

Responsible business conduct in China electronics supply chains

Global decent work challenges in the sector

The electronics industry is one of the largest industrial sectors in the global economy. Traditionally dominated by vertically integrated firms, the electronics sector moved towards modular industry structures sometime in the 1980s, as the components required to produce electronic goods became more standardized. Under a modular production, assembly operations can easily be separated from technology development and basic, high-volume components can easily be substituted. This substitutability narrows profit margins in the manufacturing segments, and has led to a high degree of offshoring and outsourcing throughout the value chain as firms seek to lower costs (Duke CGGC 2016). Similarly, as the need for the lead firm to tightly control

and coordinate their supply chains decreased, the relationships between market actors changed from hierarchy to modular governance.

The electronics industry is comprised of three main groups of actors: (i) lead firms; (ii) tier 1 companies consisting of contract manufacturers, which may be engaged in electronic manufacturing services (EMS) and/or original design manufacturing (ODM); and (iii) tier 2 and 3 companies made up mainly of component suppliers. Lead firms outsource non-core activities to contract manufacturers and specialize in their core competencies (e.g., product development, consumer research, branding, and marketing), which are also the most profitable segments of the chain. Most lead firms are located in developed economies, especially Europe, Japan, and the United States.

Lower value-added production activities are outsourced and offshored to global subsidiaries and contract manufacturers, mainly in China and developing economies. Contract manufacturers produce for different lead firms. They manage vast supply chains through the purchase and sourcing of parts and components from a large group of component suppliers. Electronic devices are typically composed of hundreds of thousands of components, and these components, in turn, may consist of countless parts. Complex elements of the electronic goods may be produced in countries where highly specialized hubs are located, but most of the manufacturing and assembling takes place in low-cost, labour-intensive production sites in developing countries (Martin-Ortega 2018).

In the ASEAN region, the labour-intensive production activities are concentrated in Indonesia, Malaysia, Philippines, Thailand and Vietnam. These countries manufacture electrical products such as wires, cables, switchgear and transformers, and perform tasks such as assembly and testing of electronic parts.

The global electronics industry employed 17,430,942 workers in 2021 (Ibisworld 2021). Women workers make up the bulk of the labour force in the global electronics supply chains. In the ASEAN region, the industry generates more than 2.4 million jobs annually (ASEAN-Japan Centre 2021).

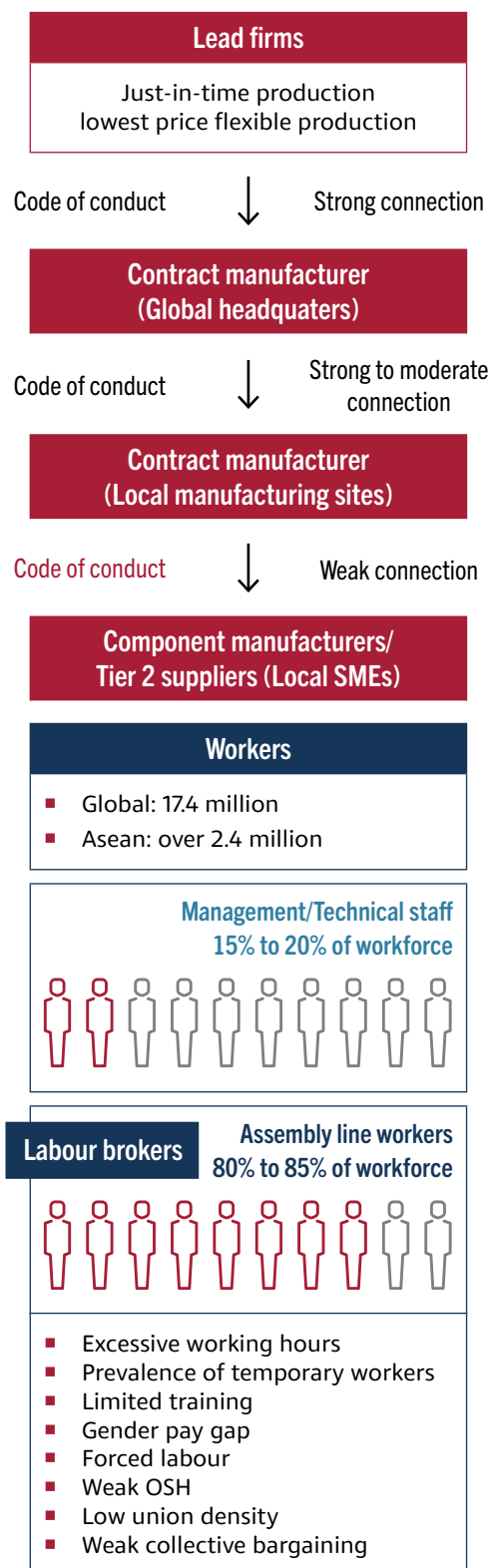
Employment in electronics sector in selected ASEAN countries

