



International
Labour
Office
Geneva

Multinational enterprises, development and decent work

An **annotated bibliography** on
the application of the Tripartite Declaration
of Principles concerning Multinational
Enterprises and Social Policy

Multinational
Enterprises
and Enterprise
Engagement Unit
Enterprises
Department

Multinational enterprises, development and decent work

An **annotated bibliography** on
the application of the Tripartite Declaration
of Principles concerning Multinational
Enterprises and Social Policy

Multinational Enterprises and Enterprise Engagement Unit
Enterprises Department

INTERNATIONAL LABOUR OFFICE • GENEVA

Copyright © International Labour Organization 2015

First published 2015

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publications (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

Multinational enterprises, development and decent work: an annotated bibliography on the application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy / International Labour Office, Enterprises Department, Multinational Enterprises and Enterprise Engagement Unit. – Geneva: ILO, 2015

ISBN 978-92-2-1-29511-2 (web pdf)

International Labour Office Enterprises Dept.

multinational enterprise / promotion of employment / corporate responsibility / ILO Declaration / application / role of ILO / annotated bibliography

03.04.9

ILO Cataloguing in Publication Data

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

ILO publications and digital products can be obtained through major booksellers and digital distribution platforms, or ordered directly from ilo@turpin-distribution.com. For more information, visit our website: www.ilo.org/publns or contact ilopubs@ilo.org.

This publication was produced by the Document and Publications Production, Printing and Distribution Branch (PRODOC) of the ILO.

Graphic and typographic design, manuscript preparation, copy editing, layout and composition, proofreading, printing, electronic publishing and distribution.

PRODOC endeavours to use paper sourced from forests managed in an environmentally sustainable and socially responsible manner.

Code: DTP-WEI

Foreword

Governments seek to attract foreign direct investment (FDI) and increase exports motivated by the expectation that it will create jobs, foster skills upgrading and technology transfer, benefit local firms, and ultimately reduce poverty. Multinational enterprises (MNEs) can indeed contribute to the creation of more jobs, socioeconomic development, improved living standards, and the satisfaction of basic needs where they operate. However, their operations may also give rise to concerns in terms of their conduct regarding labour and social issues as well as their relations with countries of operations. Increasingly, actors in the world of work deal with questions on how to harness the potential of FDI and trade to advance national priorities for development and how governments and enterprises can collaborate more effectively on labour and social policy issues for shared benefits.

With the aim of encouraging “the positive contribution which multinational enterprises can make to economic and social progress and to minimize and resolve the difficulties to which their various operations may give rise”, the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) provides recommendations for governments, multinational enterprises, employers’ and workers’ organizations in the fields of general policies, employment, training, conditions of work and life, and industrial relations. The MNE Declaration is the only universal instrument addressed to, among others, enterprises which has been adopted by governments, employers’ and workers’ organizations. Its recommendations are based on international labour standards; its implementation mechanism is based on dialogue and its final objective is the closer alignment of private sector action with public objectives.

Over the past years, the ILO has strengthened the follow-up mechanism of the MNE Declaration to stimulate the application of its principles, including through a number of promotional activities. This includes the development of new global resources to foster a better understanding of the principles of the MNE Declaration among governments, multinational enterprises and employers’ and workers’ organizations. This annotated bibliography is part of these awareness-raising and capacity-building activities.

The annotated bibliography provides a descriptive overview of research done by the ILO and others on the MNE Declaration and its recommendations. It also provides a starting point for further discussion and research on these topics. We trust that it will be useful for ILO constituents, ILO staff members and those interested in MNEs, corporate social responsibility, the role of the private sector in development, and FDI and global supply chains.

This annotated bibliography was developed by Maxi Ussar, consultant, and Annie van Klaveren, Technical Officer in the ILO Multinational Enterprises and Enterprise Engagement Unit (MULTI). We thank all the colleagues who provided comments and suggestions of entries for the bibliography, and in particular Virgile Perret, María Cristina Domínguez Coronado, and Irina Akimova for their overall assistance.

GITHA ROELANS

Head,

*Multinational Enterprises and Enterprise Engagement Unit
Enterprises Department*

List of acronyms

AFW	Asian floor wage
CSO	Civil society organisation
CSR	Corporate social responsibility
DFI	Development finance institution
EPZ	Export processing zone
FDI	Foreign direct investment
FFV	Fresh fruit and vegetables
GUF	Global Union Federation
IFA	International framework agreement
ILO	International Labour Organization
ILS	International labour standards
IOS	International Organization for Standardization
MNC	Multinational corporation/company
MNE	Multinational enterprise
MNE Declaration	Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy
SRI	Socially responsible investment
TCA	Transnational company agreements
TFA	Transnational framework agreements
UNGC	United Nations Global Compact
UN	United Nations
USDOL	United States Department of Labor

Table of contents

Introduction	9
Key concepts	11
Methodology	15
Overview of the sections	17
List of entries	19
1. General policies	25
1.1 The MNE Declaration in general	25
1.2 The MNE Declaration in specific countries	28
1.3 The MNE Declaration in specific sectors	29
1.4 The MNE Declaration and trade unions	31
1.5 The MNE Declaration and employers' organizations	32
1.6 The MNE Declaration and other standards	32
1.6.1 <i>OECD Guidelines for Multinational Enterprises</i>	32
1.6.2 <i>The UN Global Compact & the Guiding Principles on Business and Human Rights</i>	33
1.6.3 <i>Standards for multinational enterprises compared</i>	35
1.7 Cross-border social dialogue and international framework agreements	36
1.7.1 <i>Cross-border social dialogue</i>	36
1.7.2 <i>International framework agreements</i>	37
1.8 International labour standards and investment	40
1.9 Corporate social responsibility and investment	41
2. Employment	43
2.1 Employment promotion	43
2.1.1 <i>Employment promotion and supply chains</i>	44
2.1.2 <i>Employment promotion in export processing zones</i>	46
2.2 Equality of opportunity and treatment	46
2.2.1 <i>Gender equality in the workplace</i>	46
2.2.2 <i>Disability in the workplace</i>	47
2.2.3 <i>HIV/AIDS in the workplace</i>	49
2.3 Security of employment	50
2.4 Data collection on employment effects of MNEs	51

3. Training	53
3.1 MNEs and training in specific sectors	53
3.2 MNEs and training in specific countries	54
3.3 MNEs and apprenticeship	54
3.4 MNEs, training, and disability	55
4. Conditions of work and life	57
4.1 Wages, benefits, and conditions of work	57
4.1.1 <i>Wages, benefits, and conditions of work in general</i>	57
4.1.2 <i>Wages, benefits, and conditions of work in specific countries, sectors, and supply chains</i>	58
4.1.3 <i>MNEs and social security</i>	60
4.2 Minimum age	61
4.3 Safety and health	63
4.4 Forced labour	64
5. Industrial relations	65
5.1 Industrial relations in general	65
5.2 Industrial relations in specific sectors and countries	65
5.3 Freedom of association, the right to organise, and collective bargaining	67
5.4 Consultation and social dialogue	71

Introduction

The [Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy \(MNE Declaration\)](#) is an ILO instrument aimed at encouraging “the positive contribution which multinational enterprises can make to economic and social progress and to minimize and resolve the difficulties to which their various operations may give rise” (MNE Declaration, paragraph 2). The instrument provides guidance to governments, employers’ and workers’ organizations, and enterprises on a range of labour and employment issues. The Declaration is structured in five areas: (1) general policies; (2) employment; (3) training; (4) conditions of work and life; and (5) industrial relations. The MNE Declaration is underpinned by international labour standards (ILS) and is anchored in the promotion of dialogue to ensure that business activities contribute not only to economic but also to social development and to the achievement of decent work. It was adopted by the ILO Governing Body in November 1977 and updated in 2000 and 2006.

