

Responsible business conduct in the Philippines agri-food sector

Global decent work challenges in the sector

Global supply chains (GSCs) connect producers of food to consumers across the world. In many developing countries, agri-food GSCs shape the outcomes for the agriculture and food sectors, with GSC participation a driver of sector development and growth (OECD 2020). It is estimated that about 2.6 billion people around the world rely on agriculture for their livelihoods (Lim and Kim 2021). The share of the agriculture sector to global labour has steadily declined largely as a consequence of the advancement of agricultural technologies and the growth of other sectors. The percentage share of agriculture to global employment decreased from 43.70% in 1991 to 26.76% in 2019 (World Bank 2021). However, while the numbers of people

working in agriculture are estimated to decline over time, it is the main source of employment for rural population in developing countries. Women account for more than 40% of the workforce. The creation of decent employment within agriculture is an essential driver for rural development and reduction of poverty.

Employment in the sector consists mainly of: (i) self-employment, which is often in informal, smallholding farming; and (ii) wage labour, frequently on temporary contracts. In many countries, agriculture is still dominated by family farms, where household members including children provide labour, oftentimes unpaid, at different times of the year. Migrant workers constitute a large proportion of the workforce in plantations and processing companies.

Many of the smallholder farmers perform casual wage work on other farms or plantations to supplement their meagre incomes. The incomes of farmers are also subject to uncertainties imposed by the weather, risks of pests and diseases, fluctuating prices, and other factors. Low farm productivity and, consequently, low income among farmers is closely linked to lack of access to finance and extension services.

Agriculture is characterized by seasonal labour peaks, where large number of workers may be hired for relatively short periods such as during the planting and harvesting seasons. This seasonality of work also extends to the processing sector although food manufacturers generally employ permanent workers and hire additional temporary workers during the peak season. The seasonality of production adds to the challenge of extending social protection coverage to workers who, in many countries, are almost always excluded from national labour protection laws, such as those specifying minimum wages, maximum hours of work, paid sick leave and social security (ILO 2020).

Farm workers receive low wages and incomes for tasks that are performed in poor and hazardous conditions arising from exposure to various safety, health, environmental, and biological hazards, including those related to chemicals, noise, musculoskeletal injuries, and heat. They often lack access to the necessary health, information and training services to adequately respond to these hazards. According to ILO estimates, at least 170,000 agricultural workers are killed each year (ILO nd). Workers in agriculture run twice the risk of dying on the job compared with workers in other sectors.

Higher skilled, permanent positions in the sector are, oftentimes, reserved for men primarily due to gender stereotyping and bias. Even when women have comparable positions with men, their wages lag behind. Workers especially those in non-standard form of employment have limited access to training, with more women than men facing these constraints.

Recent studies conducted by ILO in countries in Asia, Africa, and Latin America indicate that level of unionization within agricultural workers is low. The following are the types of legal exclusion that deny the fundamental rights to freedom of association for agricultural workers (IUF 2021): (i) exclusion of agricultural workers from national labour standards

protecting freedom of association and collective bargaining; (ii) exclusion based upon the number of employees or size of farms; (iii) exclusion of self-employed/own-account, temporary, seasonal, and casual workers, which comprise majority of the agricultural workers; and (iv) R]restrictions on freedom of association for migrant workers.

As part of its corporate social responsibility (CSR), Tesco PLC, a British multinational retailer, and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco, and Allied Workers Association (IUF) signed a global framework agreement to work together to support workers' rights globally, with a specific focus on how women in global food supply chains can benefit from effective grievance mechanisms, freedom of association and trade union representation (Bolton 2022). The partnership aims to: (i) work collaboratively to support workers to access effective representation; (ii) jointly create a process for incident reporting that allows for effective resolution of identified issues; and (iii) identify opportunities to reduce women workers' vulnerability and increase women's voices and representation in the workplace.

In recent years, the scope of voluntary social standards has been a broadening, in response to growing external pressures placed on retailers by consumer groups and civil society. The inclusion of labour standards in voluntary social standards and responsible business conduct could be seen as a defensive measure designed to reduce the chances of damage to companies' reputations from exposés of poor labour conditions. Codes of conduct are pushed through the tiers of the supply chain, which can provide points of leverage and a platform for the promotion of socially responsible labour practices.