Country	Employment		
	Year	Number of workers	Source
Cambodia	2017	Local workers: 12,965; 80% women Foreign workers: 203; 28% women	(Seyhah and Hing Vutha 2019)
Indonesia	2017	337,000; about 80% women	(ASEAN-Japan Centre 2021); (ILO 2019)
Malaysia	2020	575,000; significant number of migrant workers	(Hirschmann 2021)
Philippines	2017	274,000; 70% women	(ASEAN-Japan Centre 2021); (PSA 2018)
Thailand	2016	750,000	(Errighi and Bodwell 2017)
Vietnam	2018	908,000; 80% women	(ASEAN-Japan Centre 2021); (CGFED 2017)
China	2020	13,289,000 workers	(CALSS 2020)

About 80% to 85% of the workers in the electronics sector are in the assembly line processes. The majority of the assembly line workers are women. Male workers are generally assigned in fabrication

and maintenance related tasks. Men generally occupy higher and better paid positions. Women earn on average 16 per cent less than their male colleagues (Villadiego 2017).

Figure 1. Global electronics supply chain: Decent work at a glance



Adapted from: (McFalls 2016)

Although the industry has contributed to economic growth and employment generation in developing countries, it is faced with the following decent work challenges as identified in studies conducted by the International Labour Organization (ILO) and organizations such as GoodElectronics Network, Electronics Watch, Verite, and IndustriAll.

- Excessive working hours with extensive overtime to cope with shorter lead times owing to the use of just-in-time or lean production systems, seasonal demand and volatile sourcing contracts (McFalls 2016).
- Workforces with high percentages of temporary or contract workers to accommodate flexible production demands. The requirement of a flexible workforce translates to a majority of workers without job security or predictability.
- Limited transfer of knowledge, skill, and technology from multinational enterprises to local firms given that most of the wage employment opportunities require low skilled labour. Only on-the-job training is conducted for the assembly line workers.
- Low wages, with a disproportionately higher percentage of women workers severely impacted. Low wages have been the driving force for the continuous shifting of production to lower cost locations (ILO 2016).
- Forced labour, especially in relation to migrant workers. Migrant workers are exposed to exploitation by recruiters, trapped by burdensome debt owed to recruitment agents, and deprived of access to their identity documents.
- Occupational safety and health risks such as: (i) exposure to chemicals; (ii) uncomfortable working positions (e.g., long hours of standing with few breaks); (iii) repetitive work motion; and (iv) eyesight problems. The group of workers most vulnerable to these OSH hazards are the assembly line workers, comprised primarily of women. A common denominator across many of these cases of workers' exposure to hazardous substances is the lack or inadequacy of information provided to workers (Tuncak, González and Örnberg 2018).
- Most workers are not able to exercise their union and collective bargaining rights. Workers also have no access to effective grievance mechanisms. In some producing countries this is due to weak enforcement of the law, while in others freedom of association is restricted by law, or the host country government has not yet ratified nor implemented the core ILO conventions on freedom of association and the right to collective bargaining.

Decent work challenges are prevalent among lower tier suppliers (ILO 2016). Many of the decent work deficits have their root causes embedded in salient features and practices of the industry such as: (i) shorter-time-to-market/short and fluctuating production cycles; (ii) mid-stream changes to orders responding to volatile consumer demand; (iii) minimal brand inventory, resulting in production peaks and troughs; (iv) late orders; and (v) downward price pressure.

The minerals (lithium, gold, tungsten, and cobalt) used in electronic products may also be mined in conditions that violate labour and human rights, as well as cause environmental degradation (Electronics Watch 2018). At the end of the product life cycle, electronic goods become dangerous e-waste containing toxic substances that threaten both the environment and people's health if not properly disposed.

