



PROMOTING RESPONSIBLE BUSINESS THROUGH DECENT WORK

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International Labour Organization (ILO)



- Specialized agency of the United Nations
- Created in 1919
- 187 member States
- Tripartite (governments, employers and workers)
- Decent Work – Social Justice – Sustainable Development Goals
- Standard-setting (International Labour Standards), policy, technical assistance
- Promotion of Sustainable Enterprises

Headquartered in Geneva, Switzerland with approx. 40 field offices



Decent Work and Sustainable Enterprises

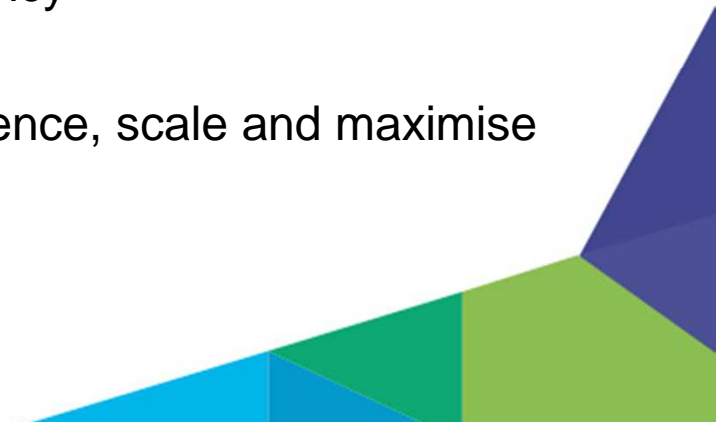
- Sustainable enterprises take into account the economic, social and environmental dimension of their business operations – looking at impacts :
 - doing no harm
 - maximizing positive impact to sustainable development
- Decent Work – SDG goals - comes to life in enterprises' workplaces and business relationships
- Decent Work
 - Rights at work
 - Employment opportunities
 - Social protection
 - Social dialogue – management-worker cooperation and collective bargaining
- Business operate within legal frameworks in countries of operations – compliance and respect for international standards and enabling environment



Decent Work and Sustainable Enterprises



- Decent work in companies' own operations and in global supply chains (own operations / business relationships):
 - **Policies** – commitments to uphold standards and contribute to SDGs
 - **Due diligence process** through which enterprises can identify, prevent, mitigate and account for how they address adverse human rights impacts
 - Identification – through meaningful engagement with potentially affected groups
 - Prevent
 - Mitigate
 - Account for – “Disclosure and transparency”
 - **Sustainability reports, CSR reports**
 - Partnerships and alliances to achieve coherence, scale and maximise impact - multistakeholder initiatives, etc



What is being done to stimulate Decent Work in business operations



- Governments – legislation and policies:
 - National Action Plans on Business and Human Rights (18 countries)
 - Disclosure/Transparency requirements
 - Sustainable public procurement
 - Sustainability chapters in trade and investment agreements (TPP, TITP, EU, US, Canada, Chile)
 - Discussions on legally-binding instrument on business and human rights
- Private Sector
 - Company initiatives
 - Public-private partnerships on SDGs
 - Social dialogue/industrial relations – including international framework agreements

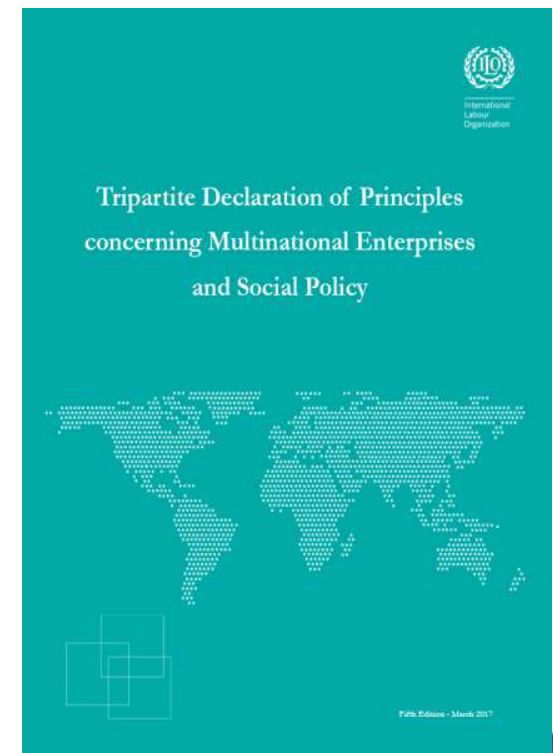


Guidance provided by the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (March 2017)



The ILO instrument to encourage enterprises (multinational and national) to contribute to decent work throughout their operations and to stimulate governments to put in place a conducive legislative and policy framework and to stimulate dialogue among all actors.

