

# Inaugural Meeting of the Global Compact Labour Working Group

## Summary Report

Room VI, ILO building  
Geneva, 30 May 2008

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### Introduction

The purpose of the meeting was to get updated information on ILO's ongoing work to promote the fundamental principles and rights at work, review existing guidance materials that could be used by companies to implement the labour principles, discuss labour issues in global production systems, and identify priorities for the working group.

The meeting convened ILO experts on the four labour principles, as well as representatives of international employers' organizations and trade unions.

It was chaired by Antonio Peñalosa, Secretary-General of the International Organization of Employers (IOE), who co-chairs the Working Group with Guy Ryder, General Secretary of the International Trade Union Confederation (ITUC). Guy Ryder was not able to attend the meeting and was represented by Jim Baker, Coordinator of the Council of Global Unions.

### Summary of discussions

#### Opening statements

**Antonio Peñalosa**, from IOE, welcomed participants and explained that the Labour Working Group (LWG) has been established to respond to the need for guidance concerning implementation of the labour principles among Global Compact (GC) companies. In particular, a number of companies have expressed interest in guidance for facing specific problems in these areas. In his view, the GC has tremendous potential in advancing fundamental principles and rights at work so it is utmost important that the ILO becomes fully committed with the initiative and the LWG offers a good opportunity to do so. He invited attendees to brainstorm about what this working group could produce in terms of assistance to companies.

**Jim Baker**, representing co-chair from ITUC, thanked the IOE for taking the initiative of convening the meeting. Certain Global Unions like the ITUC, the ICEM, and UNI, had always been interested in the Compact and saw its potential. Others were opposed and all have had growing reservations. All agreed, however, that the Compact would only have value as something that supported and worked through dialogue based on Global Compact principles. Therefore this LWG represents, in his view, an opportunity for trade unions to be more active in the GC and make it become an initiative based on dialogue between employers' and workers' communities. The Global Compact should try to respond to two questions: 1) where can dialogue

be used? And 2) how does the GC contribute to improve governance and achieve broader UN goals?

**Antonio Peñalosa** informed that the issue of dialogue in the GC had been raised several times during the GC Board meetings. Its members agree that although local networks are business-driven, they should attempt to include workers' organizations and be open to dialogue with major stakeholders. He reiterated his personal support to the approach of improving the quality of dialogue among all actors involved in the GC.

**Ursula Wynhoven**, from the GC Office, thanked IOE, ITUC and the ILO for organizing the meeting and hoped that the LWG would boost relations between the GC Office and the ILO. She explained that the other GC working groups had proven very useful in developing materials to assist companies in the implementation of the relevant principles. She stressed that the GC could be used as a megaphone for delivering messages concerning what businesses can do to put in practice and promote labour principles. The GC also offers important communication channels through its global network and tools i.e. website, quarterly global newsletter, and bimonthly local networks' newsletters. Its multistakeholder approach has also helped advance the ten principles by bringing together different actors who do not necessarily get involved in CSR initiatives.

**José Manuel Salazar-Xirinachs**, from the ILO, stated that the ILO welcomes and congratulates the IOE and ITUC on the creation of this working group. Since the launch of the GC in 1999, the ILO has been actively collaborating with the GC office and the other involved UN agencies to have a transparent dialogue and develop partnerships. ILO's participation focuses on the promotion of the four labour principles, which are the fundamental principles and rights at work. Today, companies are increasingly referring to labour principles in their policies and looking for guidance on how to translate them into effective practices. As source of those principles, the ILO is best placed to provide such guidance based on the unique expertise it has built over the years. He therefore considered that the establishment of the LWG was the start of a new phase in ILO and GC joint work to support the improvement of business practices related to labour principles. It also means a small step towards improving international governance and strengthening relations between the UN and the private sector, as well as among UN agencies in the framework of the "delivering as one" programme.

He added that other ILO officials were going to present many existing ILO tools and resources that could be useful for enterprises in their efforts to apply labour principles. He hoped that through the LWG we would be able to better package and make available this wealth of information. He assured the members of the group that the ILO is committed to the success of the LWG and will continue to provide the necessary technical and secretariat services.