Electronics sourcing was in a turmoil in 2020, especially at the height of lockdowns and movement restrictions to curb the spread of the COVID-19 virus. Contract manufacturers experienced long component production lead times and shortages. On the other hand, the component manufacturers felt erratic demand, leading to erratic supply. Fundamental parts made with legacy technologies experienced shortages. These disruptions revealed the following supply chain management weaknesses: (Peterson 2021)

- The just-in-time supply chain model, which relies on predictability, was slow to adapt to sudden shocks like widespread quarantines.
- Commoditization and product complexity have made offshoring and outsourcing inevitable to remain competitive. However, these sourcing

strategies also contributed to the centralization of manufacturing capacity.

- Reliance on a centralized manufacturing base (e.g., China) make it difficult for companies to procure the components they need in the event of a global supply chain disruption

China: generating decent work in this sector through responsible business practices

The value of China's electronics industry in 2020 reached nearly \$350 billion, which was about 25% of the global assembly value (Research and Markets 2021). China is the largest exporter of electronics products in the world, especially portable computers and mobile phones. As of June 2020, there were 43,981 industrial enterprises in the electronics manufacturing sector, with a total of 13,289,000 workers (CALSS 2020). Manufacturers of electrical machinery and equipment comprised 57% of the enterprises and employed 5,150,000 workers. The remaining 43% of the enterprises were manufacturers of communication equipment, computers and other electronic equipment, and accounted for 8,139,000 workers.

The characteristics of the different tiers of enterprises in the sector are outlined in Table 1. The progressive companies of any tier are most likely to be certified and will have some of the following certificates: ISO 9001, ISO 14001, TS 16949 (Quality Management Systems), Restriction of Certain Hazardous Substances (RoHS), and the Underwriter Laboratories certification (product is safe for use).

Table 1. Characteristics of the different tiers of enterprises in China

Top tier manufacturers	Mid tier manufacturers	Bottom tier manufacturers
■ Large multinational contract manufacturers ■ Multiple sites and very large companies ■ Focus on high volume markets ■ Strong capabilities for printed board assemblies and full assembly ■ Strong management, processes and quality assurance	■ One or two sites per company; sites of various sizes ■ Focus either on large volume with specialized lines or on high mix low volume business ■ Good surface-mount technology/pin through-hole capabilities; some can assemble full systems ■ Wide range of management capability and system	■ Small companies; 1 or 2 surface-mount technology lines ■ No special focus – they often are an extension of a printed circuit board or plastic injection company ■ Have limited sourcing capabilities and assembly capabilities ■ Many companies are loosely managed and with old equipment

Source: (CIS 2022)

The ownership structure of electronics enterprises in China influences work organization and employment relations (Smith and Zheng 2016). The state-owned enterprises are characterized by relatively stable conditions of production, compliance with national law and the presence of a union. The joint ventures tend to copy traditional Western company styles, paying higher wages and investing in skills and education. Individual labour contracts are commonly used but written collective agreements are not the norm. The private

export-oriented manufacturers, which consist of high-end and low-end producers, have divergent wages, working hours, labour intensiveness and more or less hostile managerial regimes. Many of the decent work deficits are prevalent among producers of lower-end products. It should also be noted that provinces and municipalities develop the implementing guidelines and regulations for national labour laws. Therefore, the details of implementation may vary from locality to locality.

Electronics industry in China: Decent Work at a glance	
Employment promotion	13,289,000 workers as of June 2020 - Many of those employed in the assembly plants are rural migrant workers (Van Liemt 2016).
Social security	- More electronics factories are paying their full social security obligations, especially in cities where the government enforces the law more stringently (Electronics Watch 2016). - Employees' social insurance funds, especially those of rural migrants, are often lost in job transfers, even within the same company (Chan, et al. 2021)
Forced labour	Some studies view the internship programme as "forced student labour" (Chan, et al. 2021). Interns perform the same work as employees. They are placed on the assembly line to do overtime and night-shift work. Interns are barred from resigning from internship under threat of expulsion from schools. It should be noted though that the China's labour law on student internships does not allow student interns to work overtime or on night shifts.
Child labour	Enterprises use verification terminals for ID cards to connect with the local Public Security Bureau to verify age of applicants and other information. The prohibition on the employment of children under the age of 16 is generally respected.
Equality of opportunity	- There is a low percentage of women in high-level managerial positions. To increase the proportion of women in the middle and upper levels of management, some companies have organized female leadership training programmes. - To promote the welfare of female workers, many enterprises have set up fully equipped nursing rooms and day-care centres for the children of their employees. - There are reported incidences of employment discrimination against women or persons with certain diseases, such as HIV and hepatitis B.
Security of employment	- All workers are issued a labour contract. Failure to do so entitles a worker to demand for double wages as prescribed in the Labour Contract Law. - The Labour Contract Law guarantees employees the right to an open-ended labour contract after signing two consecutive fixed-term contracts. Likewise, under the Chinese labour law, only a maximum of 10 percent of a company's employees can be part-time workers. There are, however, companies who circumvent the law by outsourcing labour to cut costs and enhance flexibility (Liu, 2014; Gallagher, 2017; Lee, 2019) (Chan, et al. 2021).
Training	Enterprises have training programmes for workers. Many of the enterprises also have internship and apprenticeship programmes.