The global agri-food sector experienced significant trade disruptions due to the COVID-19 crisis and associated lockdown measures imposed by governments to contain the spread of the virus. Key impacts of the COVID-19 crisis on the agri-food sector include the following (OECD 2021): (i) decline in production of certain agricultural products (e.g., poultry) due to difficulties in accessing inputs, seasonal labour, and output markets; (ii) decline in consumer demand driven by unemployment and income shocks associated with the containment measures, reduced demand for high value products, consumer shift in demand from food services;

and (iii) supply chain disruptions due in part to the contamination of employees in processing firms, the adoption of distancing and sanitary requirements, and transport and logistic issues. An ILO study indicated that the movement restrictions and quarantine measures resulted in reduction in job quantity and quality in the sector especially at the base of the supply chain (ILO 2020). Many of the farmers and enterprises faced difficulties in accessing markets due to movement restrictions and slowdown of consumer demand. Those with perishable products were the most affected. On the other hand, supply chain disruptions resulted in a lack of supply of raw materials for processing, which was detrimental not only to companies but to daily wage workers. Fragmented supply chains increase vulnerabilities to shocks as well as hinder market competitiveness improvement.

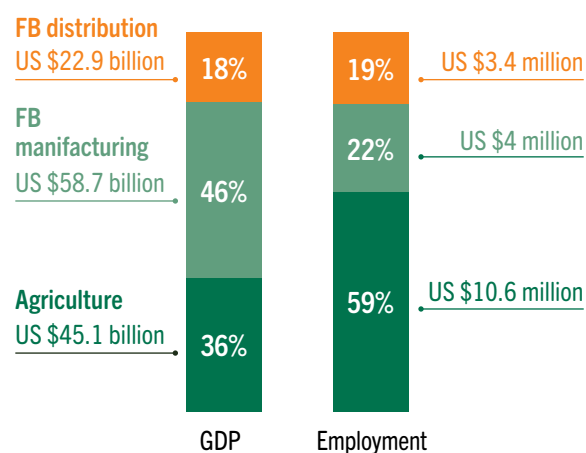
The various studies on the COVID-19 crisis response in agri-food supply chains underscored the integral role of trade unions in securing benefits for workers such as health and safety measures, paid sick leave, and job preservation. The studies also highlighted the importance of bilateral and tripartite social dialogues (trade unions, employers, and government) in achieving a consensus on policy and fiscal measures to mitigate the impact of the COVID-19 crisis on enterprises, workers, and consumers.

Multinational enterprises can seize the opportunity in rebuilding their supply chains back better by adopting socially responsible business practices. International CSR standards and principles, which address responsibility throughout the whole supply chain, provide a useful framework for building better resilience. Information from supply chain due diligence can be used to understand short- and medium-term vulnerabilities of workers and suppliers, and support continuity planning to manage disruptions, improve productivity, and enhance market responsiveness while protecting workers and the environment. CSR will help address many of the deep inequalities and decent work challenges that the COVID-19 crisis has brought even more clearly into focus.

Philippines: generating decent work in the agri-food sector through responsible business practices

The agri-food industry is made up of three segments, namely: agriculture/farming, food and beverage (FB) manufacturing, and FB distribution. Collectively, the agri-food industry accounted for 30% of the country's total gross domestic product (GDP) in 2019, with a value of US\$ 126.7 billion (Oxford Economics 2021). The FB manufacturing sector had the highest economic contribution at 46%. The Philippines is among the top exporters of fresh and/or processed banana, pineapple, and coconut. Edible fruits and nuts comprise about 34% of agricultural exports, while coconut oil and other by-products account for about 19%.

Agri-food sector in the Philippines, 2019



Note: GDP: Gross domestic product, FB: Food and beverage

Source: Oxford Economics 2021

Collectively, the three segments of the agri-food industry employed 18 million individuals, or about 43% of the total national workforce in 2019 (Oxford Economics 2021). In 2020, the agri-food sector contracted by 4% due to the COVID-19 crisis, which led to an estimated loss of 390,000 jobs in the manufacturing and distribution segments.