The objective of this bibliography is to provide a succinct overview of the significant amount of research, analysis, and guidance documents on the activities of multinational enterprises (MNEs) that has been published by the ILO and others from 2005 to February 2015. It includes publications that are widely and mostly freely available. The bibliography is not intended to be a resource list of ILO Conventions, Protocols, Recommendations and Codes of Practice, as these are comprehensively covered elsewhere.¹ The entries included in the bibliography are limited by the keywords employed and the databases selected for the search and do not claim to provide an all-encompassing overview of work published on MNEs and the five areas of the Declaration. However, the bibliography hopes to present a solid collection of works relevant to the MNE Declaration in order to provide interested parties with a good starting point for efforts to implement the Declaration in a range of labour and employment issues or conduct further research on the topic.

This annotated bibliography will be of interest to ILO constituents, ILO staff members and researchers who deal with issues related to investment, MNEs and decent work. Those interested in MNEs, CSR, the role of the private sector in development and FDI more broadly, may also find this bibliography useful in their work.

The first part of the bibliography presents definitions of key concepts and describes the methodology used to compile it. Then, an overview of the areas of the MNE Declaration is provided. Finally, the list of entries is summarised and the annotated bibliography is presented. Each entry includes the title of the publication, author(s), publisher, year, URL, keywords² and abstract.

1. A complete overview of international labour standards including Conventions, Protocols and Recommendations can be found at NORMLEX, the Information System on International Labour Standards at www.ilo.org/normlex. Codes of practice for various sectors can be found at <http://www.ilo.org/safework/info/standards-and-instruments/codes/lang--en/index.htm>.

2. Keywords provided by the author(s) have been included when possible. Otherwise the researchers have provided their own.

Key concepts

Collective bargaining

“The process of negotiating mutually acceptable terms and conditions of employment as well as regulating industrial relations between one or more workers’ representatives, trade unions, or trade union centres on the one hand and an employer, a group of employers, or one or more employers’ organisations on the other.”

Source: <http://www.ilo.org/inform/online-information-resources/research-guides/collective-bargaining/lang--en/index.htm>

Corporate citizenship

See corporate social responsibility

Corporate social responsibility

“Corporate Social Responsibility (CSR) is a way in which enterprises give consideration to the impact of their operations on society and affirm their principles and values both in their own internal methods and processes and in their interaction with other actors. CSR is a voluntary, enterprise-driven initiative and refers to activities that are considered to exceed compliance with the law.”

Source: <http://www.ilo.org/inform/online-information-resources/research-guides/corporate-social-responsibility/lang--en/index.htm>

Decent work

“Decent work sums up the aspirations of people in their working lives. It involves opportunities for work that is productive and delivers a fair income, security in the workplace and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men.”

Source: <http://www.ilo.org/global/topics/decent-work/lang--en/index.htm>

Development finance institutions (DFIs)

“Development Finance Institutions (DFIs) have the purpose of providing financial resources to economic actors in regions and sectors where access to capital is limited. Rather than competing with private sector banks, DFIs generate finance for projects which are considered too risky by the majority of private banks.”

Source: http://www.ilo.org/inst/publication/discussion-papers/WCMS_192837/lang--en/index.htm

Employment

“Persons who during a specified brief period such as one week or one day, (a) performed some work for wage or salary in cash or in kind, (b) had a formal attachment to their job but were temporarily not at work during the reference period, (c) performed some work for profit or family gain in cash or in kind, (d) were with an enterprise such as a business, farm or service but who were temporarily not at work during the reference period for any specific reason.”

Source: [Current International Recommendations on Labour Statistics, 1988 Edition, ILO, Geneva, page 47.](#)

Employment security

“Employment security is protection against loss of income-earning work. For wage and salary workers, employment security exists when there is strong protection against unfair and arbitrary dismissal from employment, and where workers can obtain redress if they are subject to unfair dismissal. The strength of employment security is also a function of the type of economy and structure of employment, so that it tends to be stronger where large-scale firms predominate and where the public sector is large.”

Source: <http://www.ilo.org/dyn/sesame/SESHHELP.NoteEPSI>

Export processing zone (EPZ)

The ILO has defined EPZs as «industrial zones with special incentives set up to attract foreign investors, in which imported materials undergo some degree of processing before being (re)exported again».

Source: <http://www.ilo.org/inform/online-information-resources/research-guides/export-processing-zones/lang--en/index.htm>

Freedom of association

“Freedom of association refers to the right of workers and employers to create and join organisations of their choice freely and without fear of reprisal or interference. This includes the right to establish and affiliate to confederations and international organisations.”

Source: [Freedom of association and development, International Labour Organization, ILO: Geneva, 2011.](#)

Source: http://www.ilo.org/public/english/dialogue/actemp/downloads/publications/freedom_association.pdf

Gender mainstreaming

“Gender mainstreaming is a strategy for making women’s as well as men’s concerns and experiences an integral dimension in the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated.”

Source: [ILO DG Circular no. 564 on Gender Equality and Mainstreaming in the International Labour Office, 1999 from the Agreed Conclusions \(1997\) of the UN Economic and Social Council](#)

Source: http://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/policy/wcms_114182.pdf

Industrial dispute

“A conflict between workers and employers concerning conditions of work or terms of employment.”

Source: <http://survey.ituc-csi.org/glossary.html>

Industrial relations

“The field of industrial relations encompasses the relationships between employers and employees, between employees and other employees, between employers and their unions and advisors, between employees and their unions, between workplaces in the labour market, the environment created by historical, political, legal and social forces, cultural norms as well as the products of the industrial relation systems including industrial action, collective agreements, grievance handling and other problem-solving mechanisms.”

Source: <http://www.ilo.org/ifpdial/areas-of-work/industrial-and-employment-relations/lang--en/index.htm>

International framework agreements

“An international (or global) framework agreement (IFA) is an instrument negotiated between a multinational enterprise and a Global Union Federation (GUF) in order to establish an ongoing relationship between the parties and ensure that the company respects the same standards in all the countries where it operates. Sectoral trade unions from the home country of the multinational also participate in the negotiation of the agreement. Although framework agreements are not corporate social responsibility (CSR) initiatives, they are often referred to in the CSR debate because they are one of the ways in which companies can express their commitment towards the respect of certain principles. However, the specific aspect that distinguishes framework agreements from CSR initiatives is that they result from negotiation with international workers’ representatives. Framework agreements are thus one of the possible developments of industrial relations in the era of globalization.”

Source: http://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_122176.pdf

Multinational enterprises

“Multinational enterprises include enterprises, whether they are of public, mixed or private ownership, which own or control production, distribution, services or other facilities outside the country in which they are based. The degree of autonomy of entities within multinational enterprises in relation to each other varies widely from one such enterprise to another, depending on the nature of the links between such entities and their fields of activity and having regard to the great diversity in the form of ownership, in the size, in the nature and location of the operations of the enterprises concerned.”

Source: Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (pg. 2)

http://www.ilo.org/empent/Publications/WCMS_094386/lang--en/index.htm

Occupational health

“Occupational health should aim at: the promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations; the prevention amongst workers of departures from health caused by their working conditions; the protection of workers in their employment from risks resulting from factors adverse to health; the placing and maintenance of the worker in an occupational environment adapted to his physiological and psychological capabilities; and, to summarize: the adaptation of work to man and of each man to his job.”

Source : <http://ilo.org/safework/areasofwork/occupational-health/lang--en/index.htm>

Social dialogue

“Social dialogue is any type of negotiation, consultation or exchange of information between, or among, representatives of governments, employers and workers on issues of common interest. It covers tripartite social dialogue and industrial relations processes and institutions such as trade unions, employers’ associations and collective bargaining.”

Source: <http://www.ilo.org/global/about-the-ilo/decent-work-agenda/social-dialogue/lang--en/index.htm>

Transnational company agreements (TCAs)

“TCAs are labour-management agreements signed between multinationals on one hand, and on the other hand, European and/or international federations of workers representing national unions by sector of activity and/or the European Works Councils (EWCs) of the multinationals.”

Source: http://www.ilo.org/ifpdial/information-resources/publications/WCMS_158625/lang--en/index.htm

Methodology

This bibliography was compiled through an extensive search of literature relevant to the MNE Declaration and its five areas published between 2005 and February 2015. The databases consulted were Labordoc, the ILO's library database; the ILO website including all department websites; the Business and Human Rights Resource Centre; academic search engines; and Google. The search was conducted with the following keywords: MNE Declaration; multinational enterprise; multinational company; multinational corporation in conjunction with UN Global Compact; OECD Guidelines on MNEs; crossborder social dialogue; employment; employment creation; value chains; supply chains; training; working conditions; equality; non-discrimination; wages; industrial relations; collective bargaining; social dialogue. In addition to the database search, some documents were identified by reviewing references of key documents on the MNE Declaration.