Electronics industry in China: Decent Work at a glance

Conditions of work and life	■ Non-compliance with the legal requirement for the maximum working hours in a week is often spotted by labour inspection and voluntary CSR audits. ■ Overtime is resorted to by many employees, as this is the only income opportunity that raises monthly wages above the minimum wage level. During peak season, overtime becomes a requirement for fulfilling orders of lead firms (Pawlicki 2016). ■ Migrant workers work long hours and do monotonous work at a rapid pace, often under stressful conditions (Van Liemt 2016). Other health hazards include: (i) poor ventilation; (ii) worker's mental health; and (iii) use of chemical solvents without proper training. ■ Enterprises usually appoint a person or a team to be responsible for OSH. Likewise, OSH training and personal protective equipment are provided to workers. ■ Migrant workers from rural areas live in company-provided dormitories on or near the production site, which facilitates production flexibility (Van Liemt 2016). ■ As per a survey conducted by CALSS, more than 95 per cent of the enterprises surveyed have well-equipped dormitories.
Industrial relations	■ 40.9 per cent of the enterprises surveyed stated that they had set up full-time labour relations coordinators. All enterprises covered in the survey by CALSS have established workers' consultation mechanisms especially in the formulation of workplace rules. More than 90 per cent of the survey respondents have established complaint mechanisms. ■ Although an increasing number of companies have labour relations coordinators and complain mechanisms, trade unions are not very effective in protecting the interests and livelihoods of workers in the electronics sector due to low union density, especially in the case of temporary workers who do not have formal employment contracts (CLB 2020).

Note: Unless specified, source of information was the assessment conducted by the Chinese Academy of Labour & Social Security (CALSS) in 2020.

Global brands generally extend their corporate social responsibility (CSR) or responsible business conduct (RBC) model into their supply chains. The tier 1 companies in China, in turn, require their suppliers (mid-tier manufacturers) to comply with codes of conduct. The enterprises usually set up a CSR department whose main task is to organize the audits required by each buyer and check the compliance of their own upstream suppliers. Some tier 1 companies send their CSR department personnel to directly check compliance of their core suppliers and provide advice on improvements needed, as well as assist in the implementation of corrective measures (CALSS 2020). Tier 1 companies, however, have less influence in subsequent tiers or bottom tier manufacturers that do not receive direct orders from them. It seems that it is not yet the norm among mid-tier companies to require their suppliers to conform with codes of conduct. Generally, the compliance requirement of each brand company only influences its designated production lines, and not the whole factory - especially among the large contract manufacturers, who cater to various brand companies (Electronics Watch 2016), complex supply chains that can comprise multiple tiers, hundreds of supplier locations and thousands of individuals.

The outsourcing of manufacturing of thousands of parts and components, and the assembly of electronic products, has created vast and complex electronic supply chains. The highly modularized production system also means that responsibility for decent work is fragmented. The release of China's Human Rights Action Plan for 2021 to 2025 last September 2021 can help in promoting decent work across all enterprises in supply chains. The sixth chapter of the Action Plan, titled "Participating in Global Human Rights Governance" includes a provision expressing the Chinese government's commitment to promote responsible business conduct in global supply chains in line with the UN Guiding Principles on Business and Human Rights. This will require Chinese businesses to abide with the UN Guiding Principles on Business and Human Rights in their foreign trade and investment, to conduct due diligence on human rights, and to fulfill their social responsibility to respect and promote human rights. The two main domestic CSR tools applicable to China's electronics industry are the GB/T 36000-2015 Social Responsibility Guide and SJ/T 16000-2016 Guide to Social Responsibility in the Electronic Information Industry. The two tools reference national legislation, international standards, and private CSR initiatives.

