ILO-ICA Joint Conference

Cooperatives & Fundamental Principles & Rights at Work (FPRW)

ILO Headquarters, Room II, R3 South
Geneva, Switzerland
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Fundamental Principles & Rights at Work

1. Child labour (Conventions No. 138 & No. 182)

2. Forced Labour (Conventions No. 29 & No. 105)

3. Freedom of Association and Collective bargaining (Conventions No. 87 & No. 98)

4. Discrimination in Employment and Occupation (Conventions No. 100 & 111)
What do we know about child labour?

152 MILLION CHILDREN IN CHILD LABOUR

- 88M boys
- 64M girls

Source: ILO

ECONOMIC ACTIVITY

- 70.9% Agriculture
- 11.9% Industry
- 17.2% Services
What do we know about forced labour?

**25 MILLION PEOPLE IN FORCED LABOUR**

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

Source: ILO, WWF, IOM

**Sector of forced labour exploitation**

(a) Sectoral distribution of victims of forced labour exploitation

- Begging: 4%
- Mining and quarrying: 7%
- Personal services: 9%
- Wholesale and trade: 10%
- Accommodation and food service activities: 11%
- Agriculture, forestry, and fishing: 15%
- Manufacturing: 18%
- Construction: 24%
- Domestic work: 24%

(b) Sex distribution of victims of forced labour exploitation, by sector of economic activity

- Female
- Male
How coops fight child labour & forced labour

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

**Forced labour:**
- Facilitating transition from the informal to the formal economy through cooperatives of domestic workers, construction & mining workers.
- Providing services for survivors of forced labour through social cooperatives.
- Building alliances with anti-slavery and anti-trafficking organizations/networks.
What can coops further do on CL & FL?

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

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

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

- Increasing access to employment and work for women including through their own cooperatives
- Lifting constraints to their participation in the world of work by promoting equality of opportunity and treatment in cooperatives
- Offering professional development, skills training, and on-the-job training opportunities, especially for younger women
- Boosting women’s leadership and management opportunities and experiences
What do we know about collective bargaining and freedom of association

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

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

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