO course webpage. Please click on the following link: <https://oarf2.itcilo.org/STF/A9719199/en>

The tuition fee of the course is Euro 1,065.

Partial scholarships available for eligible candidates from ILO tripartite constituents.

### COURSE AT A GLANCE

<b>DATES</b>	27 April – 15 May 2026
<b>DELIVERY</b>	Online (ITCILO eCampus)
<b>WORKLOAD</b>	Approximately 24 learning hours over 3 weeks
<b>LANGUAGE</b>	English
<b>CERTIFICATE</b>	ITCILO Certificate of Participation (upon successful completion)

#### **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**  
International Labour Standards, Rights at Work  
and Gender Equality (ILSGEN)  
Viale Maestri del Lavoro, 10  
10127 Turin – Italy

fundamentals@itcilo.org  
mne-rbc@itcilo.org  
www.itcilo.org

**COURSE CODE: A9719199**