Good socially responsible labour practices

Apprenticeship system of Bosch Suzhou

In 2007, Bosch established the first apprenticeship training centre in Suzhou, which introduced the German Dual System apprenticeship programme to China. It involves three training parties: Bosch employees, vocational colleges and the German Chamber of Commerce and Industry. All courses are jointly developed by Bosch and its four partner universities. After graduation, apprentices receive a certificate of academic qualification and a certificate of professional qualification (AHK certificate) issued by the German representative office of the German Chamber of Commerce and Industry. Training courses offered include mechatronics, industrial machinery and moulds.

Bosch Suzhou invests nearly 10 million yuan in project funds each year for apprenticeships. Between 2007 and 2018, 593 professional and technical apprentice graduates completed their training. Under the project, the apprentice does not pay any fees, and the Bosch company provides accommodation, transportation subsidies and corresponding insurance. Apprentices also do not have to commit to working at Bosch after graduation. Nonetheless, since the implementation of the project, approximately 85 per cent of the apprentices voluntarily opted to stay at Bosch after graduation.

Source: (CALSS 2020)

Collective negotiation at Nanjing Fujitsu Electronic Information Technology Co., Ltd.

Nanjing Fujitsu Electronic Information Technology Co., Ltd., which was established in 1994, is a Sino-foreign joint venture IT manufacturer, jointly owned by Jiangsu Hongtu High-Tech Co., Ltd., Jiangsu Zijin Group, and Japan Fujitsu Co., Ltd. The company has more than 300 employees.

Fujitsu established a collective wage negotiation system in 1996 and signs a collective wage agreement annually. Every year, the trade union collects employees' opinions and suggestions on working conditions and labour-related policies. Based on the opinions collected, employee representatives and the company's managerial team discuss and negotiate on the key issues of wages. The whole process of collective negotiation takes one to two months. Communication and consultation with employees are also facilitated through channels such as BBS (an electronics forum on the internet), a General Manager Mailbox and a WeChat Group.

Source: (CALSS 2020)

OSH at the Jushi Group

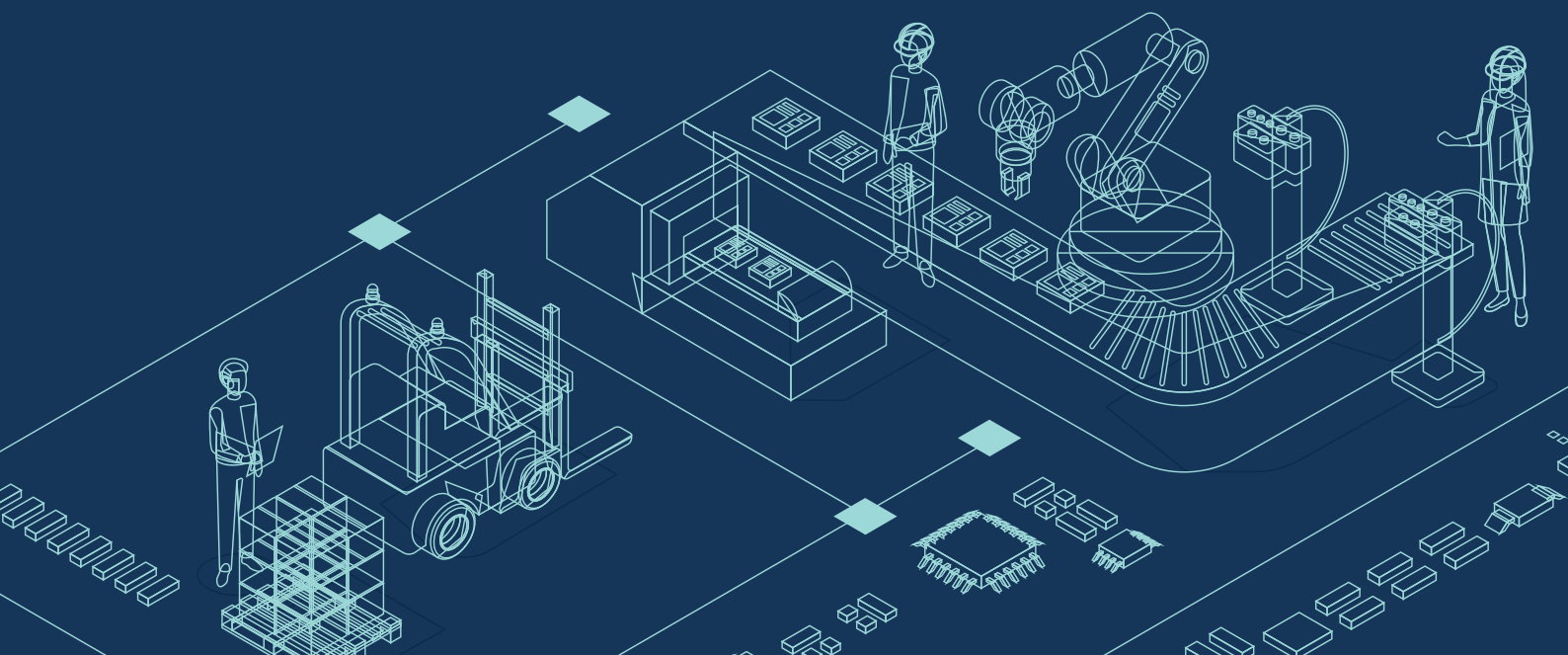
China Jushi Group Co., Ltd., is the world's largest manufacturer of glass fibre. It has its headquarters in Tongxiang Economic and Technological Development Zone, Zhejiang Province. It has 5 production bases and 14 trade-type holding overseas subsidiaries. Products are sold throughout the country and exported to more than 100 countries. Jushi has 11,700 employees worldwide, including 6,600 employees in Tongxiang.

