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## Progress Report

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<01 April 2024 – 31 March 2025>

<Building Responsible Value Chains in Asia through the Promotion of  
Decent Work in Business Operations – Phase II>

Project Code (RAS/24/02/JPN)



Workers' and employers' organizations from seven Asian countries in discussion at the **Cross-Country Bipartite Dialogue in Electronics Sector on Responsible Business Conduct and Decent Work**, held in Tokyo, 5<sup>th</sup> February 2025, Masashi Noda, © ILO, 2025)

May 9, 2025

Donor: <Government of Japan/ Ministry of Economy, Trade and Industry>  
Admin Unit: <RO-Asia and the Pacific (India, Lao PDR and Malaysia) and ILO Office for Japan>

|                         |                                                                                                                                 |
|-------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| Project title:          | <b>&lt;Building Responsible Value Chains in Asia through the Promotion of Decent Work in Business Operations – Phase II&gt;</b> |
| Report type (pick one): | <b>&lt;Annual Technical Progress Report&gt;</b>                                                                                 |
| Reporting period:       | <b>From April, 2024 to March, 2025</b>                                                                                          |

Linkages:

**Strategic Policy Outcome:**

The Phase II of the programme is aligned with five outcomes of the ILO Programme and Budget (P&B) for 2024-2025:

- Outcome 1: Strong, modernized normative action for social justice
- Outcome 2: Strong, representative and influential tripartite constituents and effective social dialogue
- Outcome 4: Sustainable enterprises for inclusive growth and decent work
- Outcome 6: Protection at work for all
- Outcome 8: Integrated policy and institutional response for social justice through decent work

Additionally, the project is closely linked with the following three outputs of the ILO strategy on decent work in the supply chain:

- Output 6: National dialogues are promoted as opportunities for constituents to address decent work deficits in supply chains.
- Output 7: Home-host country dialogues are facilitated as a means of identifying opportunities for cooperation to advance decent work.
- Output 13: Knowledge, evidence and good practices on decent work in supply chains are widely shared and disseminated to constituents through ILO platforms, including the ILO Helpdesk.

**Country Programme Outcome:**

At the regional level in Asia, the programme will contribute to realize RAS 152 (Sustainable enterprises as generators of employment and promoters of innovation and decent work).

The relevant CPOs at the country level are the following, all linked to P&B 4.2 (Increased capacity of constituents to develop more resilient, inclusive and sustainable enterprises in supply chains and responsible business conduct for decent work.):

- IND103 (Enterprises, MSMEs, social and solidarity economy (SSE) entities and value chains benefit from improved productivity, sustainability and innovations for just transitions and decent work)
- LAO177 (Increased policy capacity, competency standards, and certification and accreditation arrangements to support promotion of technical/vocational skills for women, men and youth (DWCP Outcome 1.3))
- MYS102 (Promoting decent work fairer, more resilient and sustainable supply chains going forward)

***India – the DWCP for India 2023-2027***

- Outcome 1.3 (By 2027, the institutional capacity of constituents is strengthened to advance gender equality and promote the Fundamental Principles and Rights at Work, including OSH and workplaces free from violence, harassment and discrimination)

- Outcome 2.2 (By 2027, all enterprises, MSMEs, social and solidarity economy (SSE) entities and value chains, including those led by women, other informal and vulnerable groups, will benefit from improved productivity, sustainability and innovations, for realizing just transitions and decent work)

#### ***Lao PDR – the DWCP for the Lao PDR 2022-2026***

- Output 1.3 (Improved capacities of tripartite constituents at national and provincial levels for social dialogue (including policy engagement and collective bargaining) and provision of membership services)
- Output 1.4 (Increased capacity of tripartite constituents to ensure safe and healthy working conditions for women and men workers and reduce the prevalence of worst forms of child labour and incidence of forced labour)
- Output 3.1 (New or strengthened gender-responsive national policy, legislative and institutional frameworks and capacity to promote and protect rights of departing and returnee migrant workers, and promote coherence with employment, skills, social protection and other relevant policies)
- Output 3.2 (Increased availability of and access to pre-migration and on-return services, as well as to migrant workers' associations/networks, for women and men migrant workers, including in the areas of skills development, access to employment and prevention of and protection from violence and harassment, including gender-based violence and harassment)

#### ***Malaysia – the DWCP for Malaysia, Phase 2: 2021-2025***

- Outcome 1.1 (Strengthened labour legislation to ensure compliance with International Labour Standards)
- Outcome 1.2 (Eradication of forced labour and child labour)

**Sustainable Development Goal:** <1. No Poverty; 5. Gender equality; 8. Decent Work and Economic Growth; 9. Industry, Innovation and Infrastructure; 10. Reduced Inequalities; 12. Responsible Consumption and Production>

Related project(s): <“Skills Development and Responsible Business Conduct for Transition” and “Resilient, Inclusive and Sustainable Supply Chains Asia (RISSC)” ><sup>abc</sup>

#### Preparation and Review

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<sup>a</sup> [More and Better Jobs Through Socially Responsible Labour Practices in Viet Nam | International Labour Organization](#)

<sup>b</sup> [Skills Development and Responsible Business Conduct for Transition | International Labour Organization](#)

<sup>c</sup> [Resilient, Inclusive and Sustainable Supply Chains Asia \(RISSC\) | International Labour Organization](#)

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## List of Acronyms

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| Acronyms            | Definition                                                                                  |
|---------------------|---------------------------------------------------------------------------------------------|
| BHEUU               | Legal Affairs Division of the Prime Minister's Department (Malaysia)                        |
| BHR                 | Business and Human Rights                                                                   |
| BW                  | Better Work Programme                                                                       |
| CII                 | Confederation of Indian Industry                                                            |
| EFI                 | Employers' Federations of India                                                             |
| ESG                 | Environmental, Social, and (corporate) Governance                                           |
| FDI                 | Foreign Direct Investment                                                                   |
| FPRW                | Fundamental Principles and Rights at Work                                                   |
| HRDD                | Human Rights Due Diligence                                                                  |
| IICA                | Indian Institute of Corporate Affairs                                                       |
| ILS                 | International Labour Standards                                                              |
| ITCILO              | International Training Centre of the ILO                                                    |
| JAPIA               | Japan Auto Parts Industries Association                                                     |
| JAW                 | Confederation of Japan Automobile Workers' Unions                                           |
| JCCU                | Japanese Consumers' Co-operative Union                                                      |
| JCM                 | Japan Council of Metalworkers' Unions                                                       |
| JEITA               | Japan Electronics and Technology Industries Association                                     |
| JEIU                | Japanese Electrical Electronic & Information Union                                          |
| JETRO               | Japan External Trade Organization                                                           |
| JILAF               | Japan International Labour Federation                                                       |
| JTF                 | Japan Textile Federation                                                                    |
| LFTU                | Lao Federation of Trade Unions                                                              |
| LI                  | Labour Inspectorate                                                                         |
| LNCCI               | Lao National Chamber of Commerce and Industry                                               |
| METI                | Ministry of Economy, Trade and Industry (Japan)                                             |
| MEF                 | Malaysian Employers Federation                                                              |
| MITI                | Ministry of International Trade and Industry (Malaysia)                                     |
| MNE Declaration     | Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy |
| MNEs                | Multinational Enterprises                                                                   |
| MOU                 | Memorandum of Understanding                                                                 |
| MOHR                | Ministry of Human Resources (Malaysia)                                                      |
| MULTI               | Multinational Enterprises and Responsible Business Conduct Unit (ILO)                       |
| OECD Guidelines     | The OECD Guidelines for Multinational Enterprises on Responsible Business Conduct           |
| OSH                 | Occupational Safety and Health                                                              |
| RBC                 | Responsible Business Conduct                                                                |
| Sharoshi            | Labour and Social Security Attorneys                                                        |
| Sharoshi Federation | Japan Federation of Labor and Social Security Attorney's Associations                       |
| SMEs                | Small to Medium-sized Enterprises                                                           |
| ToT                 | Training of trainers                                                                        |
| UNGP                | UN Guiding Principles on Business and Human Rights                                          |

# 1. Executive summary

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The Project aims to promote inclusive, responsible, and sustainable enterprises and advance decent work in supply chains in India, Lao PDR, Malaysia, and Japan. It seeks to achieve two interconnected outcomes: (1) strengthening enterprise compliance with national laws and alignment with international labour standards, and (2) enhancing the capacity and collaboration of tripartite constituents to create an enabling environment for responsible business practices and inclusive growth.

During the inception and early implementation phases (April 2024 to March 2025), strong foundations were established through extensive consultations with and outreach to tripartite constituents, enterprises, and key partners. Sectoral and geographic priorities were defined in each country, aligned with national strategies and opportunities to influence supply chain practices.

In India, the Project prioritized the manufacturing sector—particularly the automobile and electronics industries—and focused interventions in Delhi NCR, Tamil Nadu, and Maharashtra. Early achievements include **strengthening the capacities of 96 enterprise representatives, supporting the adaptation of national RBC guidelines for the automobile sector**, and deepening tripartite collaboration through a well-received project launch and technical workshop.

In Lao PDR, following official government approval, the Project launched in January 2025. **A rapid scoping assessment** helped identify key sectors – textile and electronics. In collaboration with LNCCI, the Project enhanced the knowledge of **105 enterprise representatives** on RBC with localised material focusing on Fundamental Principles and Rights at Work. Tripartite constituents were engaged through the project launch and the workshop which looked into the linkage between OSH and RBC. The newly established Project Advisory Committee will support ownership and strategic guidance for implementation.

In Malaysia, the Project built strong momentum by building synergies with national efforts, notably the National Action Plan on Business and Human Rights (NAPBHR) that is under development. The Project made deliberate effort to encourage **inter-ministerial coordination** and to enhance the understanding of RBC among government officials. A **national tripartite workshop** was convened on “Responsible business practices, investment and trade for the realization of decent work and inclusive growth in Malaysia” and led to the development of a draft national roadmap to advance decent work through responsible and sustainable business practices as part of the national efforts to promote responsible business conduct in the country. Capacity-building activities for enterprises also contributed to strengthening private sector engagement, and will continue in the Year 2.

In Japan, the Project capitalized on strong networks established during Phase I, with a focus on scaling support to SMEs. Key achievements include training 646 **“BHR Sharoshi” experts** to advise companies on RBC and HRDD, **technical support for the electronics sector SMEs** through JEITA’s the Sustainable Purchasing Partnership (SPP), and **raising-awareness among SMEs across Japan**.