The bibliography mainly includes publications by the ILO such as working papers, research reports, articles and guidance notes. Selected publications from other sources such as academic journals, think tanks or other international organisations are only included in relation to the UN Global Compact and the OECD Guidelines on Multinational Enterprises and as far as they refer specifically to the MNE Declaration. The bibliography focuses on publications written in English, but several of those included are also available in other languages.

Overview of the sections

The bibliography is structured around the five areas of the MNE Declaration: (1) general policies; (2) employment; (3) training; (4) conditions of work and life; and (5) industrial relations. The following provides a brief summary of the areas as presented in the Declaration and outlines the types of publications presented in each section.

Section 1. General Policies

This section of the Declaration sets out the overall roles of governments and enterprises to promote coherence and maximise their positive contribution to development. Governments are encouraged to ratify all core labour conventions and the ILO Declaration of Fundamental Principles and Rights at Work, while companies are encouraged to respect the sovereignty of states and should ensure that their activities are in harmony with the development priorities and social aims of the country they operate in.

Section 2. Employment

The Declaration emphasises that MNEs have considerable direct and indirect impact on employment promotion and the security of employment. MNEs are encouraged to increase employment opportunities by, for example, sourcing locally wherever possible, and should give priority to occupational development, promotion, and advancement of host country nationals as much as possible. The Declaration also calls on governments to adopt policies to combat discrimination, promote equality of opportunity and treatment at the workplace, and to provide companies with guidance in this matter. Companies, in turn, are urged to act in line with national and international standards in this regard.

Section 3. Training

The Declaration recognises the importance of training to help boost employment and economic development. It calls on governments to develop national policies and guidance on vocational training. MNEs are encouraged to act within this framework and provide relevant training for all levels of their employees in the host country.

Section 4. Conditions of work and life

This area of the Declaration considers conditions of work including wages and benefits, working time, minimum age for work, safety and health as well as forced labour. Guidance is mostly directed at enterprises who are encouraged to have a 'pulling up effect on local enterprise practice beyond meeting legal requirements. However, the text also calls on governments to encourage a more even distribution of the development benefits of MNE operations.¹

Section 5. Industrial relations

The Declaration sets out five elements of a mature industrial relations system. These are (1) a recognition of freedom of association and the right to organise; (2) the promotion of collective bargaining; (3) consultation; (4) procedures to examine and resolve grievances; and (5) procedures to settle industrial disputes.

1. Sims, E. *The ILO Declaration of Principles concerning Multinational Enterprises and Social Policy: Strengths and Provisions*. Kluwer Law International: Alphen aan den Rijn, 2013.

List of entries

1. General policies	
1.1 The MNE Declaration in general	
Multinational Enterprises, Development and Decent Work. Report on the promotion and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy in the Americas	25
The ILO Declaration of Principles concerning Multinational Enterprises and Social Policy: Strengths and provisions	25
Human rights and corporations: An evaluation of the accountability and responsibility of MNCs under the ILO framework	26
Promoting standards for responsible investment in value chains: Report to the High-level Development Working Group	26
The effects of foreign direct investment and multinational enterprises on the areas covered by the 1977 MNE Declaration of the ILO: A global holistic scan	26
Development and decent work: New directions for multinational enterprises in shaping a fair globalization	27
A perspective from the MNE Declaration to the present: Mistakes, surprises, and newly important policy implications	27
Follow-up on and the promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy	27
1.2 The MNE Declaration in specific countries	
Evaluating the effect given to the ILO MNE Declaration in the Russian Federation	28
Survey on the implementation of the MNE Declaration in Ghana	28
Pilot exercise for evaluating the effect given to the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy: Argentina	29
Multinational enterprises in the plantation sector: Labour relations, employment, working conditions and welfare facilities in Uganda	29
1.3 The MNE Declaration in specific sectors	
Promoting decent work in the chemical industry: Innovative initiatives	29
Labour and the environment: A natural synergy	30
Dynamics of restructuring in the automotive industry	30
Developments and challenges in the hospitality and tourism sector	31
1.4 The MNE Declaration and trade unions	
The ILO MNE Declaration: What's in it for workers?	31
1.5 The MNE Declaration and employers' organizations	
An employers' guide to the tripartite declaration of principles concerning multinational enterprises and social policy	32

1.6	The MNE Declaration and other standards	
1.6.1	<i>OECD Guidelines for Multinational Enterprises</i>	
	OECD Guidelines for Multinational Enterprises	32
	Calling for corporate accountability: A guide to the 2011 OECD Guidelines for Multinational Enterprises	33
	Annual report on the OECD Guidelines for Multinational Enterprises 2008: Employment and industrial relations	33
1.6.2	<i>The UN Global Compact & the Guiding Principles on Business and Human Rights</i>	
	United Nations Global Compact	33
	Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” framework	34
	Corporate codes, IFAs and multinational corporate social responsibility 10 years after the UN Global Compact	34
	The United Nations Global Compact: Achievement, trends and challenges	34
	The labour principles of the United Nations Global Compact: A guide for business	35
1.6.3	<i>Standards for multinational enterprises compared</i>	
	Overview of selected initiatives and instruments relevant to corporate social responsibility	35
	International instruments and corporate social responsibility: A booklet to accompany training	35
	ILO – UN standards: Synergies or competition?	36
1.7	Cross-border social dialogue and international framework agreements	
1.7.1	<i>Cross-border social dialogue</i>	
	Social dialogue: Recurrent discussion under the ILO Declaration on Social Justice for a Fair Globalization	36
	Cross-border social dialogue and agreements: An emerging global industrial relations framework?	37
1.7.2	<i>International framework agreements</i>	
	Shaping global industrial relations: The impact of international framework agreements	37
	International framework agreements and global social dialogue: Parameters and prospects	38
	Signing international framework agreements: Case studies from South Africa, Russia and Japan	38
	International framework agreements and global social dialogue: Lessons from the Daimler case	39
	Agricultural workers and their contribution to sustainable agriculture and rural development	39
1.8	International labour standards and investment	
	The social dimensions of free trade agreements	40
	Investing in the workforce: Social investors and international labour standards ...	40
	The impact of codes and standards on investment flows to developing countries ..	40
1.9	Corporate social responsibility and investment	
	Governance, international law and corporate social responsibility	41
	Soft law and international labour law	41

2. Employment	
2.1 Employment promotion	
Direct employment in multinational enterprises: Trends and implications	43
2.1.1 Employment promotion and supply chains	
Promoting job creation for young people in multinational enterprises and their supply chains: Liberia	44
Promoting job creation for young people in multinational enterprises and their supply chains: Sierra Leone	44
Global agri-food chains: Employment and social issues in fresh fruit and vegetables	45
Voluntary social initiatives in fresh fruit and vegetable value chains	45
The impact of global food chains on employment in the food and drink sector	45
2.1.2 Employment promotion in export processing zones	
Economic and social effects of export processing zones in Costa Rica	46
2.2 Equality of opportunity and treatment	
2.2.1 Gender equality in the workplace	
Women in Business and Management: Gaining momentum	46
Gender (in)equality, globalization and governance	47
2.2.2 Disability in the workplace	
Business as unusual: Making workplaces inclusive of people with disabilities	47
Inclusion of youth with disabilities: The business case	48
Disability and corporate social responsibility reporting: An analysis comparing reporting practices of 40 selected multinational enterprises	48
Disability in the workplace: Employers' organizations and business networks	49
Disability in the workplace: Company practices	49
2.2.3 HIV/AIDS in the workplace	
Cross-country study of the ILO/USDOL HIV/AIDS workplace education program 'Strategic HIV/AIDS response in enterprises' (SHARE)	49
HIV/AIDS care and support in the workplace: Identifying effective practices	50
2.3 Security of employment	
Responsible and sustainable enterprise-level practices at times of crises: A guide for policy-makers and social partners	50
2.4 Data collection on employment effects of MNEs	
Public policy, reporting and disclosure of employment and labour information by multinational enterprises	51
3. Training	
3.1 MNEs and training in specific sectors	
Skills for green jobs: A global view	53
Review of socially responsible HR and labour relations practice in international hotel chains	53
3.2 MNEs and training in specific countries	
Foreign direct investment spill-overs, absorptive capacities and human capital development: Evidence from Argentina	54

