



ILO-ICA Joint Conference

Cooperatives & Fundamental Principles & Rights at Work (FPRW)

ILO Headquarters, Room II, R3 South
Geneva, Switzerland
24 June 2019

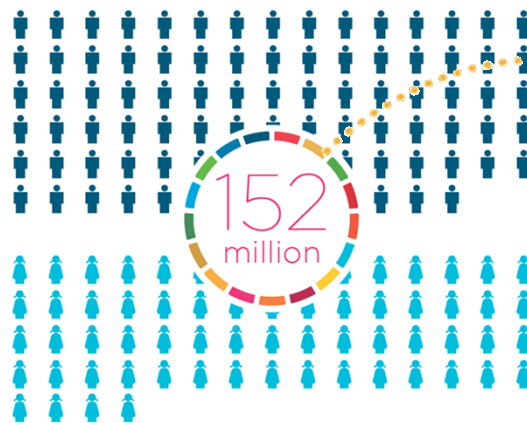
Fundamental Principles & Rights at Work



1. Child labour (Conventions No. 138 & No. 182)
2. Forced Labour (Conventions No. 29 & No. 105)
3. Freedom of Association and Collective bargaining (Conventions No. 87 & No. 98)
4. Discrimination in Employment and Occupation (Conventions No. 100 & 111)

What do we know about child labour?

152 MILLION CHILDREN IN CHILD LABOUR



ECONOMIC ACTIVITY



70.9%
Agriculture



11.9%
Industry



17.2%
Services

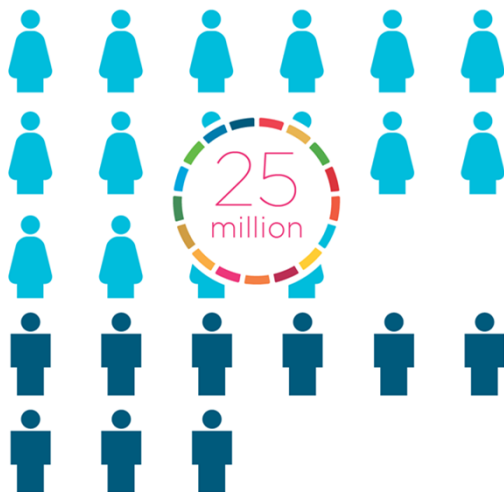
Source: ILO

What do we know about forced labour?



25 MILLION PEOPLE IN FORCED LABOUR

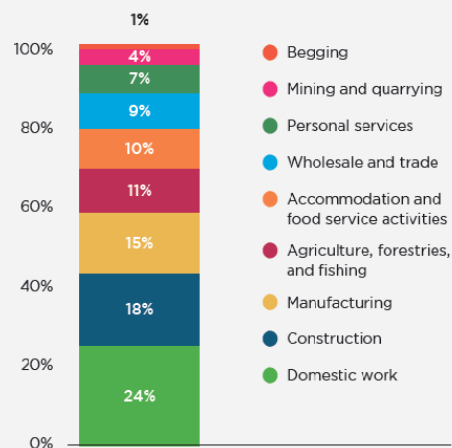
There are 16 million females and 9 million males in forced labour, of which 4.3 million are children.



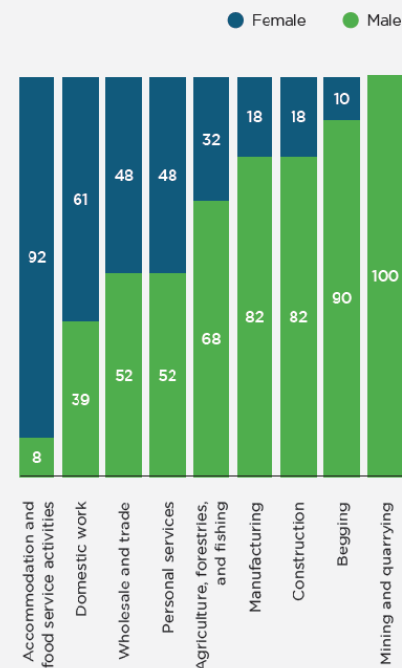
Source: ILO, WWF, IOM

Sector of forced labour exploitation

(a) Sectoral distribution of victims of forced labour exploitation^{(a), (b)}



(b) Sex distribution of victims of forced labour exploitation, by sector of economic activity^{(a), (b)}



How coops fight child labour & forced labour



Child labour:

- Improving conditions of parents by better pay & access to financial services.
- Educating on the risks of CL through coops, apexes & support organizations.
- Providing access to education through setting up kindergartens, schools and scholarships or providing financial assistance to members.

Forced labour:

- Facilitating transition from the informal to the formal economy through cooperatives of domestic workers, construction & mining workers.
- Providing services for survivors of forced labour through social cooperatives.
- Building alliances with anti-slavery and anti-trafficking organizations/networks.

What can coops further do on CL & FL?



- Adopt the 10 principles for business leaders to combat forced labour
- Implement & monitor clear and transparent policies on CL and FL
- Ensure that their own business operations & supply chains are free of child labour
- Engage in community mobilization & awareness-raising campaigns among members & communities
- Support coops & apex organisations in monitoring child labour e.g. indicators
- Larger/stronger cooperatives can monitor members & suppliers

What do we know on discrimination?



- Discrimination based on gender, race, and disabilities remains widespread
- People who experience discrimination on one basis are more prone to face discrimination on other grounds constituting multiple discrimination
- The gender pay gap remains at 23 percent globally
- Indigenous peoples account for 5 per cent of the world's population but 15 per cent of the world's poor. Much of their land is under indigenous customary ownership but only a fraction of it formally or legally belongs to them
- People w/ disabilities constitute 15 per cent of the world's population(1 billion) About 80 per cent are of working age. They have lower rates of employment, revenues and share in full-time jobs compared to people without disabilities

How coops fight dicrimination



- Cooperatives take multiple roles as community actors, service providers, employers that allow them to address discrimination in and beyond the workplace
- Women's cooperatives have proven successful tools to create employment for women and allow for economic and social integration
- Social cooperatives create employment and provide services to people with disabilities & vulnerable populations like migrant, refugees and LGBT
- Cooperatives for indigenous peoples allow access to markets, finances and alternative income sources while preserving cultural heritage

What can further be done on gender inequality



- Increasing access to employment and work for women including through their own cooperatives
- Lifting constraints to their participation in the world of work by promoting equality of opportunity and treatment in cooperatives
- Offering professional development, skills training, and on-the job training opportunities, especially for younger women
- Boosting women's leadership and management opportunities and experiences

What do we know about collective bargaining and freedom of association



- Freedom of association is an enabling right for other FPRW
- Cooperatives can engage in social dialogue as employers or as worker's organizations to deliver services to their members
- Even though cooperatives and trade unions share many values, cooperation has been limited
- Worker buy-outs and collective bargaining agreements have proven the fruitful cooperation between cooperatives and trade unions

What can further be done to support collective bargaining



- Encourage establishing trade unions in cooperatives operations
- Support the establishment of worker cooperatives
- Support worker buyouts through worker cooperatives
- Partner with trade unions of workers in the informal economy to help their members set up cooperatives
- Dialogue with trade unions on role of cooperatives in advancing workers rights in the gig economy

Conclusions



- Ensure that their own business operations & supply chains comply with FPRW
- Adopt an internal policy to comply with FPRW in their business operations and vis-à-vis their workers
- Engage in community mobilization & awareness-raising campaigns on FPRW among their members & within the communities where they operate
- Provide collective voice & negotiation power for members with the public authorities to secure economic and social rights including FPRW
- Promote training programmes for members and workers on FPRW