

# CERTIFICATE OF PARTICIPATION

delivered to

**KONSTANTIN SAUBERG**

who participated in the training activity

**BUSINESS AND DECENT WORK: BUSINESS AND DECENT WORK**

A self-guided distance learning course offered through the eCampus of the International Training Centre of the ILO;  
course information available at: <https://ecampus.itcilo.org/course/view.php?id=21>

**24 September 2026**

Date of delivery