At the regional level, the Project organized a cross-country bipartite dialogue in the electronics sector, **highlighting the essential role of workers’ and employers’ organizations** in advancing responsible business practices across Asia.

**All the indicators are met against the Year 1 target** (see page 19 – 22). Building on this momentum, the Project will continue to scale up activities, deepen engagement, and foster sustainable change across all programme countries in 2025.

## 2. Budget / Planning Information

|                                  |             |             |
|----------------------------------|-------------|-------------|
| Project budget in USD: 2,700,729 |             |             |
| Project duration in months: 24   | Planned     | Actual      |
| Project start date:              | April, 2024 | April, 2024 |
| Project end date:                | March, 2026 | March, 2026 |

### India, Lao PDR and Malaysia (RAS/24/51/JPN)

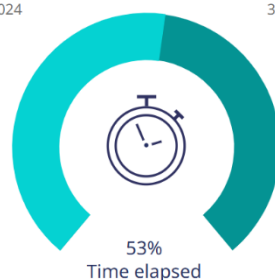
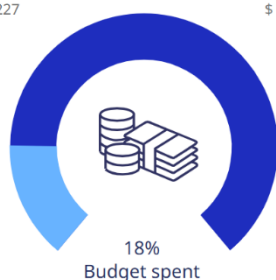
Total expenditure  
\$ 254,227

Total allocation  
\$ 1,423,599



Start date  
14/2/2024

End date  
31/3/2026



### Japan and Regional (RAS/24/50/JPN)

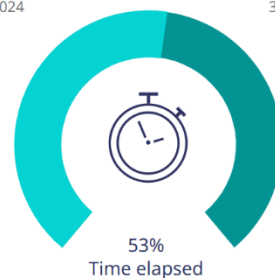
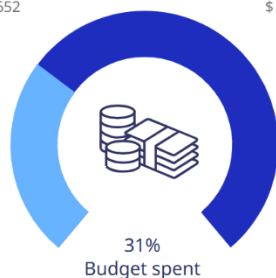
Total expenditure  
\$ 385,652

Total allocation  
\$ 1,250,390



Start date  
14/2/2024

End date  
31/3/2026



## 3. Summary outputs

| OUTPUT DELIVERY <sup>d</sup>                                                                                                                      |               |                |
|---------------------------------------------------------------------------------------------------------------------------------------------------|---------------|----------------|
| Output                                                                                                                                            | Output status | Output summary |
| Outcome 1: <Enterprises improve compliance with national laws and better align their practices with principles of international labour standards> |               |                |

<sup>d</sup> Based on the Implementation Plan

|     |                                                                                                                                                                                                                                                    |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
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| 1.1 | <Capacity of enterprises is strengthened to carry out human rights due diligence and their understanding is enhanced on how their contribution to the realization of the Fundamental Principles and Rights at Work should translate into practice> | On schedule | <p><b><u>Activity 01.01.01 (India, Lao PDR, Malaysia) Organize and deliver training and workshops for enterprises</u></b></p> <p>A total of <b>96</b> participants strengthened their understanding of Responsible Business Conduct (RBC) through two capacity-building workshops in March 2025.</p> <p>The first in-person workshop was held in Pune—an industrial hub in Western India—in collaboration with the Employers’ Federation of India (EFI) and the Confederation of Indian Industry (CII). It attracted 40 participants, primarily from the manufacturing sector. Alongside ILO-led technical sessions, a panel featuring industry leaders, including Tata AutoComp, offered practical insights. Tata’s representative also shared lessons from the regional bipartite dialogue in Tokyo (February 2025). Participant feedback was overwhelmingly positive, with 100% indicating they would recommend the workshop to others.</p> <p>The second workshop, held online with the Indian Institute of Corporate Affairs (IICA), engaged 56 participants who had previously completed IICA’s sustainability courses. Building on their foundational understanding on sustainability, the webinar deepened their understanding on the labour dimensions of RBC.</p> <p>On the way forward, the project will continue to expand its reach to enterprises, including through organizing ToT program, in collaboration with employers’ organizations, such as EFI and CII.</p> <p><b>Malaysia:</b> In collaboration with the Ministry of Investment, Trade and Industry (MITI) the Project co-organized a workshop with for manufacturing sector in December on the Introduction to the RBC through the ILO MNE Declaration and the i-ESG Framework. The workshop provided the opportunity for <b>21 participants</b> to enhance their awareness on RBC including through HRDD, as well as national i-ESG framework.</p> <p>Together with ILO Bureau for Employers' Activities (ACT/EMP) and ILO Projects operating in Malaysia, the Project is supporting the development of ESG Training Package for Malaysian Employers Federation to meet the needs of their members enterprises. The training package is currently developed by the University Malaysia Sarawak and will be launched during 2025.</p> <p>The project established strategic collaboration with several government agencies such as Malaysia Automotive Institute (MARii), Malaysian Rubber Council (MRC), SME Corp as well as MEF to conduct capacity building programs for enterprises in the E&amp;E and Automotive industry. The capacity building programs are expected to take place from Q2 2025 onwards.</p> |
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|--|--|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  |  | <p><b>Lao PDR:</b> In collaboration with <b>Lao National Chamber of Commerce and Industry (LNCCI)</b>, two capacity building workshops on RBC, HRDD, and the Fundamental Principles and Rights at Work were delivered in Vientiane Capital and Vang Vieng. A total of <b>105</b> participants from MNEs and SMEs from various manufacturing industries, such as garment, electronics, mining, food and beverage, as well as LNCCI members (national and provincial level), sectoral organizations and business associations from garment, logistics, hospitality, gained knowledge on RBC and ILS. More than <b>95%</b> responded improved understanding on RBC and ILS. Training contents were localised in Lao language and focused on RBC, particularly Fundamental Principles and Rights at Work, OSH and Management Systems given the needs from employers. Additional session is scheduled in May 2025 in Savannakhet and ILO is in consultations with LNCCI to scale up the capacity building.</p> <p><b><u>Activity 01.01.02. (India, Lao PDR, Malaysia) Document good practices of enterprises</u></b></p> <p><b>India:</b> The project is planning to conduct research with the ILO Headquarters (Sustainable Enterprises, Productivity and Just Transition Dept.) on developing business cases and narratives to promote RBC and ESG. The study will include case studies of enterprises in India (including Japanese enterprises operating in the country) on RBC and ESG, which will be utilized in the future awareness-raising.</p> <p><b>Malaysia:</b> The project is conducting a baseline assessment among the enterprises in the electrics and electronics (E&amp;E) and automotive sectors to identify their current level of knowledge and awareness and practices related to the labour dimension of RBC and HRDD. To complement the initiative, the project intends to produce and publish videos to demonstrate the good practices of enterprises to encourage RBC among businesses.</p> <p><b>Lao PDR:</b> Consultations are underway with LNCCI.</p> |
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|-----|--------------------------------------------------------------------------------------------------------------------------------|-------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.2 | <Awareness is raised on responsible business conduct and good practices are disseminated including among Japanese enterprises> | On schedule | <p><b><u>Activity 01.02.01. (Japan) Organize and deliver training and workshops for Japanese enterprises, including SMEs</u></b></p> <p><b>Japan: In total, 3,198</b> enterprise participants (of which approx. <b>766 are from SMEs</b>) joined the seminar or training on RBC, HRDD, and ILS, <b><i>exceeding the target</i></b>, and <b>93.2 % have increased knowledge on RBC and the principles of ILS</b> from April 2024 to March 2025. These seminars have been conducted in collaboration with various stakeholders:</p> <p>(a) <b>Employers' organizations</b> and initiatives (JAPIA, JEITA and Construction and Real Estate Human Rights Due Diligence Promotion Council)</p> <p>(b) <b>Employers</b> (NTT Data, Seiko Epson, Mitsubishi Estate)</p> <p>(c) <b>Other stakeholders</b> (JCCU, Tokyo Metropolitan Human Rights Promotion Center and Sharoshi Federation)</p> <p><b>Engagements toward SMEs</b> are conducted through (a) <b>Area-wide coverage</b> outside of the large cities with Sharoshi Federation, (b) <b>Up-stream coverage</b> of the value chain through partnerships with JEITA (explained below) and (c) <b>Pool of experts</b>, BHR Sharoshi reaching out on their own initiatives (explained in 01.02.02).</p> <p>(a) 20 seminars for SMEs (19 in-person and one online) were conducted with Sharoshi Federation across Japan. Raised awareness on RBC and ILS to <b>628</b> participants from <b>531</b> companies. The seminar triggered participants to consider RBC/HRDD actions engaging with suppliers, enhance grievance system and information disclosure. Final online seminar was conducted together with GCNJ to promote ILO-UNGC E-learning "Advancing Decent Work through the UN Global Compact Labour Principles" for the SMEs and MNEs who wish to engage with their suppliers.</p> <p>(b) Executives from <b>16 SMEs</b> have pledged to join the "Sustainable Purchasing Partnership (SPP)" led by JEITA and its MNE members, to start their RBC/HRDD initiatives and <b>establish Human Rights Policy by Q2 2025</b>. ILO and Sharoshi Federation supported JEITA in delivering capacity trainings and follow up consultations to the SMEs.</p> <p><b><u>01.02.02. (Japan) Capacity building for Labour and Security Attorneys and other specialists to support practices of SMEs</u></b></p> <p><b>Japan:</b> Sharoshi were rigorously trained to become "BHR Sharoshi" - experts who can support SMEs on RBC/HRDD (See link for details in Japanese: <a href="https://www.shakaihokenroumushi.jp/organization/tabid/853/Default.aspx">https://www.shakaihokenroumushi.jp/organization/tabid/853/Default.aspx</a>)</p> <p>The project <b><i>exceeded its target for the whole project period</i></b>, with <b>646 BHR Sharoshi</b> trained by March 2025. (194 were</p> |
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|                                                                                                                                                                                                        |  |  | <p>trained during the Phase I and initially aimed to establish a pool of 600 BHR Sharoshi by the end of the Phase II project.)</p> <p>(c) <b><i>After participation in the training with ILO, 137</i></b> BHR Sharoshi has provided <b><i>403 advisories</i></b> towards <b><i>341 companies</i></b>. <b><i>17</i></b> enterprises among those who benefited from advisory services adopted a human rights policy. Additionally, <b><i>27</i></b> BHR Sharoshi delivered <b><i>61 seminars</i></b> on RBC with approx. <b><i>2,681 participants</i></b><sup>e</sup></p> <p>At peer-learning sessions, pioneering BHR Sharoshi shared how they engage with industry organizations and SMEs in providing <b><i>advisory services on Human rights policy, HRDD</i></b> and voluntary regional working groups by BHR Sharoshi shared how they are <b><i>developing sample Human rights policy by industry sector</i></b> and to <b><i>systematically engage</i></b> with SMEs and other stakeholders in the region. BHR Sharoshi have become <b><i>resource persons</i></b> supporting the project as a lecturer at RBC/HRDD seminars for SMEs conducted together with industrial organizations (JAPIA, JEITA), local municipalities (Metropolitan Tokyo) and other stakeholders (GCNJ).</p> |
| <p>Outcome 2: &lt;Stronger capacity and collaboration of tripartite constituents foster an enabling environment for more sustainable enterprises that implement responsible business practices&gt;</p> |  |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