Opening statements were followed by brief presentations concerning materials that the ILO has developed so far to promote the implementation of fundamental principles and rights at work at the workplace.

**Zafar Shaheed** gave a general introduction on the GC and the ILO Declaration on Fundamental Principles and Rights at Work, which is the source of the four labour principles. He agreed that the GC provided an important platform for the ILO to promote these principles in the business community.

### **Principle 3: Freedom of association and the effective recognition of the right to collective bargaining**

**Zafar Shaheed** explained that this principle implies associating workers as stakeholders in enterprise processes and goals and is a means for tapping resources of higher productivity and mitigating effects of economic downturns and crises. He informed participants that he had recently attended a seminar of the International Industrial Relations Association (IIRA), where they had discussed about the future of industrial relations and the future perspectives in studying industrial relations. Two key messages from that meeting were relevant to the WG. First, the close link between the ILO and IIRA; and second, the fact that industrial relations need to remain an important topic in business schools' curricula. IIRA would be very interested in collaborating with the LWG in developing case studies on good practices in industrial relations.

He made a demonstration of how to use a tool developed by a tripartite group in the Caribbean to measure the level of observance of freedom of association and the right to collective bargaining in the workplace. It is a CD-Rom with a questionnaire that helps benchmark companies against each other in a positive upward spiral. It can also be used for the other three principles and can be improved or adapted if the LWG agrees it is a good idea to further develop it for publication.

**Antonio Peñalosa** found the tool very useful and stated that companies like having references against which they can evaluate their performance. He stressed that local networks need guidance and tools like this and suggested that this kind of tools could be made available on the GC website.

**Jim Baker** stated that it would be necessary to review everything the ILO does to make sure it reflects a standards-based approach and not a CSR approach when explaining what the principles are. For instance, in his view it is not acceptable to promote the respect of freedom of association by saying that "it is important because it associates workers as stakeholders with processes in the company." Freedom of association is important because it is a right that must be respected. Tools need to be developed very carefully in order to avoid giving the wrong message. In this regard, the LWG could make a valuable contribution to improving ILO work on the application of principles by business. He recalled that during the early days of the GC, efforts had been put into developing the business case for freedom of association. It is important to remember that the key issue is to make the case for freedom of association and then possibly add why it is good for business.

### **Principle 4: The elimination of all forms of forced and compulsory labour**

**Roger Plant** highlighted that one of the key messages from the latest global report published in May 2005, is that 80 per cent of forced labour is exacted by private entities. This information is orienting the designing of strategies to deal with and prevent modern forms of forced labour. On the other hand, in November 2005, the ILO Governing Body requested to focus efforts on capacity building for employers' and workers' organizations. Therefore, over the past two years, the Special Action Programme to combat Forced Labour (SAP-FL) has intensified cooperation with IOE and ITUC as well as with national employers' and workers' organizations. It has also engaged with initiatives like the GC and is actively cooperating with other UN agencies.

He thanked the IOE and ITUC for their support which is helping assert the leadership of the ILO and the primacy of forced labour principles and conventions in international fora. This is

particularly important today with the increasing attention on forced labour and slavery-like conditions in supply chains that have led to the growth of social auditing and monitoring practices, which often misinterpret the principle. It is essential to give more prominence to the ILO as the organization that can provide necessary guidance to avoid confusions between forced labour and other forms of exploitation. The ILO Forced Labour Convention no. 29 is the only instrument dealing with the crime of forced labour.

Finally he stressed the need to move from general awareness of the problem and understanding of the risks involved into a more in-depth analysis of what can be done to apply the principle. The first move in that direction was made last year by adopting a set of ten principles on what companies can do to prevent and eradicate forced labour in their supply chains. There is a need for much more detailed tools and guidance documents, which the programme has started developing in collaboration with employers and workers in different countries and sectors. These materials target a diversity of audiences – including managers, human resources officers, social auditors – and have different purposes: awareness raising, training, policy development, and, hopefully also specific problem solving.

