



FOR INFORMATION

SECOND ITEM ON THE AGENDA

InFocus Initiative on corporate social responsibility (CSR)

(b) Corporate social responsibility training offered by the International Training Centre of the ILO

1. During its 294th Session (November 2005), the MNE Subcommittee requested to be updated on the activities of the International Training Centre (ITC) of the ILO, Turin, concerning CSR.¹ The following information has been provided by the ITC.

What the Centre is doing

2. Annually since 2001, the Centre has been regularly offering a series of training activities – either stand alone or as part of a wider programme – directly or indirectly associated with corporate social responsibility (CSR). Three of the Centre’s technical programmes, namely: (i) enterprise development; (ii) standards and fundamental principles and rights at work; and (iii) workers’ activities, have been involved in training related to:
 - socially responsible enterprise restructuring;
 - the Global Compact management training programme on labour principles;
 - international labour standards, productivity improvement and enterprise development;
 - international labour standards and globalization; and
 - international instruments for the protection and promotion of workers’ rights in globalization.
3. In close cooperation with ILO/MCC, training is being offered on “socially responsible enterprise restructuring”. During the last 15 years, downsizing and restructuring of enterprises has inflicted significant job losses and the closure of social services in many

¹ GB.294/10, para. 57(g).

communities, especially in the transition economies of the Russian Federation and CIS countries. Enterprise restructuring can be done in a way that reduces the negative impact on employees and the communities in which they live, and promoting good employment practices in enterprise restructuring is the Centre's aim.

4. The United Nations Global Compact was selected as a topic for training because it enshrines the ILO's fundamental principles and rights at work, and because the Centre has received specific requests from multinational enterprises to train managers on the Global Compact. Bearing in mind that enterprises voluntarily adhere to the Global Compact, it is an ideal instrument for promoting the ILO's core labour principles to company managers in the private sector. This training is prepared and implemented in close collaboration with ILO/MCC and ILO/MULTI.
5. CSR is also a good entry point to sensitize and train managers of private sector companies on international labour standards. It is also one of the banners under which the Centre can disseminate the conclusions and lessons arising from the report of the World Commission on the Social Dimension of Globalization.
6. From the perspective of workers' organizations, CSR is a good entry point to explore the opportunities for safeguarding and advancing workers' rights in the context of globalization.

Training materials

7. The Centre's Standards and Fundamental Principles and Rights at Work Programme is currently developing a training manual on CSR, the Global Compact, the Tripartite Declaration and the OECD Guidelines for Multinational Enterprises, at the request of the ILO's "Sustainable development through the Global Compact" project, managed by ILO/MULTI. The manual provides an overview of the topic of CSR and analyses the labour-related content of the three abovementioned instruments, providing examples of good practices.
8. The Multinational Enterprises Programme of the ILO has also collaborated with the Centre in delivering two-day courses on international labour standards, the Global Compact, the Tripartite Declaration and the OECD Guidelines for Multinational Enterprises as part of the Master's programme on "corporate social responsibility" organized jointly by the Universities of Florence, Pisa and Siena.
9. As far as socially sensitive or socially responsible enterprise restructuring is concerned, two recent ILO books "Corporate success through people" and "Restructuring for corporate success" form part of the reading requirements. Specific additional materials have been developed in English and Russian.
10. There is an extensive PowerPoint presentation in English, Spanish and Italian on the topic of "International instruments for the protection and promotion of workers' rights".

Planning for 2006 and 2007

11. In the forthcoming biennium the Centre plans, in close cooperation with the responsible ILO units, to offer CSR-related activities according to the following schedule:

- socially sensitive enterprise restructuring: four activities per year, of which one open course and three custom-made programmes;
 - international labour standards and globalization: one interregional course and one subregional course per year; and
 - international labour standards, Global Compact, the Tripartite Declaration and the OECD Guidelines for Multinational Enterprises: annually, a two-day module as part of the Master's programme on "corporate social responsibility".
- 12.** At the same time, CSR-related issues are covered in many of the Centre's other programmes.
- 13.** In close consultation with ILO/MULTI, ACTRAV and ACT/EMP, the development of the training modules on CSR, the Global Compact, the Tripartite Declaration and the OECD Guidelines are being completed. These can be used in existing or yet to be developed training programmes.
- 14.** Currently, the Centre is engaged in a process of consultation with constituents about whether to invest in the development of new training courses on CSR and, if so, what the precise topics should be. Ideas under consideration include designing curricula on "standards and best practice regarding the development and formulation and application of private voluntary initiatives" by enterprises, and a course for managers of multinational enterprises on strategies, policies and practices based on CSR, which will improve job quality in supplier and subcontracting firms.

Geneva, 20 January 2006.

Submitted for information.