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<sup>e</sup> Data from survey conducted by Sharoshi Federation between Dec 2024 – February 2025 towards 405 BHR attorneys. 139 BHR attorneys (34%) responded on their engagement, advisory services and seminars provided to enterprises from the day when respondent joined the training to become BHR attorneys to the date of the survey response.

|     |                                                                                                                                                                   |             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
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| 2.1 | <Enhanced capacity of government, workers' and employers' organizations for enhanced dialogue on the promotion of sustainable and responsible business practices> | On schedule | <p><b><u>Activity 02.01.01 (India, Lao PDR, Malaysia) Organize workshop(s) for tripartite constituents, and relevant stakeholders</u></b></p> <p><b>India:</b> The project organized <a href="#">its launch for India component and the first technical workshop</a> in November 2024 in New Delhi. The event brought together 64 participants, including Secretary, Joint Secretary and senior officials from the Ministry of Labour &amp; Employment, Employers' organizations, Workers' organizations, and the Embassy of Japan in India. The launch event contributed to forge buy-in among constituents, highlighting the relevance of the labour dimension of RBC and HRDD in India.</p> <p>Following the launch, the project plans to conduct a capacity building workshop for trade unions – scheduled in May, and for labour inspectors. The latter has been postponed to wait for the new leadership in the Ministry of Labour and Employment in April 2025. ILO will work closely with the Ministry to ensure government's proactive involvement in the preparation.</p> <p>The Project will conduct a tripartite workshop after those separate workshops for each constituent to build foundational knowledge.</p> <p><b>Lao PDR:</b> While there was delay for the project approval from the Government, the Project worked with tripartite constituents to raise their awareness on RBC. This includes through the project launch event in January and a consultation workshop on new OSH standards and introductory briefing on RBC in March – both co-organized with MOLSW. The Project also contributed in the session organized by MoFA and UNDP to promote the labour dimension of RBC.</p> <p>The Project is preparing a tripartite workshop, dates to be determined in consultation with the Government.</p> <p><b>Malaysia:</b></p> <p>As the Government of Malaysia is in the process of developing NAPBHR, the project came in the right timing to support this process. The Project supported this process by working with the Legal Affairs Division of the Prime Minister's Department (BHEUU) and MEF to organize a consultation session for businesses – participated by several industry associations as well as foreign chambers of commerce, including the Japanese Chamber of Trade &amp; Industry, Malaysia (JACTIM). The NAPBHR is scheduled to be launched in Q2 2025, according to BHEUU.</p> |
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|  |  | <p>The Project worked with and supported the <b>Government</b> of Malaysia in strengthening cross-ministerial collaboration and deepening understanding of Responsible Business Conduct (RBC). Activities included a contribution to closed-door session for MOHR officials , “From Policy to Practice: National Action Plan and Human Rights Due Diligence,” where the Project highlighted the relevance of ILO instruments—particularly the MNE Declaration—for Malaysia’s NAP on Business and Human Rights and HRDD implementation.</p> <p>In December, the Project co-organized a two-day inter-ministerial workshop with other ILO Project in Malaysia, bringing together 31 participants from six ministries and agencies. The workshop introduced key RBC concepts, ILO Fair Recruitment Principles, and highlighted national policy linkages. Participants welcomed the session as a valuable introduction to international labour standards and emphasized the importance of continued engagement on HRDD.</p> <p><b>TU</b> –ILO projects in Malaysia jointly organized a workshop on worker-driven responsibility to strengthen trade union actions to uphold RBC and FPRW in Malaysia, participated by 46 MTUC members in November 2024. Another workshop was held for MTUC Sarawak Chapter in September 2024 to share with its 51 members on the promotion of RBC and FPRW. Two workshops highlighted the importance of unions in playing role in RBC, as well as addressing recent labour challenges including migrant workers in Malaysia.</p> <p><b>National tripartite workshop</b></p> <p>The Project conducted a 2-day national tripartite workshop on Responsible Business Practices, Investment and Trade for the Realization of Decent Work and Inclusive Growth in Malaysia. Guided by the ILO MNE Declaration and international frameworks on RBC and BHR, the workshop built capacity among government, employers, and workers to leverage enterprise practices for the realization of decent work (SDG 8). Attended by 38 participants representing different ministries, national agencies, employers’ and workers’ organizations and Ms. Motoko Ogawa, the Director of the Business and Human Rights Policy Office at METI Japan delivered opening remarks. The workshop concluded with a draft national roadmap for the promotion of sustainable and responsible business practices to advance decent work in synergy with the NAP on BHR under development..</p> <p><b><u>Activity 02.01.02 (India, Lao PDR, Malaysia, Japan)</u></b><br/> <b><u>Information briefs and awareness raising materials are localized/ produced/ disseminated</u></b></p> |
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|  |  | <p><b>India:</b> The Project is collaborating with the Management &amp; Entrepreneurship and Professional Skills Council (MEPSC) and the UN Global Compact (UNGC) to promote the joint ILO and UNGC e-learning module “Advancing Decent Work through the UN Global Compact Labour Principles” across India. Discussions are on-going to obtain official accreditation from the Indian government and integrate the course as part of the official training offering by the MEPSC. If successful, this would boost the module’s credibility and uptake among businesses. The accreditation process, expected to take six months from April 2025, aims to support the long-term institutionalization of RBC practices in India.</p> <p><b>Lao PDR:</b> The MNE Declaration was translated into Lao language together with key resources materials such as the ILO Helpdesk for Business information leaflet, the RBC HRDD leaflet, HRDD and Trade Unions and Project factsheets, and disseminated at workshops:</p> <p>Additionally, a <b>Rapid Scoping and Baseline Assessment</b> identified priority sectors and mapped current trends and understanding on RBC/HRDD through desk reviews, interviews, and data analysis. The findings were shared during the project launch in January 2025.</p> <p><b>Malaysia:</b> The MNE Declaration was translated into Malay language together with key resources materials such as the ILO Helpdesk for Business information leaflet, the RBC HRDD leaflet, HRDD and Trade Unions. The materials will be disseminated in future capacity building programmes and other related events from Q2 2025 onwards.</p> <p><b>Japan:</b> Tools and materials from Phase I, such as (i) <b><i>ILO-UNGC e-learning course</i></b> and (ii) <b><i>ILO-JETRO good practices</i></b> report on HRDD/RBC are disseminated to seminar participants. Between March 2024 and March 2025, <b>173</b> joined the e-learning course.</p> <p><b><i>Japanese version of the “ILO Helpdesk for Business”</i></b> (<a href="https://www.ilo.org/ilo-helpdesk-business-international-labour-standards">https://www.ilo.org/ilo-helpdesk-business-international-labour-standards</a>) is currently being translated to provide continuous guidance on RBC and ILS to employers and workers in Japanese during and after the project term.</p> <p><b><u>Activity 02.01.03 (India, Lao PDR, Malaysia) Collaborate with JETRO offshore offices</u></b></p> <p><b>India:</b> The project received insightful advice from the JETRO office in New Delhi to outreach to Japanese enterprises in India. JETRO also supported dissemination of the project launch announcement in November 2024, contributed to increased participation from Japanese enterprises in India.</p> <p><b>Lao PDR:</b> The Project consulted JETRO Vientiane to plan a seminar targeting Japanese companies, however, the number</p> |
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|  |  | <p>of Japanese companies being a member of the Chamber is limited and some of the Japanese staff are remotely covering Laos operation from Thailand or Vietnam. ILO will share upcoming seminar information with JETRO which then can be shared with Japanese companies.</p> <p><b>Malaysia:</b> The project met with JETRO Kuala Lumpur and JACTIM representatives to explore potential collaborations to organize workshop for Japanese enterprises in Malaysia in Q2 2025.</p> <p><b><u>Activity 02.01.04 (India, Lao PDR, Malaysia, Japan) Explore partnerships with local institutions, such as universities, training institutions or other relevant institutions</u></b></p> <p><b>India:</b> The Project has been actively supporting the adaptation of the National Guidelines on Responsible Business Conduct (NGRBC) for the automobile sector, led by the Indian Institute of Corporate Affairs (IICA). Since October 2024, the Project facilitated the involvement of employers' and workers' representatives to ensure balanced inputs and participated in the three Advisory Committee meetings. A total of 40 participants attended in the last two meetings, which were hosted in ILO office.</p> <p><b>Lao PDR:</b> Currently under planning.</p> <p><b>Malaysia:</b> The project is exploring a collaboration with the Faculty of Law of the University Sains Islam Malaysia (USIM) to provide a lecture series on RBC which can be packaged as a micro-credential learning in the university, as well as a one day academic seminar related to NAPBHR. Discussion are also ongoing with Universiti Tun Hussein Onn Malaysia (UTHM) to deliver lectures on RBC for students preparing for internships in electronics and automotive sectors.</p> <p><b>Japan:</b> Currently conducting outreach to relevant stakeholders.</p> <p><b><u>Activity 02.01.05 (Japan) Workshops for workers' and employers' organizations, and relevant stakeholders, potentially including staff from local municipalities</u></b></p> <p><b>Japan:</b> 119 participants have joined the seminars on RBC and ILS, conducted in collaboration with <b>worker's organizations</b> including UA Zensen and Seven &amp; i Holdings Worker's Union.</p> <p>The collaboration with Japanese Consumers' Co-operative Union (JCCU) led to their establishment of operational rules - <b>"Guide to responsible purchasing practices"</b> aligned with existing Human Rights Policy, CSR Procurement Standards and Responsible Procurement policy. Tangible rules are</p> |
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|-----|---------------------------------------------------------------------------------------------------------|-------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|     |                                                                                                         |             | stipulated to prevent and mitigate contributing to adverse human rights impacts.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
| 2.2 | <Peer-learning is promoted across countries to promote responsible business practices in supply chains> | On schedule | <p><b><u>Activity 02.02.01. A workshop/ event to advance knowledge sharing and dialogue</u></b></p> <p>Together with ILO Action Programme on Supply Chain and other projects, currently planning to organize a regional event for tripartite constituents in October 2025 in Bangkok.</p> <p><b><u>Activity 02.02.02. Webinar(s)/event(s) are organized for governments, workers' and employers' organizations to advance knowledge sharing and dialogue</u></b></p> <p>On 5 Feb 2025, the ILO organized a <b>Cross-Country Dialogue on Responsible Business and Decent Work in electronics sector</b>, which brought together 27 representatives from employers' and workers' organizations from India, Indonesia, Lao PDR, Malaysia, Thailand, Vietnam, and Japan. Participants discussed for a coordinated approach between workers' and employers' organization to promoting sustainable and responsible business practices in the electronics sector.</p> <p><b><u>Activity 02.02.03 Knowledge sharing will be sought in relevant fora such as the UN Forum on Business and Human Rights Forum</u></b></p> <p>A workshop for enterprises focusing on meaningful stakeholder engagement was jointly organized by Institute of Developing Economies-JETRO, JETRO Bangkok, UNDP, IOM, OHCHR and ILO in the margin of UN Responsible Business and Human Rights Forum for Asia-Pacific in September 2024. A representative from ASICS shared their good practices , building on the case study collected in Phase I in the ILO-JETRO report.</p> |

