

Final report of the discussion

Global Dialogue Forum on Initiatives to Promote Decent and Productive Work in the Chemical Industry

(Geneva, 26–28 November 2013)



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INTERNATIONAL LABOUR ORGANIZATION

Sectoral Policies Department

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and Productive Work in the Chemical Industry**
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Geneva, 2013

INTERNATIONAL LABOUR OFFICE, GENEVA

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Abbreviations and acronyms

CBA	collective bargaining agreement
CSR	corporate social responsibility
GFA	global framework agreement
GHS	Globally Harmonized System of Classification and Labelling of Chemicals
GPS	Global Product Strategy
GUF	Global Union federation
ICCA	International Council of Chemical Associations
ILO	International Labour Organization
IGO	intergovernmental organization
ISO	International Organization for Standardization
MNE	multinational enterprise
MNE Declaration	Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO)
NGO	non-governmental organization
OSH	occupational safety and health
R&D	research and development
REACH	European Union Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals
SAICM	Strategic Approach to International Chemicals Management
sectoral meeting 2011	ILO Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries (Geneva, 24–27 October 2011)
SME	small and medium-sized enterprise
UNEP	United Nations Environment Programme
VET	vocational education and training

Introduction

1. The Global Dialogue Forum on Initiatives to Promote Decent and Productive Work in the Chemical Industry (hereinafter, “the Forum”) was held at the International Labour Office in Geneva from 26 to 28 November 2013. The Governing Body of the ILO had approved the convening of the Forum at its 310th Session (March 2011). Based on the agreed points of discussion, the Office prepared the issues paper¹ to serve as a basis for the Forum’s deliberations.
2. The purpose of the Forum was to discuss initiatives to promote decent and productive work in the chemical industry. The Forum examined initiatives to promote social dialogue for improving the performance of the chemical industry, in particular of small and medium-sized enterprises (SMEs). Taking on board the ILO’s Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), the discussion assessed how corporate social responsibility (CSR) initiatives and relations with the emerging voluntary initiatives could be promoted at global and national levels in the chemical industry.
3. The Chairperson of the Forum was Ms Harriet Luyima (Government of Uganda). The Government group coordinator was Ms Mitty Ruiters (South Africa). The Employers’ and Workers’ group coordinators were Mr Jose Maria Fumagalli (Argentina) and Mr Alfons de Potter (Belgium), respectively. The Secretary-General of the Forum was Ms van Leur, Director of the Sectoral Activities Department (SECTOR), the Deputy Secretary-General was Mr Werna, the Executive Secretary was Mr Kamakura, and the coordinator of the secretariat services was Ms Than Tun.
4. The Forum was attended by 93 participants, including 49 representatives from governments, 13 representatives from employers’ organizations, 24 representatives from workers’ organizations, three representatives from intergovernmental organizations (IGOs), and four representatives from non-governmental organizations (NGOs).

Opening statements

5. The Secretary-General welcomed participants to the ILO and emphasized the need to discuss initiatives to promote decent and productive work in the chemical industry. Creating decent jobs was one of the key issues in that industry and, following the global economic crisis, economic growth was not yet sufficient to restore pre-crisis employment levels. On the other hand, the crisis had given the chemical industry an opportunity to increase its competitive advantage through novel initiatives which contributed to increased employability. Governments, employers, workers and their representative organizations had a shared responsibility to address the vocational education and training (VET) needs of workers, particularly for SMEs and young women and men. The ILO had been working with other specialized agencies of the United Nations and other actors to improve chemical safety, and had actively participated in the development of international policies and commitments on the sound management of chemicals. The Responsible Care in particular was a step forward for social dialogue. Voluntary initiatives should promote social

¹ “Promoting decent work in the chemical industry: Innovative initiatives” is available online at http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/publication/wcms_226385.pdf.

dialogue. However, voluntary initiatives were no substitute for effective collective bargaining. The emergence of global framework agreements (GFAs) highlighted the promotion of decent work between multinational enterprises (MNEs) and global union federations (GUFs). In conclusion, she emphasized the importance of fostering social dialogue in promoting decent and productive work in the chemical industry.

6. The Chairperson welcomed participants to the Forum. She underlined the need to promote social dialogue to improve the performance of the chemical and pharmaceutical industries, in particular in SMEs. She stated the constituents' shared responsibility and commitment to addressing the challenges of the global economy. While she acknowledged that the task was not easy, she was confident that the wealth of knowledge and experience brought to the Forum by Government, Employer, Worker and observer participants would result in a positive outcome.
7. The Executive Secretary presented the issues paper providing an overview of the industry and highlighting the increase in global chemical sales. Sustainability was a business imperative that steered a strategy for growth, which could be used to promote decent and productive work in the industry. The global financial crisis had made a dent in the industry's employment levels but recovery would restore competition for skilled workers. However, female participation remained low. The chemical industry was taking a proactive approach to enhance employability through internships and work-life balance initiatives, which had been positive effective on improving decent work at SMEs. In addition, green jobs and green initiatives had been widely accepted and represented an opportunity for more resource- and energy-efficient production and the creation of decent jobs. The main function of human resources development systems was to help people find and retain jobs, while helping enterprises obtain the skilled workers they needed. Education, continuous training, apprenticeships, lifelong learning and other VET schemes were required to reach that goal. A partnership between governments, employers, workers and education providers could be an effective means of bridging education and training gaps, supporting economic growth and diversification, and boosting decent work creation. Workers in the chemical industry faced many occupational safety and health (OSH) challenges and chemical safety was extremely important across the board. In that light, preventative and protective initiatives were critical to the management of occupational risks and of chemicals. Responsible Care was one such initiative, although it had its limitations. The Chemicals Convention, 1990 (No. 170), and the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) should contribute to harmonizing global chemicals management. Recent developments in industrial relations confirmed that collective bargaining could establish a good atmosphere in the workplace. Voluntary initiatives and CSR should promote the ILO Declaration on Fundamental Principles and Rights at Work (1998) and should be supported by governments and independent and sound workers' and employers' organizations.
8. The Employers' group coordinator said that the issues paper gave a rich outline of current work-related issues in the chemical industry and provided a good basis for discussion. The Employers' group supported decent and productive work and was in favour of continuing decent work strategies in the chemical industry. There was a need to generate and restore employment and decent work in the industry. He stressed the importance of the chemical industry in overcoming the global economic crisis. Employers needed the support of workers in order to realize that role and to better understand the industry. He also stated that flexible forms of work were important for both companies and workers and, in particular, helped the unemployed and people seeking their first job. Lastly, sustainability was a social, economic and environmental issue that needed the support of governments, employers and workers.