### **Principle 5: The effective abolition of child labour**

**Michèle Jankanish** started by recalling that in spite of the recent decline in the number of child labourers in the world, there are still 218 million of them, mainly in Asia and Africa. She informed that, in November 2006, the ILO Governing Body adopted the latest global action plan on the elimination of child labour, reinforcing it as one of the highest priorities of the ILO, endorsing the focus on Africa, and asking to continue efforts for obtaining universal ratification of fundamental conventions. The Worst Forms of Child Labour Convention, no. 182, which was adopted almost ten years ago, emphasizes the need for urgently eradicating those practices and the ILO Governing Body has set the target of achieving that goal by 2016. This will require the collaboration of all possible actors, including the GC. In this connection, she also stressed that the four principles are inter-related and need to be promoted through joint actions.

She presented some resources and tools produced by the InFocus Programme on the elimination of Child Labour (IPEC) that could be particularly relevant for employers' and workers' organizations. These include booklets, reports, case studies, fact sheets, and a community web-portal. One of the most recently released key resources is the package of guides for employers published by ACT/EMP and IOE. She also referred to initiatives undertaken in partnership with other actors, including companies, to tackle child labour in specific sectors such as agriculture, cocoa, tobacco, soccer balls, and garments industries. Finally, she highlighted the key importance of advocacy and explained that this year's World Day against Child Labour, on 12 June, would stress the need for expanding access to education as a key strategy in tackling child labour. Finally she expressed IPEC's willingness to collaborate with the LWG and other ILO units in developing other materials as needed drawing on past experience.

**Antonio Peñalosa** stated that it would be of greatest importance to publish together with the GC examples of good practices in combating forced and child labour. These are areas of deepest concern because they imply greatest harm to individuals. Such practices most often occur in the absence of rule of law.

## **Principle 6: The elimination of discrimination in respect of employment and occupation**

**Lisa Wong** reminded participants that in the workplace **discrimination** can be tackled readily and effectively by bringing together people of different races, sex, ages, national extraction, and physical abilities. By treating them fairly, companies can help diffuse prejudices and show that social life and activity free from discrimination is possible, effective, and desirable. She explained three key resources that have been developed to deal with discrimination issues at the workplace.

1. A good practices' guide for promoting gender equality in enterprises in Morocco. It provides public and private enterprises in the formal sector with guidelines on how to remove barriers that prevent female workers from enjoying equal opportunities and treatment in the workplace. The guide specifically looks at issues such as recruitment, training, performance appraisal, promotion, equal remuneration, working time, reconciling work and family responsibilities, and sexual harassment. It also provides guidelines for implementing a strategy on equality at the workplace and conducting gender audits. Although the guide has been produced and tested with a tripartite audience in Morocco, it draws on a vast review of practices from several countries such as the United States, Sweden, France, South Africa, India, and Malaysia; as well as on in-depth field research in Canada and Morocco. It could therefore be easily adapted for general use outside of Morocco.
2. A step by step guide to promote pay equity through gender neutral job evaluations. It sets out various methodological components of the process of a pay equity programme; from selecting which jobs to evaluate, through the various phases of job evaluation, to equalizing pay. The guide is aimed at both employer and union representatives who are responsible for implementing pay equity programmes, as well as practitioners and trainers. It explains the goals, the various operations to be carried out, the criteria for gender neutrality, and proper practices to follow. It also includes checklists for quick reference by users as well as brief outlines of the benefits that can be gained from each step. It can be adapted to different economic and organizational contexts, and to large and small entities.
3. A toolkit on eliminating racism in the workplace, which is under development in collaboration with ITUC. Originally conceived to provide trade unions with required information and knowledge to develop and implement effective action plans and policies, it is being redesigned in order to be also used by employers. Its modules are aimed at helping users develop the skills required to prevent racism drawing from their own experiences. The tools provided assist users in analyzing situations they are confronted with and developing appropriate strategies and creative solutions on the basis of successful experiences in challenging racism.