To strengthen OSH implementation in its production units, Jushi appointed 46 full-time OSH officers and 92 workers in different departments as part-time OSH officers in 2017. The Group also signed 598 copies of the "Safety Production Target Management Responsibility Letter". The company conducts regular OSH internal audits in its headquarters and secondary companies, which form the basis for the development of risk control measures and action plans. All risks identified are subsequently rectified.

Jushi promotes safe production by conducting regular OSH training and education. The company has achieved ISO14001:2015 certification for its environmental management system, and OHSAS18001:2007 certification. It has commissioned third-party agencies to monitor on-site noise, dust, toxins, radiation and other substances. Jushi arranged physical examinations for employees who are exposed to occupational hazards both on the job or off duty. Through the three stages of (i) pre-evaluation of occupational hazards, (ii) design of occupational disease prevention facilities and (iii) control of occupational disease hazards, occupational health hazards are reduced from the source (2017 Jushi Social Responsibility Report).

In 2018, Jushi launched a smart remote monitoring system for fires, which is interconnected with the local fire brigade monitoring and alarm system, to achieve real-time fire alarm alerts and remote monitoring to better ensure effective fire prevention.

Source: (CALSS 2020)



The way forward

The ILO MNE Declaration

Corporate social responsibility (CSR) as defined by the International Labour Organization (ILO) is “a way in which enterprises give consideration to the impact of their operations on society and affirm their principles and values both in their own internal methods and processes and their interaction with other actors.” The main guiding instrument regarding the labour dimension of CSR or responsible business conduct (RBC) is the ILO Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy (MNE Declaration), which was adopted in 1997 and most recently updated in 2017. The MNE Declaration sets out principles in the fields of general policies, employment, training, conditions of work and life and industrial relations which governments, employers and workers organizations and multinational and national enterprises are recommended to observe on a voluntary basis.



How a company relates with its workers, suppliers, host communities, and the marketplace can greatly contribute to the sustainability of its business success. For companies to stay productive, competitive, and relevant in the face of rapid globalization, they have to become environmentally viable and socially responsible. Labour related CSR entails companies taking responsibility for their impacts on decent work throughout their operations and with their business partners and identifying ways to enhance their positive contribution to decent work in dialogue with their workers, suppliers, host communities, and buyers. Responsible businesses create social value by addressing needs and challenges of their stakeholders while simultaneously creating their own economic value.