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9. The Workers' group coordinator said that 2011 had been a key year in the history of social dialogue in the chemical and pharmaceutical industries. The ILO Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries held in Geneva from 24 to 27 October 2011 (hereinafter, "the sectoral meeting 2011")² led to important decisions for the development of social dialogue and the impact of restructuring on employment. Decent and safe working conditions were important for workers and globalization should not be treated as a threat but as an opportunity for promoting decent work. In order for the sector to contribute to sustainable development, it should invest in lifelong training. Work-life balance should be achieved in order to encourage women and young people to participate in the chemical industry. The sector also provided jobs for subcontractors and discrimination with regard to wages and working conditions should be eliminated, particularly between the North and South. Only the formalization of work would enable social cohesion and protection. The Workers' group priorities in the discussion were research, respect of decent employment conditions and security and OSH standards, the development of social dialogue and the development of a long-term strategy through participation in sustainable development programmes. The Workers' group called for decent work that led to decent employment, decent incomes, social security, good training and the best OSH.
 10. The Government group coordinator said that social dialogue between employers and workers was important because social dialogue provided a positive enabling environment for creating decent jobs. Workers should work in safe and healthy environments and should receive decent wages. Moreover, collective bargaining in the chemical industry needed to be strengthened. OSH problems existed, especially with regard to under-reporting and the lack of enforcement due to low capacity. Lastly, the language used in the chemical industry was not necessarily easy to be understood by all workers and the general public.

Discussion point 1: What challenges does the chemical industry experience in promoting decent and productive work, and how do initiatives in employment and VET contribute to the promotion of decent work in the industry?

11. The Workers' group coordinator stressed the importance of social dialogue as a driver for decent work. Without social dialogue, decisions were made unilaterally. Social dialogue should be enshrined in collective bargaining agreements (CBAs), which should regulate all matters, including social dimensions. Trade unions were the only true representatives of workers. Grave differences persisted between the conditions of work of permanent and temporary workers, and were particularly serious in some countries. Accordingly, he stressed the need for dialogue on determining the minimum standards on working conditions for all workers in the chemical industry. In addition, training, which was essential in providing employers with qualified workers, was under threat. It should not be considered as an expense but as a business necessity, and all workers should be given access to good training. CSR should enable social development by ensuring social protection. Competition in the chemical industry had led to social dumping in the North and South which created substandard working conditions. Attention should be paid to workers' social conditions and efforts should be made to avoid competition for workers between different parts of the industry. He noted that ILO standards did exist and that their universal implementation would lead to decent work across the globe.

² http://www.ilo.org/sector/activities/sectoral-meetings/WCMS_175205/lang--en/index.htm.

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- 12.** A Worker participant from Spain agreed that decent work depended on social dialogue. A balance between capital and workers was imperative and mutual agreements between the parties concerned based on social dialogue were needed. In the chemical industry, much progress had been made on the promotion of social dialogue. Social dialogue should not be based on individual employment relationships and trade unions were critical components in the process.
 - 13.** A Worker participant from the United States said that, in his experience, trade unions do not have a strong effect on significant areas of the employment relationship. Moreover, bringing collective bargaining to workers who do not currently enjoy such rights is extremely difficult because collective bargaining is not a constitutional right in this country and statutory protections are weak. The Forum should address how social dialogue could be achieved where the majority of workers were not covered by collective bargaining.
 - 14.** A Worker participant from the Russian Federation said that guarantees of decent work, decent wages and social advantages had been established through social dialogue in his country. The Russian Federation had been working for some years on the implementation of CBAs and new wage regulations covered 90 per cent of workers in the industry. Voluntary initiatives such as Responsible Care were being implemented through the trade unions and were an important step forward as they contained obligatory provisions concerning the implementation of social dialogue in Responsible Care. CSR lacked accountability, although many large companies believed it was their duty to apply them nonetheless. The chemical industry in the Russian Federation was increasingly aware of the importance of social partnerships and during the crisis the employers' and workers' organizations had come to agreements on ways of improving productivity. Independent trade unions emerged for SMEs in order to engage in social dialogue.
 - 15.** The Employers' group coordinator stressed the importance of decent job creation in the chemical industry. Flexible forms of work could increase employability and he insisted that, where managed properly, such forms of employment could provide decent work. A holistic approach to social, economic and environmental sustainability required the support of tripartite actors. VET was an essential means of facing the problem of OSH, and was a shared responsibility.
 - 16.** The Government group coordinator said that the industry faced a number of challenges for decent and productive work. There was a lack of structured training for both employers and workers. In many countries, inspectors also lacked training, and considering the sophistication of the sector, many lacked specific knowledge. The public also lacked awareness and knowledge and GHS should be promoted. The issue of waste management was not given enough attention, and SMEs and/or informal companies often lacked necessary capacities in that regard. Policies and legislation were developed by governments but were not necessarily enforced. Mechanisms for implementation and enforcement should therefore be developed. Moreover, all member States must ratify the relevant ILO Conventions. There was a lack of research, especially regarding the toxicity of chemicals and their effects on health. Information provided on safety data sheets was often insufficient for people to deal with dangerous chemicals. Initiatives to tackle the challenges in the industry should be addressed through cooperation between governments, employers and workers. Training programmes should be developed for SMEs, where NGOs could also play an important role in the dissemination of information. OSH issues should be included in all relevant training and an integrated approach should be taken in human resources development. Guidelines and manuals addressing OSH could be developed, in particular with SMEs in mind. Enforcement of the legislation should also be improved at national level.
 - 17.** A representative of the Government of Cameroon said that there was a significant lack of occupational physicians and it was important to provide training to increase numbers.