**Debra Perry**, who is the ILO specialist on disability, informed that she had participated in the GC Policy Dialogue on discrimination in October 2006, in the two panels covering issues related to disability. She is willing to collaborate with other colleagues to make sure that different materials include disability issues where relevant. She informed that the recent entering into force of the new UN Convention on the Rights of Persons with Disabilities will certainly bring more attention to the issue of human rights and decent work for people with disabilities.

**Zafar Shaheed** pointed out that the issue of disability clearly highlighted the complexity of discrimination and of all the four principles. This particularity was often raised in field activities. For example an African organization of employers could choose to focus only on one of the principles depending on its own context of operation. It would therefore be important for the LWG to define not only what kind of guidance companies need, but also how each principle can serve the purpose of employers' and workers' organizations.

### **Labour issues in global production systems**

**Roy Chacko** shared with participants some reflections from the ILO Symposium on "Labour and Social Aspects of Global Production Systems: Issues for Business", held in October 2007. Although the symposium did not focus on labour principles, they figured large in the discussions. The purpose of the meeting was to discuss developments and prospects for making global production systems benefit the higher possible number of people. It was a learning exercise which helped situate the labour principles in the bigger picture by identifying opportunities and limitations of the context in which these principles can be applied. The event brought together around 30 participants nominated by employers' organizations with leading thinkers from business, trade unions, academia and the development community, researchers and practitioners.

Concerning the regulatory framework, participants agreed on the supremacy of national law. No company has the right to break the law, whatever it may be. There was also agreement on the idea that core international standards on human and labour rights are part of the regulatory framework whether they figure in national law or not. For companies, the dilemma arises when legislation is in conflict with those standards. During the symposium, some companies shared creative solutions they have found to comply with core standards without breaking the law. The key message was that for the global market to remain open core international labour standards need to be respected. These have become an imperative in global production systems whether or not they are included in the regulatory framework. On the other hand, soft law such as codes of conduct is considered as a useful complement which provides guidance to companies, but it can never replace the need for hard law and for strengthening its enforcement.

Concerning compliance with labour standards in the supply chain, evidence is showing that auditing and certification have limited value. A study by Manchester Business Schools suggests three more reliable measures that buyers can use to ensure application of labour principles in supply chains:

- Better demand forecasting and information sharing with suppliers.
- An embedded and long-term relationship with suppliers to better integrate compliance into everyday processes.
- Leaner production, multi-skilling, working in teams with problem-solving tasks, quality responsibilities and performance initiatives.

Another important conclusion of the meeting was that the inability or unwillingness of the State to enforce the law is a major factor that threatens global production systems. Despite all companies' efforts, many problems arise from poor law enforcement and only the State is responsible for changing that. The interest of companies to ensure compliance within their own spheres of activity should not lead to abdication by State or transfer of responsibilities to non-State actors. There is therefore a strong call for the ILO to continue fulfilling its main mandate of assisting States in their capacity to enforce the law.

**Antonio Peñalosa** stated the relevance of the issue of supply chains and global production systems for the LWG in the sense that the GC can be a unique mean to get companies publicly involved in the fulfilment of the labour principles in SMEs of the developing world. Through real commitment, SMEs will be able to benefit better from globalization because companies that subscribe to the GC principles are subject to public recognition which automatically allows them to enter the international market. On the other hand, GC local networks that operate in areas of weak governance need to find points of reference in order to provide guidance to companies. As regards labour issues, such points of reference could be offered by the LWG. He suggested including in the next meeting of the LWG a presentation on what companies can do in countries with poor legislation.

**Jim Baker** agreed with the assertion that governance is absolutely key and added that this issue has not really been addressed by the GC, which has been too company-centred so far. Concerning supply chains, he agreed with the conclusions presented by Roy Chacko. He added that some companies are showing real commitment by making efforts to develop good industrial relations among their suppliers. For example, the Spanish multinational Inditex which has recently adopted an international framework agreement (IFA). One of the recent achievements of this agreement was to give their jobs back to 1500 workers who had been illegally fired because of their trade union involvement. He stressed that this kind of initiatives can contribute much more than auditing systems to improving the situation in countries where law is not respected by suppliers.