3.3 MNEs and apprenticeship	
Feasibility study for a global business network on apprenticeship	54
3.4 MNEs, training, and disability	
Unlocking potential: A multinational corporation roundtable on disability and employment	55
4. Conditions of work and life	
4.1 Wages, benefits, and conditions of work	
<i>4.1.1 Wages, benefits, and conditions of work in general</i>	
The impact of MNEs and FDI on aspects of working conditions as contained in the ILO 1977 Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy	57
Do multinationals promote better pay and working conditions?	57
<i>4.1.2 Wages, benefits, and conditions of work in specific countries, sectors, and supply chains</i>	
Responsible contracting: An approach aimed at improving social and labour practices in the property services sector	58
Working conditions of contract workers in the oil and gas industries	58
Global reach-local relationships: Corporate social responsibility, workers' rights and local development	58
The promotion of respect for workers' rights in the banking sector: Current practice and future prospects	59
Do foreign-owned firms pay more? Evidence from the Indonesian manufacturing sector 1990-99	59
Recent developments on corporate social responsibility in information and communications technology hardware manufacturing	59
<i>4.1.3 MNEs and social security</i>	
The extension of social security and the social responsibility of multinational enterprises: An exploratory study	60
Multinational enterprises' engagement in extending social security: Examples of practices and challenges	60
4.2 Minimum age	
Business and the fight against child labour – Experience from India, Brazil and South Africa	61
Child labour, tobacco, and AIDS	61
Accelerating action against child labour	62
Eliminating child labour – Guides for employers: Guide two: How employers can eliminate child labour	62
4.3 Safety and health	
Protecting workplace safety and health in difficult economic times: The effect of the financial crisis and economic recession on occupational safety and health	63
Meeting the challenge of precarious work: A workers' agenda	63
Violence at work	63
4.4 Forced labour	
Combating forced labour: A handbook for employers & business	64

5. Industrial relations	
5.1 Industrial relations in general	
Trade union strategies towards global production systems	65
5.2 Industrial relations in specific sectors and countries	
Promoting good industrial relations in the oil and gas industries in Indonesia	65
Industrial relations in the oil industry in Nigeria	66
Industrial relations in the oil industry in South Africa	66
5.3 Freedom of association, the right to organise, and collective bargaining	
Asia floor wage and global industrial collective bargaining	67
Transnational framework agreements: New bargaining tools impacting on corporate governance?	67
Global capital strategies and trade union responses:	
Collective bargaining and transnational trade union cooperation	68
Freedom of association in practice: Lessons learned	68
Freedom of association and collective bargaining:	
The practice of multinational companies in Brazil	69
Freedom of association and collective bargaining in export processing zones:	
Role of the ILO supervisory mechanisms	69
Recent issues regarding collective bargaining and conditions of work in the chemical industry	70
Freedom of association for women workers in EPZs: A manual	70
5.4 Consultation and social dialogue	
Transnational company agreements on enterprise restructuring	71
Restructuring enterprises through social dialogue: Socially responsible practices in times of crisis	71
Social dialogue and industrial relations issues in the oil industry	72
Understanding the Indigenous and Tribal peoples Convention, 1989 (No. 169): Handbook for ILO Tripartite Constituents	72
Gender equality and social dialogue: An annotated bibliography	72

1. General policies

This section of the bibliography includes publications on the overall implementation of the MNE Declaration in general as well as in relation to specific sectors and countries. It further includes entries on the Declaration and trade unions and provides a brief overview of publications on complementary standards to the Declaration, such as the OECD Guidelines on Multinational Enterprises and the UN Global Compact. Last, publications relating to cross-border social dialogue and international framework agreements, international labour standards and investment, and corporate social responsibility and investment are listed.

1.1 The MNE Declaration in general

Multinational Enterprises, Development and Decent Work. Report on the promotion and application of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy in the Americas

Multinational Enterprises and Enterprise Engagement Unit, ILO: Geneva, 2014



MNE DECLARATION / MULTINATIONAL ENTERPRISE / OECD GUIDELINES / VALUE CHAINS / TRAINING / EMPLOYMENT / TRAINING / WORKING CONDITIONS / EQUALITY / WAGES / INDUSTRIAL RELATIONS / COLLECTIVE BARGAINING / SOCIAL DIALOGUE



This report provides relevant elements for consideration in regards to further action on the promotion and application of the MNE Declaration in the Americas. The report first provides an overview of the recommendations of the MNE Declaration to fully harness the potential of foreign direct investment (FDI) for decent work and development, and then outlines the main FDI trends in the region. It then describes how the tripartite constituents are promoting the principles of the MNE Declaration in the region, based on inputs received directly from them. Last, concluding remarks and suggestions for further direction are provided.



http://www.ilo.org/global/meetings-and-events/regional-meetings/americas/amrm-18/WCMS_311677/lang-en/index.htm

The ILO Declaration of Principles concerning Multinational Enterprises and Social Policy: Strengths and provisions

Sims, E. Kluwer Law International: Alphen aan den Rijn, 2013



MNE DECLARATION / MULTINATIONAL ENTERPRISES / EMPLOYMENT / TRAINING / WORKING CONDITIONS / INDUSTRIAL RELATIONS



This article provides an in-depth overview of the MNE Declaration. It details the approach set out in the Declaration and shows why it is effective. The article first outlines the overall rationale behind the Declaration and subsequently introduces and discusses each of the five areas of the document: (1) general policies; (2) employment; (3) training; (4) conditions of work and life; and (5) industrial relations. Last, ILO activities to promote the principles of the Declaration are outlined and conclusions are drawn.



<http://labordoc.ilo.org/record/457169?ln=en>

Human rights and corporations: An evaluation of the accountability and responsibility of MNCs under the ILO framework

Padmanabhan, A. The Journal of Corporate Citizenship, Issue 42, November 2011



MNE DECLARATION / HUMAN RIGHTS / CORPORATE SOCIAL RESPONSIBILITY / ENFORCEMENT



This paper discusses and critically analyses the MNE Declaration as one of the major international instruments in relation to corporate social responsibility and human rights. Specifically, it examines potential access of victims to this quasi-judicial international regime. On the basis of the analysis presented, the conclusion of the paper discusses whether existing international extrajudicial mechanisms under the ILO could serve as a point of departure for binding human rights obligations of corporations and stresses the importance of creating a legally enforceable regime.



<http://www.greenleaf-publishing.com/productdetail.kmod?productid=3580>

Promoting standards for responsible investment in value chains: Report to the High-level Development Working Group

Inter-agency working group on the private investment and job creation pillar of the G20 multi-year action plan on development (UNCTAD, UNDP, ILO, World Bank, and OECD). September 2011



DEVELOPMENT / VALUE CHAINS / CSR / STANDARDS



This report is prepared by the Inter-Agency Working Group (IAWG) formed to support the G20 High-level Development Working Group with respect to the Private Investment and Job Creation Pillar of the Multi-Year Action Plan (MYAP) on Development. The objectives of this report are as follows: take stock of existing standards of sustainable business conduct, including the international normative instruments and initiatives, and the range of private standards being developed based on these international instruments; identify key issues with the current universe of standards; draw lessons for the further development, promotion and implementation of these standards; outline policy approaches for their promotion and implementation.



http://unctad.org/sections/dite_dir/docs//diae_G20_CSR_Standards_Report_en.pdf

The effects of foreign direct investment and multinational enterprises on the areas covered by the 1977 MNE Declaration of the ILO: A global holistic scan

Markey, R. and Ravenswood, K. New Zealand Work and Labour Market Institute, Auckland University of Technology. ILO: Geneva, 2009



