

National Industry Dialogue for responsible and sustainable electronics supply chains in Indonesia

Session 4: Building Effective National Frameworks

- What can Indonesia learn from other countries?

28 November 2024

Josée Laporte, Multinational Enterprises and Responsible Business Conduct Unit, ILO

Advancing social justice, promoting decent work

► Applying the ILO MNE Declaration in the electronics sector

Decent work in electronics: Guidance from the ILO MNE Declaration

Skills development

Governments

- ▶ in cooperation with all the parties guidance, closely linked with emp

Enterprises

- ▶ should provide training for all lev the development policies of the
- ▶ **should participate in progr development as well as pro available** [paragraph 39]
- ▶ **should afford opportunit experience** [paragraph 40]

Examples

Apple's Supplier Employee Education and Development (SEED) programme is designed to empower local management and employees within its supplier network.

- ▶ Apple conducts workshops on advanced manufacturing techniques to help managers and workers understand the latest technologies and best practices in the industry.
- ▶ Managers can earn certifications in specialized technical areas, which not only enhance their expertise but also their credibility and career prospects within the industry.



Decent work in electronics: Guidance from the ILO MNE Declaration

Occupational safety and health

Governments

- ▶ should ensure that both multinational and national enterprises provide adequate safety and health standards and contribute to a prevention culture including taking steps to prevent violence at work and attention to workers who have been victims of occupational accidents.

Enterprises

- ▶ **should maintain highest standards and related protective measures as good practice observed in the electronics industry** to prevent industrial safety and hazards.
- ▶ **should cooperate with international and national authorities, workers and trade unions and reach agreements with representatives of workers**

Examples

- ▶ Provides role-specific training with continuous updates to cover the latest safety standards, new hazards, and protective measures for evolving products and processes.
- ▶ Continues quarterly, trackable Safety TALKs to encourage proactive one-on-one discussions between managers and employees on various safety topics.
- ▶ Organises year-round multimedia 'Safety Always' campaigns at multiple sites, featuring experts who share new perspectives and best practices on health and safety.



Decent work in electronics: Guidance from the ILO MNE Declaration

Social protection

- Governments** ▶ should establish and maintain, as applicable, social protection floors as a fundamental element of their national social security systems; and develop systems of social security that progressive and comprehensive, guided by ILO social security standards.
- Enterprises** ▶ could **complement public social protection** including through their own employee benefit arrangements.

Examples

- SAMSUNG**
- ▶ Provides extensive health insurance for employees and their family members, including dental and vision care, as well as critical illness coverage and long-term medical care.
 - ▶ Offers enhanced retirement plans, including company-funded retirement savings accounts that provide additional financial security for employees post-retirement, as well as financial planning services.

Decent work in electronics: Guidance from the ILO MNE Declaration

Workplace harassment

Governments

- ▶ should ensure that both multinational and national enterprises provide adequate safety and health conditions and health cultures, including training systems, and that compensation is provided to workers who have been victims of occupational harassment.

Examples

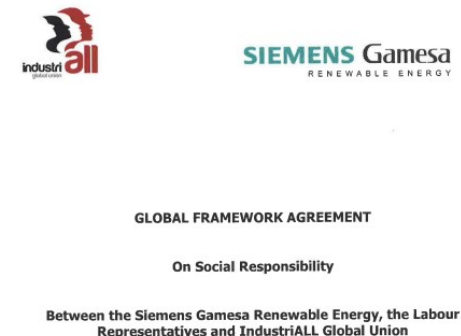
- ▶ Enforces a strict zero-tolerance policy on all forms of harassment for employees, contractors, and suppliers.
- ▶ Provides training for employees and suppliers on recognizing and preventing harassment, including education on their rights and reporting mechanisms.
- ▶ Establishes confidential reporting channels, including hotlines and online systems, where employees can report instances of harassment without fear of retaliation.