**Antonio Peñalosa** stressed the need to make the difference between industrial relations and voluntary initiatives and to be clear about various issues. Firstly, adopting IFAs is an individual choice some companies have made. Secondly, companies in the GC are not responsible for their supply chains. They can try to do their best to provide guidance and/or integrate their suppliers in their policies, but this cannot be considered as their responsibility.

### **What can the Labour Working Group do?**

**Antonio Peñalosa** stated that the LWG, in collaboration with the ILO, could ensure a wider dissemination of the tremendous stock of resources already available. Companies need references and support. The Human Rights WG has already produced a number of good quality materials about human rights principles. Concerning labour principles, there is a lack of well-thought strategic materials and a lot of room for improvement. This meeting is helping the LWG have a clear idea on where we are and where we need to go.

**Philip Jennings** stated that UNI had been involved in the GC from the very beginning in Davos in 1999, and had never been in the cynical camp like other unions because they had always seen the utility of the GC for promoting dialogue. Therefore, he believes that this working group gives the GC an opportunity to recover some lost ground in the labour field. He highlighted the importance of synergies. He felt that ILO officials had only presented a snapshot of what the ILO has done to promote fundamental principles. He informed that UNI was working closely with Manpower against trafficking after realizing that this is a major problem in the employment agencies industry.

UNI also conducts its own company surveys and the most recent targeted the top 50 companies from the banking sector which participate in the GC. Only three companies were rated satisfactorily concerning the application of labour principles. This does not mean that the others

are bad, but after joining the GC they have not yet put in place measures to integrate the principles. Now they are involved in dialogue with UNI about how to bring these principles to life.

UNI has signed more than 20 IFAs with companies from different industries covering a few million employees. These agreements have contributed to improving industrial relations and have helped workers organize and companies address issues that emerge. The GC offers a softer approach. Therefore, to be credible, this LWG should be able to find practical solutions. In his view, the aim for ITUC and global union federations will be to work jointly with IOE in developing useful tools. It will be particularly good to have a tool on the practical application of principle 3 in business as well as on how IFAs work in practice.

The LWG provides an opportunity to maximize synergies and promote better labour relations and good CSR. He suggested consulting the other global union federations and ITUC in order to come up with five priorities for trade unions and workable suggestions on how the LWG can help strengthen compliance with labour principles. Another important aspect will be to improve mechanisms for dealing with specific issues. In this regard, it might be useful to convene an informal meeting where employers' and workers' organizations and the ILO can share experiences on how they are dealing with problems.

Concerning supply chains, he pointed out that some companies have been contacting UNI to request advice for particular situations, for example when they want to start operations in China.

**Antonio Peñalosa** welcomed these stimulating observations and suggestions and stressed the need to start step by step. It is important to identify answers to the most urgent needs of the GC. He only disagreed with the idea of linking the GC with IFAs. While he understands the importance of this issue for UNI and global unions, he is afraid that this might create panic among companies and prevent them from joining the GC.

**José Manuel Salazar-Xirinachs** thanked previous speakers for their valuable interventions. In his view, one of the key issues will be to find ways for better packaging the massive amount of work that has been done and strategies for disseminating it. He suggested refining the inventory for publication and encouraged IOE and ITUC to define a number of priorities for the LWG so that the ILO could provide the necessary support.

**Antonio Peñalosa** explained that in addition to the inventory distributed at this meeting, the ILO was developing a more complete resource guide on the labour principles with the goal of being able to publish it at the next meeting of the LWG. This guide included the inventory of available resources as well as explanations of what each principle means. He asked the ILO to finalize it in consultation with IOE and ITUC in order to have a text which reflects a common understanding of the principles.

He stressed that the GC needed to keep its credibility strong. After nine years, it is becoming an adult, which cannot afford any failures. Trust and collaboration among all involved need to be consolidated. To this end, it will be utmost important that the LWG listens to companies. They will be invited to its next meeting, which will last one full day in order to leave more room for discussions. The first step in that direction will be to communicate the outcomes of this meeting to GC participants and local networks.

