



International  
Labour  
Organization

# ► ILO and the United States' private sector

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Public-private Partnerships (PPPs) play an increasingly important role in promoting decent work around the world, enhancing knowledge and expertise and mobilizing resources through partnerships with enterprises and other non-state actors. The International Labour Organization (ILO) promotes PPPs as an effective and collaborative way to achieve its tripartite-agreed objectives and to promote ILO values, principles and standards. By partnering with the ILO, U.S. companies, foundations and universities can increase the scale and impact of their activities to advance decent work and contribute to the Sustainable Development Goals (SDGs).

## ► Why decent work and economic growth matters

### 8 DECENT WORK AND ECONOMIC GROWTH



Inclusive growth and decent work for all women and men as measured in terms of equality, fairness and justice within societies are the social dimensions of Sustainable Development Goal (SDG) 8 on Decent Work and Economic Growth. Evidence suggests that most countries still have a long way to go to achieve SDG 8 and that making further progress depends on working

collaboratively with private businesses. Today, unemployment is still too high in many countries, and there are persistent gender wage gaps and decent work deficits across the world, which are all compounded by the COVID-19 crisis.

ILO partners with private entities to work towards addressing these and other challenges. Indeed, while progress on the SDGs has been slow and uneven, the ILO's partnerships with the private sector have had a tangible impact and show the potential for such collaborations to accelerate results and achieving the SDGs in during this [Decade of Action to deliver the global Goals](#). With the context of the COVID-19 pandemic, such partnerships will take on renewed importance for meeting global commitments and ensuring decent work for all.

***Decent work is good for business. Socially responsible practices are conducive to gains in productivity, competitiveness, innovation in global supply chains and market access.***

## ▶ Delivering training and building practical skills with the JP Morgan Chase Foundation



With contributions totalling US\$ 3.7 million, the JP Morgan Chase Foundation collaborates with the ILO on three skills development projects designed to improve the employability of low and middle-skilled workers. This partnership supports the monitoring and development of quality apprenticeship systems, targeting G20 countries and South Africa.

Furthermore, ILO's Women in Science, Technology, Engineering, and Mathematics (STEM) Workforce Readiness Program focuses on developing and upgrading technical STEM and leadership skills of underprivileged, under-employed and mid-level women in Thailand, Indonesia and the Philippines.

This particular program has already benefitted over 13,000 women, registering a 40% job placement rate for project participants, and has partnered with 15 leading firms in the region.

Finally, the JP Morgan Chase Foundation supports ILO's quality apprenticeship and soft skills training program in China that works to build a more responsive skills development system that is better adapted to labour market changes and technological developments.

## ▶ Designing innovative insurance solutions for low-income workers with the Prudential Foundation

Partnering with the ILO's impact Insurance Facility for a three-year project, the Prudential Foundation has contributed US\$ 1.6 million to support the design and delivery of innovative insurance solutions for low-income workers in order to promote market development and build regional and local capacity as well as enhance the knowledge of Prudential about how best to meet the insurance needs of low-income groups.

Through this collaboration, up to 1 million people and small enterprises will have better access to quality insurance products that enable them to better cope with socioeconomic shocks and help break the cycle of poverty.

The project is working with five financial institutions in the Philippines, Indonesia and India to support the development of integrated risk-management solutions, including the introduction of savings-linked insurance to protect against health and calamities, education-savings products, bundled wealth-management solutions. It is also facilitating the development of inclusive insurance markets in Brazil and Mexico as well as setting



up a knowledge exchange platform in Spanish and Portuguese. Additional activities will begin in Colombia in 2020.



