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

ECONOMIC ACTIVITY

- **70.9%** Agriculture
- **11.9%** Industry
- **17.2%** Services

88M boys
64M girls

Source: ILO
What do we know about forced labour?

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

**25 MILLION PEOPLE IN FORCED LABOUR**

**Source:** ILO, WWF, IOM

**Sector of forced labour exploitation**

(a) Sectoral distribution of victims of forced labour exploitation

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

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

- Female
- Male

- Accommodation and food service activities: Female 39, Male 52
- Wholesale and trade: Female 48, Male 52
- Personal services: Female 68, Male 82
- Agriculture, forestry, and fishing: Female 82, Male 82
- Manufacturing: Female 92, Male 100
- Construction: Female 92, Male 100
- Begging: Female 92, Male 100
- Mining and quarrying: Female 92, Male 100

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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 though 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 w/ 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