

A901241

**“The Labour Dimension of Corporate Social Responsibility:
from principles to practice”**



International Training Centre
Centre international de formation
Centro Internacional de Formación

COURSE AIMS

Corporate Social Responsibility (CSR) has raised a lot of attention in the last few years but it is still the subject of misconceptions namely on what it means in practice. **This three-day course has been designed to provide participants with an overall understanding of the subject as well as with valuable guidelines in addressing CSR-related labour and employment issues at the workplace.**

To this purpose, the ILO's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (ILO MNE Declaration) will be unpacked as the main point of reference and foundation for good CSR policies and practices.

The course adopts a participative and practical approach and stimulates experience sharing among participants. More specifically, upon completing their training, participants will know how to better engage in an effective application of labour principles and will identify the challenges, experiences, processes and strategies in putting these principles into practice.

BACKGROUND

Enterprises are considered as having a major role and contribution to the social dimension of globalization. They are a principal source of employment and income creation and their values, practices and behaviour have a major impact in the attainment of the goals of sustainable development, fair globalization and decent work for all.

Such considerations are even more pertinent in respect to business operations and investment in developing countries, where enterprises' action has been frequently under scrutiny and where governments alone have not been able to solve some persistent social problems.

As a response to this, businesses are voluntarily engaging in unilateral or multi-stakeholder initiatives (also known as corporate social responsibility – CSR - initiatives) that address the social and environmental impact of their own operations as well as those of their business partners.

The ILO MNE Declaration, adopted in 1977 and last revised in 2006, provides guidance concerning the responsibilities of business with respect to employment, skills training, conditions of work and life and industrial relations. Although the majority of the guidance of the declaration concerns directly enterprises, an effective application of labour principles calls for shared efforts and responsibilities. Governments and social partners are asked to adopt a coordinated approach, whenever possible, to maximize the contribution of business to economic and social development.

The training course being offered will explore how business voluntary practices and endeavours can contribute to development and decent work goals and what sort of practical steps can be undertaken at the workplace to achieve this.

The course will focus on how to unpack the guidance of the ILO MNE Declaration by providing the necessary theoretical background to better understand its principles and concrete ideas on how to put them into practice.

Venue

International Training Centre of the ILO (ITC-ILO),
Turin - ITALY

Dates

10-12 December 2008

Deadline for Registration

10th November 2008

Language

English

Target Audience

The course is designed for ILO constituents and professionals involved with CSR and labour practices issues, such as project managers, executives and technical experts from:

- Enterprises of all sectors and sizes
- Workers' and employers' organizations
- Governments

Staff from inter-governmental and international development agencies is also welcomed to apply.

Participation of women is strongly encouraged.

A good command of the English language is essential for an effective participation.

This course is organised by the ITC-ILO in collaboration with the Multinational Enterprises Programme of the International Labour Office (ILO)

PROGRAMME

Module 1

Introducing CSR: origins, concept and international frames of reference

The first part of the course introduces the concept of CSR and its evolution and explains enterprises' motivations to engage. It also considers the role of international organizations in this area as well as recent developments in this field (i.e. the report of the UN Special Representative on Business and Human Rights and the continuing development of ISO 26000). This module also considers different international frames of reference on CSR such as the ILO MNE Declaration, the OECD Guidelines for Multinational Enterprises and the Global Compact. The different roles and positions of the social partners and governments on the subject shall also be discussed.

Module 2

The ILO MNE Declaration: context, aim and nature

How can a Declaration adopted in 1977 still be relevant today? Are today's challenges different from 31 years ago? What is the ILO MNE Declaration guidance on governance and development issues? How can we ensure that enterprises operations are consistent with host' countries development priorities and contribute to the decent work agenda through social dialogue?

These are some of the questions addressed in module 2 that will also be dealt further throughout the remaining of the course.

Module 3

Unpacking the ILO MNE Declaration: from principles to practice

This module is aimed at providing concrete ideas on how to put labour principles in practice in the areas of employment, skills training, conditions of work and life and industrial relations.

Each session provides the necessary theoretical background to better understand the principles and concrete examples and practical tools to integrate them in workplace strategies. Challenges and benefits related with implementing these principles will be identified through the analysis of ongoing initiatives.

METHODOLOGY

In preparing and facilitating this event the staff of the ITC-ILO will team up with technical specialists and experts from the Multinational Enterprises Programme of the ILO and the representatives of the social partners.

As appropriate, the course will combine plenary and group work sessions. A highly participatory approach will be adopted throughout the event for ensuring an active intervention of all participants and a constructive exchange of ideas and information.

In conformity with the Turin Centre procedures, an evaluation of the course will be carried out at the end of the event to determine the perceived relevance of course contents to participants' needs and the effectiveness of the methodology and materials employed in achieving the course's training objectives.

COST AND FINANCING

The course is fee-paying. The total cost of Euros 1,800 includes:

(a) tuition fees (EUR 1,040), covering programme development and management, the use of classrooms and teaching equipment, office supplies, training materials, and secretarial and administrative support costs;

(b) participant subsistence (EUR 760), including bed & breakfast, two daily meals, personal laundry, pocket money (EUR12/day), insurance, minor medical care, and social life and other services (transfer from/to Turin airport and a course dinner).

Please note that the prices shown do not include the cost of travel between the participant's home and the course venue.

The organisers are in a position to offer a limited number of fellowships to selected candidates.

To register for the course or for any additional information please contact:

Activity Manager:

Maria VASQUEZ (Ms)
m.vasquez@itcilo.org

 +39 011 693 6883  +39 011 693 6451

Course Assistant:

Sophie OUINE (Ms)
s.ouine@itcilo.org

 +39 011 693 6522  +39 011 693 6451

INTERNATIONAL TRAINING CENTRE of the ILO
Viale Maestri del Lavoro, 10
10127 Turin, ITALY