



The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

- It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, and a computerized documentation centre linked to various data banks.

The campus has 185 single fully serviced study/bedrooms, 66 double bedrooms and 12 suites, each with private bathroom, telephone, wi-fi and flat screen television (satellite-TV available in the majority of the rooms).

Among those bedrooms, 22 rooms are accessible for people with disabilities.

It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;
- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- medical service.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of a stimulating international environment.

For further information, please contact:

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A909156

International Labour Standards and Corporate Social Responsibility: Understanding workers' rights in the framework of due diligence

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International Training Centre

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Introduction

Companies are under increased pressure, stemming from stakeholder expectations, reporting requirements, conditions for tendering, etc., to conduct due diligence on human rights issues in their own operations and with business partners in their supply chains. Labour related human rights—child labour, forced labour, freedom of association and collective bargaining, non-discrimination, conditions of work and social protection—are relevant to all company operations. Although much has been written in general about due diligence, labour issues pose particular challenges for companies.

Proper due diligence on labour issues starts with a good understanding of what is expected of companies concerning respect for workers' rights. The principles contained in international labour standards (ILS) have become the essential reference point in addressing labour issues in corporate social responsibility (CSR) initiatives. Yet, ILS are addressed to governments and the implications for companies, from a conceptual and practical point of view, are not always clear. This can lead to confusion, lack of coherence and misunderstandings when companies are confronted with specific situations. The course will explore in depth how the principles of ILS relate to company operations and delve into good practices regarding due diligence regarding workers' rights.

Teaching sessions will feature specialists working in companies and multi-stakeholder initiatives located in various regions of the world. Drawing on the experience of the ILO Helpdesk for Business, breakout sessions will provide participants an opportunity to discuss and debate some of the more complex issues companies face when putting principles into practice such as what to do when national law is not consistent with ILS, how to balance competing rights, where to draw the line is contributing to social development, and what to do when the government is not fulfilling its duty to protect. The course will also help practitioners anticipate how the recently adopted Sustainable Development Goals may impact CSR practice concerning labour rights and enterprise development.

The course will provide a platform for dialogue and knowledge exchange as well as a forum for interaction and networking with professionals who work on a regular basis on the intersection of human rights, Decent Work, CSR and sustainable development.

ILO is the specialized agency of the United Nations mandated to adopt and monitor the implementation of International Labour Standards. Since its inception in 1919, ILO has accumulated a wide range of expertise concerning the application of ILS principles to company and government operations; and regularly analyses international trends and collects company case studies.



General objective

The course aims to strengthen the capacity of participants to understand the principles of ILS as they relate to company operations (including due diligence related to labour rights) and how those principles can be most effectively implemented in company operations.



Specific objectives

At the end of the course, participants will:

- understand key principles of ILS and other relevant ILO tools and how they relate to company operations
- have a more nuanced understanding of the strengths and limitations of current practice addressing labour-related due diligence, monitoring and reporting and a sense of how company practice is changing in response
- gain confidence in addressing challenges in implementing these principles in company operations
- be better equipped to engage with colleagues, business partners, trade unions, NGOs, and government on the most effective ways to respect labour-related human rights in business operations.



Participants' profile

This course is designed for CSR professionals (in companies, consulting firms, CSR initiatives, government,) seeking to align operations, including supply chains, with ILS principles or dealing on a daily basis with challenges related to respecting workers' rights. Managers of companies supplying to brands who are faced with many, and often conflicting, demands, may find this course particularly useful.

In addition, this course might be of interest to trade unions, civil society organizations and government officials dealing with national CSR policies and/or National Action Plans on Business and Human Rights.



Structure and content

The course is organized around three thematic building blocks:

- **ILO tools and instruments relevant for Corporate Social Responsibility and due diligence concerning labour rights**
What are the leading instruments of the ILO related to corporate social responsibility? This building block presents insights on the link between ILO normative instruments—including ILS, the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) and the ILO Declaration

on Fundamental Principles and Rights at Work—and due diligence as set out in the United Nations Guiding Principles on Business and Human Rights (UNGPs).

- **Issues companies encounter and guidance found in the ILS**
What are the challenges business encounter with regards to labour rights and CSR? Drawing on the experiences of the ILO Helpdesk for Business, this block sets out a framework for understanding the key ILS principles for each of the topics and the implications for company operations. Topics include: freedom of association and the right to collective bargaining; industrial relations, child labour, forced labour, equality of opportunity and treatment (including gender); conditions of work (wages, hours of work, occupational safety and health); and employment promotion and training.
- **Operationalizing the principles of ILS**
What are the challenges of implementing labour-related CSR practices? This section will focus on experiences of both large and smaller companies in establishing a system for ensuring respect for workers' rights in their own operations and in promoting respect among their business partners.

In preparation for the course, participants will be asked to go through an on-line self-guided module which provides a brief introduction to the MNE Declaration. The module includes real cases of how the MNE Declaration can be used to address a range of labour and employment issues in different contexts. Approximately 40 minutes are needed to complete the module.



Language

The course will be conducted in English. Hence a good knowledge of the working language is required.



Methodology

The course will take a highly participatory approach which requires full involvement by all participants and ensures exchange of information and experiences. Training methods can include: presentations (face-to-face and/ or by videoconference), group work, plenary discussions, case study analysis, study visits,...



Resource persons

Resource persons will include: specialists from ILO, ITCILO and representatives from different international organizations and companies dealing with CSR and due diligence processes related to labour rights.



Cost of participation

The total cost of participation is 2,150 Euro. This includes tuition fees (1,550 Euro) and subsistence costs (600 Euro).

- The tuition fees cover: course preparation, implementation and evaluation; training materials; the use of training facilities and support services.
- Subsistence costs cover: full board and lodging on the Centre's Campus, emergency medical insurance and some recreational activities in Turin.

The figures quoted do not include the cost of travel between the participant's home country and the course venue.

Participants must ensure that they have a valid passport and appropriate visa for Italy, and for any country in which a transit or stopover to or from the course venue is required.

The cost of the visa, airport taxes, internal travel in the participant's home country and unauthorized stopovers is not covered.



Certification

At the end of the course, participants will be issued a "Certificate of Successful Participation"



Applications

The deadline for submission of candidatures is **21 October 2016**.

Candidates must submit through the website the following documents:

- on-line application form duly filled in, available at: <http://intranetp.itcilo.org/STF/A909156/en>; and
- letter from the sponsor indicating financial support (or letter from the applicant stating that participation cost is covered by himself/herself), to be uploaded when filling in the on-line application. Incomplete applications will not be considered.

As an Organization dedicated to promoting social justice and internationally recognized human and labour rights, the ILO is taking a leading role in international efforts to foster gender equality. In line with this ILO focus, women are particularly encouraged to apply to ITCILO courses.