



BLENDED

SUSTAINABLE DEVELOPMENT

SOCIAL SAFEGUARDS IN DEVELOPMENT PROJECTS

FROM POLICY TO PRACTICE

19 OCTOBER – 13 NOVEMBER 2026

ONLINE: 19 OCTOBER – 6 NOVEMBER 2026

TURIN, ITALY: 9 – 13 NOVEMBER 2026

Information Note



International
Labour
Organization



International Training Centre

**Bridge the gap between
policy and practice and
become the professional who
turns social safeguards into
measurable impact.**

INTRODUCTION

This course addresses one of the most persistent challenges in social safeguards management: translating international policy frameworks into consistent, high-quality implementation at local levels. With Development Finance Institutions (DFI) projects operating across diverse and complex social contexts, and technical expertise varying significantly across regions and institutions, this structured learning approach equips practitioners at national and subnational levels with the practical skills to navigate social safeguard requirements and deliver results where they are needed most.

Despite significant advances in social safeguards frameworks, evolving political contexts, legislative changes, and varying regulatory enforcement create an uneven landscape for project implementation. Social risks differ significantly across portfolios due to diverse technical capacities among project implementers and the range of social conditions in the field.

This course offers a sustained, hands-on approach to building lasting capacity, strengthening project design and implementation at both subnational and national levels. It combines rigorous grounding in international standards with practical application, peer exchange, and tools that participants can use immediately in their work.

COURSE DESCRIPTION

Social Safeguards in Development Projects: From Policy to Practice is a blended learning programme combining three online modules with an intensive face-to-face training week. The programme builds capacity progressively: online modules establish the conceptual and technical foundations, while the face-to-face component focuses on practical application through case studies, group exercises, and peer learning.

The course covers the full spectrum of core social safeguard themes, including risk assessment and management instruments, stakeholder engagement, labour and working conditions, community health and safety, land acquisition and resettlement, and monitoring and reporting. Content is grounded in internationally recognised environmental and social standards applied by major development finance institutions and multilateral development banks, making it applicable across a wide range of institutional contexts.

COURSE OBJECTIVES

By the end of this programme, participants will be able to:

- Explain the international and national policy frameworks governing social safeguards in development projects, and how they interact in practice
- Screen and assess social risks and impacts across diverse project types and contexts, applying appropriate risk categorisation and the Mitigation Hierarchy
- Identify, prepare, and apply the key social safeguard instruments required at each stage of the project cycle — including ESIA, ESMPs, SEPs, ESCPs, Labour Management Procedures (LMPs), Resettlement Action Plans (RAPs), Livelihood Restoration Frameworks (LRFs), Community Health and Safety Management Plans (CHSMPs), and Grievance Mechanisms (GMs)
- Design and implement effective stakeholder engagement processes, including for vulnerable and marginalised groups, and navigate complex stakeholder dynamics
- Apply international good practices on labour and working conditions, occupational health and safety, and worker rights throughout project implementation
- Manage community health and safety risks associated with project infrastructure, including inclusive design, disease prevention, and emergency preparedness
- Plan and oversee land acquisition and involuntary resettlement processes in compliance with international standards, including RAP preparation, livelihood restoration, and grievance redress
- Develop monitoring and reporting frameworks that track safeguards performance across all social standards and support adaptive management

TARGET AUDIENCE

This programme is designed for professionals responsible for the design, implementation, supervision, or oversight of social safeguards in development projects financed by multilateral development banks and other development finance institutions. It is particularly suited to:

- Environmental and social specialists working in borrower institutions, implementing agencies, or government ministries involved in DFI-financed projects
- Project managers and task team leaders seeking to strengthen their understanding of social safeguard requirements and their practical application
- Consultants and technical advisors engaged in the preparation or review of social safeguard instruments such as ESIA, ESMPs, RAPs, and SEPs
- Staff of development finance institutions involved in the appraisal, supervision, or monitoring of project social safeguard performance
- Civil society and community liaison professionals working at the interface between project implementation and affected communities

The programme is appropriate for practitioners at all career stages, from those building foundational knowledge to experienced specialists seeking to systematise and deepen their practice. Participants working across diverse regional and institutional contexts will benefit from the programme's emphasis on transferable approaches grounded in internationally recognised standards.