References to the MNE Declaration in global framework agreements

“ The Group’s commitments extend to countries that have not yet ratified these [ILO] conventions. The signatories will be able to promote them to professional organisations and the competent local authorities, drawing on their experience of applying them within companies belonging to the Siemens Gamesa Group and its supply chains. The Siemens Gamesa Group also refers to the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, as updated in 2011, the UNGPs (2011) and the **ILO Tripartite Declaration on Multinational Enterprises**.

Global Framework Agreement on Social Responsibility between the Siemens Gamesa Renewable Energy, the Labour Representatives and IndustriALL Global Union



Operational tools to stimulate uptake of the MNE Declaration and its principles

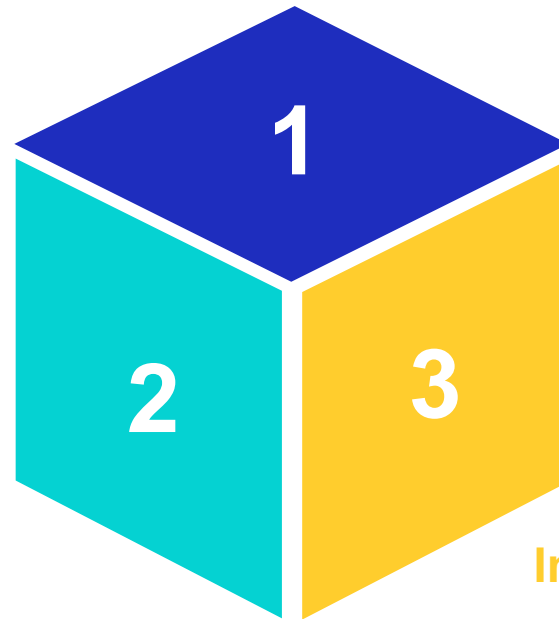
In what ways can we utilise those to harness responsible business conduct in the electronics industry



MNE Declaration new Annex II: Operational tools

Company-union dialogue

- ▶ When a company and a union voluntarily agree to take advantage of using the dialogue facilities offered by the ILO for discussion on issues of mutual concern



Promotion

- ▶ Governing Body
- ▶ Regional follow-up
- ▶ National level/tripartite-appointed national focal points
- ▶ ILO technical assistance; and information and guidance from the [ILO Helpdesk for Business](#)