#### OUTPUTS: Overall delivery assessment<sup>f</sup>

|                          |                                                                                                                                                                                     |                                     |                                                                                                                                                                                            |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | Highly satisfactory<br>Implementation of almost all (>80%) outputs is on schedule as envisaged in the implementation plan and almost all (>80%) indicator milestones have been met. | <input checked="" type="checkbox"/> | Satisfactory<br>Implementation of the majority (60-80%) of outputs is on schedule as envisaged in the implementation plan and the majority (60-80%) of indicator milestones have been met. |
|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

<sup>f</sup> This is a self-assessment

|   |                                                                                                                                                                                            |   |                                                                                                                                                                                                   |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| □ | <p>Unsatisfactory</p> <p>Some (40-60%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only some (40-60%) indicator milestones have been met.</p> | □ | <p>Very unsatisfactory</p> <p>Few (&lt;40%) outputs are being implemented on schedule as envisaged in the implementation plan and/or only a few (&lt;40%) indicator milestones have been met.</p> |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

## 4. Summary outcomes

| OUTCOME ACHIEVEMENT <sup>g</sup>                                                                                                                                                                                                                            |                                                       |                                                                                |                                                           |                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------------------------|------------------------------------|
| Indicator                                                                                                                                                                                                                                                   | Baseline<br>(before project start)                    | Indicator Milestone as of March 2025<br>(compare planned against actual)       | Target (end-of-project goal)                              | Immediate Outcome summary          |
| Outcome 1: <Enterprises improve compliance with national laws and better align their practices with principles of international labour standards>                                                                                                           |                                                       |                                                                                |                                                           |                                    |
| % of training participants reporting increased knowledge on RBC and the principles of international labour standards <sup>h</sup>                                                                                                                           | India: 0%<br>Lao PDR: 0%<br>Malaysia: 0%<br>Japan: 0% | India: n/a % <sup>i</sup><br>Lao PDR: 97.2%<br>Malaysia: 81.3%<br>Japan: 93.2% | India: 75%<br>Lao PDR: 75%<br>Malaysia: 75%<br>Japan: 80% | Fully on track: all milestones met |
| Output 1.1 Capacity of enterprises is strengthened to carry out human rights due diligence and their understanding is enhanced on how their contribution to the realization of the Fundamental Principles and Rights at Work should translate into practice |                                                       |                                                                                |                                                           |                                    |

<sup>g</sup> Based on the M&E plan

<sup>h</sup> Measured by post-training survey. Percentage represents among those who responded to the post-session survey.

<sup>i</sup> The survey conducted for an event in India was prepared by partner institutions, which did not include this particular question. However, 100% of the respondents to the survey answered they would recommend the workshop to others; 81.8% of the respondents answered the materials and resources provided were helpful; and 100% of the respondents answered either "Very satisfied (54.5%)" or "Satisfied (45.5%)" as a degree of overall satisfaction with the workshop. The project team in India will ensure that future surveys would include these questions set out in the table above to allow comparative analysis of the result with other project implementing countries.

|                                                                                                                                                                                           |                                                       |                                                                                                                                                                                                                          |                                                                              |                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|------------------------------------|
| Number of participants trained by country (disaggregated by gender)                                                                                                                       | India, Lao PDR and Malaysia<br>Participants: 0        | India, Lao PDR and Malaysia<br>Total participants: 222 (India: 96, Lao PDR : 105, Malaysia : 21, 5 sessions)<br><br>(Among survey respondents: Male 62.6% / Female 37.4% / Others 0.0% / Prefer not to say 0.0%)         | India, Lao PDR and Malaysia<br>Participants: 1250<br>(150 by end March 2025) | Fully on track: all milestones met |
| Output 1.2 Awareness is raised on responsible business conduct and good practices are disseminated including among Japanese enterprises                                                   |                                                       |                                                                                                                                                                                                                          |                                                                              |                                    |
| Number of participants (disaggregated by gender)                                                                                                                                          | Japan<br>Participants: 0                              | Japan<br>Total participants: 3,198 (59 sessions and 3 E-learning)<br><br>(Among survey respondents: Male 49.7% / Female 21.6% / Others (including those who didn't respond) 27.9% <sup>j</sup> / Prefer not to say 0.7%) | Japan<br>Participants: 500<br>(250 by end March 2025)                        | Result achieved: target met        |
| Outcome 2: <Stronger capacity and collaboration of tripartite constituents foster an enabling environment for more sustainable enterprises that implement responsible business practices> |                                                       |                                                                                                                                                                                                                          |                                                                              |                                    |
| % of government officials, employers' and workers' representatives reporting increased knowledge on RBC                                                                                   | India: 0%<br>Lao PDR: 0%<br>Malaysia: 0%<br>Japan: 0% | India: n/a % <sup>k</sup><br>Lao PDR: 100.0 %<br>Malaysia: 86.7%<br>Japan: 86.8%                                                                                                                                         | India: 75%<br>Lao PDR: 75%<br>Malaysia: 75%<br>Japan: 80%                    | Fully on track: all milestones met |

<sup>j</sup> This includes quite a few number of participants who left the part on gender as blank,

<sup>k</sup> Due to the nature of events conducted in India under Outcome 2, post-session surveys were not conducted during the reporting period. There were three events conducted, out of which one was a project launch event and two were Advisory Committee meetings that ILO co-hosted with IICA for adaptation of National Guidelines on Responsible Business Conduct. The nature of the Advisory Committee was to discuss the adaptation, which will contribute to strengthen capacity and collaboration of tripartite constituents, but a primary objective of the Committee is to continuously discuss and agree on the adaptation, but not necessarily to increase knowledge on RBC in each meeting.

|                                                                                                                                                                             |                                                           |                                                                                                                                                                                                                                      |                                                                                    |                                    |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|------------------------------------|
| Output 2.1. Enhanced capacity of government, workers' and employers' organizations for enhanced dialogue on the promotion of sustainable and responsible business practices |                                                           |                                                                                                                                                                                                                                      |                                                                                    |                                    |
| (i) Number of participants to workshop/ dialogue events/ meeting by country (disaggregated by gender)                                                                       | India, Lao PDR, Malaysia and Japan<br>Participants: 0     | India, Lao PDR, Malaysia and Japan<br>Total Participants: 512 (India: 104, Lao PDR: 100, Malaysia: 189, and Japan: 119, 13 sessions)<br>(Among survey respondents: Male 63.0% / Female 35.7% / Others 0.6% / Prefer not to say 0.6%) | India, Lao PDR, Malaysia and Japan<br>Participants: 300<br>(100 by end March 2025) | Fully on track: all milestones met |
| (ii) Number of information briefs/ materials produced                                                                                                                       | India, Lao PDR, Malaysia and Japan<br>Briefs/materials: 0 | India, Lao PDR, Malaysia and Japan<br>Briefs/materials: 9                                                                                                                                                                            | India, Lao PDR, Malaysia and Japan<br>Briefs/materials: 4                          | Result achieved: target met        |
| Output 2.2 Peer-learning is promoted across countries to promote responsible business practices in supply chains                                                            |                                                           |                                                                                                                                                                                                                                      |                                                                                    |                                    |
| Number of workshop/webinars participants by country                                                                                                                         | Region<br>Participants: 0                                 | Region<br>Total Participants: 51 (1 session)<br>(Male 58.8% / Female 41.2% / Others 0.0% / Prefer not to say 0.0%)                                                                                                                   | Region<br>Participants: 250<br>(50 by end March 2025)                              | Fully on track: all milestones met |

## 5. Narrative Report: Managing for Results

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### 5.1 Progress summary

Aligned with the project goal to promote inclusive, responsible, and sustainable enterprises and decent work in supply chains, the Project established strong foundations across India, Lao PDR, Malaysia, and Japan during the inception and early implementation phases. Through strategic consultations, capacity building for enterprises, and strengthened tripartite collaboration, early activities are helping enterprises better align with ILS and national laws. At the same time, tripartite constituents are enhancing their capacity to foster enabling environments that support responsible business practices and inclusive growth.

#### India:

During the inception phase (July - September 2024), the Project held consultations with tripartite constituents and potential partners, identifying key strategic directions:

- **Sector Focus:** The manufacturing sector—particularly the automobile and electronics industries—was prioritized, given its rapid growth under the 'Make in India' initiative and its significance in global supply chains.
- **Geographic Focus:** Delhi NCR, Tamil Nadu, and Maharashtra were selected based on the concentration of manufacturing activity, Japanese enterprises' presence, and ILO's existing partnerships and networks.
- **Stakeholder Buy-In:** overall support was secured from the Ministry of Labour & Employment, the Employers' Federation of India (EFI), and major workers' organizations (BMS and INTUC).