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18. A representative of the Government of Algeria pointed to a lack of information on experience and good practice in the area of OSH. His country had given great importance to OSH through an awareness-raising programme and the strict enforcement of regulations.
 19. A representative of the Government of South Africa said that the Civil Society Fund in his country provided grants to NGOs, enabling them to start innovative initiatives in the world of work. The Government of South Africa had given US\$8 million to build capacity and provide training on OSH issues. Governments could also promote other initiatives, such as the development of codes on OSH.
 20. The representative of the Government of the Philippines said that governments were responsible for finding a balance between growth, sustainable development, productivity and decent work. The real challenge was finding the means to promote a focus on the sector alongside many other priorities. A top priority was making labour market information available to identify human resources needs and provide youth with adequate training to promote employment. Governments did not always have the capacity to provide specific training and more employer involvement was needed in that regard.
 21. The Workers' group coordinator referred back to the Employers' group's earlier point on flexible forms of work and their relationships to decent work. The Workers' group considered that the conclusions of the sectoral meeting 2011 were still valid. Flexible forms of work continued to be a grey area and it would be a matter of concern if they were considered to be part of decent work. While job creation was the basis for decent work, the ultimate aim should be generating more permanent work that provided stability for workers and society as a whole.
 22. An Employer participant from Germany stressed the importance of decent work for economic success. In this context, a comprehensive social and legal framework and market regulation must be in place. He agreed with the Workers' group statement on the validity of the conclusions of the sectoral meeting 2011. Training measures should work towards enhancing productivity. A common objective for tripartite constituents in the industry should be to transfer informal forms of work to the formal forms of work. The industry had taken many initiatives to improve health, safety and environment.
 23. An Employer participant from Colombia said that statistics from his country showed that the pharmaceutical industry had grown by 30 per cent over the past decade and that 90 per cent of employment in the sector was formal. A bill was currently before Parliament for improving OSH for all workers. It provided a means of educating the population on how to dispose of medicines and provided an example of the industry's contribution to CSR.
 24. An Employer participant from Switzerland said that OSH was of utmost importance for the chemical industry. OSH mattered not only in terms of workers' well-being but also of the company's success. It was, therefore, the joint responsibility of both workers and employers, and it represented a process that required continuous work for improvement. An initiative on safety measures launched by his company had helped reduce workplace accidents by 30 per cent since 2006. The company had established a safety culture in the supply chains by raising awareness and promoting transparency in relation to accidents; analysing lessons learned and training employees on OSH. The company had also adopted a policy whereby managers' performance on safety impacted their bonuses. Risk reduction had been further improved through a number of internal measures, such as the regular analysis of accidents and near accidents, the inspection of business units by health and safety officers, both internal and external, and holding safety meetings to discuss accidents and lessons learned.

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- 25.** An Employer participant from Belgium highlighted the importance of knowledge of chemicals. The Responsible Care provided an instrument for continuous improvement in that regard and had been complemented by the Global Product Strategy (GPS) initiative. Accessing information on chemicals was particularly important throughout the supply chain. Capacity building should be carried out through partnerships. Her organization had carried out capacity-building programmes on safe handling of chemicals in partnerships with the United Nations Environment Programme (UNEP).
 - 26.** An Employer participant from the United Kingdom stated that, more than ever, companies were measured by their reputation, damage to which could cause huge losses. Companies wanted to be seen as active participants in wider society in relation to chemical safety.
 - 27.** Speaking in the capacity of an Employer participant from Argentina, the Employers' group coordinator pointed to the Decent Work Country Programme (DWCP) 2012–15 for Argentina, based on consensus between the Government, employers, and workers, as an example of the promotion of social dialogue and decent work.
 - 28.** The Workers' group coordinator said that there was an imperative for the industry to keep up with rapid technological progress. Accordingly, the industry was looking at ways to improve its productivity. However, there needed to be a balance to ensure that productivity did not grow at the expense of employment, and was accompanied by safety measures. Workers should be closely involved in discussion in that regard as they were the ones with experience on the ground. Productivity and wage levels should be linked to an increase of inflation. Regarding flexibility, he welcomed the Employers' acknowledgement of the conclusions of the sectoral meeting 2011, but stressed that workers' rights abuse remained in regard to flexible forms of work.
 - 29.** A Worker participant from Indonesia said that Indonesian workers received significantly lower wages. In addition, workers were more easily being fired as the Government of Indonesia allowed outsourcing as a condition of promoting foreign investment into the country. Although they took their cases to the industrial courts, the trade unions lost approximately 70 per cent of cases. Regarding VET, increased business competition meant that employers tended to pursue cost reduction including training.
 - 30.** A Worker participant from the United States said that behaviour-based safety programmes were of particular concern to trade unions, noting that they often dissuaded workers and managers from reporting accidents. Prior to any economic incentives, companies had a moral obligation to create safe workplaces.
 - 31.** A representative of the Government of South Africa said that developing countries had very large informal economies and in the chemical industry this included selling products such as pesticides, insecticides and cleaning materials. It was difficult for governments to regulate informal actors. Through the South African National Institute for Occupational Health (NIOH), South Africa was conducting research to identify the areas where non-regulated products were sold and the occupational hazards that informal workers faced.
 - 32.** Another representative of the Government of South Africa said that temporary employment often led to workers' rights abuses because workers lacked full protection. In his country, legislative amendments had been devised to address labour brokering and temporary employment. The amendments addressed the situation by recognizing the obstacles for trade union organization and by providing assistance in that regard.

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33. The representative of the Government of Myanmar said that, as a developing country, Myanmar suffered from a lack of VET. There was a weak link between industry, VET and national qualifications systems. Moreover, there was a lack of qualified vocational instructors. In order to address those issues comprehensively, Myanmar needed to set up an effective legal framework on skills development, develop a VET system and training materials, train trainers and training providers.
 34. An Employer participant from Germany stated that there was a link between productivity and wages, but stressed that the decision on the correct wage levels needed to be taken on a regional, national or plant level, to ensure that specific circumstances were taken into account.

Discussion point 2: What are the most important issues pertaining to OSH in the chemical industry and how could they best be addressed by governments, employers' and workers' organizations through innovative initiatives in the industry?

35. The Employers' group coordinator said that skills and VET deficits were of great relevance in the context of OSH and needed to be addressed. Responsibilities in that regard were shared but varied: governments were responsible for providing adequate training, while employers should promote training to promote Responsible Care, while adapting to the needs and cultural characteristics of each country. Good results had been achieved in the past decades, with good examples of policies in both companies and along the supply chain to provide information to ensure user safety. Responsible Care was based on continuous improvement and external auditing, and had seen a decrease in accidents and an improvement of OSH.
36. The Workers' group coordinator reminded the Forum that a number of ILO Conventions already existed on OSH and should be promoted.
37. A Worker participant from Switzerland observed initiatives such as the European Union Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) or the UN's Strategic Approach to International Chemicals Management (SAICM) had garnered initial support, but had soon lost their influence. The Workers' group did not consider behaviour-based safety to be a "best practice"; it often discouraged or even suppressed reporting, and it sought to limit liability. Specific hazards arising from new technologies were of great concern. The workers did not oppose new technologies, but they needed to be managed properly on the basis of appropriate regulatory frameworks. Responsible Care had some positive aspects, but there was no meaningful engagement of dialogue with workers on the global level, which weakened the initiative and undermined joint responsibility between employers and workers. Joint health and safety programmes continued to be the most effective means of ensuring prevention but they required the full involvement of workers, in line with the principle of joint shared responsibility. In addition, workers' rights to information, to refuse or to shut down dangerous production processes, and to participate in OSH decision-making were central elements of relevant ILO Conventions. He called on employers to cooperate with workers to implement those Conventions and on governments to ratify them. Increasingly, subjects that used to be dealt with by the ILO were being taken over by other entities, such as the International Organization for Standardization (ISO). In order to reverse the trend, employers should support the ILO's principles and activities and governments should ratify ILO OSH-related Conventions.

