



ONLINE

RESPONSIBLE BUSINESS CONDUCT

THE LABOUR DIMENSION OF BUSINESS-RELATED HUMAN RIGHTS POLICIES AND NATIONAL ACTION PLANS

18 NOVEMBER – 6 DECEMBER 2024

 3 WEEKS, 18 HOURS

Information Note



International
Labour
Organization



Co-funded by
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International Training Centre

CONTEXT

With globalization, climate change, demographic shifts, technological developments, complex and intricate supply chains and the persistence of high levels of informal economy, we are seeing the world of work change at an unprecedented pace and scale. How can we leverage these challenges to provide opportunities to advance social justice, decent work and sustainable development?

Since its establishment in 1919, the [International Labour Organization \(ILO\)](#) has adopted a comprehensive set of [international labour standards \(ILS\)](#) covering a wide range of topics in the world of work and aimed at increasing for men and women the chances of obtaining decent and productive work, in conditions of freedom, equity, security and dignity. Within these ILS, the [Fundamental Principles and Rights at Work \(FPRW\)](#) represent a global consensus of minimum standards for a fair globalization, with the aim of preventing a “race to the bottom” in the globalized economy. ILS are supported by a monitoring system to address issues arising from their application at national level, notably through social dialogue and technical assistance.

Principles contained in these international labour standards are also promoted through other means. [The Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy \(MNE Declaration\)](#) provides guidance to governments, social partners and enterprises on how to encourage the positive contribution which multinational enterprises (MNEs) can make to economic and social progress and the realization of decent work for all; and to minimize and resolve the difficulties to which their various operations may give rise. Its principles are addressed to governments of home and host countries, employers’ and workers’ organizations multinational and national enterprises, covering areas such as employment, training, conditions of work and life, industrial relations as well as general policies. The MNE Declaration highlights the importance of the rule of law, law enforcement and social dialogue and recalls that all parties should respect workers’ rights and contribute to the realization of the fundamental principles and rights at work. It emphasizes the importance of dialogue and consultations among the different parties to ensure inclusive, sustainable, responsible business behaviour of MNEs in host countries and compatibility of their policies and practices with national development objectives and policies. It also encourages home and host country governments of MNEs to engage in consultations with each other as well as with their enterprises on social and labour policy.

The [United Nations “Protect, Respect and Remedy” Framework on business and human rights](#), cites the ILO MNE Declaration among the soft law instruments that recognize the corporate responsibility to respect human rights. The [UN Guiding Principles on Business and Human Rights \(UNGPs\)](#) list as the internationally recognized human rights that business should respect, “as a minimum, those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the [ILO Declaration on Fundamental Principles and Rights at Work](#).”

Where it concerns the protection of and respect for labour rights in business operations, the UN's business and human rights agenda refers and defers to international labour standards and the ILO's constitutional mandate as the UN standard-setting organization in the world of work. Labour rights are human rights as international labour standards provide frameworks for States to protect, promote and give effect to human rights at work and set out principles which guide businesses in respecting those rights in the civil and political as well as in the economic, social and cultural spheres.

In turn, the MNE Declaration references the UNGPs in outlining the respective duties and responsibilities of States and enterprises on human rights and makes more explicit what these duties and responsibilities mean when it comes to protecting and respecting labour rights in business operations.

The UN Working Group on Business and Human Rights strongly encourages all States to develop, enact and update periodically **a national action plan on business and human rights**. Such plans are an important expression and commitment of a State to implementing the UNGPs taking into account the national context. They play a key role in advancing the protection of and respect for human rights in business operations and thus the application of international labour standards. The participation and engagement of ministries of labour as well as employers' and workers' organizations in the process of developing such NAPs is crucial to reinforce national policy coherence on the labour dimension of the business and human rights agenda, to identify priority areas at the national level and concrete policy measures and actions to enhance the protection and respect of labour rights in business operations, and ensure effective access to remedy to victims of corporate-related human rights abuses.