Building on inception strategies, the Project launched activities in October 2024, focusing on enterprise capacity-building and tripartite cooperation.

#### Key achievements between October 2024 and March 2025 include:

- **Enterprise Capacity-Building:** 96 enterprise representatives strengthened their understanding of RBC through [a workshop in Pune](#) (with EFI and CII) and [a webinar](#) (with the Indian Institute of Corporate Affairs, IICA).
- **Policy Engagement:** The Project actively supported the Advisory Committee for adapting the National Guidelines on Responsible Business Conduct (NGRBC) for the automobile sector, ensuring the engagement of employers' and workers' organizations.
- **Tripartite Cooperation:** The [Project launch and first technical workshop](#) in New Delhi gathered 64 participants from government, employers, workers, and other key stakeholders, reaffirming commitment to strengthening the enabling environment for RBC.

In parallel, preparations began for documenting enterprise good practices and launching the ILO-UNGC e-learning module in India, in partnership with the Management & Entrepreneurship and Professional Skills Council (MEPSC).

Building on these interventions in the first year, the project will continue to expand its reach and increase impact in the second year. Key activities envisaged include:

- Continued capacity building for enterprises in collaboration with EFI/CII and other organizations, including sectoral associations. A ToT program will also be designed to support institutionalization of RBC in enterprises.
- To add the ILO-UNGC e-learning module "Advancing Decent Work through the UN Global Compact Labour Principles" as a micro-credential offering, to be accredited by the Government of India in partnership with MEPSC.
- To build enabling environment for RBC, capacity building will be conducted for trade unions (13-14 May) and labour inspectors respectively, as well as national dialogue on RBC to strengthen collective effort.

## **Lao PDR:**

The Lao PDR component of the project was officially launched in January 2025, following the official project approval from the Ministry of Planning and Investment (MPI) and the Ministry of Labour and Social Welfare (MOLSW). While the formal launch took place in 2025, preparatory activities were conducted during the inception phase of 2024. This included staff recruitment and a rapid scoping and baseline assessment to map key stake holders, assess capacity gaps and identify priority sectors for intervention – the garment and electronics subsectors. A Project Advisory Committee (PAC) was subsequently established to formalize the project oversight and to provide strategic guidance, comprising of representatives from MOLSW, MPI, Lao National Chamber of Commerce and Industry (LNCCI) and Lao Federation of Trade Unions (LFTU).

During the reporting period, a total of **105 enterprise participants**, and **100 participants from tripartite constituents** attended sessions on RBC, HRDD, ILS, OSH, and productivity-related topics. The five sessions were organized in collaboration with MOLSW, LNCCI, and UNDP as follows:

- **UNDP-MOFA Workshop on Responsible Business and Human Rights** (4-5 November 2024, Vientiane Capital)
- **Official Launch of the Lao PDR Component of RVC II Project** (20 January 2025, Vientiane Capital)
- **Consultation Workshop on the Draft OSH Standards for Heat, Lightning and Noise, and Introductory Briefing on RBC** (7 March 2025, Vientiane Capital)
- **1<sup>st</sup> Pilot Capacity Building Workshop on RBC, Management Systems, and OSH** (25 March 2025, Vientiane Capital)
- **2<sup>nd</sup> Pilot Capacity Building Workshop on RBC, Management Systems, and OSH** (27-28 March 2025, Vang Vieng)

The sessions were delivered using localized materials from ILO, adapted in Lao language and context. Key topics included introduction to RBC and international frameworks, FPRW, HRDD, and OSH. Post-training evaluations revealed more than 95% of participants reported increased understanding of RBC and ILS. In addition, existing information materials on RBC and HRDD and a policy document were translated to Lao language and disseminated in the workshops.

A range of activities have been planned for the implementation throughout 2025 with MOLSW, LNCCI, and LFTU. The planned activities include

- Organizing the 3<sup>rd</sup> Pilot Capacity Building Workshop on RBC, Management Systems, and OSH (12-14 May 2025, Savannakhet Province)
- Organizing the capacity building workshop for Lao Federation of Trade Unions, in collaboration with the Japan International Labour Foundation (3-4 June 2025, Vientiane Capital)
- National Tripartite Workshop on sustainable and responsible business practices, investment and trade for the realization of decent work and inclusive growth in Lao PDR (June 2025)
- Training of trainers (ToT) and follow-up sessions in collaboration with LNCCI (TBC)

In parallel, the project team is engaging stakeholders to explore and design additional activities to strengthen the capacity building and dialogue on RBC.

## **Malaysia:**

During the inception phase, the Project conducted a series of consultation sessions with tripartite constituents to secure their support for project implementation and to facilitate outreach to enterprises in the Electrical & Electronics (E&E) and Automotive sectors.

During the current reporting period, a total of 189 participants from tripartite constituents participated in the project's capacity-building programs. Meanwhile, 21 participants from enterprises attended the

workshop organized with MITI. Additional enterprise-focused capacity-building activities are scheduled throughout 2025, with the aim of deepening industry-level engagement.

Several key strategies have been implemented to support project objectives, including:

- Establishing strategic collaborations with government agencies and the Malaysian Employers Federation (MEF) to deliver training for enterprises in the E&E and Automotive sectors.
- Initiating engagements with universities to reach companies involved in internship programmes and ensure RBC will be continuously learned and taught in Malaysia as part of the project's sustainability plan.
- Launching the "RBC 101 Workshop Series", designed to introduce small and medium enterprises (SMEs)—particularly in the manufacturing sector—to the foundational concepts of RBC.

In 2024, the project also translated key information material – including MNE declaration and awareness materials into Bahasa Malaysia, enhancing accessibility and local relevance.

Looking ahead, the project is on track to complete its baseline assessment and document good practices through video production in Q2 2025. In alignment with national efforts, the project will continue to support the Government in the implementation of the National Action Plan on Business and Human Rights (NAPBHR) post-launch through targeted capacity-building and technical assistance.

Additionally, the project will continue to pursue the proposed National Roadmap, developed during the National Tripartite Workshop. This roadmap outlines the next steps toward fostering an enabling environment for sustainable and responsible business practices, with the overarching goal of advancing decent work in Malaysia.

### Japan:

The existing network and partnerships with constituents and partners from Phase I, such as Sharoshi Federation, have significantly contributed in the spearheaded launch of several joint initiatives, leveraging on the outreach of the partnering organizations. During the reporting period, a total of **3,198** enterprise participants, including **766 from SMEs**, and **119** participants from tripartite constituents attended seminars and trainings on RBC, HRDD, and ILS, exceeding targets 15 months ahead of schedule. These were organized in collaboration with workers' and employers' organizations including JAPIA, JEITA and UA Zensen, employers and other relevant stakeholders including Sharoshi Federation. Some of these seminars led to companies taking concrete RBC actions, such as the workshop with JCCU leading the establishment of **"Guide to responsible purchasing practices"** and engagement with Mitsubishi Estate will be **reflected on their approach to conduct HRDD**, to enhance their collaboration with general construction companies and other suppliers.

The programme took focus on its outreach to the SMEs through three strategies: **(a) Area-wide coverage**, **(b) Up-stream coverage** and **(c) Pool of experts**, each functioning as sustainable mechanism to support the SMEs in the long term.

- 20 seminars across regional Japan** triggered SME participants to consider initiating RBC/HRDD. The lecture was delivered by local BHR Sharoshi who could offer support after the seminar to SMEs to take action and follow up.
- "Sustainable Purchasing Partnership (SPP)"** was launched by JEITA and its committee MNEs, together with ILO and Sharoshi Federation to provide a training package for SMEs (i) to develop Human Rights Policy, (ii) to conduct HRDD. As an initial pilot, support for the development of human rights policies was offered to SMEs in 2024, free of charge, and the HRDD support sessions are planned in Q3-Q4 2025. Reflecting the learnings from this pilot, the JEITA plans to expand SPP in 2026 onwards as the first support package on RBC/HRDD offered by industry organization and MNEs for their supplier or member SMEs.

- (c) To strengthen SME support, **646 Sharoshi were trained as “BHR Sharoshi”** experts by March 2025—12 months ahead of the initial target of 600 by end of Phase II. Out of these BHR Sharoshi, 137 provided 403 advisory sessions to 341 companies, leading to increased RBC understanding. **17** enterprises among those who benefited from advisory services adopted a human rights policy. Additionally, 27 BHR Sharoshi conducted 61 RBC seminars, reaching 2,681 participants. To foster ongoing engagement, 216 Sharoshi in total joined three online sessions to exchange best practices.

Going forward in 2025, activities including below are planned to develop lasting initiatives with stakeholders and collection of good practices to ensure sustainable impact after the project period:

- ILO will continue its support to JEITA SPP trial to add the training scheme on HRDD and grievance mechanism for the official launch planned after FY2026. Recording “voices from the fields” from SPP participating SMEs, JEITA & MNEs to communicate the achievements and learnings towards other SMEs, MNEs and industry organizations from other countries and sectors to replicate as good practice.
- Updating/improving Training module for BHR Sharoshi. Collecting good practices from the SMEs that BHR Sharoshi has supported in conducting RBC/HRDD and provide good examples on what kind of RBC actions are suitable for SMEs and how experts could encourage SMEs to take action in RBC/HRDD.
- Creating and delivering training module to nurture BHR Sharoshi who can conduct audits based on JASTI with the support of BW.

## Regional

On February 2025, the ILO organized a “Cross-Country Bipartite Dialogue in Electronics Sector on Responsible Business Conduct and Decent Work” in Tokyo. The dialogue brought together 27 representatives from seven countries, namely India, Indonesia, Lao PDR, Japan, Malaysia, Thailand and Vietnam, from both at national-level and sectoral-level and explored a more coordinated approach in promoting sustainable and responsible business practices in the Electronics sector. In addition, observes from Japanese workers’ and employers’ organizations joined, namely from JCM, JEIU and JEITA.

As a result of this dialogue, we achieved the following:

- **Established a shared understanding of key international frameworks**, including the ILO MNE Declaration, UNGP, and the OECD Guidelines in promoting decent work, RBC, and meaningful implementation of HRDD in the electronics sector.
- **Facilitated knowledge-sharing** through examples and best practices, demonstrating how to operationalize RBC and foster stronger collaboration between supply chain partners in both home and host countries.
- **Created a unique opportunity** for workers’ and employers’ representatives to engage in meaningful discussions on opportunities and challenges in relation to RBC and HRDD. It laid a groundwork for country-level actions, as well as future bipartite dialogue and collaboration.
- **Advanced discussions** on the role of workers’ and employers’ organizations in driving bipartite initiatives toward responsible business practices.