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- 38.** The Workers' group coordinator stressed the need to record occupational accidents and diseases. An important OSH aspect related to continuous shift work systems. Studies indicated that life expectancy was decreased by continuous shift work systems. It therefore needed to be limited and programmes should be created to enable workers to change ergonomic work arrangements. The health effects of nanotechnology were yet unknown and needed to be researched. The social partners needed to work together to ensure risk prevention. Subcontracting was an obstacle to ensuring good working conditions. Subcontractors were often unaware of their rights and lacked important information on their working environment.
 - 39.** The Government group coordinator said that governments have developed the necessary policies and legislation on OSH. However, they needed the support of the social partners. She called for a wider ratification of relevant ILO Conventions. Large MNEs had a great capacity to comply with standards, while SMEs often lacked the resources. An important issue for governments was the retention of inspectors, who were often transferred to the private sector.
 - 40.** The representative of the Government of Thailand said that her country had introduced initiatives to raise awareness and encourage investment in OSH. It had also set up a national institute for OSH and devised regulations to ensure that workers handling certain chemicals underwent annual health check-ups. Other Government initiatives included a national safety day, awareness-raising campaigns in schools, producing handbooks and brochures, and making information available online. Companies did not always consider the human value of their workers and did not make the necessary investment in OSH.
 - 41.** The representative of the Government of the Philippines said that the three main challenges in her country were the under-reporting of accidents and diseases, low inspection capacity and the informal sector. Her Government was implementing a broader labour compliance system, which had introduced a computerized reporting system and had stepped up the capacities of the inspectorate. Her Government provided incentives to enterprises and individuals applying good practices. It also encouraged "big brother/small brother approaches" where large companies helped small companies to comply with regulations. However, the informal sector continued to be of great concern. A sector-specific approach was needed to identify areas of the informal economy that were most at risk. Initiatives were also needed to bring the informal sector under universal social security coverage.
 - 42.** The Employers' group coordinator observed that the laws adopted by international organizations were not always adapted to national circumstances. In particular, developing countries should be more realistic in their legislations and create standards that they had the capacity to enforce. Otherwise efforts could be counterproductive. In some cases, technical regulations relating to the environment could be used to introduce protectionist measures, which could have negative effects on productivity and OSH.
 - 43.** An Employer participant from Germany said that the chemical industry prioritized OSH as a factor in its success and a key interest for both employers and workers. He called into question the statistics provided in the issues paper under paragraph 52, requesting clarification. He conceded that "behaviour-based prevention" was only one approach to OSH and did not preclude other prevention methods. A holistic approach advocating shared responsibility should be applied and a number of countries provided examples of good practices in that regard. Risk should however not be ignored and should be handled sensibly. He supported the Workers' group's statement to end corruption in the industry.
 - 44.** An Employer participant from the United Kingdom said that OSH was the top priority for the chemical industry. Regarding the use of nanomaterials, he indicated that existing regulations were suitable in managing any potential risks from nanomaterials.

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45. A representative of the Government of Algeria said that the discussion on OSH in the chemical industry should consider protection against pesticides. The International Chemical Safety Cards serve to protect workers from pesticides.
46. The Government group coordinator highlighted the ratification of relevant ILO Conventions and the fight against corruption as two major points for action by governments.

Discussion point 3: What actions are necessary to support CSR and voluntary initiatives in order to promote decent work through social dialogue in the chemical industry, in particular among SMEs and to enhance the industry's contribution to sustainability?

47. The Workers' group coordinator said that one of the most important aspects of decent work was the promotion of social dialogue. The industry was focused on short-term goals rather than long-term commitments. While workers understood the important investments made by shareholders, companies should not focus on profit to the detriment of long-term perspectives and sustainable work principles. Technology in the chemical industry could help address global challenges such as climate change. The chemical industry relied on too many contractors that diminished the values of CSR. Companies should therefore take responsibility for contractors. He also acknowledged social dialogue at the European Union level, but stressed that social dialogue should be organized at all levels, particularly in SMEs. The chemical industry had given a lot of attention to voluntary initiatives focusing on the image of the sector, such as Responsible Care. However, all stakeholders should be included in those. GFAs were also an important tool in achieving decent work as they could achieve a level playing field. MNEs should be monitored to ensure that decent work was promoted in all their subsidiaries. A memorandum of understanding might benefit the chemical industry. CSR could be used to promote decent work, training programmes for workers, and define decent working conditions. Governments should ensure adequate infrastructure to facilitate the development of the chemical industry. The Forum should lead to appropriate follow-up, written commitments and CBAs between the social partners. Trade unions were the real representatives of workers and should be included in social dialogue. Moreover, there was a lack of social dialogue in SMEs themselves, and he urged that the trade union representation should be established at all enterprises.
48. A Worker participant from Switzerland observed that CSR was an important initiative for trade unions. However, such initiatives could only be credible if communication, consultation, and cooperation included workers. He drew attention to three international standards: the MNE Declaration; the United Nations Guiding Principles on Business and Human Rights; and the OECD Guidelines for Multinational Enterprises. The image and reputation of the sector was important and the sector could make significant contributions to the economy, but workers should use such opportunities for open discussions to establish joint action measures.
49. The Employers' group coordinator said that CSR constituted a shared responsibility between the social partners. Employers' organizations contributed to those initiatives by providing a better understanding of working conditions. Those initiatives also contributed to promoting sustainability. All parties were responsible for achieving those objectives through social dialogue.