FOREIGN DIRECT INVESTMENT / MNE DECLARATION / EMPLOYMENT / TRAINING / WORKING CONDITIONS / INDUSTRIAL RELATIONS



The objective of this study is to determine the extent to which secondary data could supplement the survey in evaluating the effect given to the principles of the MNE Declaration in the five areas covered (general policies, employment, training, conditions of work and life, industrial relations), with a view to defining a framework that could be helpful for conducting global periodic studies in the future. The study includes a broad review of data and trends in the areas of the MNE Declaration and a bibliography of key sources to inform future global and national studies.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_117580.pdf

Development and decent work: New directions for multinational enterprises in shaping a fair globalization

OECD Industry, Service & Trade, Vol. 2009, No. 3, March 2009



DECENT WORK / MULTINATIONAL ENTERPRISES / MNE DECLARATION / FOREIGN DIRECT INVESTMENT



This paper examines how business endeavours can contribute to the promotion of decent work. In particular, it explains the value of the MNE Declaration for companies, governments, and workers' and employers' organisations seeking to put in place a policy framework that maximises the linkages between foreign direct investment and the process of sustainable economic, social, and environmental development.



http://www.oecd-ilibrary.org/governance/annual-report-on-the-oecd-guidelines-for-multinational-enterprises-2008/development-and-decent-work_mne-2008-7-en

A perspective from the MNE Declaration to the present: Mistakes, surprises, and newly important policy implications

Moran, T. Employment Working Paper No. 11, Employment Sector, International Labour Office. ILO: Geneva, 2008



MNES / DECENT WORK / SPILL-OVER EFFECT / EMPLOYMENT / TRAINING / WORKING CONDITIONS / INDUSTRIAL RELATIONS



This paper assesses the impact of MNE investment in manufacturing and assembly on host country labour markets in the developing world with particular focus on the nature of jobs created and the resulting effects on respect for 'decent work'. The paper is based on an in-depth analysis of existing research on this issue covering the period from the adoption of the MNE Declaration in 1977 onwards. The paper overall finds positive impact of MNEs on decent work in the host country. Notably, the paper shows that higher wages offered by MNEs spill over to domestically-owned plants. In addition it is suggested that, as worker treatment improves in MNE plants with more highly-skilled activities, there is often improvement in worker treatment in other MNE plants with less highly-skilled activities located nearby. Last, the paper considers the impact of MNEs on decent work in the MNEs' home countries and concludes that there has been a consistent accumulation of evidence to show that there is a complementary relationship between outward investment and the creation of higher-than-average 'decent work' jobs at home.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_124920.pdf

Follow-up on and the promotion of the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy

Governing Body of the International Labour Office, Subcommittee on Multinational Enterprises, GB.294/MNE/12, International Labour Office. ILO: Geneva, 2005



MNE DECLARATION / EMPLOYMENT / TRAINING / CONDITIONS OF WORK AND LIFE / INDUSTRIAL RELATIONS



This report summarises actions undertaken by ILO member states in implementing the MNE Declaration. It provides detailed information on the extent to which all four substantive areas of the Declaration - employment; training; conditions of work and life; and industrial relations have been implemented in ILO member states.



<http://www.ilo.org/public/english/standards/relm/gb/docs/gb279/pdf/mne-1.pdf>

1.2 The MNE Declaration in specific countries

Evaluating the effect given to the ILO MNE Declaration in the Russian Federation

Soboleva, I. and Kubishin, E. Final Report (unpublished), 2011



IMPLEMENTATION OF MNE DECLARATION / RUSSIAN FEDERATION

This report analyses the extent to which the provisions of the MNE Declaration have been implemented by the Russian Federation. The findings suggest that MNEs in Russia are, as a rule, law-abiding and avoid informalities, thus observing workers' rights as stipulated in the Labour Code. Unlike Russian companies that often lay stress on close personal links, MNEs seem more guided by formal rules and procedures in their dealings with authorities and pay more attention to training and staff development. Overall, no other significant differences were found between well-established domestic enterprises and MNEs. In both cases, it was found that the bigger the company, the more responsible it seems to be towards its personnel.



http://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_345486.pdf

Survey on the implementation of the MNE Declaration in Ghana

Sarpong, S. and Kwabena Otoo, I. Ministry of Employment and Social Welfare of Ghana in collaboration with Ghana Employers' Association and Ghana Trade Union Congress. Accra, 2009



MNE DECLARATION / GHANA / EMPLOYMENT CREATION / TRAINING / WORKING CONDITIONS / INDUSTRIAL RELATIONS

This survey assesses the extent to which the provisions of the MNE Declaration have been implemented in Ghana with particular focus on actions undertaken by MNEs, government agencies, and workers' organisations. The survey examines three sectors in which MNEs play a significant role in the country: mining, manufacturing, and construction. It is found that MNEs play an important and positive role in implementing most principles enshrined in the MNE Declaration, such as employment creation and training. MNEs were generally found to offer better working conditions than domestic enterprises, with MNEs from East Asia tending to offer lower wages. However, the survey findings also show that freedom of association is discouraged by most MNEs analysed, especially by those originating from East Asia, and collective bargaining is frequently delayed.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_117585.pdf

Pilot exercise for evaluating the effect given to the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy: Argentina

Lopez, A. et al. Buenos Aires, 2009



IMPLEMENTATION OF MNE DECLARATION / ARGENTINA

The report presents the results of a tripartite survey, which aimed at proposing ways in which the current global survey could be improved. First, an overview of foreign investment and MNEs in Argentina is provided and second, the results of the survey and the dialogues are presented. Last, a number of lessons learned and recommendations for an improved survey methodology are outlined.



http://www.ilo.org/empent/Publications/WCMS_117582/lang-en/index.htm

Multinational enterprises in the plantation sector: Labour relations, employment, working conditions and welfare facilities in Uganda

Fashoyin, T.; Herbert, A. and Pinoargote, P. Working Paper No. 93.

International Labour Office. ILO: Geneva, 2006



UGANDA / PLANTATION SECTOR / MULTINATIONAL ENTERPRISES / FOREIGN DIRECT INVESTMENT / MNE DECLARATION / LABOUR RELATIONS / WORKING CONDITIONS / EMPLOYMENT



This paper provides an overview of the extent to which the principles of the MNE Declaration are respected in the plantation sector in Uganda. The findings of the paper are based on field work undertaken in 2003. First, the level of foreign direct investment in the plantation sector in Uganda is outlined and second, observations regarding labour relations are presented. Third, the paper considers employment and issues pertaining to working conditions in the sector. The paper finds that the level of respect for the principles enshrined in the MNE Declaration varies significantly depending on the sub-sector, the estate, and the specific issue considered.



http://www.ilo.org/empent/Publications/WCMS_101044/lang-en/index.htm

1.3 The MNE Declaration in specific sectors

Promoting decent work in the chemical industry: Innovative initiatives

Sectoral Activities Department, GDFCI/2013, International Labour Organization.