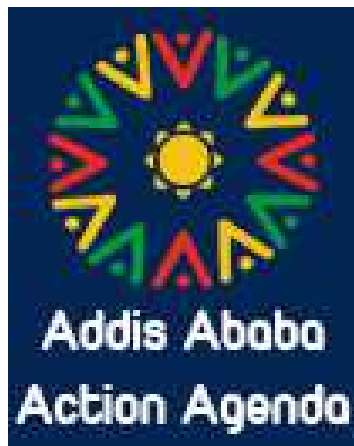
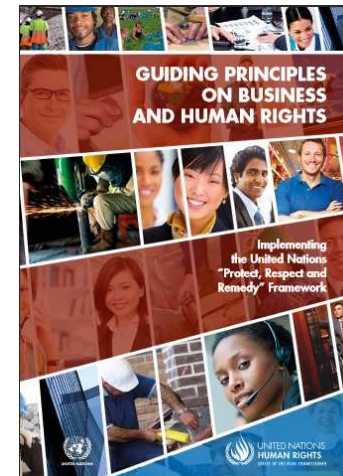
- Tripartite (including employers)
- Most recently revised in 2017



International frameworks and instruments referenced



Organisation



MNE Declaration

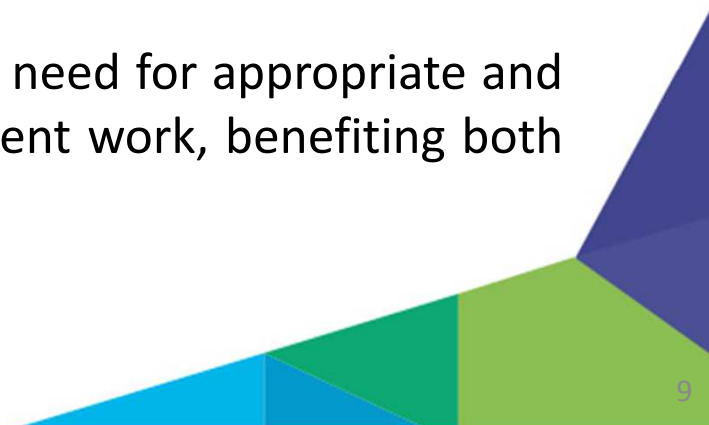


- Declaration of principles contained in international labour standards and the 1998 Declaration on Fundamental Principles and Rights at Work
- First adopted in 1977, amended in 2000, 2006 and most recently in 2017.
- The only ILO instrument that directly addresses companies
- Guidance to **governments (host and home country)**
- Guidance to **multinational and national enterprises**
- Guidance to **social partners (host and home country)**

Different roles
and
responsibilities

Scope

- The MNE Declaration is placed in the context of policy frameworks which address the private sector to achieve the goals set in the 2030 Agenda, however this is the only instrument to comprehensively address issues related to the world of work.
- Emphasizes that MNE operations impact development not only through investment and trade, but also through the management of their operations.
- It also addresses policy makers, stressing on the need for appropriate and comprehensive institutional frameworks for decent work, benefiting both enterprises and workers.



Recommendations in five areas (for governments and enterprises)

General policies

- Fundamental principles and rights at work
- Due diligence
- Promotion of good corporate behaviour and consultations between home and host country governments

Employment

- Employment promotion
- Social Security
- Forced labour
- Child labour
- Equality of opportunity and treatment
- Security of employment

Training

- National policies for vocational training and guidance, closely linked to employment
- Contribution of enterprises to skills development in country

