



International
Labour
Office

MULTI

Better Business through socially
responsible labour practices

Training workshop on the Labour Principles

VII Global Compact Annual Local
Networks Forum

Istanbul, 8 May 2009

Learning Objectives of the day:

- Understand the origin of the Labour principles
- Recognize where to find further guidance on the principles (ILO Tripartite Declaration on Multinational Enterprises and Social policies)
- Recognize the international standards which stands behind the fundamental principles and rights at work.
- Identify possible strategies and steps to be undertaken at the workplace.
- Share experiences on the application of the principles at workplace level.
- Recognize the role of ILO on CSR and its available instruments and tools
- Understand the role of the ILO and its constituents within the GCLN
- Understand the role of the GCLN and their member companies in promoting the principles

The International Labour Organization (ILO)

- **Specialized agency of the United Nations**
- **Unique tripartite structure**
- **Four strategic objectives:**
 - Develop, promote & realize international labour standards
 - Create greater opportunities to secure decent employment
 - Enhance coverage & effectiveness of social protection
 - Strengthen tripartism & social dialogue

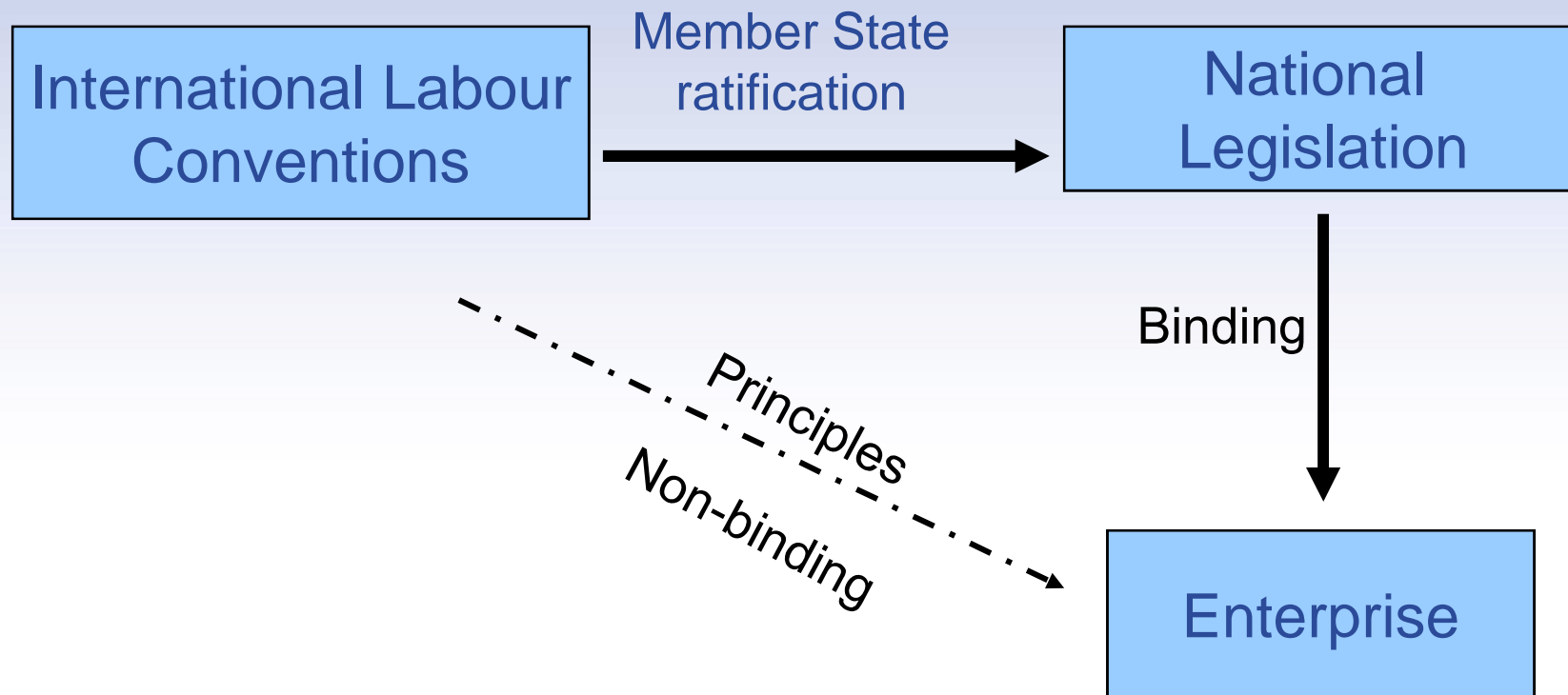


ILO Declaration on Fundamental Principles and Rights at Work



- **Adopted in 1998 by International Labour Conference**
- **Defines core labour standards:**
 - Freedom of association and collective bargaining
 - The elimination of all forms of forced or compulsory labour
 - The effective abolition of child labour
 - The elimination of discrimination in respect of employment and occupation