ILO: Geneva, 2013



DECENT WORK / CHEMICAL INDUSTRY / MNE DECLARATION / EMPLOYMENT / TRAINING / OCCUPATIONAL SAFETY AND HEALTH / INDUSTRIAL RELATIONS



This paper presents specific initiatives to promote decent work in the chemical industry, with a focus on the principles enshrined in the MNE Declaration. The structure of the paper is aligned with the areas of the MNE Declaration considering first, employment issues in the industry; second, vocational education and training; third, management issues with a focus on occupational safety and health; and last, industrial relations.



http://www.ilo.org/sector/WCMS_226385/lang-en/index.htm

Labour and the environment: A natural synergy

United Nations Environment Programme, World Health Organization, International Labour Organization. UNEP: Nairobi, 2007



ENVIRONMENTAL PROTECTION / MULTINATIONAL ENTERPRISES / INTERNATIONAL FRAMEWORK AGREEMENTS / MNE DECLARATION / OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES / COLLECTIVE BARGAINING



This report was born out of the Trade Union Assembly on Labour and the Environment, held in 2006 in Nairobi. It emphasises that workers and their trade unions can make a significant and positive contribution to the sustainable management of the environment and ecosystems and presents examples of the application of technical expertise, of workplace participation, and of tools that promote workers' health and safety to problems that extend beyond the workplace into areas such as environmental protection, public health, and accountability of employers. In addition, the publication cites examples of the incorporation of environmental matters in collective bargaining and in agreements at the workplace, nationally and internationally. Throughout the report includes significant focus on the role of multinational enterprises and international framework agreements and cites the MNE Declaration and the OECD Guidelines for Multinational Enterprises as key documents in this context.



http://www.unep.org/PDF/UNEP-Labour_and_TheEnvironment.pdf

Dynamics of restructuring in the automotive industry

Blum, R. Globalization and the sectors, Labour Education 2006/1 No. 142, Bureau for Workers' Activities, International Labour Organization. ILO: Geneva, 2006



AUTOMOTIVE SECTOR / MNE DECLARATION / OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES / INTERNATIONAL FRAMEWORK AGREEMENTS



This paper outlines the significant changes that the automotive sector has undergone over the past three decades. Delocation, subcontracting, and casualisation have provided companies in this sector with a particularly flexible labour force and created a feeling of insecurity among wage-earners and throughout the industry. The paper argues that that application of ILO's basic labour standards is vital to ensure a fair globalisation and emphasises the usefulness of instruments such as the MNE Declaration and the OECD Guidelines for Multinational Enterprises. Last, the importance of international framework agreements is highlighted.



<http://labordoc.ilo.org/record/385379>

Developments and challenges in the hospitality and tourism sector

Issues paper for discussion at the Global Dialogue Forum for Hotels, Catering, Tourism Sector (23-24 November 2010), International Labour Office. ILO: Geneva, 2010



HOSPITALITY AND TOURISM SECTOR / EMPLOYMENT / HUMAN RESOURCES DEVELOPMENT / INDUSTRIAL RELATIONS / ECONOMIC AND FINANCIAL CRISIS



This paper was prepared as a basis for discussion at the Global Dialogue Forum on new developments and challenges in the hospitality and tourism sector and the impact of these challenges on employment, human resources development, and industrial relations. The paper first provides an overview of the structures and characteristics of the hotels, catering, and tourism sector. Second, recent developments in the sector are discussed, particularly in the context of the global economic and financial crisis, and the impact of new ownership patterns in hospitality and tourism on employment, human resources development, and industrial relations is evaluated. Further, information on major trends and the diversification of accommodation, operations, and consumption and their possible differential impact on the employment of women and men, human resources development, and industrial relations is provided. Last, specific needs with regard to sustainable criteria and social dialogue are outlined and points for discussion at the Global Forum are presented.



http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@relconf/documents/meetingdocument/wcms_166938.pdf

1.4 The MNE Declaration and trade unions

The ILO MNE Declaration: What's in it for workers?

International Labour Office. ILO: Geneva, 2011



MULTINATIONAL ENTERPRISES / TRADE UNIONS / ADVOCACY TOOLS



This guide aims to support trade unions world-wide to advocate for the adoption and utilisation of the policies and principles contained in the MNE Declaration, while supporting a wider commitment to its use by the ILO and its constituents. The booklet includes the following six sections: (1) frequently asked questions; (2) an overview of key terms; (3) checklist for union action; (4) tools to assess the actions of governments and enterprises; (5) the MNE Declaration in full; (6) resources for further information and assistance. The tool is available in English, Spanish, French, Arabic, Chinese, and Russian.



http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_152797.pdf

1.5 The MNE Declaration and employers' organizations

An employers' guide to the tripartite declaration of principles concerning multinational enterprises and social policy

International Organisation of Employers (IOE): Geneva, 2007

EMPLOYERS' ORGANIZATIONS / MNE DECLARATION / ILO / EMPLOYMENT



This guide is provided as a tool to assist employers' organizations and their members to better understand the Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (the ILO MNE Declaration). As expectations of societies worldwide increase concerning the role of MNEs in social matters, this guide also explores ways in which such companies may respond to those expectations. The MNE Declaration is a voluntary promotional instrument and is therefore not subject to a complaints-based mechanism. MNEs and companies in general wishing to uphold a socially responsible approach to conducting their business are called upon to consider the MNE Declaration when looking to establish operations overseas or when operating within their own domestic environment.



http://www.ioe-emp.org/fileadmin/ioe_documents/publications/Policy%20Areas/csr/EN/2007_IOE_Guide_to_MNE_Declaration_Revised.pdf

1.6 The MNE Declaration and other standards

1.6.1 OECD Guidelines for Multinational Enterprises

OECD Guidelines for Multinational Enterprises

Organisation for Economic Cooperation and Development. OECD: Paris, 2011

MULTINATIONAL ENTERPRISES / OECD / RESPONSIBLE BUSINESS CONDUCT



The Guidelines, first adopted in 1976, are recommendations addressed by governments to multinational enterprises operating in or from OECD members and countries that are not members of the OECD but adhere to the Guidelines. The Guidelines fall under the OECD Declaration on International Investment and Multinational Enterprises adopted in 1976, which promotes a comprehensive and interlinked approach for governments' treatment of foreign direct investment and for enterprises' activities in adhering countries. The Guidelines are voluntary and provide principles and standards for responsible business conduct in a variety of areas including employment and industrial relations, human rights, environment, information disclosure, competition, taxation, and science and technology.



<http://www.oecd.org/daf/inv/mne/48004323.pdf>

Calling for corporate accountability: A guide to the 2011 OECD Guidelines for Multinational Enterprises

OECD Watch. OECD Watch: Leoirschuring, 2013

OECD GUIDELINES FOR MNES / DISPUTE RESOLUTION MECHANISM

This guide provides concrete guidance for individuals, communities, trade unions, and NGOs on how to access the dispute resolution mechanism enshrined in the OECD Guidelines for Multinational Enterprises. It first provides a detailed overview of the OECD Guidelines. Second, detailed information on national contact points in OECD member countries and non-OECD adhering countries is given and third, the procedure for filing a complaint is outlined. Last, a list of further resources is provided.

http://oecdwatch.org/publications-en/Publication_3962



Annual report on the OECD Guidelines for Multinational Enterprises 2008: Employment and industrial relations

Organisation for Economic Cooperation and Development. OECD: Paris, 2008

MNE DECLARATION / MULTINATIONAL ENTERPRISES / DECENT WORK

This report presents insights from an OECD-ILO Conference on Employment and Industrial Relations: Promoting Responsible Business Conduct in a Globalising Economy. Chapter five focuses explicitly on the role of multinational enterprises in development and the promotion of decent work. It explains the value of the ILO MNE Declaration as a comprehensive framework for companies, governments, and workers' and employers' organisations aiming to put in place a policy framework that maximises the linkages between foreign direct investment and the process of sustainable, economic, social, and environmental development. Concrete examples for coordinated solutions to decent work deficits in supply chains are outlined and recommendations for the way forward are presented.

<http://www.oecd-ilibrary.org/docserver/download/2009021e.pdf?expires=1427385964&id=id&acname=ocid57015261&checksum=0554DE95457D449B732BD3DC1B9D1F66>



1.6.2 The UN Global Compact & the Guiding Principles on Business and Human Rights

United Nations Global Compact

Annan, K. Keynote speech at the world economic forum, Davos, 2009

UN GLOBAL COMPACT / BUSINESSES / HUMAN RIGHTS / LABOUR STANDARDS / ENVIRONMENT / ANTI-CORRUPTION

The United Nations Global Compact is a United Nations initiative that aims to promote business conduct in line with ten principles in the areas of human rights, labour, environment, and anti-corruption. The Compact has two objectives: (1) mainstreaming the ten principles in business activities around the world, and (2) catalyse actions in support of broader UN goals, such as the Millennium Development Goals.