The agriculture/farming segment generated 59% of the jobs, with 9.48 million employed directly in agricultural activities. The pineapple and cavendish banana subsectors, which are dominated by multinational companies and concentrated in Mindanao, generate the greatest number of fulltime jobs per hectare among the export-oriented crops grown in the country. In these two subsectors, small growers are linked to large companies through contract growing and leasing, which facilitate access to credit and technologies. The coconut, on the other hand, is grown by smallholders nationwide and processed by domestic companies. The coconut subsector provides livelihood to about 2.6 million farmers and workers. Coconut farms and farm workers are underemployed if their activities are limited to farming and copra production. A hectare of coconut farm in 2018 required labour equivalent to 20.74 person days or 0.066 fulltime employment (FTE) from planting to copra production, with harvesting and postharvest activities accounting for 81% of the labour requirement. This is indicative of the need to improve farm productivity in the subsector.

The following are the typologies of workers in the agri-food industry, based on contractual relationships:

Regular or Permanent workers. These are workers directly employed by plantations and formal companies engaged in processing and distribution of fresh and processed products. They enjoy the benefit of security of tenure provided by the Philippine Constitution and cannot be terminated for causes other than those provided by law, and only after due process is given to them.

Labour pool. These are workers that are usually under a labour service cooperative and hired by plantations and packinghouses/production plants. They are employed on a contractual basis and have lesser benefits than regular workers (CTUHR; NLDFI 2013). During the recent years, some of the labour service cooperatives afforded

security of tenure and statutory benefits to its workers, including non-contributory life and medical insurance coverage, continuing training and development and share of the surplus (Henry and Chato 2019).

Contracted workers. These are workers handled by brokers or manpower agencies that are deployed to plantations and commercial farms. In many cases, the practices of brokers are not fully compliant with national labour laws, but usually comply with the mandated minimum wage.

Own account workers/informal workers. These are workers not handled by a third party (broker, manpower agency, labour service cooperatives). They are hired for specific tasks by smallholders and formal and informal enterprises across all functions in the chain. Employment is not governed by a written contract. Seasonality and informality of work further reduce opportunities for decent work.

Workers may be paid a daily wage rate, piece-rate, or lump sum (e.g., mechanized ploughing+ operator per hectare of land, dehiscing of a specific number of coconut). Wage rate depends on complexity of the task, and available labour supply. In coconut farms, for example, harvesting is the highest paid activity. In 2018, harvesters were paid an average of PhP 373 (US\$ 7.45) daily wage (labour only). Harvesting requires considerable experience and skill to be performed safely and efficiently, whether it is done via the use of long poles or climbing the tree itself. Another reason for the relatively high wage rate is because of the declining number of skilled harvesters.

Unpaid family workers. These refer to family members who work without pay in a farm or business operated by the family. A greater percentage of unpaid family workers are women. Sometimes, family members are also brought in by piece-rate and “lump-sum” workers to help in meeting targets.

Many of the decent work deficits can be traced back to the dominance of informal workers and the practice of hiring employees on a contractual basis through brokers and manpower agencies, even if the task requires them to do the regular type of work done in a company. Many companies resort to labour contracting, which removes the obligation to pay the benefits due regular employees, as a means to reduce operational

costs. Labour contractualization denies workers a pathway to permanent employment via five-month contracts.¹ On the other hand, a study conducted by the Philippine Institute for

Development Studies (PIDS) in 2016 reported that ending contractualization altogether would be more expensive for companies by about 30 to 40 per cent (Paqueo and Orbeta 2016).

Decent work at a glance: Thailand Auto Parts Sector	
Employment promotion	18 million people employed in 2019, with the farming segment accounting for 59% of the total employment. In 2020, 9.75 million people were employed in the agriculture sector (PSA 2021).
Social security	Uptake of voluntary social security among informal workers in the agri-food industry is very low. The Social Security System (SSS) and the Philippine Crop Insurance Corporation (PCIC) signed a memorandum of understanding to implement the SSS programs among farmers and fishers. About 2.3 million farmers and fishers have availed on insurance products from PCIC (PCIC 2019).
Child labour	There were 560,000 children aged 5 to 17 years old working in agriculture in 2019 (PSA 2020). The agriculture sector accounted for 44.4% of the total number of child labourers. Northern Mindanao had the highest number of child labourers at 122,000 in 2019.
Equality of opportunity	- The agriculture sector is dominated by men workers, with women comprising only about 23% (PSA 2021). Men workers are better paid than women. However, studies in the sector indicate faster growth in women workers' daily pay rates during the recent years. In 2018, the average daily wage received by women workers was 9% lower than men (PSA 2019). - Women's presence in workers' and employers' organizations remains low, leading to a lack of voice and representation in policymaking and programme development.
Security of employment	Own account workers accounted for 52.2% of total agricultural employment in 2019 (PSA 2020). Wage and salary workers comprised 33.6%. Unpaid family workers made up the remaining 14.1%.
Training	Training is usually provided only for regular or permanent workers. There is generally a lack of opportunity to skill up under contractual work engagement (Henry and Chato 2019).