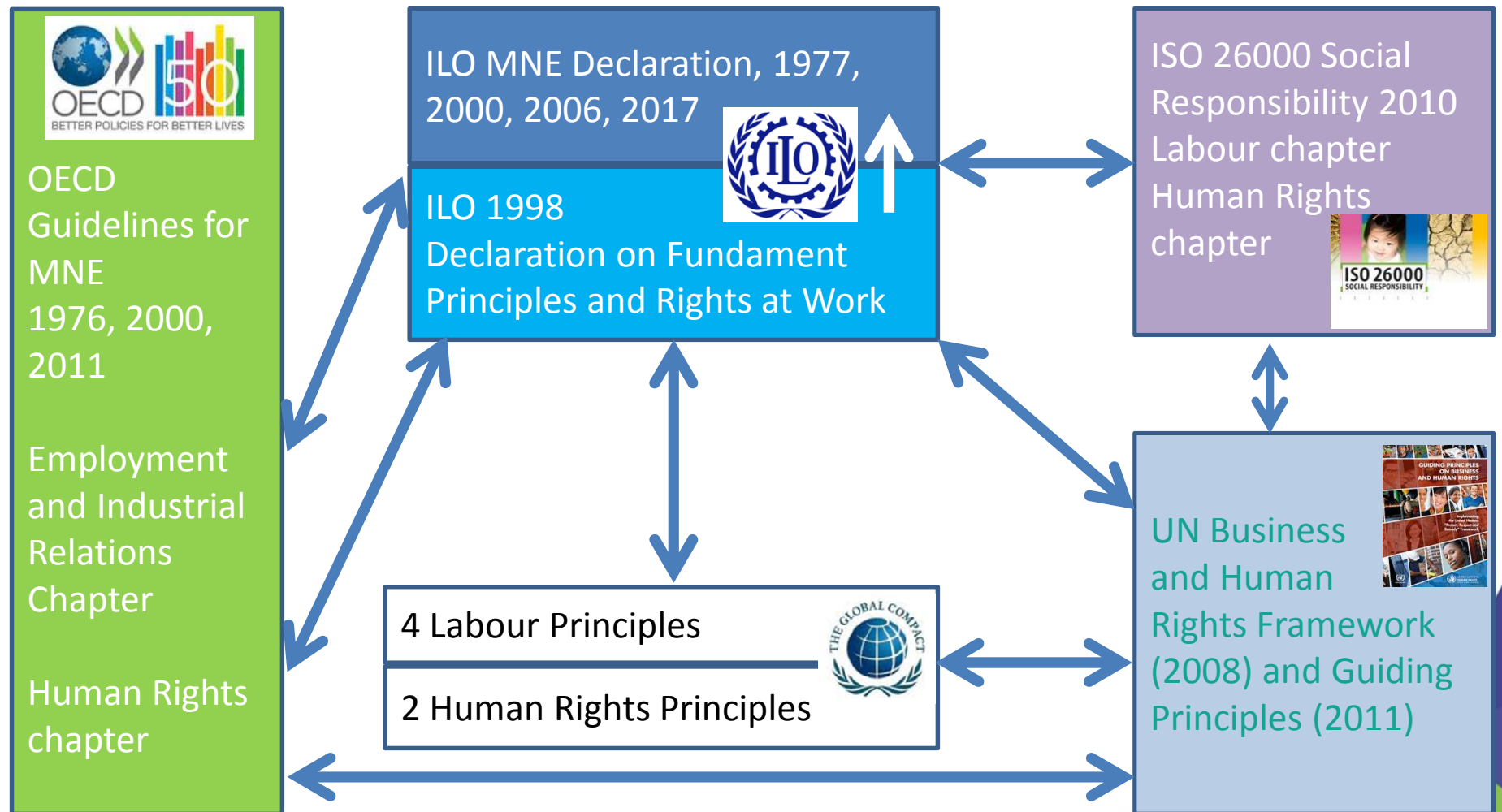
Conditions of work and life

- Wages, benefits and conditions of work
- Occupational safety and health

Industrial relations

- Freedom of association and right to organize
- Collective bargaining
- Consultation
- Access to remedy and examination of grievances
- Settlement of industrial disputes

Other guidance instruments and alignment on labour/employment principles



Guidance but also support to enterprises

- ILO Helpdesk for Business on international Labour Standards
 - Confidential advice and guidance
 - Comprehensive website
- Training opportunities for managers (HR, supply chains, sustainability, ...)
- ILO Business Networks
 - Child Labour
 - Forced Labour
 - Disability
 - Youth employment
 - Social security
- Webinars together with the Global Compact
- Public-private partnerships to support decent work
- Engagement at the country level



