



FOR INFORMATION

SECOND ITEM ON THE AGENDA

Updates on corporate social responsibility (CSR)-related activities

(a) Within the ILO, including the InFocus Initiative on Corporate Social Responsibility and the International Training Centre

InFocus Initiative on CSR: Coordination and CSR-related activities of the Office

1. This paper, requested by the Officers of the Subcommittee on Multinational Enterprises, summarizes new information on CSR-related activities of the ILO and other international organizations. It supplements the information provided to the Subcommittee in March 2006.¹

Coordination of the InFocus Initiative on CSR

2. MULTI serves as the coordinator of the InFocus Initiative. Every department, including ACTRAV and ACT/EMP, as well as the field offices have been requested to identify a focal point for CSR. Meetings of the focal points at headquarters are held approximately every two months. During the meetings, focal points provide updates on CSR-related activities of their departments and speakers are invited to stimulate discussion. MULTI is currently seeking ways to more actively involve the field staff in exchange of knowledge and expertise. A summary of the meetings is circulated to focal points in headquarters and the field to share with their colleagues.
3. In addition, MULTI has undertaken a mapping exercise, requesting all focal points to provide information on their department or field office CSR-related activities. This update of CSR-related activities below reflects the responses received to date.

¹ GB.295/MNE/2/2 and GB.295/MNE/3/1.

Updates on CSR-related activities of the Office (headquarters and field offices)²

4. Newly reported activities at headquarters include the following:

- In the area of non-discrimination and equal access to employment, the Employment Sector, SKILLS, has produced a guide on managing disability in the workplace which is available in over 20 languages; a publication on the new disability business case; and guidelines on identifying jobs for persons with disabilities. It has also produced, in conjunction with field specialists, CD-ROMS on Ability Asia and Ability Caribbean. A resource manual for employers on the hiring of persons with disabilities is forthcoming. Concerning displaced workers, it has developed tools for helping to minimize the impact of displacement on workers and is currently finalizing a guide to workplace learning. In the area of youth employment promotion, SKILLS has published a working paper on enterprise-based youth employment policies, strategies and programmes, and has developed a guide for employers.
- ACT/EMP, TRAVAIL and NORMES are collaborating on a training programme for employers' organizations on key equality issues which will initially focus on work-family, maternity protection and sexual harassment.
- At the enterprise level, EMP/ENTERPRISE, TRAVAIL and INTEGRATION have developed an integrated ILO training and coaching programme called Decent and Productive Workplace Practices. This programme is aimed at medium and large enterprises and covers a wide range of issues relating to working and employment conditions, labour-management relations, quality and competitiveness.
- Concerning supply claims, DIALOGUE, TRAVAIL and EMP/ENTERPRISE are collaborating with the International Financial Corporation to establish a new global programme called *Better Work*. The programme goal is to improve working conditions and productivity in global supply chains in developing countries. It will do this by: (a) promoting compliance with international labour standards and national law in global supply chains as a basis for building socially responsible export strategies; and (b) enhancing enterprise-level economic and social performance.
- Working at the sectoral level to promote good practice, the Social Dialogue Sector has produced or updated codes of practice on safety and health in the following sectors: fishing and shipping, underground coal mines; small-scale surface mines; and the iron and steel industry. In addition, SECTOR is carrying out action programmes in Morocco and Romania to improve the competitiveness of textiles and clothing sectors through decent work; and is in the process of linking these projects to the Multi-Fibre Arrangement (MFA) Forum sponsored by the World Bank.
- Addressing the needs of rural areas, TRAVAIL, CIS/SafeWork and SECTOR are collaborating with various field offices to expand to Africa, Eastern Europe and Asia the Work Improvement in Neighbourhood Development (WIND) programme for improving living and working conditions of small-scale farmers. The aim is to develop materials that can be more readily used globally.

² Due to space limitations, this section provides only a brief summary. The names of the specific departments or units responsible for a particular project or activity are provided to facilitate a web page search for further information. It also necessarily focuses only on information additional to that already provided in GB.295/MNE/3/1.

- Lastly, regarding research, the International Institute for Labour Studies is conducting CSR-related research on corporate structural change and social dialogue; and on governance, international law and corporate social responsibility.