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- 50.** An Employer participant from Germany stated that social dialogue could take many forms and was practiced in different ways. Although collective bargaining was a good social dialogue instrument, in many countries social dialogue took other forms. GFAs are merely one approach and a case-by-case approach should be taken.
 - 51.** The Government group coordinator said that voluntary initiatives and CSR were typically only present in large companies, while they were more financially challenging for SMEs. In that light, “big brother/small brother approaches” had proved successful. In some countries, companies complied with voluntary initiatives but not with appropriate labour legislation. Moreover, CSR should also include provisions to improve social justice, as well as fairness and good practices. Companies should help the community in surrounding areas in which they operate, just as governments sought joint initiatives with the private sector in order to improve communities. Governments could adopt different principles, such as the “polluter pays” principle, to incentivize companies to comply. Companies, which played an important role in the success of voluntary initiatives, should also establish good training practices. OSH, as well as workers’ well-being, were important aspects of decent and productive work.
 - 52.** The representative from the Government of the Philippines said that voluntary initiatives should not replace national legislation but should complement existing regulation. Her country had launched a programme including 115 large companies and some 1,400 SMEs in supply chains. The purpose was for large companies to volunteer by coaching, mentoring and helping small companies to come into compliance with labour laws. The programme was developed using joint assessment tools, action plans and monitoring systems. The ILO and the Department of Labor and Employment, through the Kapatiran WISE-TAV Program, had provided guidelines, a strong legal framework, enforcement mechanisms and incentives to encourage voluntary compliance.
 - 53.** The representative of the Government of Thailand pointed out that less support and resources were obstacles for CSR compliance in SMEs. The Government of Thailand used tax incentives to help SMEs carry out audits and inspections, and had created an OSH and environmental fund for SMEs, which promoted good CSR projects. CSR initiatives were implemented in large companies, mostly focusing on environmental care.
 - 54.** The Employers’ group coordinator acknowledged the need for CSR in SMEs and indicated that employers had adopted measures to assist SMEs with those initiatives. However, governments should further promote CSR initiatives. Employers also recognized that CSR programmes did not replace compliance with legislation. In fact, employers wanted to contribute to the discussion of new laws and regulations to improve compliance. He welcomed the innovative initiative on supply chains presented by the representative of the Government of the Philippines.
 - 55.** An Employer participant from Columbia suggested that costs could be shared out to stakeholders to assist companies that could not set up their own CSR initiatives.
 - 56.** An Employer participant from Belgium recognized that there were a lot of positive aspects in CSR but that it was only one part of social responsibility. He supported the point made by the Government group that workers’ well-being and healthy workplaces went beyond CSR.
 - 57.** An Employer participant from Germany said that sustainability was a shared responsibility for all actors and that, as a representative of a multinational company, his company bore not only a legal, but also an ethical, responsibility for economic, ecological and fair business practices. Both workers and managers were responsible for work safety. The role of governments was to create frameworks for voluntary initiatives.

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- 58.** Another Employer participant from Germany declared that sustainability was one of the most important issues for the industry and was a holistic responsibility with three dimensions – environmental, social and economic. The industry’s objectives created conflicts between those three dimensions. Governments should therefore provide incentives to implement CSR. Supply chains were a key issue and businesses were working to achieve effective supply chains. Employers’ associations had the experience and resources to assist SMEs in engaging in social dialogue.
- 59.** The Workers’ group coordinator observed that enabling environments were needed to organize social dialogue. There were a number of obstacles to effective social dialogue and he called on all social partners to cooperate to find solutions. The conclusions concerning the Recurrent Discussion on Social Dialogue ³ adopted at the International Labour Conference in June 2013 confirmed collective bargaining as a tool for social dialogue. In order to organize social dialogue effectively at the SME level, all social partners should be properly represented. CSR should moreover cover the whole supply chain and everyone had a part in that responsibility.
- 60.** A Worker participant from Germany questioned the scope of CSR and the role of sustainability in solving global challenges. Employers’ responsibility went beyond business and they should promote OSH initiatives in SMEs. Technology should be improved and social partners should participate in its development, in particular with regard to nanotechnology. Workers needed to be aware and protected in respect of new technologies and the OSH issues arising from them.
- 61.** A Worker participant from Switzerland queried the Government’s statement regarding employers’ non-compliance with national legislation but compliance with CSR. National legislation was obligatory for everyone. CSR and voluntary initiatives were particularly beneficial in countries with substandard legislation and standards should be set which were applicable worldwide. Good practices from the garment and electronic industries could be applied to the chemical industry. In particular, global supply chains needed to be controlled to ensure their compliance with the United Nations Guiding Principles on Business and Human Rights.
- 62.** Another Worker participant from Switzerland asserted that while social responsibility should be shared, corporations had come to occupy an important place in society and had a significant role to play in solving problems through social dialogue. With supply chains becoming increasingly complex and globalized, parent companies had lost effective control. The ILO MNE Declaration, the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises were important in recognizing the challenges. It was therefore no longer acceptable for enterprises to deny responsibility for supply chains. For moral and ethical reasons and, in the interest of long-term sustainability, supply chain processes should be examined and challenged through social dialogue.
- 63.** A Government representative of Algeria stated that establishing a favourable climate for social dialogue depended on cooperation between the social partners. Social dialogue should seek to align human resources capacities with sector objectives while promoting the value of human capital; develop communication systems and training on OSH; raise awareness; and carry out on-site audits and remedial measures. The creation of decent jobs was underpinned by compliance with obligations on prevention. In that light, research

³ http://www.ilo.org/ilc/ILCSessions/102/reports/committee-reports/WCMS_216305/lang--en/index.htm.

should be carried out on prevention and subsidies should be given to bodies responsible for developing policies on OSH.

- 64.** A Government representative of South Africa said that chemical employers' associations provided more support for compliance with voluntary initiatives than for legal requirements. However, it was a responsibility rather than an enforcement issue. Another problem might have been a lack of awareness and knowledge on voluntary initiatives in the industry.
- 65.** The Employers' group coordinator stated that compliance with the official laws and regulations was an obligation for chemical companies. In that sense, voluntary initiatives established minimum compliance with those laws and regulations. While recognizing that there was a lack of participation by SMEs in social dialogue, he highlighted the efforts made by employers' organizations in that regard. In Argentina, SMEs accounted for 70 per cent of overall enterprises, and they were a majority in the governing and negotiation bodies of employers' organizations.
- 66.** An Employer participant from Colombia added that the National Employers' Association in Colombia had made deliberate efforts to recruit more SMEs.
- 67.** An Employer participant from the United Kingdom said that, while he respected the Workers' aspiration for collective bargaining, he did not believe that it necessarily provided an exclusive path towards decent work. Many organizations providing decent work did not engage in collective bargaining, and there were many other examples of effective social dialogue.
- 68.** An Employer participant from Germany said that there was no question regarding compliance with legal requirements. As the majority in many countries, SMEs should be adequately represented. Commitments through voluntary initiatives should apply to all enterprises, including SMEs, although they should receive more support.
- 69.** The Workers' group coordinator said that, while the chemical industry needed to create decent work, the Forum's objective was the promotion of decent and productive work, and therefore workers' rights should be at the heart of the discussion. The main pillars of those rights were freedom of association and the right to collective bargaining. He agreed that collective bargaining was only one form of social dialogue, but it was one that should be aspired to, as it enabled dialogue based on consensus. Social dialogue should not only consider the status of workers, but also economic, social and environmental aspects, and the financial situation of companies, which concerned the workers as well. In that light, he called for more information, open dialogue and cooperation with employers. He noted the willingness in the industry to include SMEs in social dialogue. However, the tools to enable their adequate representation were lacking. Moreover, the conditions of trade unions varied from country to country, and many workers in SMEs often lacked trade union protection, which limited their participation in social dialogue.
- 70.** A Worker participant from Germany said that the industry had an important role to play in policy setting through social dialogue. Discussions should clearly establish the issues faced by the industry, which included the problems of competition; the impact of research and development (R&D); and the need for a common definition of sustainability. Such industry-focused issues should be prominent in social dialogue.
- 71.** A Government representative of Algeria supported the good practices outlined by the social partners. Workers should be considered as the industry's main capital. The individual parties should show flexibility, the aim being to reach consensus that would serve common interests.