## Collaborating to improve working conditions in the garment sector through Better Work and Better Work Academy



Bringing together all levels of the garment industry to improve working conditions and respect for labour rights, Better Work is a partnership between the ILO and the International Finance Corporation (a member of the World Bank Group) that is active in 1,700 factories employing more than 2.4 million workers. As part of this initiative, companies like Gap Inc, the Walt Disney Company, Nike and New Balance as well as the Levi Strauss Foundation have worked with the ILO to improve working conditions in their supply chains while also enhancing the productivity and profitability of participating factories. Taking their partnership a step further

through support for the Better Work Academy, companies like Gap Inc and the Walt Disney Company also promote the Academy's two-year curriculum in their supply chains. Through this approach, Better Work staff train brands' compliance, sustainability and responsible sourcing teams to shift their role from auditing to facilitating change in the factories from which they source to improve working conditions, increase productivity and foster better worker management relations in factories. A recent impact assessment suggests that this has not only improved working conditions for workers but has also been good for business by increasing output and capacity and reducing defect rates.

## Coordinating efforts to combat forced labour

With the objective of eradicating forced labour, the ILO's Global Business Network on Forced Labour (GBNFL) brings together the ILO with businesses of all sizes and sectors, and their networks, from around the globe to advocate for a comprehensive and coordinated response.

Members are businesses of all sizes and sectors, as well as employer and business membership organizations including industry trade groups and sectoral associations. Its current United States-based members include Gap Inc., The Coca-Cola Company, Mars, Incorporated, United States Council for International Business (USCIB), VF Corporation and The Walt Disney Company.

ILO GBNFL members work to engage smaller enterprises, develop actionable resources and tools, and devise local solutions that help shape national frameworks to create lasting change. In 2018, together with other collaborating organizations, the ILO GBNFL supported the launch of the Modern Slavery Map to link the private sector to initiatives engaged in eradicating forced labour.

In 2019, the Network promoted alignment of industry initiatives on definition of recruitment fees and related costs and engaged with the Malaysian Employers Federation to improve the capacity of small and medium-sized enterprises to prevent forced labour in Malaysia.



## ▶ Building work environments inclusive of people with disabilities



The ILO [Global Business and Disability Network \(GBDN\)](#) counts companies such as Dow Chemical, IBM, Merck and Adecco among its members and aims to create a global workforce culture that is respectful and welcoming of people with disabilities. GBDN members, including Disability: IN, a network of US-based companies, share good practices and explore innovative policies, highlighting the benefits of including people with disabilities as part of a truly diverse workforce. In November 2019, the GBDN hosted more than 300 experts from the private sector, disability organizations, trade unions and academia from all over the world for a conference and the launch of the publication "[Making the Future of Work inclusive of persons with disabilities.](#)"

## ▶ Enhancing access to agricultural insurance and knowledge about labour markets in partnership with the Ford Foundation

Thanks to contributions totalling US\$ 1.4 million, the Ford Foundation has supported the ILO to strengthen agriculture insurance schemes, improve labour statistics and enhance knowledge of labour market conditions for refugees and host communities. Through multiple projects, this collaboration has focused on creating better understanding of the labour market and employment conditions of Syrian refugees, Jordanians and migrant workers in Jordan and Lebanon to support evidence-based policy-making for decent and inclusive employment. Another action lays the groundwork for compiling comparable data on informal employment across Arab countries and includes a focus on gender and migration, while also promoting social dialogue and increasing social protection coverage. Furthermore, the Ford Foundation supports the work of ILO's Impact Insurance Facility in India, which is working to enhance understanding of and implementation of insurance services and appropriate outreach mechanisms for farmers and farm workers to access government insurance programs – an initiative that could reach more than 18,000 farmers by the project's conclusion.



## ▶ Working with the Mastercard Foundation to enhance youth labour statistics

Building on its multi-year partnership with ILO on the [Work4Youth project](#), the Master Card Foundation and the ILO launched a project to create YouthSTATS – a regularly updated database that provides comprehensive national-level data on youth in the labour market, including indicators on the transition from school to work – which

is now available on [ILOSTAT](#). Thanks to the Master Card Foundation's US\$ 250,000 contribution, YouthSTATS serves as a central repository of international youth labour statistics, facilitating new research and better-informed policies to help improve the situation among the most vulnerable youth populations across the world.

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