Since 2018 the Responsible Supply Chains in Asia (RSCA) programme has worked with the Ministry of Human Resources and Social Security (MOHRSS), China Enterprises Confederation (CEC), and All-China Federation of Trade Union (ACFTU)) to promote responsible labour practices aligned with the principles of ILO MNE Declaration. The programme implemented various activities at the national and provincial levels through various training workshops, particularly for labour inspectors, enterprises, and other stakeholders. The programme also engaged future business leaders in collaboration with the Capital University of Economics and Business (CUEB) and the Chinese Academy of Labour and Social Security (CALSS). The activities laid down a strong foundation for fostering a better understanding of responsible labour practices and International Labour Standards, and their application in business

operations. The programme also organized a series of events,¹ during which tripartite constituents shared good CSR/RBC practices and developed recommendations on how to further promote adherence to internationally agreed CSR/RBC principles by enterprises in the textile and apparel supply chains:

The policy recommendations outlined below are aimed at fostering the integration of socially responsible business practices as a core part of the social and economic recovery from the COVID-19 crisis of the textile supply chains in China. These policy recommendations are based on emerging good practices of MNEs sourcing in China, electronic enterprises, and government as well as proposals put forward by participants during the abovementioned RSCA events.

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- 1 a) Advancing International Labour Standards and Socially Responsible Labour Practices on the “Belt and Road”: 2 November 2021
 b) Responsible Business Conduct (RBC) for a sustainable and resilient recovery”, which took place as part of the Boao Forum for Asia - Global Economic Development & Security Forum Conference: 18 – 20 October 2021
 c) ILO-MOHRSS Workshop on Responsible Labour Practices for Enterprises in Supply Chains: 3 – 4 August 2021
 d) ILO-EUROCHAM Webinar on Promoting Sustainable Trade and Investment Through Corporate Social Responsibility and International Labour Standards: 25 March 2021
 e) Responsible Labour Practices Forum in Chengdu: 14 November 2019
 f) ILO-EUROCHAM Roundtable, Promoting Decent Work and Responsible Business Practices in Global Supply Chains: 15 November 2019
 g) CSR policy workshop: 25 October 2019

Policy recommendations	Stakeholders
a) MNEs, electronic enterprises, and the provincial and municipal government units should endeavour to promote a coordinated approach to socially responsible labour practices through intra-firm and interfirm social dialogues and forums. This will help prevent competitive pressures from eroding labour standards, promote chainwide social upgrading, and reduce compliance and reporting burden and costs. A coordinated CSR/RBC approach can potentially provide opportunities for global buyers to pool resources to advance improvements in working conditions in their shared factories.	■ MNEs ■ Top tier suppliers ■ Chinese Electronics Standardization Association (CESA) ■ EuroCham China ■ Government
b) ILO and international partners in collaboration with CESA, MNEs, and MOHRSS should build the capacity of suppliers across all tiers to implement socially responsible practices in supply chain management. This can include the following interventions: ■ Supporting the development of a due diligence system, processes, and tools that can be shared across enterprises to ease the burden of compliance and facilitate sharing of emerging good practices. Parallel to this, building capacity of enterprises to integrate due diligence findings into procurement and other business decisions. ■ Developing and/or strengthening platforms (e.g., roundtable discussions, web portals, social dialogues, etc.) to facilitate information sharing and discussions, where companies, trade unions, providers, and governments can acquire CSR/RBC knowledge such as the fundamental concepts and guidelines, practical implementation measures, outcome measurement, etc. These information sharing and discussion platforms can also provide opportunities to collectively address underlying causes of non-compliance to labour standards and systemic risks present in the electronic supply chains. ■ Providing training and technical assistance to enterprises on responsible business practices. To begin a dialogue on CSR upgrading and to catalyse action, it is important to identify issues that enterprises could readily connect with (e.g., reducing incidence of labour strikes, labour cases, fast turnover of workers, etc.) as entry points.	■ ILO and international partners ■ CESA ■ MNEs ■ EuroCham China ■ MOHRSS
c) ACFTU with the support of ILO should build the capacity of trade unions to actively participate in upgrading CSR/RBC implementation at their workplaces, parallel to improving their access to grievance mechanisms and remedy that guarantee non-retaliation against workers.	■ ACFTU ■ ILO
d) MNEs should make binding agreements with suppliers to respect freedom of association. Top tier suppliers should cascade such agreement across their supply chain.	■ MNEs ■ Top tier suppliers
e) ILO and international partners should develop capacity of providers (civil organizations, academe, private providers, financial services providers) to provide services necessary for companies to upgrade CSR/RBC implementation.	■ ILO and international partners
f) Provincial and municipal government units should formulate implementing guidelines of national labour laws that foster socially responsible labour practices without eroding their ability to attract foreign direct investment.	■ Government
g) ILO and international partners should support governments and employers' organizations to design and implement schemes that identify and reward companies implementing socially responsible labour practices. Parallel to this is the need for a harmonized transparent assessment and reporting instruments and standards to reduce the reporting burden on enterprises as well as facilitate the building of a solid business case for CSR.	■ ILO and international partners