Direct assistance for business – the ILO Helpdesk for Business on ILS **

Home	About the ILO	Newsroom	Meetings and events	Publications	Research	Labour standards	Statistics and databases	Contact Us
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ILO Helpdesk >

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ILO Helpdesk for Business on International Labour Standards

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What's new


Operated by the [Multinational Enterprises and Enterprise Engagement Unit](#) >

Welcome to the ILO Helpdesk for Business, the one-stop shop for company managers and workers on how to better align business operations with international labour standards and build good industrial relations.

The  Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy > (MNE Declaration) and the ILO Declaration of Fundamental Principles and Rights at Work > are the main ILO instruments that can provide companies guidance on social policy and responsible labour practices.

The ILO Helpdesk for Business provides information on a wide range of labour topics, all derived from the ILO MNE Declaration. Check out available ILO resources and tools as well as Questions and Answers (Q&As) and useful links on:

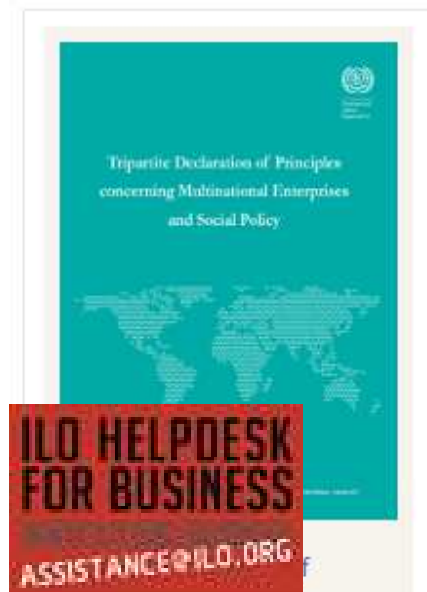
- [Child labour >](#)
- [Collective bargaining >](#)

New! Achieving Decent Work and Inclusive Growth: The Business case for social dialogue


New! ILO-UN Global Compact Guide for Business on the rights of people with disabilities >

Interview with the expert: How can business promote diversity and inclusion through workplace adjustments? >

See also

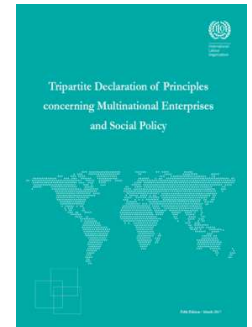


RESPONSIBLE SUPPLY CHAINS IN ASIA (2018-2020)

A new joint action by the European Union, the ILO and the OECD on responsible supply chains to promote corporate social responsibility (CSR)/responsible business conduct (RBC) with regard to decent work, environmental sustainability and respect for human rights.

Project Components	Japan	China	Vietnam	Myanmar	Philippines	Thailand
A. Research	Electronics ** Vehicle parts	Electronics Textiles	Wood Processing Seafood/Aquaculture (Textiles)	Seafood Agriculture	Agriculture (Food)	Agriculture Vehicle parts
B. Outreach						
C. Policy Advocacy						
D. Training						

The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration, 2017)



- Promoting the employment and labour dimension of CSR/RBC in the 6 EU trading partner countries
 - *Socially responsible business and labour practices in line with the MNE Declaration*
- Implemented as an integral part of **ILO Decent Work Country Programmes**
 - ✓ Fostering synergies with relevant ILO projects, Mainstreaming of activities, Joint implementation
- **Tripartite mechanisms at the country level** **Government, Employers, and Workers > “tripartite-plus”
- **Engaging with home countries of MNEs****
 - In Europe: Collaboration with the Japan Business Council in Europe (JBCE) since project formulation stage:
 - >> *through the JBCE CSR Committee, EU-Japan Working Group on CSR*
 - In Japan: Encouraging the contribution of Japanese MNEs to sustainable development in overseas operations
 - >> *Japan as a partner in advancing CSR/RBC in Asia and beyond*

Additional information

- www.ilo.org/mnedeclaration
- www.ilo.org/business

E-learning module of the MNE Declaration

www.ilo.org/mnelearning



Thank You