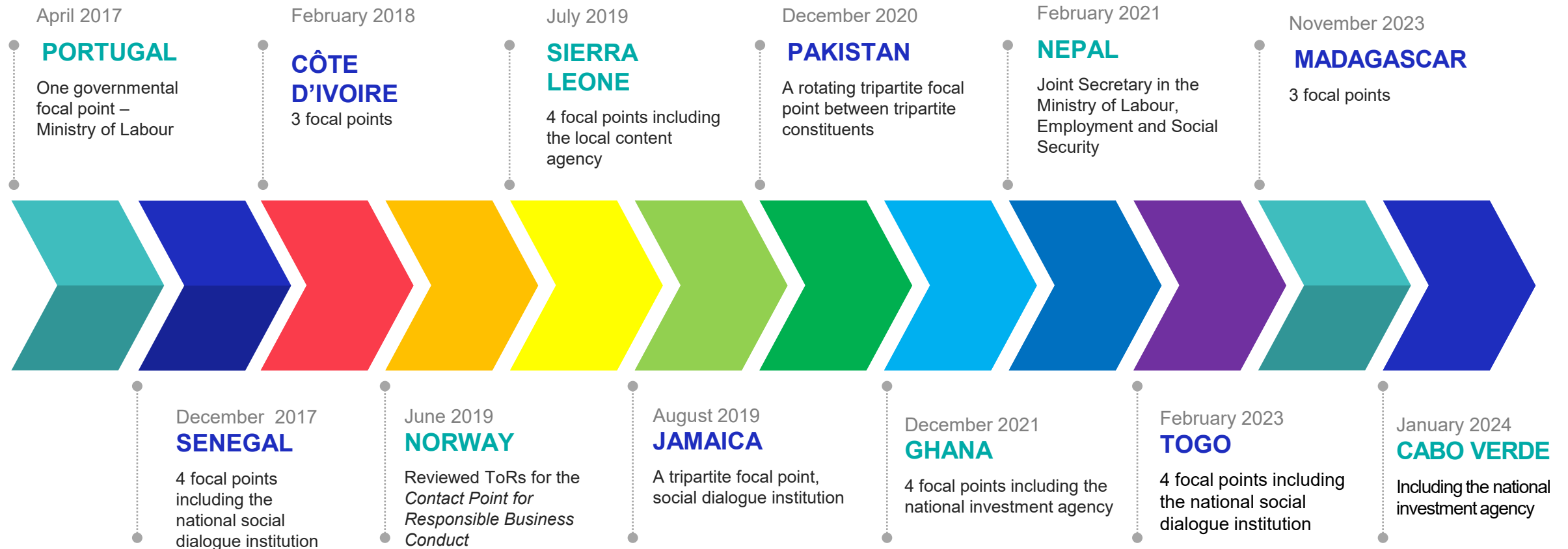
Interpretation procedure

- ▶ Governing Body to resolve a disagreement of the meaning
- ▶ Application of the principles in a real situation

Tripartite appointed national focal points

- ▶ **Governments, employers and workers are encouraged to appoint national focal points on a tripartite basis** (taking guidance from Convention No. 144) to promote the use of the MNE Declaration, whenever appropriate and meaningful in the national context.
- ▶ **Proposed promotional activities for national focal points include:** awareness raising; capacity building; information materials in local languages; and tripartite-plus dialogue platforms (tripartite constituents and multinational enterprises) + dialogue between home and host countries.
- ▶ The ILO offers support to member States and to establish national focal points and to develop their promotional and dialogue facilitation activities on the MNE Declaration.

12 ILO Member States have appointed national focal points for the promotion of the MNE Declaration



ILO support to enterprises: company-union dialogue

Where a company and a union voluntarily agree to take advantage of using the facilities of the ILO to meet and talk, without prejudice, the Office will provide a neutral ground for discussion of issues of mutual concern.

**Strictly
confidential**

**Consensus-
based**

Non-binding

**Joint
participation**

- ▶ If requested, ILO provides technical inputs and/or facilitates dialogue.
- ▶ ILO identifies and maintains a list of qualified facilitators, and if necessary, provides support to ensure that they execute their functions effectively.



International
Labour
Organization

ILO Company-Union Dialogue:

An operational tool of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration)