Discussion point 4: Recommendations for future actions by the ILO and its Members

72. The Workers' group coordinator stated that governments should do their utmost to ratify relevant ILO Conventions namely the Occupational Safety and Health Convention, 1981 (No. 155), the Asbestos Convention, 1986 (No. 162), the Chemicals Convention, 1990 (No. 170), the Prevention of Major Industrial Accidents Convention, 1993 (No. 174), and the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187). Governments should develop national legal frameworks for social dialogue, including sectoral social dialogue. He also urged countries to mainstream the ILO's Decent Work Agenda in national policies. In relation to suggested recommendations for actions by employers' and workers' organizations, he called for a particular emphasis on social dialogue, which was an essential means of achieving economic and social progress in the sector. All the social partners should be involved in the Responsible Care implementation. All member States and social partners should implement the conclusions concerning the recurrent discussion on social dialogue⁴ adopted at the International Labour Conference in June 2013. GFAs were of great importance and should be promoted as a means of establishing social policies in all countries of the MNE's operation. Tripartite constituents of the ILO had a shared responsibility for the whole chemical production chain, from the raw materials through to the final products. Sustainability should be considered throughout. Regarding recommendations for future actions by the ILO, the Office should ensure that the MNE Declaration was applied to the chemicals industry. The 2016 International Labour Conference would discuss decent work in global supply chains and the chemical industry should be involved in preparatory work in that regard.
73. The Employers' group coordinator proposed the creation of regional tripartite working groups to coordinate the exchange of information on a permanent basis with possible coordination support from the ILO regional offices. The Employers' group felt that improving the exchange of information was the best way of promoting both social dialogue and decent and productive work in the sector.
74. The Government group coordinator recommended future action by the ILO and its member States to include the following: to establish incentive programmes to improve compliance with laws by SMEs; to implement structured training programmes for workers and SMEs, as well as government inspectors, to ensure enforcement of laws and improve social dialogue; to establish legislative frameworks that improve existing laws and promote both enforcement and ratification of Conventions; to develop improved institutions of social dialogue, including collective bargaining; to establish forums for the sharing of information and benchmarking on new technological changes and innovations; to elaborate an updated definition of CSR that reflects the recent developments in the field; to develop activities to promote the ratification of Conventions upon request by member States; to develop activities to promote risk assessment and management, including sample guidelines for SMEs; to develop an approach to information that is suitable to both developed and developing countries; to assist in research; to develop a VET programme; to promote the Work Improvements in Small Enterprises (WISE) programme; to hold a seminar to promote decent and productive work; and to adapt current instruments to technological advances in the chemical industry.

⁴ http://www.ilo.org/ilc/ILCSessions/102/reports/committee-reports/WCMS_216305/lang--en/index.htm.

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75. A representative of the Government of Algeria recommended strengthening the ILO's role as the central actor in promoting decent and productive work. Sharing good practices and policies relating to OSH was particularly important in developing countries. The chemical industry should be recognized as a dynamic and changing industry and in that light the ILO should consider future standard-setting activities for the sector. The International Training Centre (ITC–ILO) could be engaged to provide training on social dialogue in the chemical industry. The ILO could also assist governments in carrying out research on hazardous substances.
76. The Employers' group coordinator supported actions to encourage large enterprises to act as mentors to small enterprises. Such initiatives had provided positive results in his association throughout the supply chains. His organization had developed three Responsible Care programmes in the supply chains. The Employers' group welcomed the ILO's tripartite regional workshop in Latin America to discuss the restructuring and its effect on employment in the chemical and pharmaceutical industries in the 2014–15 biennium and offered their support and cooperation for its organization.
77. The Employers' group coordinator went on to say that his group had only wished to put forward one concrete proposal for action in the form of mechanisms for the exchange of information at the regional level. He clarified that the mechanisms proposed by the Employers' group was not intended as a single meeting in any specific region and that the proposal was not part of the activities already agreed upon by the ILO in the upcoming biennium. Instead, the intention was to set up permanent mechanisms for the coordination of the exchange of information at the regional level. Their objective would be to oversee the effective implementation and the ongoing discussion of the points arising from the Forum and from previous agreements, while taking regional specificities into account.
78. An Employer participant from the United Kingdom added that the Employers' group's proposal was with a view to providing a means of action in the long term.
79. The Workers' group coordinator accepted the recommendation made by the Employers, but he said that any future action should include previous agreements, as well as the points arising from the Forum.
80. An Employer participant from Germany stated that the Employers' group was not attempting to bring into question any agreements arising from the Forum or agreed upon in the sectoral meeting 2011. The point was to find out how to take tangible steps in the future, based on what the groups agreed upon at the Forum.
81. The Secretary-General clarified that the intention of the Forum was not to force groups to come up with proposals. Following the adoption of the points of consensus, they would be submitted to the Governing Body in March 2014. The Governing Body would then invite the Director-General to take the recommendations into account in future planning. Regarding the proposal made by the Employers' group, it could only take effect once the text was adopted since it would be a way forward in implementing the text.

Consideration and adoption of draft points of consensus

82. Having reviewed an initial Office draft, prepared on the basis of the discussion in the plenary, the Forum adopted points of consensus, which included amendments agreed during the closing session.