5. Newly reported field activities include the following:³

- The **Regional Office for Asia and the Pacific (ROAP)** has a regional initiative on youth employment which includes enterprise level initiatives. It has a joint project with INTEGRATION to produce, in collaboration with the Network of National Institutes for Labour Studies, research on global production systems, including CSR aspects. It has conducted a survey of employers on the contribution of human resources to competitiveness, productivity and jobs in China and India, which will be presented at a conference and incorporated in capacity-building programmes for employer organizations. The ROAP has commissioned a paper which examines quantitative and qualitative indicators being used in voluntary corporate reporting on decent work issues.
- The **Subregional Office for South East-Asia and the Pacific** hosted an Asian Forum on CSR on harnessing CSR for development and democracy in September 2006. It is supporting several projects of the Employers' Confederation of the Philippines (ECOP), including: a training project for employers on adopting and implementing an anti-sexual harassment policy; a research project on the business perceptions of youth; a training course for employers on equal employment opportunities in corporate human resource practices; and a handbook for employers on adopting and implementing an HIV/AIDS policy. The SRO is also collaborating with ECOP and UNDP to expand and strengthen the local Global Compact network and facilitate the contribution of the business community to the national development agenda.
- The **Subregional Office for South Asia** supports the INDUS Child Labour Project, which includes: promotion of a code of conduct on child labour developed by the Indian Council of Employers; guidelines on providing vocational training opportunities to adolescent child workers; and a sensitization module on the role of employers against child labour. Its project in Andhra Pradesh State supports the Consortium of Employers and Associations for the Elimination of Child Labour (CEASE Child Labour). The Office is involved in the Global Compact through training courses for employers' organizations, which include case examples on core labour standards. It has a tripartite project on HIV/AIDS in the world of work.
- The **Subregional Office for Central and Eastern Europe** has a project called "Combating Social Exclusion at the Workplace: CSR in Hungary" which aims to convince business managers and policy-makers that enterprise-based non-discriminatory policies and practices can benefit both companies and community. The project includes training of managers, counselling and coaching on how to put in place a diversity policy. The Budapest Office and the National ILO Council of Hungary organized in November 2005 a round-table discussion on "Corporate social responsibility: Conception, what the ILO and the EU are doing, and the Hungarian situation".

The SRO Budapest participated in the launch of the Global Compact network in December 2005 and is actively involved in the activities of the Global Compact

³ These activities are reported by region so that constituents can more easily identify activities occurring in their region.

network working group on non-discrimination. In Lithuania, it gave a training session for the Global Compact local network in May 2006, in collaboration with MULTI.

- The **Subregional Office for the Caribbean** reports that during 2004-05 Bahamas, Barbados, Dominica, Jamaica, Guyana and Trinidad and Tobago participated in a Global Compact project with support from ACT/EMP. The employers' organization of Belize has drafted a booklet on corporate social responsibility.
- Under the **Subregional Office for Central America**, the ILO Office in Mexico is assisting in promoting the Global Compact through participating in the National Global Compact Network, including the Global Compact Launch in June 2005. Some 400 enterprises, business organizations, civil society organizations and public entities have subscribed to the ten principles of the Global Compact. With the help of the ILO Office in Mexico, Confederación Patronal de la República Mexicana (COPARMEX) has done a first review of good enterprise practices in the implementation of the ten principles. Activities include training and providing a services platform. It is also providing technical assistance to the SAFEWORK inter-regional project on Safety and Health Management Systems.
- Activities in the **Subregional Office for the Andean Countries** include the promotion and application of CSR, sponsoring symposiums and capacity-building seminars, and analysing and evaluating the links between CSR and international labour standards. Together with the employers' organization (CONFIEP), the ILO supported the implementation of the Global Compact in Peru, including the establishment of the Permanent Secretariat and publishing bulletins and newspapers. Efforts are being made to promote CSR amongst employers' organizations at the regional level beyond the Andean region through a series of seminars and training activities.
- Under the **Subregional Office for the Southern Cone of Latin America**, the country Office in Argentina is conducting with the constituents a series of breakfasts, meetings and seminars to promote the Global Compact. These events are held in collaboration with various organizations, including the Ministry of Labour, Employment and Social Protection, UNDP and the UN Economic Commission for Latin America and the Caribbean (ECLAC). There was also a two-day meeting held with a network of research institutions. The Office in Brasilia is working with IPEC to provide technical assistance for the discussion of a national tripartite agreement for the elimination of child labour in the mining sector, to be signed by the Ministry of Mining and Energy, the Brazilian Mineral Association (IBRAM) and the trade unions. The programme also fosters participation of employers' organizations in social dialogue concerning the elimination of child labour.

ILO Brasilia has provided technical and institutional support to an initiative of the Brazilian employers' organizations to combat forced labour in selected supply chains, through the negotiation and implementation of voluntary pacts and agreements signed by employers' organizations and companies themselves. As a result of the actions, a national pact and two other voluntary agreements were signed; and the Brazilian employers' organizations created two institutes to provide assistance to workers and to develop awareness campaigns.

In the area of non-discrimination, the Office provides technical assistance to an initiative of Prefeitura Municipal de São Paulo and Ethos Institute to promote diversity by awarding a label to companies that practice diversity. Lastly, the Secretaria Especial de Políticas para Mulheres (SEPM), has created a programme, called *Pró-Equidade*, which awards a label to public companies with a commendable diversity plan. ILO Brasilia serves on the national committee.

Updates on CSR-related activities of the International Training Centre (ITC)⁴

6. The Director of the ITC has decided to make corporate social responsibility an InFocus Initiative in its 2007-11 Plan, and has made proposals concerning CSR in the five-year investment programme that the Board of the ITC will examine at its 68th Session (November 2006).

7. The ITC will base its training and capacity-building activities on the MNE Declaration. It will act as the vehicle for: (a) making sure the Declaration on MNEs gets promoted, but also encouraging an analysis of the means employed to put its principles into practice; (b) facilitating access by ILO Members to information as critical and complete as possible on other existing international, regional and national instruments, the OECD guidelines, measures taken by the United Nations concerning the Global Compact, by the International Organization for Standardization (ISO) and by the European Union; and (c) drawing up and disseminating an inventory of good CSR practice by employers' organizations, trade unions and governments and its impact on policies and programmes to boost national and local development.

Geneva, 26 September 2006.

Submitted for information.

⁴ This section supplements the information provided in GB.295/MNE/2/2.