Questions and Answers

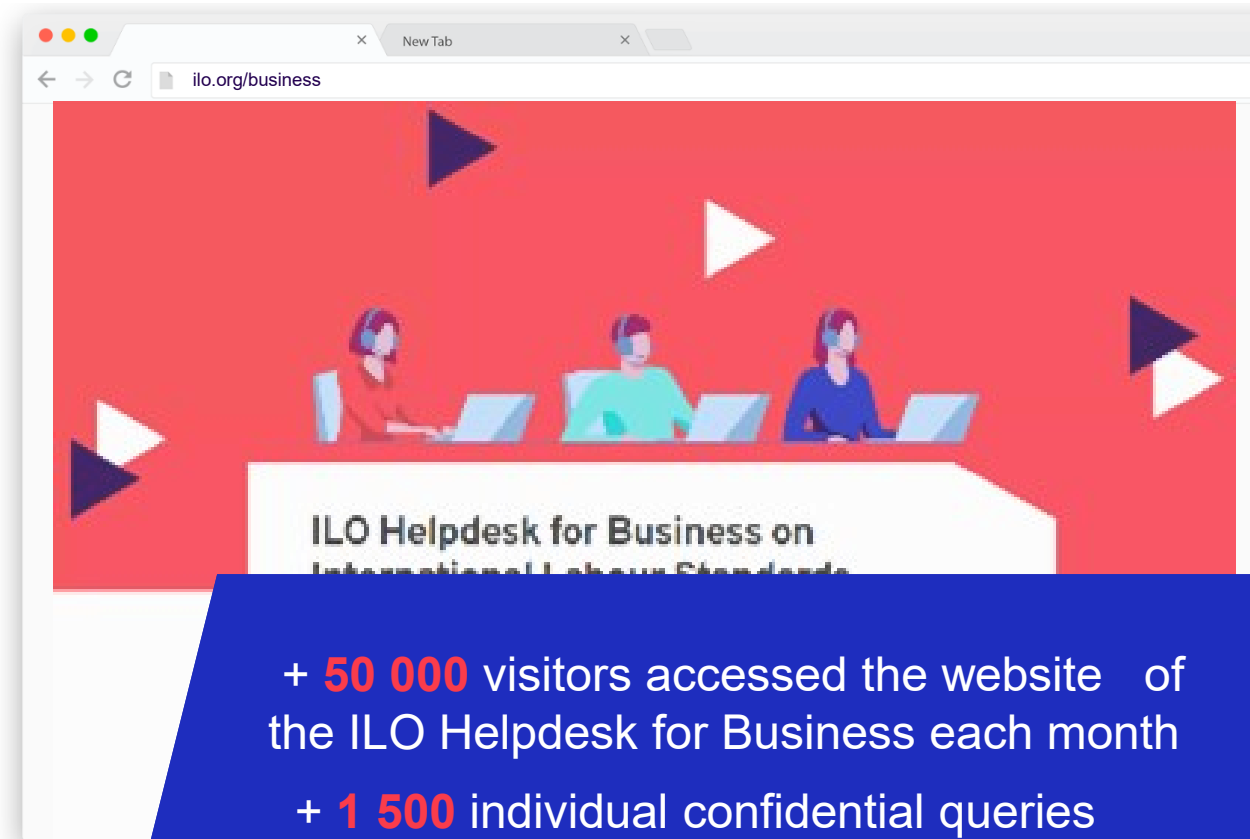
Multinational Enterprises and Enterprise Engagement Unit

May 2021

ILO support to enterprises: ILO Helpdesk for Business

- ▶ Free and confidential expert advice service for individual questions
- ▶ For companies, trade unions and others seeking information on the application of principles of ILS and the MNE Declaration to company operations
- ▶ Dedicated website organized by topic with Q&As, tools and resources, training opportunities, engagement through ILO business platforms - to help them put the principles of the MNE Declaration into practice.

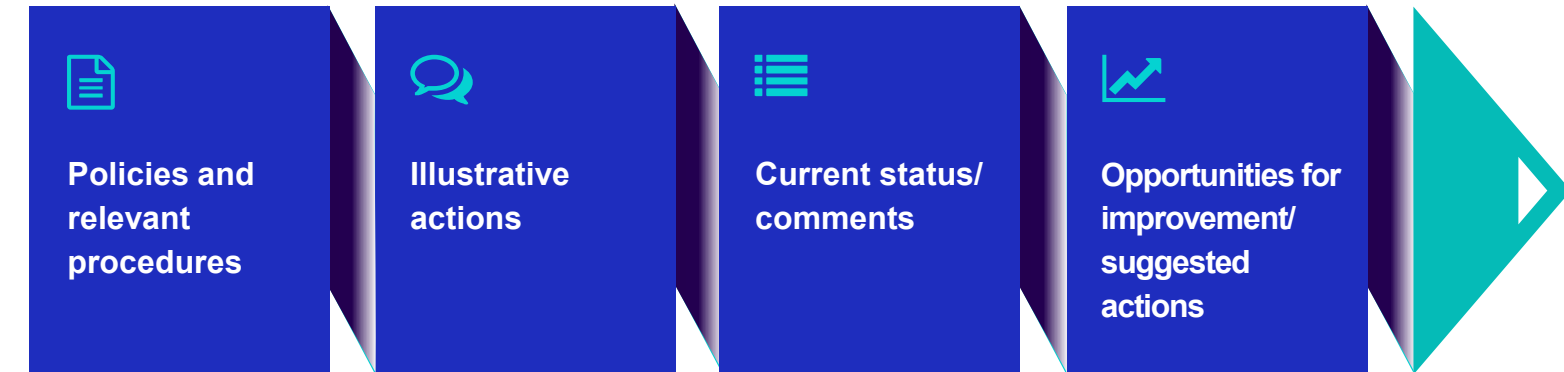
www.ilo.org/business and assistance@ilo.org