¹ Under Article 281 of the Labor Code of the Philippines, the maximum length of probationary employment shall be six months, and is counted from the date an employee started working. When the employment is not terminated after the six-month probationary period, it shall then be considered regular employment.

Decent work at a glance: Thailand Auto Parts Sector	
Conditions of work and life	■ In 2019, workers were paid an average daily wage of PHP 270 (US\$ 5.40). ■ An over-reliance on outsourcing tends to expose the labour force to insecure and hazardous work conditions, and weakens incentives for on-the-job training and skills formation. ■ Piece rate or lump sum payment based on production targets can create an economic incentive that is not aligned with safe working practices (i.e. long working hours, disregard for safety procedures that would be time consuming, involvement of family members or informal workers to increase volumes, etc.).
Industrial relations	■ Contractual workers are almost always unorganized. They have no unions and have no collective bargaining agreement with principal business owners.

Responsible business conduct (RBC) or corporate social responsibility (CSR) is still viewed by many companies in the Philippines as corporate philanthropy rooted in the concept of bayanihan (brotherhood or mutual aid). The Philippines nonetheless has policies on responsible business practices in place, but on-the-ground actions to promote risk management, including related to labour rights and environmental protections, are not yet widely considered as elements of core business strategies (RSCA 2018). Firms often lack awareness of international standards and

the connections between demonstrating RBC and increased access to international markets, competitiveness, and progress towards the sustainable development goals. Among the enterprises in the Philippines who are incrementally integrating responsible practices within their internal operations, and throughout business relationships and supply chains, are multinational firms with branded products. These companies use RBC to target both an improvement in the competitiveness of their products and the social license to operate in global markets.

Good socially responsible labour practices

Del Monte Philippines Inc. (DMPI)

ILO MNE Declaration
Principles: Employment
promotion/Industrial
relations

DMPI is 87% owned by Del Monte Pacific Limited, a company listed on the Singapore Exchange and the Philippine Stock Exchange. The company has been in operation in the Philippines for 95 years. The company is a leading producer, distributor and marketer of packaged pineapple and mixed fruit, ready-to-drink juices, tomato sauce, spaghetti sauce, and other processed food products.

DMPI operates a fully-integrated pineapple operation with its 26,000-hectare pineapple plantation and three processing facilities in Bukidnon - Northern Mindanao and a beverage bottling plant in Laguna, CALABARZON. Products are sold under the well-known group brands of Del Monte, S&W, Contadina and Today's. About 67% of DMPI's production is sold in the Philippines, and the balance in the international market.

DMPI has a Code of Conduct for employees and suppliers. It is a member of the Supplier Ethical Data Exchange. It regularly audits its toll manufacturers for compliance with all laws and regulations governing the workplace, including Occupational Safety and Health (OSH) Regulations, Wages and Benefits, and Human Rights practices.

The company has 4,200 fulltime employees, and, of which, 37% are women. In FY2021, the number of women in management roles increased to 40%, and one of seven members of the Board of Directors is a woman. About 18,300 workers are provided annually by local third-party service providers who go through the accreditation and audit procedures of the Department of Labor and Employment, to ensure that they provide the mandatory regional minimum wage and mandated government contributions. Independent and unannounced audits are used to address compliance issues.

DMPI has collective bargaining agreements with labour unions, which stipulate wage increases and enhancements in benefits. Seasonal workers are also represented in the labour unions. Labour Management Councils (LMCs) have been established in each of the workplaces. The LMCs prepare the groundwork for negotiations between the labour union and management. The objectives of these LMCs are to: (i) sustain a safe and secure work environment; (ii) promote a diverse workforce and employee development; (iii) address conflict management; (iv) create a positive work environment and ensure a conducive work-life balance; (v) improve productivity; and (vi) engage in corporate social responsibility initiatives. DMPI has not experienced a labor strike in the past 50 years.