This dialogue was initiated by ILO based on a suggestion by JEITA’s CSR committee (JEITA and its member MNEs), in search for new methods to better identify the adverse impact to worker’s rights in the supply chains through collaboration between the workers’ and employers’ organizations in Asia. This dialogue laid the groundwork for country-level actions and future bipartite collaboration, reinforcing the role of workers’ and employers’ organizations in driving responsible business practices in the electronics sector.

Moving ahead, two initiatives are in the pipeline to facilitate cross-country knowledge sharing and exchange.

- A cross-country session on the role of the union is planned in collaboration with The Confederation of Japan Automobile Workers’ Unions (JAW) in April 2025, inviting 8 countries and regions.
- A regional tripartite event on supply chains and decent work in collaboration with ILO Action Programme on Supply Chain and other ILO projects, in October 2025 in Bangkok.

## Self-evaluation results:

### Relevance

The programme aligns closely with global trends in RBC and BHR including through HRDD. Its relevance has increased following the policy developments and regulatory frameworks on HRDD and ESG, such as in EU, Japan and India etc.

The Project interventions were aligned with the needs of the tripartite constituents of the target country, defined on the DWCP. Furthermore, they also directly linked to the priorities of the ILO, specified on the ILO Programme and Budget (P&B) 2024-2025:

- **ILO P&B Outcome:** 1, 2, 4, 6, 8
- **ILO DWCP Outcome:** India 1.3 and 2.2 / Lao PDR 1.3, 1.4, 3.1 and 3.2 / Malaysia 1.1 and 1.2
- **ILO CPO:** RAS 152, IND103, LAO 177, MYS 102, JPN101, JPN 801, JPN 802

### Effectiveness

The ultimate objective of this project is to promote inclusive, responsible and sustainable enterprises and decent work in supply chains in the specified sectors in the target countries. The outcomes, outputs and indicators are placed to guide interventions and to monitor its progress. As of March 2025, **all seven indicators are fully on-track**, including two indicators already exceeding the target. Survey results were disaggregated by gender to put spotlight on the disparity.

Across the target countries, regional and national dialogues encouraged the participants to consider their complementary roles in RBC and HRDD. Capacity building workshops in each country enhanced understanding of RBC and HRDD and helped tripartite constituents to integrate the concept to their operations. Below highlights some examples of how the project has become a driver of change for the beneficiaries:

- Provision of technical support in the **adaptation of the National Guidelines on RBC for the automotive sector in India** could enhance corporate alignment to international principles. Workers' and employers' organizations voices are reflected thanks to ILO's facilitation.
- **Introduced the concept of RBC using OSH as an entry point in Lao PDR** to gain understanding and buy-in among enterprises and constituents.
- **Building on the national efforts on i-ESG Framework and NAPBHR in Malaysia**, while complementing the effort by sharing the principles of ILS for enterprise and constituents, especially government officials.
- Technical support and neutrality of the ILO made it possible for **collective action by the industrial organizations and MNEs to take place in Japan** as a joint action to support RBC/HRDD by SMEs.

## Self-evaluation results:

### Sustainability

Several initiatives have sparked to pave the way for sustainable impact after the project term:

- **Strengthened engagement by the tripartite constituents:** The project launch event and stakeholder consultations have contributed to obtaining the tripartite constituents' green-light and keen involvement to the project. A project advisory committee has been established in Lao PDR as an essential foundation to creating enabling environment for RBC and help strengthen policy coherence.
- **Contributing to the development of national and sectoral guidelines** ensure sustainability and ownership of RBC/HRDD by the tripartite constituents, such as guideline for automobile sector in India, NAPBHR in Malaysia.
- **Ongoing efforts to integrate RBC to the teaching curriculum** with educational institutions in India and university in Malaysia.
- **Supporting corporate efforts to establish operational guidelines**, including "Guide to responsible purchasing practices" by JCCU and human rights policy by SMEs at SPP initiative in Japan.
- **Experts are trained through sustainable programme.** Over 600 BHR Sharoshi are trained as RBC experts for SMEs, with a potential to scale up in the future. After the initial full support by the ILO during Phase I, the trainings are now managed by Sharoshi Federation's with their resources while ILO contributes to the quality assurance.
- **Organic collaboration between ILO's stakeholders led to evolving joint initiative** between industry organization, its member MNEs and Sharoshi Federation and its BHR experts.

### Efficiency

The project strived for efficient and effective use of funding and made sure the resources were allocated optimally. Below are some of the examples of how the project leveraged existing resources and confirmed the correct use of funds:

- **Utilising the contents created in Phase I:** Information briefs, awareness-raising materials, good practice reports and tools such as ILO-UNGC e-learning developed in Phase I have been translated and disseminated to cascade the impact efficiently to other countries.
- **Capturing the best timing** to raise awareness on RBC and the project: In addition to the communication on project webpage, awareness raising materials on RBC/ HRDD and project factsheet have been created and disseminated at major events including the 60th Anniversary Celebration of Lao PDR's membership in the ILO, International Migrant Day, and the project launch event in India.
- **Thanks to the partnerships and trust developed during Phase I**, many of the initiatives in Japan were requested from constituents' side, to seek ILO's technical support. Less time was spent to obtain buy-in from the existing partners to advance RBC, and resource persons trained have contributed as advocate for RBC/HRDD.
- **Harnessing the expertise from ILO HQ** - national workshops and launch event was delivered with the support of MULTI/RBC, leveraging their expertise leading similar initiatives in other countries to encourage constituents actions on RBC, guided by the principles of ILO MNE Declaration.

All procurement and contract procedures are **conducted in line with ILO internal guidelines**, securing effective and efficient use of resources.

## 5.2 Evaluations, reviews and monitoring

The project keeps track of the progress with a shared cloud folder among the project team to update information and data. Post-training surveys are conducted to check the effectiveness of the training as well as to obtain feedback for further improvement of session/curricula. Summarized reports and minutes of the major activities are developed and saved as a record.

Project workplan, budget and expenses are regularly monitored by the programme coordinator, in collaboration with team members to ensure progresses are achieved against the target. The information is updated through the monthly budget meeting and the technical meeting.

## 5.3 Main challenges, risks and corrective action

### India:

**Limited awareness on RBC and confusion with CSR** – the project identified the relatively low and varied degree of awareness on RBC in India. As for EBMO and enterprises, due to the mandatory requirement to contribute at least 2% of average net profit of enterprises (those covered under Section 135 of the Companies Act, 2013) for Corporate Social Responsibility (CSR) activities in the country, CSR is widely recognized, though many enterprises seem to mix up the definition of CSR and RBC or not simply aware on the term RBC. As for the government, at least MOLE and MoCA are well aware on the concept of RBC, though its understanding may be limited among labour inspectors. Trade unions seem to have varied degree of awareness on the topic, too. These situations therefore informed the necessity of conducting capacity building workshops, especially for EBMO/enterprises and trade unions respectively, to gradually nurture their understanding on RBC to pave the way for successful and meaningful discussions during a tripartite dialogue on RBC in India.

**Complex institutional landscape:** There are 3 EBMOs and 11 trade union confederations as ILO constituents in India. This diversity requires significant coordination for planning and implementing activities. Additionally, navigating the multi-layered administrative structures of both central and state governments adds to the operational complexity in this vast country.

### Lao PDR:

**Lengthy procedures for project formalization** – One of the primary challenges faced was the delay in the formalization and government approval of the project. In Lao PDR, the regulatory requirements necessitate project endorsement and approval by the government (not only from MOLSW but also from MPI), as well as the establishment of project advisory committee. These processes delayed the activities endorsement and implementation by the constituents in Lao PDR. The project team has worked closely with MOLSW to ensure all documentation and procedures were completed in alignment with the protocols. The formal launch was successfully held in January 2025, allowing for project activities to be implemented.

**Limited understanding of RBC and HRDD** – There is a general limited understanding of RBC and HRDD concepts among key stakeholders in Lao PDR. This has resulted in slower initial engagement and required the project to adapt its approach to encourage participation and build buy-in from the government and the enterprises. To address this, the project emphasized the linkage with FPRW, and integrated RBC and HRDD into broader training packages that include practical and widely relevant topics such as OSH, management systems, and productivity improvement. Additionally, training materials were localized into Lao language and context to enhance understanding and relevance.

### Malaysia:

**Difficulties in inter-agency coordination:** The project observed fragmentation in the institutional landscape concerning RBC and BHR. While the MOHR remains a key stakeholder for the project, other

Ministries—including MITI, SME Corp and the Legal Affairs Division under the Prime Minister's Department (BHEUU)—are also actively championing related initiatives. As RBC and BHR are cross-cutting issues, efforts were made during the reporting period to initiate and strengthen strategic relationships with all relevant ministries.

**Existing initiative:** The launch of MITI's *i-ESG Framework* has placed greater emphasis on environmental, social, and governance (ESG) reporting, and public listed companies are now required to submit ESG disclosures to Bursa Malaysia (KLSE). However, this initiative is being implemented independently of RBC and BHR frameworks. As a result, many companies perceive RBC and BHR as separate or redundant, leading to reluctance in engaging with additional frameworks beyond ESG compliance. This presents a communication and positioning challenge for the Project in terms of demonstrating the complementary nature and added value of RBC and BHR within the broader ESG landscape.

**MTUC internal challenge:** The Malaysian Trade Union Congress is currently facing internal leadership disputes. These governance issues have impacted the organization's capacity to effectively mobilize its members and implement planned capacity-building activities.

#### Japan:

**Varying degree of readiness from constituents** – Different levels of interest on RBC/HRDD were seen among the constituents during the stakeholder consultations. At the initiation of Phase II, the project reached out to identify new partners, some of which led to new collaboration (such as with JAW) while others such as The Japan Chamber of Commerce and Industry did not view the topic as their priority. Japan Automobile Manufacturers Association (JAMA) and JEIU were still figuring out how to position this topic in their existing organizational mandate. The Project worked closely with keen partners, both new and existing to establish sustainable initiatives and utilized these to stimulate interest from other stakeholders. For example, we invited JEIU as observer to the cross-country bipartite dialogue for electronic sector, and JAMA to online seminar conducted with JAPIA to show examples of how ILO could support constituents and enterprises. The Project will continue to sensitize relevant stakeholders through communicating good practices and collaboration examples and achievements.