+ **50 000** visitors accessed the website of the ILO Helpdesk for Business each month

+ **1 500** individual confidential queries have been answered

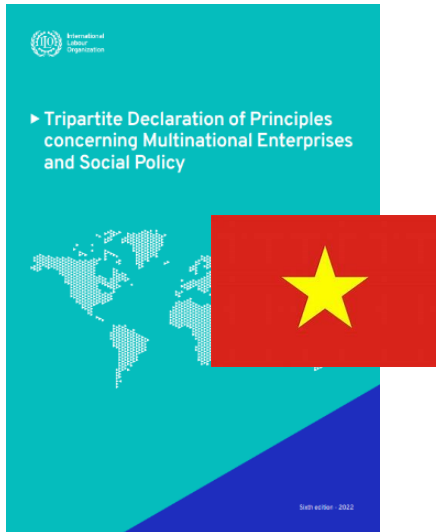
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► Translating the MNE Declaration into national action : country examples

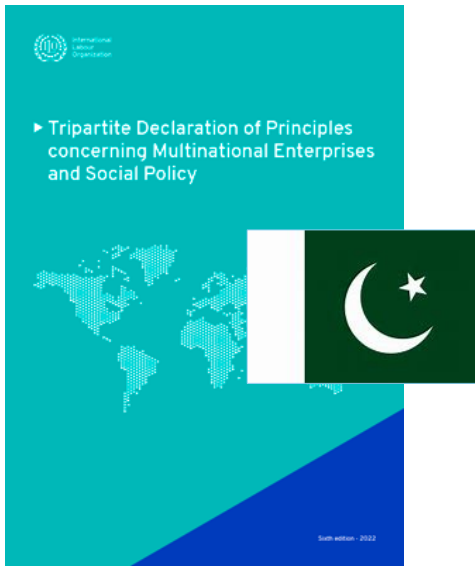


Vietnam



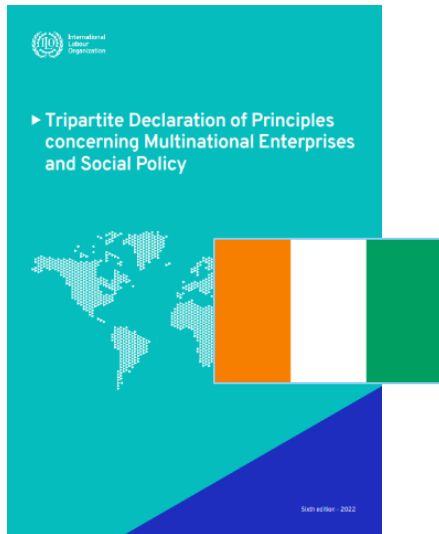
- ▶ A number of studies on job creation and working conditions, compliance with national legislation, and workers' skills were conducted in the framework of an ILO project funded by Japan.
- ▶ Working Group to promote sustainable and responsible practices in the **electronic sector** was created.
- ▶ The ILO facilitated dialogue between home countries and host countries of MNEs.
- ▶ A joint work plan was adopted at the occasion of a high-level tripartite dialogue ensuring greater coherence at the political level and interdepartmental coordination.
- ▶ A **business coalition on CSR** made up of industrial providers was created under the national employers' organization.
- ▶ The **Ministry of Labour developed a strategy** to improve workers' conditions in the electronics sector. **Regional dialogues** were organized to address topics like overtime work, wages, employment contracts, and maternal health. **Labour inspections were increased.**
- ▶ Collaboration between policy-makers, employers, and training institutions to modernise the capacity-building system was established.
- ▶ **Led to the creation of a national dialogue platform on CSR.**