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- 83.** The Employers' proposal to set up permanent regional working groups to promote the points of consensus resulting from the Forum, and implement and exchange good practices with regard to decent and productive work, was seen as a positive initiative for the Office's support. Any such bodies should take into account existing work in that regard, and should act as a mechanism for social dialogue in accordance with the specific conditions of the respective regions.

Closing statements

- 84.** The Employers' group coordinator said that the Forum could congratulate itself for the results that it had achieved. He thanked the secretariat and the Chairperson and commended the groups on the flexibility with which they had conducted the discussions.
- 85.** The Workers' group coordinator was satisfied with the consensus reached, which had taken full account of the parties' respective positions in a spirit of social dialogue. He thanked all the persons whose work had enabled that outcome.
- 86.** The Government group coordinator thanked the other Government representatives for their confidence in her leadership, and she thanked the secretariat and the Chairperson for their work. Governments, as policy formulators, could not work without the Employers and Workers as the implementers. That dynamic had been expressed at the Forum in a spirit of social dialogue.
- 87.** The Secretary-General commended the Forum for the mature way in which they had conducted their discussion, resulting in a positive experience that built on the work carried out in 2011. She thanked the three group coordinators for their respective leadership and commended the Chairperson on her leadership of the Forum.
- 88.** The Chairperson said that the Forum had proved fruitful in its discussion and exchange of ideas on what tangible results could be achieved in the chemical industry through social dialogue. Interventions from different regions of the world had provided the Forum with some unique models that could be taken away and replicated. The importance of social dialogue, enhancing collective bargaining and shared responsibility had been emphasized by all the participants and the adoption of the points of consensus showed the tripartite partners' commitment to decent work.

Points of consensus

Point 1: Promoting decent and productive work in the chemical industry

1. The chemical industry is an engine for the recovery from the economic crisis, because it creates employment across the value chain. Decent and productive work¹ are both a prerequisite for, and a consequence of, economic success, and promote sustainable and socially responsible enterprises, both within the chemical industry and in the supply chains of chemical production processes.
2. The competitiveness of the industry requires adaptability to new technologies and changing economic conditions, while it shall ensure decent working conditions. The chemical industry plays an important role in restoring pre-crisis employment levels. Vocational education and training and social dialogue represent investments in the development of decent and productive work, by developing and harnessing the knowledge of the workers. Human resource policies should be administered in an integrated manner. Technical evolution should be embraced and used to increase productivity, create employment and improve working conditions without distinguishing between the status of employment relationships.
3. Social dialogue² is paramount in the promotion of decent work and good working conditions, since it allows for inclusive implementation of international labour standards. Social dialogue also allows the social partners to consider national conditions in the promotion of decent and productive work. Employers' and workers' organizations should work together on further improvement of working conditions in the chemical industry and vocational education and training practices.
4. There is a need for structured training for employers and workers, including small and medium-sized enterprises (SMEs). Governments and social partners³ are jointly responsible for such training, and should take into account national conditions and industry requirements.
5. Enforcement of laws and regulations is the responsibility of governments. Social partners have the primary responsibility of complying with laws, and are prepared to collaborate with the governments towards the more effective implementation of the laws.

¹ Decent work is a broad concept, enshrined in the *ILO Declaration on Social Justice for a Fair Globalization*. It was enunciated by the Director-General in 1999 as “opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and human dignity”. The Decent Work Agenda encompasses four strategic objectives, with gender equality as a cross-cutting objective: creating jobs, guaranteeing rights at work, extending social protection and promoting social dialogue. The four strategic objectives are inseparable, interrelated and mutually supportive. The failure to promote any one of them would harm progress towards the others.

² The 102nd Session (2013) of the ILC, Sixth item on the agenda, on the recurrent discussion on social dialogue, concluded (in part): “[S]ocial dialogue has many forms, and collective bargaining is at its heart. Consultations, exchanges of information, and other forms of dialogue between social partners and with governments are also important.”

³ For the purposes of these Points of consensus, the term “social partners” usually refers to workers' and employers' organizations.

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6. It is important that governments legislate and stimulate the formalization of the informal economy and working conditions throughout the sector and its supply chain. As part of this process, social protection should be extended to all workers, irrespective of contractual status and size of the enterprise.
 7. Elimination of corruption is an important element in achieving the goals in promoting decent and productive work in the industry.

Point 2: Addressing occupational safety and health in the chemical industry

8. Occupational safety and health (OSH) is one of the highest priorities for governments, employers' and workers' organizations in the chemical industry. Governments, employers and workers and their representative organizations each have roles and responsibilities in OSH, including providing safety and health training to all workers.
9. OSH is a recognized form of social protection and an important component of corporate social responsibility (CSR), which should be promoted at all levels by governments and social partners. The promotion of good practices can support these efforts if they are adjusted appropriately to national conditions.

The under-reporting of industrial accidents and illnesses is an obstacle to enforcement of OSH in the chemical industry.

10. Public officials, particularly labour inspectors, need to receive specialized training as compliance officers in the chemical industry, and there should be adequate conditions to avoid the loss of trained OSH inspectors to the private sector.
11. The most important tools to improve OSH are the general awareness to OSH training, prevention, research, training, jointly elaborated policies, joint OSH programmes and periodical audits. It requires constant work and turning organizational cultures towards risk reduction. Governments and social partners are jointly responsible for elaborating and implementing these policies through mutually agreeable mechanisms.
12. Legislation and regulation to these ends should not constitute or advance protectionist policies.
13. Training on chemical safety systems such as Safety Data Sheets, the Globally Harmonized System of Classification and Labelling of Chemicals (GHS) and other chemical management systems, should be widely promoted among all the relevant stakeholders in order to improve the compliance of the laws and regulations in the supply chains of the chemicals at global and national levels.
14. The chemical industry's voluntary initiatives have contributed to the improvement of health and safety performance and environmental impact. Successful implementation of voluntary initiatives can be obtained through the meaningful engagement of workers, and respect for the workers' rights to know, to refuse⁴ dangerous work and to participate in OSH processes.

⁴ Article 13 of the Occupational Safety and Health Convention, 1981 (No. 155), states: "A worker who has removed himself from a work situation which he has reasonable justification to believe presents an imminent and serious danger to his life or health shall be protected from undue consequences in accordance with national conditions and practice."

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15. SMEs, with government support, require simple guidelines to meet their OSH obligations, without additional burden, to improve risk management and OSH training.
 16. As agreed at the 2011 tripartite meeting:⁵ where the use of contract and agency labour becomes necessary, chemical and pharmaceutical firms should at all times ensure that national OSH laws, regulations and good practice are applied to this category of workers in accordance with the ILO's fundamental principles and rights at work and relevant international labour standards. Contract and agency workers should enjoy the same fundamental rights at work as the firm's directly recruited workers.