**Zafar Shaheed** felt this meeting provided a good opportunity for the ILO to think more about how its work relates with its constituents. He agreed to work on refining the inventory by examining each of the tools included and suggested making them available in order to get feedback from companies concerning their usefulness. As regards the resource guide under preparation, he explained that its contents concerning the meaning of the principles had been developed a long time ago in consultation with all ILO relevant departments and the social partners. The resource guide will put together those texts with the refined inventory of key materials. He agreed on the need for IOE and ITUC to define a number of priorities for the ILO to work on as regards the GC and the LWG.

**Antonio Peñalosa**, welcomed the idea of working jointly with ITUC in defining some priorities, but he stressed that for the moment they could only identify options which would need to be validated at the next LWG meeting by companies which are the end users of any material to be produced.

Based on his past experience of working with the IOE in common definitions of the fundamental principles, **Jim Baker** recognized the difficulty of transposing standards to companies. He explained that the jurisprudence of the ILO Committee on Freedom of Association (CFA) provides useful guidance in this regard as far as freedom of association and the right to collective bargaining are concerned. It is clear from this jurisprudence that although international labour standards are not addressed to companies, they can be applied by them.

**Ursula Wynhoven** found discussions really enlightening and looked forward to working more with the ILO in supporting the LWG. The GC office would be keen to use its communication platforms to disseminate all the information and guidance concerning the labour principles.

She put forward the following comments and suggestions:

- Make available the training package on labour principles that had been used during the GC Implementation Workshop for Managers in November 2007. This would be really useful for replying to many requests the GCO receives from companies concerning labour principles.
- Develop from those training materials good practice notes on how to face specific dilemmas in the application of labour principles.
- Disseminate good practice examples that will come out of the work of the forthcoming ILO HelpDesk for companies.
- She welcomed the idea of cooperating with IIRA in the development of case studies on industrial relations. The first one could be the Inditex case, which seemed to be a good practice worth disseminating.
- The idea of publishing a resource guide is very good because it will allow everybody to look at all the different kinds of available materials and select those that are appropriate for each situation.
- Concerning possible collaboration with business schools, she informed participants that the ILO was involved with the GC in the initiative on Principles for Responsible Management Education launched at the Leaders' Summit in June 2007. The LWG could

liaise with this initiative to ensure that industrial relations and other labour principles are included in business schools' curricula. It is really important that future business leaders receive knowledge on these issues.

- The LWG could develop briefing notes or guidance materials for employers' and workers' organizations on what the GC is and what it is not in order to address misconceptions that still seem to exist among the social partners.
- As regards international framework agreements, one possibility, if the social partners agree, would be to give visibility on GC website to participating companies that have signed those agreements by including a link in the pages showing what each company is doing to support the different principles.

Concerning collaboration with business schools, Antonio Peñalosa highlighted the importance of providing guidance to business schools on their curricula and Jim Baker stressed that there is in particular need for industrial relations training, which is being replaced by CSR courses in business schools. José Manuel Salazar-Xirinachs informed that the ILO was working with European MBAs in defining ways of collaboration and stated that it would be important to reflect on how to get the LWG involved in that process.

Jim Baker agreed with Philip Jennings on the need for IOE and ITUC to have an open and informal discussion with global union federations and some companies about collective ideas on how the GC could be useful. Concerning IFAs, he clarified that the intention was not to present them as the only possible solution, but as one of the expressions of social dialogue. He recognized that not all companies are in the appropriate situation for signing such agreements, but it would be important to highlight that IFAs are initiatives that do not rely on social auditors. Like industrial relations, their success does not depend on assessments carried out by external actors, but on the commitment of the parties involved.

Antonio Peñalosa also agreed on establishing a system by which they will meet in a friendly way to have a dialogue and solve specific problems in order to minimize their impact. This is something they are already doing, often over the phone. He suggested publishing the ILO training materials on labour principles mentioned by Ursula Wynhoven as a joint ILO-GC product that the GC office could make available to participants.