International Labour Conventions and enterprises



ILO and CSR

- **Declaration on Fundamental Principles & Rights at Work**
- **ILO MNE Declaration**
- **Global Compact**
 - Labour Working Group
 - Guide to business
- **ILO MNE Help Desk**

ILO MNE Declaration

- **Key instrument on labour aspects of CSR**
- **Adopted by the Governing Body of the ILO in 1977 (revised in 2000 and 2006)**
- **Non-binding character**
- **Recommendations to enterprises, governments, employers and workers**
- **Applies to multinational and domestic companies**



MNE Declaration



contents

- **General policies**
- **Employment promotion and security**
- **Equality of opportunity and treatment**
- **Skills training**
- **Conditions of work: Child and forced labour, wages and benefits, occupational safety and health**
- **Industrial relations: freedom of association and collective bargaining**

General policies

- **Obey national laws and respect international standards**
- **Contribute to the realization of the fundamental principles and rights at work**
- **Ensure that operations are consistent with national development priorities**

Employment

- **Give priority to the employment of nationals of the host country**
- **Use technologies which generate employment**
- **Build linkages with local enterprises**
- **Make qualifications, skills and experience the basis for recruitment, placement, training and advancement of staff**
- **Avoid arbitrary dismissal**
- **Provide reasonable notice of intended changes in operations**

Training and skills development

- Provide training for all levels of employees to meet needs of enterprises as well as development policies of the country
- Participate in programs to encourage skill formation and development
- Afford opportunities within MNE global operations for local management to broaden their experience

Conditions of work and life

- Provide wages, benefits and conditions of work not less favorable than comparable employers
- Provide the best possible wages, benefits and conditions of work to meet basic needs of employees and their families
- Respect the minimum age for admission to employment
- Maintain highest standards of safety and health

Industrial relations

- **Respect workers' right to establish and join organizations of their own choosing**
- **Protect workers against acts of anti-union discrimination**
- **Provide the facilities and information required for meaningful negotiations**
- **Not threaten to transfer operations**
- **Provide for regular consultations on matters of mutual concern**
- **Respect workers' right to submit grievances**
- **Establish voluntary conciliation mechanisms**

Labour Working Group of the UNGC

- **Established in June 2008.**
- **Co-chaired by the Secretary-General of the International Organization of Employers (IOE) and the General Secretary of the International Trade Union Confederation (ITUC).**
- **Supported by the International Labour Office (ILO).**

Aims of the Labour Working Group

- ◆ **Raise the profile, relevance of, and respect for the four labour principles among GC companies and networks.**
- ◆ **Help ensure a consistent approach is taken to the application and understanding of the four principles, drawing on ILO, ITUC, and IOE information and experience.**
- ◆ **Develop tools, information exchange, and forums for GC companies' engagement on the four labour principles.**

■ “The Labour Principles of the UN Global Compact - A Guide for Business”

- Q & A format
- Brief description of the four labour principles
- Provides practical guidance
- Inventory of key ILO resources



ILO Helpdesk

- A new service to help companies to put decent work principles into practice

[Background]

- Companies are increasingly using the principles contained in international labour standards to guide their company practices
- Companies need clear, practical and credible advice on how to apply these principles in daily operations

How does it help companies?

- Responds to questions relating to international labour standards
- Draws on guidance provided by the ILO Declaration of Fundamental Principles and Rights at Work, the ILO MNE Declaration and a range of other declarations, conclusions, guidelines, tools and other instruments.
- Addresses how these instruments might guide *company* operations.

What kind of information does it provide?

- ❖ Provides guidance only
- ❖ Does not assess company compliance or endorse any companies or initiatives
- ❖ Does not provide information on national labour laws or national industrial relations practices.
- ❖ For country-specific information, please consult national labour ministries and national employers' and workers' organizations.

Who prepares the replies?

- ◆ Replies are prepared by a multi-disciplinary team
- ◆ The Helpdesk is the entry point for companies to access the whole range of ILO expertise concerning protection of workers' rights, sustainable enterprise development, conditions of work and social safety nets, industrial relations, etc.

Service is free of charge.

Responses are sent within two weeks (max.).

Please direct your queries to: assistance@ilo.org

Sample questions received

- *What is the minimum age for night work for a youth doing an apprenticeship?*
- *When is it ok to use prison labour?*
- *What does a mature industrial relations system look like?*

Global Compact and ILO MNE Declaration

Exercise

Identify:

- The main points they have in common
- The differences among them
- The relevance for business of each of them



GC and ILO MNE Declaration compared



MNE Declaration	Global Compact
<p><u>Common features:</u></p> <ul style="list-style-type: none">– Two main international points of reference on CSR – voluntary nature– Include the fundamental principles and rights at work– Encourage business to contribute to development and a fair globalization– Encourage dialogue and partnerships <p><u>Distinctive features:</u></p>	
– Most comprehensive coverage of labour & employment topics	– Involves companies participation (letter of commitment)
– Tripartite follow-up surveys	– Public communications on progress