<http://www.unglobalcompact.org/>



Guiding Principles on Business and Human Rights: Implementing the United Nations “Protect, Respect and Remedy” framework

United Nations: New York and Geneva, 2011



MULTINATIONAL ENTERPRISES / HUMAN RIGHTS / UN HUMAN RIGHTS COUNCIL

The Guiding Principles on Business and Human Rights: Implementing the United Nations ‘Protect, Respect and Remedy’ Framework, were developed by the Special Representative of the Secretary-General on the issue of human rights and transnational corporations and other business enterprises. The Principles are grounded in a recognition of (1) states’ existing obligations to respect, protect and fulfil human rights and fundamental freedoms; (2) the role of business enterprises as specialised organs of society performing specialised functions, required to comply with all applicable laws and to respect human rights; and (3) the need for rights and obligations to be matched to appropriate and effective remedies when breached. The principles are divided into foundational principles and operational principles relating to states and enterprise conduct. Last, issues regarding access to remedy are addressed.



http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf

Corporate codes, IFAs and multinational corporate social responsibility 10 years after the UN Global Compact

Jones, K. L. Bulletin of comparative labour relations, No. 80, 2012



UN GLOBAL COMPACT / INTERNATIONAL FRAMEWORK AGREEMENTS / CORPORATE SOCIAL RESPONSIBILITY / ENFORCEMENT / ACCOUNTABILITY

This article reviews the UN Global Compact principles and considers mechanisms for defining corporate social responsibility ten years after the adoption of the Compact. Particular focus is put on issues of accountability and the enforcement of corporate social responsibility, including through the use of international framework agreements. The article finds that key areas of the UN Global Compact in relation to child labour, workplace safety, and environmental protection have frequently been incorporated into corporate codes and are, thus, implemented to some degree. However, the key challenge remains that there are currently no systems for enforcement or even for holding companies accountable for failure to comply with these basic principles.



<http://labordoc.ilo.org/record/447003/holdings>

The United Nations Global Compact: Achievement, trends and challenges

Rasche, A. and Kell, G. (eds). Cambridge University Press: Cambridge, 2010



IMPLEMENTATION OF UN GLOBAL COMPACT / CHANGES TO UN GLOBAL COMPACT

This book reviews the first ten years of the Global Compact’s existence (2000–10). The chapters reflect on what the Global Compact has achieved, what trends it may have to respond to and what challenges are ahead. The book also provides an outline of the ILO MNE Declaration and the OECD Guidelines on Multinational Enterprises, as well as an overview of recent changes to the structure of the Compact, including the Communication on Progress policy, the role of Global Compact Local Networks, and the role of emerging specialised initiatives.



<http://www.cambridge.org/ch/academic/subjects/management/management-general-interest/united-nations-global-compact-achievements-trends-and-challenges?format=PB>

The labour principles of the United Nations Global Compact: A guide for business

UN Global Compact Labour Working Group, International Labour Organization.
ILO: Geneva, 2008



UN GLOBAL COMPACT / LABOUR STANDARDS / GUIDELINES

This guide provides businesses, including MNEs, with concrete tools to implement key principles of the United Nations Global Compact relating to labour, including those relating to freedom of association and collective bargaining; the elimination of forced or compulsory labour; the abolition of child labour; and the elimination of discrimination in respect of employment and occupation. It first provides a brief description of each of these principles and second, outlines concrete suggestions of how the principles can be put into practice. The last section provides an inventory of key ILO materials on the principles.



http://www.ilo.org/empent/Publications/WCMS_101246/lang--en/index.htm

1.6.3 Standards for multinational enterprises compared

Overview of selected initiatives and instruments relevant to corporate social responsibility

Organisation for Economic Cooperation and Development. OECD: Paris, 2009



ILO MNE DECLARATION / OECD MNE DECLARATION / UN GLOBAL COMPACT /
CORPORATE SOCIAL RESPONSIBILITY

This report outlines and compares a number of initiatives and instruments that aim to promote corporate social responsibility (CSR). First, a broad overview of various CSR initiatives is provided and the initiatives are classified and compared. Second, the report focuses on the ILO MNE Declaration, the OECD MNE Guidelines, and the UN Global Compact. It explains their unique status and provides insights into the complementarities and synergies between them with particular focus on labour issues and sectors covered by the three initiatives.



<http://www.oecd.org/daf/inv/mne/40889288.pdf>

International instruments and corporate social responsibility: A booklet to accompany training

International Labour Organization, Cooperazione Italiana alla sviluppo, 2007



CORPORATE SOCIAL RESPONSIBILITY / INTERNATIONAL ORGANISATIONS /
EUROPEAN UNION / MNE DECLARATION / UN GLOBAL COMPACT /
OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES

This booklet provides an overview of corporate social responsibility (CSR) initiatives at the global, European, and enterprise level with a focus on labour-related aspects. It describes the evolution of the concept of CSR, with particular focus on the role played in this area by international organisations, the European Union, and by specific workplace initiatives. In particular, the booklet explains the three main international frames of reference that seek to guide enterprises: the MNE Declaration, the UN Global Compact, and the OECD Guidelines for Multinational Enterprises.



http://www.ilo.org/empent/Publications/WCMS_101247/lang--en/index.htm

ILO – UN standards: Synergies or competition?

Feldt, H. Discussion Paper, commissioned by Friedrich-Ebert-Stiftung, IG Metall, and Misereor. Friedrich-Ebert-Stiftung: Essen, 2006



ILO MULTINATIONAL ENTERPRISES DECLARATION / UN NORMS ON TRANSNATIONAL CORPORATIONS / NON-GOVERNMENTAL ORGANISATIONS



This paper provides a comparative analysis of the ILO MNE Declaration and the initiative of the UN Commission on Human Rights and the Sub-Commission on the Promotion and Protection of Human Rights, the UN Norms on the Responsibility of Transnational Corporations and Other Business Enterprises with Regard to Human Rights. It outlines the different views of NGOs and unions on the two sets of standards and subsequently assesses their respective strengths and weakness in order to examine the extent to which they complement or contradict each other. The paper concludes that the two initiatives have the strong potential to complement each other. In particular, the broad approach of the UN Commission on Human Rights and its potential to provide binding rules for business on the one hand, and the ILO's authority on defining labour standards on the other, provide important opportunities for synergies that should be built on.



http://www.cora-netz.de/wp-content/uploads/ilo-un_norms_e.pdf

1.7 Cross-border social dialogue and international framework agreements

1.7.1 Cross-border social dialogue

Social dialogue: Recurrent discussion under the ILO Declaration on Social Justice for a Fair Globalization

Report VI, International Labour Conference 102nd Session, International Labour Office. ILO: Geneva, 2013



SOCIAL DIALOGUE / ILO DECLARATION ON SOCIAL JUSTICE FOR A FAIR GLOBALIZATION / DECENT WORK



This report was drafted in the context of the ILO Declaration on Social Justice for a Fair Globalization adopted in 2008, and focuses on the Declaration's strategic objective on social dialogue. It provides an overview of diverse realities and needs of ILO member states on how to promote this aspect of the Declaration, including with multinational enterprises. The report first outlines the ILO's perspective on social dialogue and tripartism as the cornerstone for promoting social justice, fair and peaceful workplace relations, and decent work. Second, the trends, challenges, and opportunities associated with actors and institutions of social dialogue are presented through an assessment of their diverse realities and needs, especially in the context of a globalising world economy and in a crisis environment. Third, the report outlines the Office's actions to realise this strategic objective and discusses the link between social dialogue and the other three strategic objectives: promoting employment; developing and enhancing measures of social protection; and respecting, promoting and realising the fundamental principles and rights at work. Last, key observations and lesson learned are identified and discussion points for adjusting the ILO's priorities and programmes for actions to better meet constituents' needs in social dialogue are raised.



<http://www.ilo.org/ilc/ILCSessions/102/on-the-agenda/social-dialogue/lang-en/index.htm>

Cross-border social dialogue and agreements: An emerging global industrial relations framework?

