



ONLINE

FUNDAMENTAL PRINCIPLES AND RIGHTS AT WORK

E-LEARNING ON FUNDAMENTAL LABOUR RIGHTS ENFORCEMENT AND COMPLIANCE

8 – 26 SEPTEMBER 2025

 3 WEEKS, 20 HOURS

Information Note

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 160 million children are engaged in child labour; 79 million of them are performing hazardous work, and that 40 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.

Labour inspection plays a fundamental role in the enforcement of labour legislation and is essential for the realization of fundamental principles and rights at work in practice. However, these institutions often face particularly challenging circumstances in carrying out their mandate and functions. Ensuring the protection of vulnerable categories of workers (e.g. underage children, domestic workers and migrant workers just to cite a few), who are especially prone to abuse and exploitation, requires labour inspectors, as well as other law enforcement actors, to take special measures in line with national legislation and international law.

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?

The course content will be accessible on the ITCILO eCampus and will be organized as follows:

- **Module 1:** Introduction: Principles, role and means of action of labour inspection in general, mutually reinforcing and interdependent nature of FPRW, right to a safe and healthy working environment and cross cutting issues
- **Module 2:** Child labour and labour inspection
- **Module 3:** Forced labour and labour inspection
- **Module 4:** Freedom of association, the right to collective bargaining and labour inspection
- **Module 5:** Non-discrimination, gender equality and labour inspection
- **Module 6:** Follow up action and conclusion: Synthesis, Q&A, final assignment

Each module will include the following:

1. Definitions and terminology (as well as indicators as applicable); trends worldwide; main causes or vulnerabilities and high-risk groups, sectors/ professions; related ILO legal framework: Conventions.
2. The role of labour inspectorates in ensuring compliance and in guaranteeing the fulfilment of workers' fundamental rights; how to adapt and improve labour inspection in this regard with emphasis on preventing, identifying and investigating breaches as well as enforcement actions.
3. Strategies, operational tools and measures to strengthen labour inspection and law enforcement, including through strategic partnerships, institutional cooperation with other stakeholders; (country-specific good practices and peer-to-peer sharing.

WHAT WILL YOU BE ABLE TO DO?

As a result of this course, participants will have:

- Increased awareness and knowledge of FPRW, as well as a better understanding of how to deal with them, by preventing, identifying and investigating breaches and taking enforcement actions.
- Gained, discussed and analyzed information about the role, mandate and actions that the labour inspectorate can employ to prevent, as well as actively identify and act upon violations.
- Learned about new strategies, tools and measures to improve the effectiveness of labour inspection efforts, to provide sound technical advice to employers and workers and other key parties, as well as to better assess and provide information on legislative gaps in areas where violations are found;
- Exchanged information and knowledge with peers on actions and strategies for preventing and addressing violations or non compliance.

WHICH E-LEARNING 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

LANGUAGES

The course will be delivered in English.

HOW TO APPLY

The deadline for submission of applications is **24 August 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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