



▶ ILO Brief

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Overview of ILO Resources for the Private Sector

The ILO engages directly and constructively with enterprises of all sizes across a wide range of labour issues and in all regions of the world. Engagement with enterprises helps to facilitate two-way learning: the ILO improves its understanding of enterprise realities, while enterprises gain a fuller knowledge of relevant ILO tools and resources.

Key points

The ILO engages with enterprises seeking to contribute to inclusive economic growth and decent work in a variety of ways:

▶ **Information on International Labour Standards**

The ILO Helpdesk for business on international labour standards is the ILO's One Stop Shop for enterprises on how to align business operations with principles of international labour standards.

▶ **A neutral place to talk**

ILO provides companies and trade unions with a neutral place to discuss issues of mutual concern.

▶ **Projects and Public-Private Partnerships (PPPs)**

ILO brings together government, employers' and workers' organizations, and enterprises to collectively address challenges in achieving decent work in particular countries or sectors.

▶ **Networks and platforms for Peer-to-Peer learning and exchanges**

ILO facilitates peer-to-peer learning and collaboration.

▶ **Training opportunities**

ILO provides capacity building and training activities with the International Training Centre of the ILO.


▶ **ILO Bureau for Employers' Activities**

The ILO Bureau for Employers' Activities (ACTEMP) is the liaison office for Employer and Business Membership Organizations (EBMOs) in ILO member States.

Information on International Labour Standards as they relate to business operations

Business needs access to reliable information, both on international labour standards and on the basics of national legislation for the countries in which they operate or source from.

- ▶ [NORMLEX](#) is the ILO database which brings together information on International Labour Standards (such as information on Conventions and Recommendations, ratifications by member States, comments of the ILO's supervisory bodies, etc.) as well as national labour and social security laws.
- ▶ The ILO [Helpdesk for Business on International Labour Standards](#) provides information to enterprises on how companies can respect and promote the principles of international labour standards, the [Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy](#) (MNE Declaration) and the [ILO Declaration of Fundamental Principles and Rights at Work](#). Organized by topic, the Helpdesk website provides an overview of a wide range of labour issues and standards, ILO resources and tools designed specifically for enterprises, as well as Questions and Answers (Q&As) and training opportunities for enterprises. Companies can also submit specific queries to the free and confidential advice service by email to assistance@ilo.org.

 The ILO Helpdesk for Business provides a one-stop-shop for companies coming to the ILO for information, tools and training opportunities on international labour standards.

A neutral place to talk

As part of the dialogue approach underlying the MNE Declaration, a multinational enterprise and a union can jointly request the ILO to facilitate a [Company Union Dialogue](#) process to discuss issues of mutual concern.

Programmes, Projects and Public-Private Partnerships (PPPs)

ILO also partners directly with enterprises through projects and PPPs to jointly address challenges at the country or sectoral level, including:

- ▶ [Better Work](#) is a partnership between the ILO and the International Finance Corporation (IFC) that brings together diverse stakeholders – governments, global brands, factory owners, and employers' and workers' organizations – to improve working conditions in the garment industry and make the sector more competitive.
- ▶ The ILO [Sustaining Competitive and Responsible Enterprises \(SCORE\)](#) is a global programme that improves productivity and working conditions in small and medium enterprises (SMEs) seeking to enter — or improve their competitiveness in — global supply chains.
- ▶ The [ILO partnership with Japanese consumer cooperatives](#) supports research and knowledge management on cooperative enterprises.
- ▶ ILO [Social Finance Programme](#) engages with banks, microfinance institutions, credit unions, insurers, investors and others to test new financial products, approaches and processes to promote financial inclusion and investment in sustainable and decent work.
- ▶ The ILO [Impact Insurance Facility](#) engages with insurance as a product, and insurers as institutions, to see how both can contribute to the SDGs and the Decent Work agenda.
- ▶ Other recent examples include: [ILS compliance in electronic sector in Vietnam](#), [Improving OSH and social conditions for women and men in coffee farmer communities in Vietnam](#), and [Promoting Fundamental Principles and Rights at Work in the Cotton Supply Chain](#).
- ▶ There are currently [30 active projects](#) with private sector partners, which include some of the flagship programmes already mentioned but also smaller, more targeted projects with specific companies or industry initiatives.

Networks and Platforms for Peer-to-Peer learning and exchange

Peer-to-peer learning facilitates practical learning and collaboration. ILO supports, alone or in cooperation with other international organizations, in a variety of such initiatives.