Source: (DMPL 2022)

Wao Development Corporation (wdc)

ILO MNE Declaration
Principles: Employment
promotion

The Wao Development Corp. (WDC), is a subsidiary of Dole Philippines (Dolefil), which is owned by Japanese trading company Itochu Corporation. The company operates a 1,200 hectares pineapple plantation and packing plant in Wao – Lanao del Sur.

The plantation was established in 2019, while the packing plant started its commercial operations on 10 February 2022. The packing plant, which is currently operating at one-third of its rated capacity, directly employs 1,200 workers. Main markets of the processed fresh pineapple are Japan, Korea, and Middle East.

The establishment of the WDC plantation and packing plant is helping revitalize the economy of the province and recover from the Maute terrorist siege in 2017.

Source: (Jannaral 2022)

Good socially responsible labour practices

Cargill Philippines

ILO MNE Declaration
Principles: Condition of
work

Cargill, a global food and agriculture company, has been operating in the Philippines for 74 years. Its operations span across animal nutrition, poultry, coconut oil, carrageenan, and food and beverage ingredients. The company employs over 2,300 people across 17 locations throughout the country.

When lockdowns were imposed in the Philippines to contain the spread of the COVID-19 virus, the company declared mandatory work-from-home for all office-based employees. The company instituted a rotational skeletal workforce in its manufacturing plants to support the government's food security initiatives. Despite changes in working arrangements, employees were paid. Employees also benefitted from advanced payment of their sick leave. Workers who contracted COVID-19 or were in close contact with COVID-19 positive persons were granted a 14-day special leave. Shuttle services and near-plant accommodations were provided to workers in manufacturing plants. The companies also provided various online learning tools and opportunities to maximize the time and keep the teams engaged and productive. Under the Cargill Cares Program, the company provided various forms of relief support and donations to both the employees and communities where it operates.

In the coconut subsector, Cargill is supporting rural development through improving farmer livelihoods and supporting education initiatives. Activities of the company includes:

A sustainable certification program for coconut small holders: The goal is to increase their income by boosting productivity and coconut oil quality. The program has introduced the Sustainable Agricultural Network (SAN) standard, which is the basis for certification by the Rainforest Alliance. The farmers take part in agricultural training courses and are provided with kukum dryers, which improves the quality of the coconut meat and the coconut oil, parallel to reducing exposure of farmers from hazardous soot and smoke from traditional copra production. The program also facilitates access for the farmers to the state health insurance program.

The copra quality improvement program. This ensures that Philippine copra can meet global food safety standards while improving incomes of farmers. The company offers price premiums to farmers producing white copra.

Sources: (Cargill 2017); (Reyes 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.

The Responsible Supply Chains in Asia (RSCA) programme organized various training, workshops, and dialogues to promote the advancement of socially responsible business practices in the Philippines agri-food sector. These events were organized in partnership with the Department of Labor and Employment (DOLE), Employers Confederation of the Philippines (ECOP), Asian Institute of Management (AIM), European Chamber of Commerce of the Philippines (EUROCHAM), and various industry associations and workers' organizations. The outcomes of these events

provided key policy insights and takeaways from stakeholders in the Philippines' agri-food sector, including owners and workers of agribusinesses, farmers, farm workers, and representatives of the various government agencies involved in the agri-food sector. Guided by the principles of the ILO MNE Declaration and other similar international instruments, the policy recommendations outlined below are aimed to foster implementation of RBC among enterprises, with a view of 'building back better' by advancing decent work in COVID-19 recovery of the agri-food sector in the Philippines.