PROGRAMME STRUCTURE

The programme is delivered over four weeks: three weeks of online self-paced learning (8 hours per module) with live interactive webinars (2 hours per module), followed by a one-week face-to-face training at the ITCILO campus in Turin, Italy, totalling 60 learning hours. Admission requires relevant professional or academic experience. Participants who complete at least 90% of the programme and pass a final assessment will receive an official ITCILO Certificate of Achievement.

Module 1 (Online): Foundations of Social Safeguards Management

International and national policy frameworks governing social risks, including the WBG ESF, IFC Performance Standards, and other DFI standards. Social risk screening and assessment, risk categorisation, and the Mitigation Hierarchy. Key social safeguard instruments across the project cycle: Environmental and Social Impact Assessment (ESIA), Environmental and Social Management Plan (ESMP), Stakeholder Engagement Plan (SEP), and Environmental and Social Commitment Plan (ESCP). Introduction to stakeholder engagement and monitoring and evaluation as cross-cutting safeguards functions.

Module 2 (Online): Labour, Working Conditions, and Community Health and Safety

DFI labour requirements and Labour Management Procedures (LMPs), including employment terms, non-discrimination, child and forced labour prevention, and contractor management. Occupational Health and Safety (OHS) management systems, ILO fundamental principles, freedom of association, and worker Grievance Mechanisms (GMs). Infrastructure-related community health and safety impacts, inclusive design, disease prevention, road safety, and emergency preparedness, managed through a Community Health and Safety Management Plan (CHSMP).

Module 3 (Online): Land Acquisition, Resettlement, and Restrictions on Land Use

MDB policies and legal frameworks governing land acquisition and involuntary resettlement, including WBG ESS5, IFC PS5, and other DFI standards. Resettlement planning from scoping to Resettlement Action Plan (RAP) development: socioeconomic baseline, asset valuation, eligibility, and livelihood restoration. Stakeholder engagement and Grievance Mechanisms (GMs) in resettlement contexts. Restrictions on land use, economic displacement, and the Livelihood Restoration Framework (LRF).

Module 4 (Face-to-Face): Implementing Social Safeguard Instruments and Management Systems

Five-day intensive training applying learning from the online modules through practical exercises, case studies, and peer exchange. Day 1 covers social risk assessment and instruments (ESIA, ESMP, ESCP); Day 2 stakeholder engagement in practice (SEP, GM); Day 3 labour, working conditions, and community health and safety (LMP, OHS systems, CHSMP); Day 4 land acquisition and resettlement (RAP, LRF); Day 5 monitoring, reporting, and closing, with M&E frameworks as the integrating thread across all social standards.

LEARNING APPROACH

Blended learning: The programme combines online distance learning with face-to-face training, allowing participants to build conceptual knowledge at their own pace before applying it in a collaborative, practice-oriented setting.

Relevance: All content is grounded in concrete challenges drawn from diverse development contexts. Case studies and exercises reflect the conditions practitioners encounter in the field.

Peer exchange: The face-to-face component actively draws on participants' own experience, creating space for knowledge exchange across institutional and regional contexts.

Transferable tools: Participants leave with practical templates, checklists, and frameworks they can apply directly in their work.

HOW TO APPLY

Applicants are kindly asked to send us:

1. A completed online registration form: <https://oarf2.itcilo.org/STF/A9719819/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](#).

FURTHER INFORMATION

DATES

Online: 19 October – 6 November 2026

In Turin: 9-13 November 2026

OPEN COURSE COST

Tuition: €1,840

Subsistence: €755

Total: €2,595

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.

LANGUAGE

English and French

CERTIFICATE

Participants who complete at least 90% of the programme and pass a final assessment will receive an official ITCILO Certificate of Achievement.

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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