



International
Labour
Office

MULTI

**Multinational enterprises
and social policy**

ILO and CSR

ILO instruments

The MNE Declaration

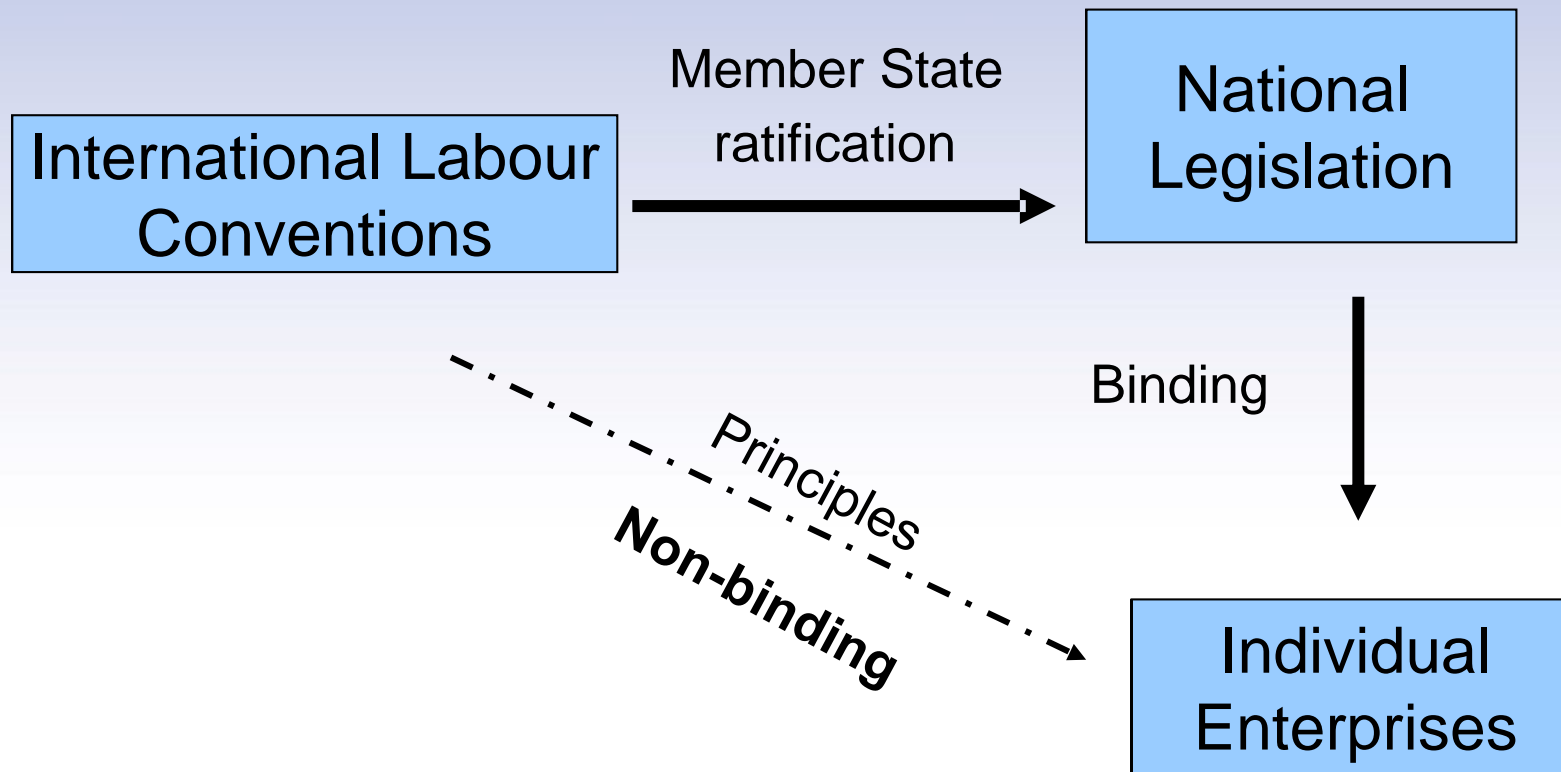
Helpdesk

Turin Centre course

ILO instruments

- ◆ **Conventions and Recommendations**
- ◆ **MNE Declaration (1977 – 2006)**
- ◆ **Declaration on Fundamental Principles and Rights at Work (1998)**
- ◆ **Declaration on Social Justice for a Fair Globalization (2008)**

ILO Instruments and Individual Enterprises



The MNE Declaration

- ❖ **Comprehensive: covers all labour aspects of CSR**
- ❖ **Adopted by ILO Governing Body in 1977 (last update: 2006)**
- ❖ **Non-binding character**
- ❖ **Recommendations to enterprises, governments, employers and workers**
- ❖ **Applies to multinational and domestic companies**

MNE Declaration

- ◆ 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

MNE Declaration Follow up

- MNE Subcommittee of the Governing Body
- Multinational enterprises programme
- Periodic surveys
- Promotional activities, research, technical cooperation
- Interpretation procedure

What can companies do?

- **Join local business organizations**
- **Join the Global Compact and become active in local networks**
- **Use ILO Jurisprudence and Mechanisms**
 - Committee of Experts on the Application of Conventions and Recommendations
 - Freedom of Association Committee

Global Compact Networks

- Global Compact Network members:
 - **Companies**
 - **Employers' organizations**
 - **Workers' organizations**
 - **NGO's (human rights, environment, development)**
 - **Academic Institutions**
 - **United Nations system**

ILO Jurisprudence and Mechanisms

- **Committee of Experts on the Application of Conventions and Recommendations**
- **Freedom of Association Committee**
 - Conventions 87 and 98
- **Representation (employers or workers)**
 - Country "has failed to secure in any respect the effective observance within its jurisdiction of any Convention to which it is a party".
- **Complaint** (other country or GB/ILC delegate)
 - Myanmar



International instruments compared



| MNE Declaration | Global Compact | OECD Guidelines |
|---|-----------------------------------|--|
| Common features: <ul style="list-style-type: none">– Three 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 | | |
| Distinctive features: | | |
| Most comprehensive coverage of labour and employment topics | Involves membership for companies | Binding for adhering governments |
| Detailed follow-up surveys involving the tripartite partners | Public communications on progress | Governments investigate alleged violations |

ILO CSR Helpdesk

- Formally launched March 2009
- One-stop Window
- FAQs
- Expert group for more complicated issues

ILO Turin Centre

- ILO Training Centre in Turin
 - All kinds of courses related to labour issues
- New course on labour aspects of CSR
 - Targeting mid-level managers but open to anyone

ILO and CSR

More information:

www.ilo.org/multi

Questions:

helpdesk@ilo.org