Policy recommendation	Stakeholder
a) ILO, in partnership with other international development partners, should provide technical support to government agencies and policymakers in further refining existing policies and pending bills on CSR, to better integrate different international CSR instruments or standards such as the ILO Declaration of Principles on Multinational Enterprises and Social Policy or the MNE Declaration, the UN Guiding Principles on Business and Human Rights and others.	■ ILO ■ Other international development partners
b) Government, in collaboration with employers' organizations, multinational enterprises and civil society organizations (CSOs), should continue the promotion of RBC/CSR from the perspective of labour among domestic companies, especially small and medium enterprises, in collaboration with government agencies and organizations supporting the development of enterprises in the country. Actions may include: ■ Supporting the identification of RBC priorities that can help enterprises address labour contractualization, without compromising competitiveness in the domestic and export markets. ■ Conducting awareness raising campaigns and social dialogues to create a shared understanding of RBC priorities. ■ Exploring the possibility of developing an action plan with government, business membership organizations, and trade unions.	■ Government ■ Employers' organizations ■ Multinational enterprises ■ CSOs

Policy recommendation	Stakeholder
c) Government, in partnership with ILO and other international development partners, should promote the broad dissemination and implementation of the practical CSR/RBC tools and instruments. This may involve: ■ Providing technical and financial support to establish a national platform on policies, strategies, tools, trainings and relevant material related to International Labour Standards, Fundamental Principles and Rights at Work, and the labour dimension of CSR/RBC. ■ Building the capacity of support services providers (trainers, financial institutions, academe, etc.), including employers' and workers' organizations, to provide RBC-related financial and non-financial services. The thematic focus of CRS related services may include supply chain mapping and traceability, social risk assessment/due diligence, RBC business model development, and performance monitoring. ■ Supporting the development of model templates for contract farming, land leasing agreements, toll manufacturing, and labour service providers agreements, that explicitly incorporate provisions on decent work conditions and relevant elements of the ILO MNE Declaration. ■ Supporting the integration of labour standards in training conducted by government and various private sector providers. ■ Disseminating emerging good practices through roundtable discussions/ continuing dialogues with business membership organizations and government agencies.	■ Government ■ ILO ■ Other international development partners
d) Government and employers' organizations/industry associations should initiate a simple labour related CSR performance measurement, monitoring and disclosure/reporting mechanism among key lead firms in the agri-food industry, with the aim of producing a picture of labour practices within the sector. This can be shared online and through regular dialogues to create a critical accountability mechanism and promote greater supply chain transparency. The CSR performance monitoring may contribute to the development of a business case, and drive behaviour change, as well highlight opportunities for innovation.	■ Government ■ Employers' organizations
e) Government and CSOs should build the capacity of trade unions to effectively engage workers in the agri-food sector, including those employed by manpower agencies and labour service cooperatives. Furthermore, strengthen the capacity of trade unions and labour service cooperatives to effectively participate in RBC initiatives.	■ Government ■ CSOs
f) Government and CSOs should strengthen capacity of manpower agencies and labour service cooperatives to promote decent work and integrate responsible business practices in their operations. Actions may include: (i) conducting refresher training on labour protection and international labour standards; (ii) facilitating dialogues between recruitment agencies and agribusinesses to have a shared understanding of the codes of conduct and responsibilities of each party; and (iii) exploring the viability of establishing a code of conduct or similar instruments for manpower agencies and labour service cooperatives.	■ Government ■ CSOs

For more information:

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

Responsible Supply Chains in Asia

<https://www.ilo.org/asia/projects/rsca/lang--en/index.htm>

Responsible Supply Chains in Asia – Philippines

https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-manila/documents/publication/wcms_729351.pdf

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

Labour Standards in Global Supply Chains (Burmese language)

https://www.ilo.org/yanmar/publications/WCMS_835471/lang--en/index.htm

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 Philippines

https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-manila/documents/publication/wcms_729351.pdf

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 the Philippines is making an impact in a number of areas, including through:

Working with the Department of Labour and Employment, and the Employers’ Confederation of

the Philippines to establish networks and involve their partners to jointly implement the promotion of responsible business practices.

Engaging with representatives from Philippine government agencies, international organisations,

workers’ groups, employers’ associations, academia, civil society groups and the media in events aiming to outline industry trends, and share experiences on how to address challenges in corporate social responsibility and responsible business conduct in the country.

Providing seminars and training for representatives of regional enterprises, business organisations, and government agencies on international tools and instruments that can support responsible business practices and how they can improve the competitiveness and productivity of businesses.

Developing joint research with academia to map existing responsible business conduct, labour and environmental policies and practices, as well as identifying areas where these objectives could be further supported.

Supporting better business practices in the agricultural supply chain in Southeast Asia through a dedicated pilot project to implement the OECD-FAO Guidance for Responsible Agricultural Supply Chains.

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