OBJECTIVE

This course will provide participants with a clear understanding of pillar 1 of the UNGPs – the “State Duty to Protect” as well as the linkages between international labour standards and NAPs on Business and Human. It will provide insights on how decent work considerations can be integrated effectively in business-related human rights policies and national action plans. It will facilitate and strengthen national dialogue on the promotion and application of international labour standards and the fundamental principles and rights at work within the framework of the business and human rights agenda as keys to achieving the goals of the 2030 Agenda for Sustainable Development.

WHO IS THE TARGET GROUP?

National stakeholders involved in the development of National Action Plans on Business and Human Rights (NAPs), including national human rights institutions, governments officials, employers' and workers' organizations.

WHAT WILL I GET FROM THIS COURSE?

You will deepen your understanding of:

- the synergies between the UNGPs and ILO instruments
- the international labour standards and how are their application in law and practice is being supervised internationally
- the challenges and opportunities for the realization of the fundamental principles and rights at work
- how to promote a better alignment of business practices with international labour standards

You will benefit from country examples and experience-sharing on how labour rights and decent work considerations have been included in NAPs on Business and Human Rights.

You will develop your checklist for the integration of labour rights into a NAP on Business and Human Rights or a business-related human rights policy.

METHODOLOGY

The course will be delivered through eCampus, the online training platform of the International Training Centre of the ILO (ITCILO).

It will include the following elements:

- 6 live sessions via Zoom, supplemented by 3 online self-learning modules, quizzes and discussions in the forum.
- An assessment at the beginning and end of the course will allow knowledge levels to be measured.
- A certificate of participation for participants who successfully complete the course
- The course platform will also include a library with relevant resources organized by theme and useful links.

Webinars will take place during a period of 3 weeks from 18 November to 6 December 2024. The estimated workload for this course is 18 hours. Participants can complete the self-guided activities at their own pace by **13 December 2024** to receive the course certificate.

Week 1 18 November – 22 November 2024

Tuesday
19 November
09 am – 11 am (CET)

Webinar 1. The UN Guiding Principles on Business and Human Rights and the responsibility of the State to protect human rights

Thursday
21 November
09 am – 11 am (CET)

Webinar 2. Labour rights as human rights, international labour standards and their application

Week 2 25 November – 29 November 2024

Thursday
28 November
09 am – 11 am (CET)

Webinar 3. The guidance offered on labour-related human rights by the ILO MNE Declaration

Week 3 02 December – 06 December 2024

Monday
02 December 2024
09 am – 11am (CET)

Webinar 4. Synergies between the Decent Work Agenda and the Business and Human Rights Agenda

Wednesday
04 December
09 am – 11am (CET)

Webinar 5. Country experiences: the integration of decent work considerations in NAPs on Business and Human Rights

Friday
06 December
09 am – 11am (CET)

Webinar 6. Next steps for an inclusive and comprehensive process including the world of work and its actors

COST AND CERTIFICATE

Participation in the course is free of charge. After following/completing all course activities, participants will obtain the digital certificate of participation from the ITCILO. These activities are:

- the interactive forum;
- the initial knowledge test;
- 3 self-guided eLearning modules;
- the 6 webinars (or recordings);
- three course assignments and one final assignment; and
- the final knowledge test.

HOW TO APPLY

Please register before **18 November 2024** via the following link:

<https://oarf2.itcilo.org/DSB/A9718235/en>

LANGUAGE

The course will be conducted in English. Interpretation into French, Spanish and Portuguese will be provided during the webinar sessions.

This training is organized and carried out by the International Labour Office (ILO) and the International Training Centre of the ILO (ITCILO), with the support of the 'Trade for Decent Work' Project co-financed by the European Union and Finland.

INFO

**FOR FURTHER INFORMATION
PLEASE CONTACT**

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COURSE CODE: A9718235