Point 3: Promotion of decent work and sustainability in the chemical industry through voluntary initiatives and corporate social responsibility

17. Voluntary initiatives and CSR provide the means for the chemical industry to benefit society beyond their legally binding obligations and short-term economic benefits. Sustainability is a holistic concept integrating environmental, social and economic dimensions. CSR contributes to sustainability, both in multinational enterprises (MNEs) and SMEs. Employers' organizations continue to provide assistance to enable SMEs to participate in CSR and voluntary initiatives despite their limited resources. Workers' participation in such initiatives in the chemical industry provides CSR with valuable information and accountability.
18. Social dialogue is a dynamic process that allows stakeholders to participate in, and add value to, CSR, including environmental and technological policies. Social dialogue includes all types of negotiation including collective bargaining and global framework agreements, consultation and exchange of information between, or among, representatives of governments, employers and workers on issues of common interest. Each one of these modalities can play a role in successful CSR by allowing information to flow freely within the industry and providing opportunities for social dialogue.
19. Governments and social partners share equal responsibility for making social dialogue and CSR work at all levels and within organizations of all sizes. Governments should create favourable environments for both mechanisms; employers should recognize the role of workers' organizations, and to engage workers in the design and formulation of voluntary initiatives from the outset; and workers are encouraged to take initiatives in the formulation and implementation of the diverse voluntary initiatives and collective agreements. Effective social dialogue depends on the respect for the fundamental rights of freedom of association and collective bargaining; strong, independent workers' and employers' organizations with the technical capacity and knowledge required to participate in social dialogue; political will and commitment to engage in social dialogue on the part of all parties; and appropriate institutional support.
20. The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), *OECD Guidelines for Multinational Enterprises* and the UN's Guiding Principles on Business and Human Rights are important instruments for establishing credible CSR and social dialogue, given the changing infrastructure and emerging supply chains in the chemical industry.

⁵ Conclusions of the Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries (Geneva, 24–27 October 2011), para. 7.

Point 4: Recommendations for future actions by the International Labour Organization and its Members

21. In view of the discussion at the Global Dialogue Forum on Initiatives to Promote Decent and Productive Work in the Chemical Industry, the future actions below were recommended.

Recommendation for action by

22. Governments:

- (a) should ensure an appropriate and enforceable legislative and regulatory framework for social dialogue and to respect human and labour rights;
- (b) are encouraged to ratify and implement ILO instruments including but not limited to: the Chemicals Convention, 1990 (No. 170); the Prevention of Major Industrial Accidents Convention, 1993 (No. 174); and the Occupation Safety and Health Convention, 1981 (No. 155); the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187); and the Asbestos Convention, 1986 (No. 162);
- (c) are encouraged to implement the ILO Decent Work Agenda;
- (d) should implement specific and specialized training programmes for government inspectors, workers and SMEs to ensure enforcement of laws and improve social dialogue;
- (e) should establish forums for sharing of information and benchmarking on new technological changes and innovations.

23. Employers' and workers' organizations:

- (a) should make voluntary initiatives in the chemical industry the subject of constructive social dialogue at all appropriate levels;
- (b) are encouraged to seek and promote a common understanding of sustainability in the chemical industry recognizing its economic, environmental, and social dimensions;
- (c) reaffirm their commitment to the Conclusions of the Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries (Geneva, 24–27 October 2011);
- (d) recognize the importance of a sustainable supply chain in the chemical industry and are committed to seek opportunities for progress.

24. International Labour Office:

- (a) the ILO recognizes and appreciates global level social dialogue in the chemical industry, using all appropriate tools;
- (b) the ILO should promote the establishment of tripartite working groups at regional level to promote the points of consensus of this Forum, to contribute to their implementation by exchanging best practices, taking into account the specific conditions in the region concerned, and to work towards shared commitments to

sustainability. ILO regional offices should play an important support role for these regional working groups;

- (c) the Director-General of the ILO is invited to bear in mind, when drawing up proposals for future work, the recommendations of this Global Dialogue Forum, as well as the conclusions and recommendations made by previous sectoral meetings in the chemical industry, notably the Conclusions of the Tripartite Meeting on Promoting Social Dialogue on Restructuring and its Effects on Employment in the Chemical and Pharmaceutical Industries (Geneva, 24–27 October 2011) and the Recommendations of the Meeting of Experts to Examine Instruments, Knowledge, Advocacy, Technical Cooperation and International Collaboration as Tools with a view to Developing a Policy Framework for Hazardous Substances (Geneva, 10–13 December 2007);
- (d) the ILO should include a perspective on the promotion of decent work in the chemical industry supply chain in the preparations and background reports for the general discussion at the 2016 ILC on the promotion of decent work in global supply chains with the guidance of international labour standards and the Ruggie Principles and existing documents such as the ILO MNE Declaration, the UN Guiding Principles on Business and Human Rights, and the revised *OECD Guidelines for Multinational Enterprises*;
- (e) the ILO should produce guidelines for the implementation of the MNE Declaration to make it more concrete at the regional and sectoral levels;
- (f) in light of the upcoming tripartite meeting of experts on cross-border social dialogue, the ILO should include the perspective and experiences of the chemical industry;
- (g) the ILO should improve the database and knowledge base of the ILO, including good practices and policies concerning OSH in the chemical industry, concerning developing countries with such industries;
- (h) the ILO should continue to provide technical assistance and cooperation, and provide training, including via the ITC, towards promoting decent and productive work in the chemical industry.

Appendix

The ILO, in keeping with the programme of sectoral work for 2014–15, as endorsed by the Governing Body at its 317th Session (March 2013), will:

- (i) organize a regional workshop in Latin America to discuss the restructuring and its effect on employment in the chemical and pharmaceutical industries;¹
- (ii) conduct a research study to analyse technological progress and its impact on employment structure in the glass industry;²
- (iii) as part of its recurrent and statutory work,³ support tripartite constituents in their efforts to promote the ILO Declaration on Fundamental Principles and Rights at Work and its Follow-up (1998) and the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration). The ILO will continue to promote the ratification and effective implementation of the ILO international standards relevant to the chemical industry.

¹ GB.317/POL/5 (appendix – Sectoral advisory body recommendations, para. 6).

² GB.317/POL/5 (appendix – Sectoral advisory body recommendations, para. 7).

³ GB.317/POL/5, para. 15.

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