## 5.4 Opportunities and corresponding strategy adjustments

#### India:

**Spotlight on RBC as part of the Global Coalition for Social Justice** – To coincide with the ILO's Director General's visit to India in February 2025, the Government of India (Ministry of Labour & Employment), EFI and CII jointly organized Regional Dialogue on Social Justice under the Global Coalition for Social Justice, attended by more than 500 representatives from the government (including two ministers), employers' and workers' organizations, enterprises, academia from India and other countries across the world. During the event, RBC was underscored as a vital driver to create inclusive and sustainable societies and that businesses have a key role across all dimensions of social justice. The project is going to leverage the increased momentum on RBC in India, especially among the government officials to ensure their continuous support for the project, especially for the national tripartite dialogue in India.

#### Lao PDR:

**Increasing interest and engagement from the employers' organization** – The LNCCI has demonstrated growing interest in RBC, HRDD and ESG, particularly in the context of strengthening the compliance of Lao enterprises with ILS and national laws and aligning with international expectations from buyers and investors. This presents an opportunity to foster a collaboration in promoting RBC, HRDD and ESG. In response, the project is strengthening collaboration with LNCCI by involving the organization in the design

and delivery of training programmes, co-hosting workshops, and exploring further activities to reach more enterprises.

#### **Malaysia:**

**The ongoing development of the National Action Plan on Business and Human Rights (NAPBHR) presents a significant opportunity** for the project to collaborate closely with the Legal Affairs Division (BHEUU). During this reporting period, the project provides targeted capacity-building and technical assistance throughout the drafting process and will continue its support toward its effective implementation.

At the same time, the project will build on **the momentum of the proposed National Roadmap developed during the National Tripartite Workshop**, which outlines concrete steps toward creating an enabling environment for sustainable and responsible business practices, ultimately contributing to the realization of decent work in Malaysia.

The project will scale up its enterprise-focused capacity-building activities, particularly in the Electrical & Electronics (E&E) and Automotive sectors, as well as among SMEs – focusing more foundational knowledge. To support this, the project is strengthening partnerships with government agencies, industry bodies, and academic institutions.

#### **Japan:**

**International policies on RBC/HRDD as a tailwind to the project's implementation** – Increasing international trend on HRDD/ ESG, including regulatory frameworks in Europe, encouraged MNEs with international presence to improve their HRDD process to involve their suppliers further up their value chain. This enhanced motivation for companies and employer's organization to collaborate with ILO to provide capacity trainings to better engage with their supply chain and their suppliers (e.g) Collaboration with JAPIA, JEITA, Epson, NTT Data, Mitsubishi Estate, etc.

**Actions by the Japanese government raising awareness on RBC/HRDD among actors in support of SMEs (Public procurement and JASTI)** - Tokyo's Metropolitan Government Guidelines for Socially Responsible Procurement was introduced in July 2024 and came to force starting April 2025, requesting all bidding companies to respect human rights and conduct HRDD. Similarly, from April 2025, the textile industry is obliged to through an audit system based on Japanese Audit Standard for Textile Industry (JASTI) to ensure respect to human rights in alignment to ILS, and through conducting HRDD, to be eligible to hire foreign workers under the specified skilled worker (SSW) visa. These policies helped connect ILO with actors such as the Tokyo Metropolitan Human Rights Promotion Center, and kicked off initiatives such as the training scheme for auditors and their trainers for the national audit scheme for textile industries together with Sharoshi Federation. The increasing interest by the actors in support for SMEs was also reflected in the number of completions of the BHR Sharoshi training course. 452 completed the course in FY2024, more than double of 190 in FY2023.

## **5.5 Budget implications (Please see separate financial reports)**

## **5.6 Lessons learned – highlights**

#### **India:**

**Capacity building for enterprises** – In order to effectively bring about proactive actions of enterprises to promote RBC and HRDD for decent work in India, the project has planned and conducted capacity building workshops in collaboration with EBMO. Unlike other ILO's DC projects that target tripartite constituents as

beneficiaries, this project also targets enterprises as key beneficiaries, though enterprises are generally not necessarily well aware of the ILO nor the concept of RBC. Under such circumstances, the project has closely worked with EFI, one of three EBMOs in India, to co-organize capacity building workshops for enterprises. For the workshop in Pune in March 2025, two sessions were allocated for representatives from member enterprises of EFI, including one session for Tata AutoComp, one of leading companies in India in the area of RBC. This arrangement was well received by participants that they could listen to real voices from enterprises that provided practical insights in combination with the theoretical inputs provided by the ILO during the event. In the meantime, another key takeaway from the workshop was the need to develop workshop contents tailored for particular sectors in India. Whilst the initial workshop dealt with relatively generic contents to inform the concept of RBC and HRDD, more sector-specific contents would be needed to maintain and increase the interest of enterprises in these workshops, which is critical to increase overall impact of the project.

#### **Lao PDR:**

**Capacity building** – One of the key lessons from the initial capacity building workshops is the limited awareness and understanding on RBC and HRDD among enterprises in Lao PDR. Feedback from participants emphasized the need for more practical and real-world contents and examples of how RBC and HRDD can be applied in business operations to promote decent work. Future training contents will be adjusted based on this lesson learned to incorporate more real-world case studies and examples to support practical application in business operations. Another important insight is that OSH emerged as a top concern and a point of engagement for stakeholders in Lao PDR. Given that OSH is one of the Fundamental Principles and Rights at Work, it offers a strong entry point to introduce RBC and HRDD concepts in a way that resonates with enterprise priorities. The project will leverage existing interests on OSH to strengthen buy-in from the stakeholders by connecting RBC with safety and healthy working environment.

#### **Malaysia:**

**Context and implementing environment:** While the development of the NAPBHR provides an opportunity for the project to collaborate with BHEUU in delivering capacity-building programmes and technical assistance, the coexistence of other national initiatives—such as MITI's *i-ESG Framework*—presents a key challenge. Many enterprises may perceive the NAPBHR as an additional burden, especially since its recommendations are not mandatory. This perception could limit enterprise engagement and uptake unless efforts are made to clearly differentiate, align, and communicate the value of NAPBHR in relation to existing compliance frameworks.

**Advocacy and communication:** There is a growing willingness among tripartite constituents and enterprises to learn and practice RBC and HRDD. However, as these remain relatively new concepts in the Malaysian context, sustained advocacy and communication are essential. Stakeholders require ongoing guidance, contextualized information, and capacity-building support to effectively implement the NAPBHR and other national initiatives. It is therefore critical to anchor discussions on RBC and HRDD within the national legal and policy framework to build trust, secure buy-in, and drive long-term engagement.

#### **Japan:**

**Implementation and institutional arrangements** – Existing partnerships and trust gained over the 2 years during Phase I helped accelerate the development of joint initiatives with key stakeholders, leading to effective and efficient delivery of the programme to achieve its indicators. Having a longer timeframe to have consistent engagements with the key stakeholders leaves enough time for ILO to build the stakeholder's capacity to take full ownership of the RBC/HRDD initiatives to continue after the project term, to create a sustainable system, such as BHR Sharoshi training with Sharoshi Federation and JEITA SPP

initiatives. Investing time, effort for continuous engagement over multiple years are crucial for the implementation partner to establish strong ownership.

**Capacity building** - Training of BHR Sharoshi with the Sharoshi Federation bore fruits to establish a network of resource persons on RBC across all areas in Japan. The training resulted in developing a pool of experts not only to support SMEs but also provide guidance to MNEs, employer's organizations and local municipalities who want to engage with SMEs and potentially playing the role of auditors in addition to advisors regarding RBC. They became lecturers for the sessions targeting SMEs in each prefecture as well as training programme developed in collaboration with industry organizations such as JAPIA and JEITA. BHR Sharoshi was also appointed to take the role of human rights auditors by the METI's JASTI working group due to their number and expertise in RBC/HRDD and how to engage with SMEs. Introducing the RBC experts to other stakeholders through joint workshops could help organic partnerships to grow among the stakeholders to make full use of the resource persons nurtured through capacity building. This also encourages more candidates to take part in the training to become experts, through witnessing the achievements by their precedents and increasing demand from stakeholders.

**Context and Implementing environment** – Due to international and national policies and RBC initiatives taken by many stakeholders, the necessity and importance of RBC/HRDD for the SMEs are gaining recognition. However, many MNEs still face challenges in engaging with SMEs who are not fully convinced on the topic or unwilling to take action due to limited financial/human resources. Additionally, numerous SMEs, particularly those in regional areas, are still new to the concept of RBC/HRDD altogether. The project aims to capitalize on the increasing interest from actors who wish to engage with SMEs to further enlarge the circle of influence and identify the key drivers and challenges for SMEs in taking their first steps in RBC/HRDD.

## 5.7 Visibility & Communication

Major project activities are published on ILO website (News and publications in [English](#) / [Japanese](#)), on project pages ([English](#) / [Japanese](#)) and disseminated through X/twitter. Japanese flags are displayed and contribution from the Japanese government is clearly mentioned in events, publications and communication materials such as project factsheets - used in consultations with stakeholders, as well as in all publications developed during Phase I, disseminated through Phase II. (HRDD leaflet, a promotional video for ILO-UNGC e-learning course, the Japanese companies' BHR/HRDD good practices leaflet jointly developed with JETRO.)

## Annexes

### Annex A: Project risk register

| Ref | Risk statement. The event we do not want to see and its potential impact on objectives                                                                                                                                            | Comment Explain how the risk might arise and the importance of the impact | Measures currently in place to address this risk                                                                                                                                                                                                                                                                                                                                                                                                | Impact | Likelihood | Total | Change <sup>l</sup> | Risk Owner <sup>m</sup> | Additional risk response for the attention of the implementation team and the Steering Group. |
|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|------------|-------|---------------------|-------------------------|-----------------------------------------------------------------------------------------------|
| 1   | Country-level priorities shift in the short term and constituents no longer prioritise resilient, responsible and sustainable workplaces in supply chains. As a result, partners support for scaling-up and expansion is lacking. |                                                                           | (1) Capacity building is implemented throughout the programme's whole duration to improve continuously awareness of the importance developing resilient and sustainable supply chains contributing to the realization of decent work and inclusive growth<br>(2) The programme will be developed, implemented and monitored jointly with constituents and national partners to ensure their needs and priorities are reflected in the programme | H      | L          |       | ó                   |                         |                                                                                               |

<sup>l</sup> The Change column is used during implementation and summarizes the change since the last time the risk register was presented. Three symbols are used: ↑ Increase in the total level of risk; ↔ No change in the total level of risk; ↓ Decrease in the total level of risk.