Pakistan



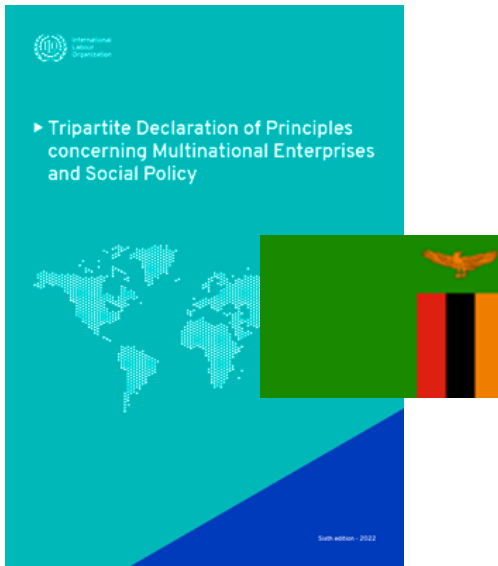
- ▶ Appointed in December 2020. The first country in the Asia-Pacific region to appoint a national focal point for the promotion of the MNE Declaration.
- ▶ A **three-year rotating tripartite focal point** has been established, with the Employers' Federation of Pakistan serving the first term (2020-2023). The Workers' Federation is serving the second term (2023-2026), followed by the Government.
- ▶ Appointment comes after tripartite consultations and technical support of the ILO in the sports good industry.
- ▶ In 2023, the national focal point conducted a series of activities to promote the principles enshrined in the MNE Declaration, such as:
 - ▶ **Organizing four tripartite meetings** to promote the MNE Declaration in different regions: Lahore, Karachi, Peshawar, and Quetta;
 - ▶ **Raising awareness and building the capacity** of employers on the principles of the MNE Declaration in Lahore's automotive and Faisalabad's textile sectors;
 - ▶ **Organizing a bilateral dialogue and consultation** with employers on enterprise sustainability, workers' protection, and responsible business conduct in the context of investment facilitation; and
 - ▶ **Facilitating communication**, including the translation of the MNE Declaration into local languages, and enhancing social media engagement for advocacy and showcasing the work.
- ▶ **Adopted the National Action Plan on Business and Human Rights (2021-2026) referring to the ILO MNE Declaration**

Côte d'Ivoire



- ▶ **Working Group on “Enterprises and youth employment” under the national employer’s organization** using the MNE Declaration as a framework to engage with enterprises on youth employment
- ▶ **Three national focal points designated** in February 2018: Ministry of Employment and Social Protection (Director-General of Employment), and employers’ and workers’ organizations: formal correspondence (2018) then ministerial decree (2022).
- ▶ A five-day training session in 2018 was dedicated to strengthening the capacity of national focal points.
- ▶ The focal points developed a National actions plan for the promotion of the MNE Declaration for which the government focal point is playing the coordinating role.
- ▶ The National actions plan was presented during a National Forum for the promotion of the MNE Declaration (Abidjan, December 2018) - current focus of the actions plan is **youth employment**.
- ▶ **Alternate focal points and associate focal points** have been appointed.
- ▶ **Creation of a working group to promote the MNE Declaration, in which all workers’ organisations are represented.**
- ▶ Dialogue for the forestry sector based on the MNE Declaration approach in 2022.

Zambia



- Frustration of local populations since the number of jobs created remains limited.
- Recommendations of the MNE Declaration: MNEs that operate in the **mining sector** could establish commercial links with local enterprises and therefore have a positive impact on job creation and enterprises development.
- A series of studies have been conducted to identify the means to mobilize mining companies for local development.
- The ILO facilitates dialogue between the government, employers and workers' organisations, and mining companies.
- A high-level tripartite dialogue has been organised to which mining companies and development agencies were invited.
- **Establishment of the Tripartite Partnership Committee for the mining sector (sub-committee of the Tripartite Consultative Council)** to strengthen industrial relations and compliance with legislation.
- **Action plans have been developed to translate the principles of the MNE Declaration into action.**



Multinational Enterprises and Responsible Business Conduct Unit (MULTI/RBC)

- ▶ www.ilo.org/multi
- ▶ multi@ilo.org