- The [Child Labour Platform](#) is a joint effort of ILO and the UN Global Compact. It aims to identify the obstacles to the implementation of the ILO Conventions concerning child labour in supply chains and surrounding communities, identify practical ways of overcoming these obstacles, and catalyse collective action.
- The ILO [Global Business Network on Forced Labour](#) (GBNFL) brings together the ILO with businesses of all sizes and sectors, and their networks, from around the globe to eradicate forced labour. Operating across all sectors, and geographies, ILO GBNFL members work to engage smaller enterprises, develop actionable resources and tools, and devise local solutions that help shape national frameworks to create lasting change.
- The ILO [Global Business and Disability Network](#) works to foster a global workforce culture that is respectful and welcoming of people with disabilities. It includes more than 20 national business and disability networks in both developed and developing countries. It works to increase awareness about the positive relationship between disability inclusion and business success.
- The [Global Apprenticeship Network](#) promotes and advocates for the uptake of work-based learning, including apprenticeships, to address the mismatch between the skills people have and the skills employers need. It is an initiative of the International Organisation of Employers (IOE) and includes the ILO and the Organisation for Economic Co-operation and Development (OECD) as partner institutions. In addition to work at the global level, there are six national networks.
- [Alliance 8.7](#) is a partnership focused on accelerating achievement of the Sustainable Development Goal 8.7: “Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.” ILO serves as the secretariat. It is open to countries, international and regional organizations, workers’ organizations, employer and business membership organizations, civil society organizations, academic institutions and other relevant stakeholders and networks. Alliance 8.7 works with a range of affiliated business networks, which offer practical support for companies seeking to eradicate forced labour, modern slavery, human trafficking and child labour from their supply chains and surrounding communities.
- The [Global Initiative on Decent Jobs for Youth](#) is a UN initiative led by the ILO to scale up action and impact on youth employment in support of the 2030 Agenda for Sustainable Development. The initiative catalyses partnerships, collaboration and coordinated action grounded in evidence-based strategies. Partner companies commit to contributing to the strategy of Decent Jobs for Youth and apply the guiding principles for engagement.
- The [Equal Pay International Coalition](#) (EPIC) is a multi-stakeholder initiative led by the ILO, UN Women, and the OECD and is working to achieve equal pay for women and men everywhere. EPIC raises awareness, shares knowledge, promotes innovation and scales up initiatives and programmes that have shown to yield positive results. Companies that adhere to the criteria for engagement join a network of experts in the field, offering opportunities to learn and give constructive inputs to their work from a business perspective.
- The [Climate Action for Jobs](#) initiative engages with governments, workers’ and employers’ organizations and businesses in addressing climate change and its policy responses including the specific challenges and opportunities for enterprises to achieve a just transition.
- The [Just Transition Innovation Hub](#) supports high-potential solutions for decarbonization and decent work and turns them into effective scalable solutions.

Training opportunities

The [International Training Centre](#) of the ILO offers hundreds of courses each year on topics relevant to [enterprises](#), including [sustainable development](#), [international labour standards](#), [occupational safety and health](#), [responsible business conduct](#), [gender equality](#), [social dialogue](#), [social protection](#), [innovation](#), [employment promotion](#), and the [future of work](#). It also offers targeted capacity-building activities for individual companies and facilitates joint company-union trainings and dialogues.

Other types of requests

ILO regularly engages with enterprises more generally, including through requests for information, bilateral meetings and participation in industry conferences.

ILO Bureau for Employers' Activities

The ILO Bureau for Employers' Activities ([ACTEMP](#)) is the liaison office for Employer and Business Membership Organizations (EBMOs) in ILO member States. ACTEMP provides technical cooperation to assist EBMOs in building strong, independent, and representative organizations that respond to their members' needs. ACTEMP develops tools and services that EBMOs can offer to member companies, including on how enterprises can contribute to inclusive economic growth and decent work. ACTEMP is also the entry point for individual companies seeking to engage with the ILO.

Multinational Enterprises and Enterprise Engagement Unit

The Multinational Enterprises and Enterprise Engagement Unit ([MULTI](#)) provides policy advice and technical support for the effective implementation of the MNE Declaration at the global and national levels and plays a central role in the ILO's engagement with enterprises, especially MNEs. It coordinates the ILO approach to responsible business and assists other agencies to promote international policy coherence on the labour dimension of responsible business (e.g., UN Guiding Principles on business and human rights, OECD MNE Guidelines, UN Global Compact). MULTI is part of the ILO Sustainable Enterprises, Productivity and Just Transition Department.

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