<sup>m</sup> The Risk Owner column is used during implementation and records the name of the person with day to day responsibility for monitoring the risk and coordinating the response.

|   |                                                                                                                                                                          |                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                    |   |   |  |   |  |  |
|---|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|--|---|--|--|
| 2 | The economic and political environment deteriorates affecting enterprise/company growth, economic diversification, and increased demand for improved working conditions. | While we do not observe direct impact to our activities yet, the uncertainty in US tariff may affect enterprises' focus to addressing those immediate challenges rather than long-term efforts on RBC. | (1) In the event that the situation changes, the programme, in close consultation with national constituents will periodically review progress and recommend modifications to the components' work plans and deliverables                                                                                                                                                                          | M | H |  | ó |  |  |
| 3 | Underlying crisis undermines dialogue among government, employers and workers organizations at the country level.                                                        |                                                                                                                                                                                                        | (1) In the event that the situation changes, the programme, in close consultation with national constituents will periodically review progress and recommend modifications to the components' work plans and deliverables                                                                                                                                                                          | L | H |  | ó |  |  |
| 4 | Constituents and partners do not have the requisite capacity to contribute to the implementation of the programme's activities.                                          |                                                                                                                                                                                                        | (1) The programme will use multipronged approach in managing member's capacity by giving training and awareness on roles and responsibilities; capacity building covering concepts, governance, and operations to stakeholders relevant to the work. This will contribute to improve their understanding and capacity, and to maximize their participation in the implementation of the programme. | M | L |  | ó |  |  |

|   |                                                                                  |                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                         |   |   |  |   |  |                                                                                                                                                                                                                                                                                                                                                                            |
|---|----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---|---|--|---|--|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 5 | Enterprises do not have availabilities to participate in training activities     |                                                                                                                                                                                                                                | (1) The programme will consult with key participants to ensure that training are organized at suitable times to ensure highest level of attendance.                                                                                                                                                                                     | M | L |  | ó |  |                                                                                                                                                                                                                                                                                                                                                                            |
| 6 | The programme budget is adversely affected by any foreign currency fluctuations. | The foreign exchange loss in the implementation process has been a challenge in the past projects. Exchange rates can enter medium-term trends that make their fluctuations predictable, or they can experience sharp changes. | (1) The programme will monitor the financial performance, delivery rates and potential availability of unspent funds and will seek approval to redistribute the funds across country components depending on needs, relieving pressure from most affected countries by mobilizing support from countries with some more financial space | M | H |  | ó |  | While it is not directly on currency exchange rate, the USDOL's decision in Q1 2025 to pull out their funding from ILO projects has negative impact, particularly in Malaysia where the operational costs are shared among projects. As a contingency, the project is securing additional operational costs in case of the increase of those costs, including office rent. |

Key: [Insert scales in the Change column]

↑ Increase in the total level of risk

↔ No change in the total level of risk

↓ Decrease in the total level of risk

## Annex B: Include relevant documentation, photo, web link, multimedia or information that may contribute to a better understanding of project progress.

### India

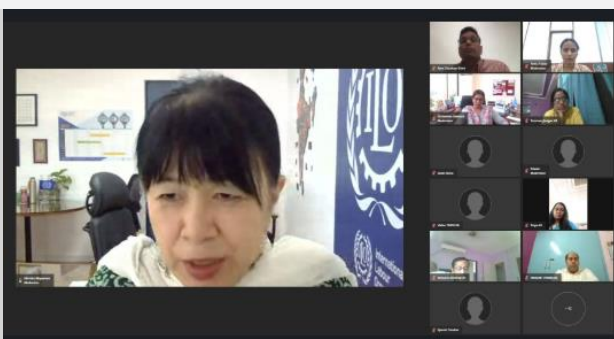
Project launch and technical workshop



Advisory Committee meeting for Adaptation of NGRBC for automobile sector



Capacity Building Workshop for enterprises in Pune (left) and IICA-ILO webinar for enterprises (right)



### Lao PDR

Project launch





Consultation Workshop on OSH Standard for Heat, Lightning, and Noise in Workplaces and Introductory Session to RBC in Vientiane



Capacity Building Workshop for Enterprises on RBC, Management Systems, and OSH in Vientiane





Capacity Building Workshop for Enterprises on RBC, Management Systems, and OSH in Vang Vieng



## Malaysia

Introduction to the RBC through the ILO instruments and National Policies workshop. National Tripartite Workshop





Report and video of the National Tripartite Workshop: [National roadmap to promote responsible business practices in Malaysia developed | International Labour Organization](#) and <https://youtu.be/-28IfHIYcm8?si=5C09x6tSEpm0TQsz>

NAPBHR consultation workshop for businesses/ EBMOs



## Japan

<Sustainable Purchasing Partnership: RBC/HRDD workshop for SME executives in electronics sector>



Initiative in collaboration with JEITA CSR committee, senior executives and CEO of participating SMEs and BHR Sharoshi from Sharoshi Federation.

Articles published on ILO webpage: ([10<sup>th</sup> Dec 2024](#), [6<sup>th</sup> Jan 2025](#))

Sustainable Purchasing Partnership has been featured on the Nikkei newspaper and online article (a key Japanese media for business-leaders and decision makers in Japan) as well as on the “Monthly Sharoshi” published by Sharoshi Federation towards Sharoshi across Japan and other relevant organizations.

(21<sup>st</sup> March 2025, Nikkei online article and 22<sup>nd</sup> March 2025, Nikkei newspaper for morning paper and 15<sup>th</sup> April 2025, “Monthly Sharoshi” April edition)



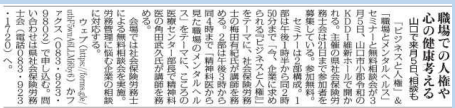
<20 seminars for SMEs across regional Japan with BHR Sharoshi>

(Pictures from 20<sup>th</sup> September 2024 Kochi, 1<sup>st</sup> December 2025 Kagoshima, 4<sup>th</sup> December Toyama, 30<sup>th</sup> January Yamagata, 12<sup>th</sup> February Hiroshima, 21<sup>st</sup> February Iwate, 27<sup>th</sup> February Saga, 6<sup>th</sup> March Fukuoka)

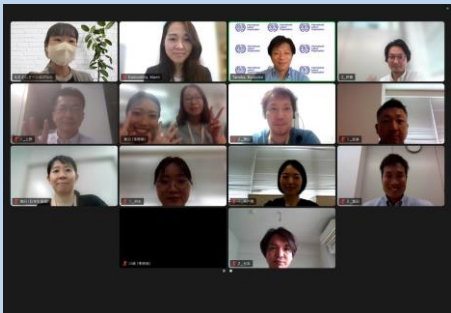


Articles published on ILO webpage: ([3<sup>rd</sup> September 2024](#), [6<sup>th</sup> November 2024](#), [7<sup>th</sup> February 2025](#), [31<sup>st</sup> March 2025](#))

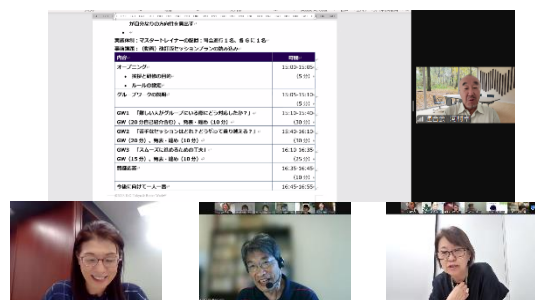
These seminars have been featured on various local newspapers and web articles:

|                                                                                   |                                                                                   |                                                                                                  |
|-----------------------------------------------------------------------------------|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------|
|  |  |               |
| <p><b>2<sup>nd</sup> Feb 2025, the Chugoku Newspaper</b></p>                      | <p><b>21<sup>st</sup> Feb 2025, the Yamaguchi Newspaper</b></p>                   | <p>Members only page in <a href="#">Website of Fukuoka Prefectural Sharoushi Association</a></p> |

<Seminar on RBC/HRDD with various stakeholders>

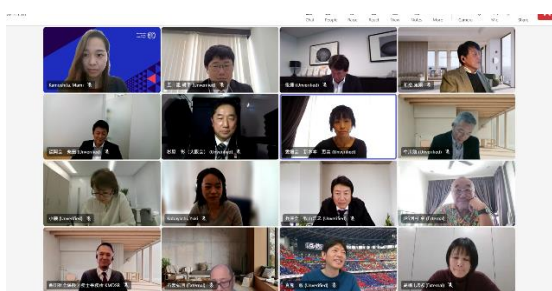
|                                                                                                                                                |                                                                                                                                            |
|------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
|                                                              |                                                         |
| <p><b>Seminar for Seven &amp; i Holdings Worker's Union and management in collaboration with UA Zensen, <a href="#">21st June 2024</a></b></p> | <p><b>Workshop on "Sustainable Procurement Practices" for the Japanese Consumers' Co-operative Union, 19<sup>th</sup> July 2024</b></p>    |
|                                                             |                                                        |
| <p><b>Construction and Real Estate Human Rights Due Diligence Promotion Council, <a href="#">12<sup>th</sup> September 2024</a></b></p>        | <p><b>Seminar for SMEs with JAPIA in collaboration with BHR Sharoshi and RISSC project, <a href="#">10<sup>th</sup> March 2025</a></b></p> |

## &lt;Collaboration with Sharoshi Federation&gt;



### Workshop on Human Rights Policy for the SMEs by the Metropolitan Tokyo and Sharoshi Federation, 30<sup>th</sup> September 2024

### Preparatory session for Group facilitators, 17<sup>th</sup> July 2024



### Information exchange for Overall facilitators, 17<sup>th</sup> December 2024

### Information exchange for BHR Sharoshi, 27<sup>th</sup> January 2025

Articles published on “Monthly Sharoshi” in May, June, November 2024 and March 2025 by Sharoshi Federation:



## Regional

Videos were created as an [event highlight](#) and to capture the [voices from the fields](#) at the **Cross-Country Bipartite Dialogue in Electronics Sector on Responsible Business Conduct and Decent Work**, held in Tokyo, 5<sup>th</sup> February 2025. (Articles published on ILO webpage: [ENG/IPN](#))

