

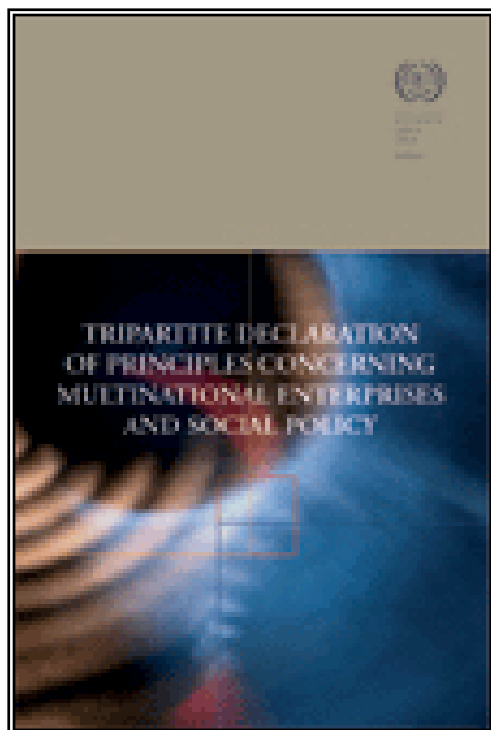


# The ILO and CSR – *Why Responsible Business Conduct Matters*





# Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy

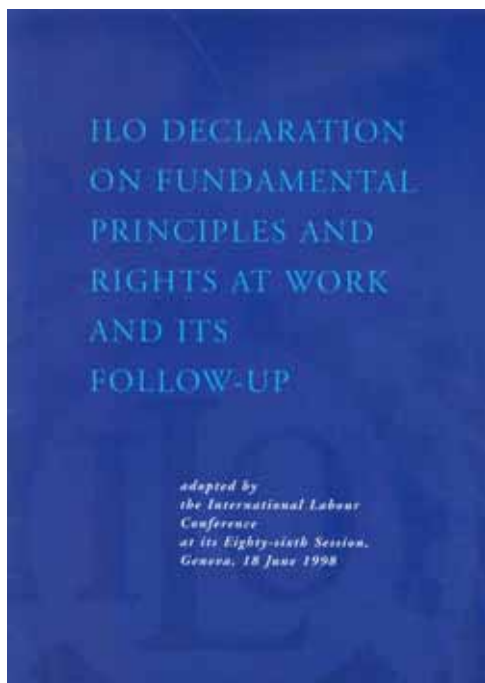


- ILO's *key instrument* on CSR
  - ✓ Adopted by ILO GB in 1977 (latest update 2006)
  - ✓ Voluntary guidelines devoted to social policy and world of work
- Only global tripartite instrument related to CSR
  - ✓ Adopted with the agreement of workers, employers and governments
  - ✓ Recognizes positive contribution MNEs can make to economic and social development
- Rooted in social dialogue
- Balances roles and responsibilities of governments, MNEs, employers and workers



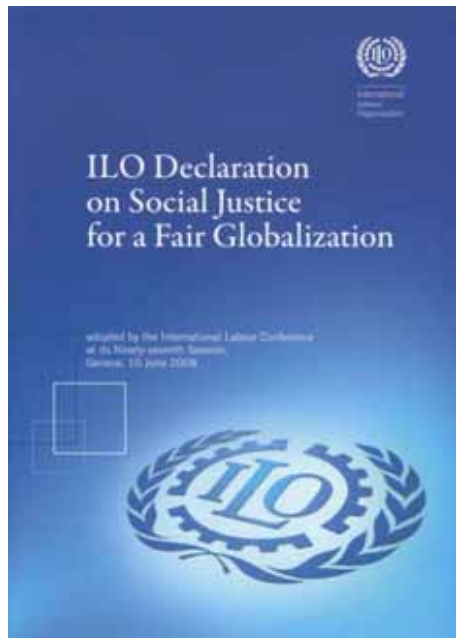
# 1998 Declaration

- Commits all ILO member (*whether or not respective conventions have been ratified*) to promote and to realize fundamental rights on **core labour standards**:
  - ✓ Freedom of **Association** and recognition of right to collective bargaining
  - ✓ Elimination of all forms of forced or **compulsory labor**
  - ✓ Effective **abolition of child labour**; and
  - ✓ Elimination of **discrimination** in respect of employment and occupation.





# The 2008 Social Justice Declaration



- Declaration commits members to Decent Work Agenda, by:
  - ✓ Promoting employment by creating sustainable institutional and economic environment
  - ✓ Developing and enhancing measures of social protection
  - ✓ Promoting social dialogue and tripartism
  - ✓ Respecting, promoting and realizing fundamental principles and rights at work
- Implementation calls for new partnerships, including with MNEs
- Affirms relevance MNE Declaration (1977) in globalized economy



# MNE Declaration: 5 Policy Areas

- Guidance to both MNEs and Government
- General policies:
  - ✓ national law and international labour standards
- Employment:
  - ✓ promotion, equality, security
- Training:
  - ✓ vocational training and skills development
- Conditions of work and life:
  - ✓ wages and benefits, child labour, safety & health
- Industrial relations:
  - ✓ freedom of association and right to collective bargaining, consultations



## MNE Declaration: Follow-up

- Tripartite universal surveys
- Research and publications, e.g. impact of FDI on labour markets, good practices
- Dialogue and advisory activities at sectoral, national and regional levels
- Training
- Consultation and « Helpdesk » service



# CSR Trends and Challenges

- Increasing number of private voluntary initiatives, codes and standards - risk of confusion, fatigue for MNEs
- Convergence of CSR initiatives around ILO core standards, BUT
  - Not enough emphasis on the responsibility of governments to enforce national legislation
  - Neglect of the positive contribution to labour-management cooperation
  - Marginalization of the role of industrial relations
  - Often, ILS are misinterpreted or wrongly applied
- Linkages to a Sustainable Enterprise agenda recognizes environmental dimension
- Collaboration around principles, language, and interpretation is critical



## Conclusions

- MNE Declaration is a rich source of guidance for constituents on CSR
- Governments have a role to play in maximizing the social benefits of MNE operations
- ILO is contributing to other multi-stakeholder initiatives on CSR
- The ILO « Helpdesk » provides a portal for interpretation and guidance on ILO instruments