For more information:

MNE Declaration web portal – www.ilo.org/mnedeclaration

ILO-OECD-OHCHR responsible Supply Chains in Asia: Thailand - https://www.ilo.org/asia/projects/WCMS_678345/lang--en/index.htm

Labour Standards in Global Supply Chains: An ILO training module for SMEs and other enterprises
https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/instructionalmaterial/wcms_725761.pdf

ILO Helpdesk for Business on international labour standards (www.ilo.org/business)
How to align corporate policies and practices with International ILS and build good industrial relations

Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/--multi/documents/publication/wcms_094386.pdf
https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_684935.pdf

Responsible Business: Key Messages from International Instruments
https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/publication/wcms_724747.pdf

Labour Issues in CSR: Examples from the ILO Helpdesk for Business Q & A
https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/documents/instructionalmaterial/wcms_740229.pdf

ILO company-union dialogue facilitation
https://www.ilo.org/empent/areas/mne-declaration/WCMS_572115/lang--en/index.htm

Measurement for the employment and labour-related impacts of the Multinational Enterprises (MNEs)
https://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_620788.pdf

The ILO MNE Declaration: What's in it for Workers?
https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_627351.pdf

Engaging multinational enterprises on more and better jobs
http://www.oit.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_175477.pdf

Responsible business -- labour standards in global supply chains
<https://www.itcilo.org/courses/responsible-business-meeting-labour-standards-global-supply-chains> - rolled out together with the ILO SCORE programme, targeting SMEs in global supply chains (enhance manager-workers workplace cooperation)

Responsible Supply Chains in Asia (RSCA) Programme in China

www.ilo.org/rsca

The “Responsible Supply Chains in Asia” (RSCA) programme (RAS/16/13/EUR) is a programme developed by the European Union together with the International Labour Organization (ILO) and the Organisation for Economic Co-operation and Development (OECD). The programme promotes corporate social responsibility (CSR) / responsible business conduct (RBC) with regard to the environment, decent work and the respect of human rights.

This initiative is a part of the EU’s long-standing commitment to promote human rights, decent work and sustainable development, a pledge underpinned by the EU Treaties and reinforced in the European Commission’s trade policy strategy of 2015 “Trade for All”. It falls in particular under the Commission’s commitment to identify opportunities for responsible supply chain partnerships and the EU’s strategic approach to responsible business conduct, which is based on internationally agreed principles and guidelines. It will also contribute to the EU strategic approach to CSR/RBC as put forward in the Commission 2011 Communication “A renewed EU strategy 2011-14 for Corporate Social Responsibility.”

The four-year programme (2018-2021), carried out in collaboration with Japan, China, Myanmar, Philippines, Thailand and Vietnam, has two broad objectives to:

- a) Promote smart, sustainable and inclusive growth by ensuring that investors and businesses have a better understanding of corporate social responsibility;
- b) Create policy environments conducive to promoting responsible business conduct and increased opportunities for dialogue.

The programme in China is making an impact in a number of areas, including through:

Establishing a framework for the promotion of decent work in global supply chains between the ILO and the Ministry of Human Resources and Social Security (MOHRSS).

Hosting technical conferences, including with the MOHRSS, on the role of implementing socially responsible labour practices in furthering China’s development as a central play in global supply chains.

Working with the Chinese Academy of Labour and Social Security to map business practices on social responsibility in targeted industries, and assess the awareness levels in Ministries, worker and employer organisations.

Promoting inclusion of responsible business practices in industrial policies and working with the Chamber of Commerce of Metals Minerals & Chemicals Importers & Exporters, China National Textile and Apparel Council, China Electronics Standards Association to implement RBC due diligence.

Working with the Ministry of Commerce as well as the Ministry of Industry and Information Technology to promote the exchange of good practices on enabling responsible business conduct.

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