He noticed that there were two levels of the LWG: the political level and the technical team of ILO experts attending this meeting. It will be important that the latter work closely with the GC Office, by having periodical meetings, in order to ensure that all the knowledge is kept somewhere. In this connection, José Manuel Salazar-Xirinachs suggested preparing a list of all relevant ILO officials to be sent to the GC office.

Antonio Peñalosa put forward the idea of organizing one of the Annual Local Networks Forums at the ILO in order to put greater focus on labour principles. That would be the best way for people to benefit directly from ILO experience. Jim Baker strongly supported this idea. He recalled that during the last Annual Local Networks Forum in Monterrey, there had been a very interesting discussion on governance. It had also been clear that people know very little about labour principles. It would therefore be very useful to give them access to the ILO to have an opportunity to better understand the principles as well as what employers' and workers' organizations are.

Ursula Wynhoven suggested to organize the next meeting of the LWG in conjunction with the Annual Local Networks Forum to be held in Bonn in October. Antonio Peñalosa and Jim Baker welcomed this suggestion. They felt it would be a valuable opportunity to present the working group and ILO's work to a larger number of GC participants and local networks' focal points.

Antonio Peñalosa thanked participants for their valuable contributions and closed the meeting by stressing the need to keep the GC flame strong. It is clear that we have the tools, technology and knowledge, but the GC has not yet fully benefited from it. The GC has in fact been doing things here and there but not really developing the labour principles, while it is an area in which companies are looking for support. This meeting has opened many doors and will help to focus on good products. If the GC wants to be well rooted it needs to count on employers' organizations which are the leading voices of those involved.

### Next steps

- Prepare the summary report of this meeting to be distributed among attendees and GC participants. It will help raise awareness of the LWG among companies and GC networks.
- Send Ursula Wynhoven, who is the focal point for the LWG at the GC Office, a list of all relevant ILO contacts who will be involved in supporting the working group.
- Work in the preparation of a resource guide on the labour principles that will include a refined version of the inventory that was reviewed during the meeting.
- Define the date and place of the next meeting of the GC Labour Working Group. It has been suggested to convene it in November in New York, in the framework of the GC Board meeting, or to organize it immediately before the Annual Local Networks Forum to be held in Bonn, Germany on 21-22 October.
- Prepare a draft plan of action for the LWG on the basis of the different proposals made during the meeting, to be validated and refined during the next meeting in presence of company representatives.

## Participants

- Mr. Antonio Peñalosa Secretary-General, IOE
- Mr. Jim Baker, Coordinator, Council of Global Unions
- Mr. Philip Jennings, General Secretary, Union Network International (UNI)
- Ms. Ursula Wynhoven, Special Assistant to the Executive Director, UN Global Compact Office
- Ms. Rajae Tazi, Confédération Générale des Entreprises du Maroc (CGEM)

### **From the International Labour Office (ILO):**

- Mr. José Manuel Salazar-Xirinachs, Executive Director, Employment Sector
- Mr. Zafar Shaheed, Director, Programme for the Promotion of the Declaration (DECLARATION)
- Mr. Wael Issa, Expert on freedom of association and collective bargaining, DECLARATION
- Ms. Lisa Wong, Expert on the elimination of discrimination in respect of employment and occupation, DECLARATION
- Mr. Roger Plant, Head, Special Action Programme to combat Forced Labour (SAP-FL), DECLARATION
- Mr. Philip Hunter, Research and Projects Officer, Special Action Programme to combat Forced Labour (SAP-FL), DECLARATION
- Ms. Michèle Jankanish, International Programme on the Elimination of Child Labour (IPEC)
- Mr. Patrick Quinn, IPEC
- Ms. Paola Pinoargote, Technical Officer, Multinational enterprises programme (EMP/MULTI)
- Mr. Roy Chacko, Bureau for Employers' Activities (ACT/EMP)
- Ms. Verena Schmidt, Bureau for Workers' Activities (ACTRAV)
- Ms. Debra Perry, Disability Programme, Skills and Employability Department (EMP/SKILLS)
- Ms. Tiina Eskola, Disability Programme, Skills and Employability Department (EMP/SKILLS)