Papadakis, K. (ed). International Institute for Labour Studies, International Labour Office. ILO Geneva, 2008



INTERNATIONAL FRAMEWORK AGREEMENTS / MULTINATIONAL ENTERPRISES /
CROSS-BORDER SOCIAL DIALOGUE / SOCIAL FLOOR



This volume brings together contributions of experts from academic and policy-making backgrounds in the field of cross-border social dialogue and agreements. It examines the various facets of international framework agreements (IFAs) by providing a comprehensive overview of 62 IFAs that existed at the end of 2007. It offers a detailed analysis of how the agreements operate in practice, examines the extent to which IFAs facilitate cross-border industrial relations, considers the legal dimension of the agreements, and explores opportunities for international policy action to further promote the development and monitoring of IFAs.



http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/article/wcms_093471.pdf

1.7.2 International framework agreements

Shaping global industrial relations: The impact of international framework agreements

Papadakis, K. (ed.), International Labour Organization. Palgrave Macmillan: Basingstoke and New York, 2011



FREEDOM OF ASSOCIATION / COLLECTIVE BARGAINING / INTERNATIONAL
FRAMEWORK AGREEMENTS / INTERNATIONAL FINANCE CORPORATION



This book assesses the phenomenon of international framework agreements (IFAs), examining their impact around the world as well as their effectiveness in promoting freedom of association and collective bargaining. The empirical evidence presented in the book derived from a number of case studies, suggests that IFAs have the capacity to improve fundamental rights at work. IFAs clearly serve as a basis for further initiatives in the area of cross-border union organising. The book is organised in three parts. First, a snapshot of observed processes and outcomes of international agreements between company headquarters and global and European trade unions is provided. Second, the impact of selected IFAs focusing on the automotive, textiles, and food and agriculture sector in the Americas, Asia, and Europe is considered and third, initiatives complementary to IFAs are explored. These include an analysis of trade union strategies for coordinating transnational action and the ILO International Finance Corporation project in Cambodia.



http://www.ilo.org/global/publications/books/WCMS_159643/lang-en/index.htm

International framework agreements and global social dialogue: Parameters and prospects

Stevis, D. Employment Working Paper No. 47, Employment Sector,
International Labour Office. Geneva: ILO, 2010



INTERNATIONAL FRAMEWORK AGREEMENTS / SOCIAL DIALOGUE

This paper considers whether and how international framework agreements (IFAs) have provided an international framework that promotes good industrial relations, specifically regarding the resolution of disputes and the monitoring and improvement of working conditions. Specifically, the paper considers some broadly recognised parameters and dynamics of IFAs as strategies for social dialogue. The first part of the paper observes that IFAs are primarily European in origin and form, and explores the potential for their expansion beyond Europe. Second, the paper engages with the fact that IFAs, despite having similar origins, vary considerably in their specific provisions and third, outlines some possible explanations for this variability. The paper concludes that IFAs, in the absence of binding global rules, can converge towards a more comprehensive and institutionalised global social dialogue if they involve organisations that can provide a bridge across them, are centred around common principles, and involve meaningful negotiations.



http://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_122176.pdf

Signing international framework agreements: Case studies from South Africa, Russia and Japan

Papadakis, K. Working Paper No. 4, Industrial and Employment Relations Department,
International Labour Office. ILO: Geneva, 2009



INTERNATIONAL FRAMEWORK AGREEMENTS / SOUTH AFRICA / RUSSIA / JAPAN

This paper examines the question of why only very few companies based outside the European Union have signed international framework agreements (IFAs). The paper first outlines the main incentives for companies to sign IFAs mentioned in the literature, which are: (1) coercion; (2) anticipation; and (3) civil society pressure. It subsequently applies these theorised incentives to case studies of IFAs in South Africa, Russia, and Japan. The study findings suggest that “civil pressure” and “anticipatory” factors constitute the major explanatory elements in the adoption of IFAs of non-EU based multinational enterprises.



http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---dialogue/documents/publication/wcms_158018.pdf

International framework agreements and global social dialogue: Lessons from the Daimler case

Stavis, D. Employment Working Paper No. 46, Employment Sector,
International Labour Office. ILO: Geneva, 2009



INTERNATIONAL FRAMEWORK AGREEMENTS / MULTINATIONAL ENTERPRISES /
INDUSTRIAL RELATIONS / WORKING CONDITIONS



This paper considers whether and how international framework agreements (IFAs) have provided an international framework that promotes good industrial relations at the plant level, specifically regarding the resolution of disputes in participating plants and the monitoring and improvement of working conditions. The paper is based on an in-depth case study of the IFA entered into by Daimler. It first outlines the origins and social context of the IFA and second, provides an overview of its content and the negotiation process that led up to it. Third, the application and compliance of Daimler with the IFA is examined and fourth, the issue of enforcement is analysed. The paper finds that IFAs are a battleground between corporate strategies that prefer a weak social dialogue within the parameters of corporate social responsibility on the one hand, and unions and employee organisations who seek a stronger form of global social dialogue and social accountability on the other. Overall, it is found that the case offers a number of good practices such as the integration of the IFA into the company's Integrity Code, and the introduction of effective ways for dispute resolution. However, the study also finds that there is evidence that the IFA has received no or very limited practical attention at the implementation and compliance levels. The greatest challenge remains the application of the IFA to the supply chain, which was found to be severely lacking in the case analysed.



http://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_120440.pdf

Agricultural workers and their contribution to sustainable agriculture and rural development

Hurst, P. International Labour Organization; Food and Agriculture Organization;
International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco;
and Allied Workers' Associations. ILO: Geneva, 2007



AGRICULTURAL WAGE-WORKERS / SUSTAINABLE DEVELOPMENT / MULTINATIONAL
ENTERPRISES / SUPPLY CHAINS / INTERNATIONAL FRAMEWORK AGREEMENTS



This report provides information, ideas, examples, and suggestions to governments, international organisations, development agencies, banks and credit institutions, trade bodies, and other stakeholders on how they can help to increase the contributions of waged agricultural workers to sustainable agriculture and rural development, world food security, and sustainable development. Part III specifically discusses the contribution of international framework agreements between trade unions and multinational enterprises in this context.



<ftp://ftp.fao.org/docrep/fao/008/af164e/af164e00.pdf>

1.8 International labour standards and investment

The social dimensions of free trade agreements

Studies on growth with equity, International Institute for Labour Studies, International Labour Organization. ILO: Geneva, 2013



FREE TRADE / TRADE AGREEMENT / TRADE LIBERALIZATION / NAFTA / SOCIAL IMPLICATION / ECONOMIC IMPLICATION



The report provides a comprehensive review of all existing trade agreements that include social provisions and discusses impacts for enterprises and workers. Further, it provides information that helps to assess the challenges arising from the multiplication of trade agreements that include different social provisions.



http://www.ilo.org/global/research/publications/WCMS_228965/lang-en/index.htm

Investing in the workforce: Social investors and international labour standards

Umlas, E. Employment Working Paper No. 29, Employment Sector, International Labour Office. ILO: Geneva, 2009



INTERNATIONAL LABOUR STANDARDS / EQUITY MARKETS / SOCIALLY RESPONSIBLE INVESTMENT



This paper identifies trends in the use of international labour standards (ILS) in equity markets. Specifically, it examines why investors globally are motivated to take up ILS through socially responsible investment (SRI) and describes how this is done. The first section of this paper outlines the rise of SRI in general and labour-related SRI in particular. The second section examines specific challenges facing labour-related SRI. Sections four and five consider the impact of SRI on corporate behaviour and workers' rights and section five proposes concrete ways forward.



http://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_108530.pdf

The impact of codes and standards on investment flows to developing countries

Te Velde, D. W. Employment Working Paper No. 25, Employment Sector, International Labour Office. ILO: Geneva, 2008



FOREIGN DIRECT INVESTMENT / DEVELOPMENT FINANCE INSTITUTIONS / LABOUR STANDARDS



This paper examines the impact of investors incorporating labour considerations in their investment decisions on FDI flows to developing countries. Specifically, the paper examines how three types of investments – FDI flows, portfolio flows, and Development Finance Institutions (DFI) finance – relate to labour codes and standards. The paper finds that the effects of labour standards on FDI vary by where FDI is coming from and by type of labour convention. It is further shown that socially responsible assets under management have increased over the last years in Europe, with funds positively screening for companies that adhere to responsible business practices reaching 100 billion Euro. Yet, very little of these funds actually reach developing countries. Last, DFIs are found to be very much engaged in labour issues.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_124922.pdf

1.9 Corporate social responsibility and investment

Governance, international law and corporate social responsibility

Research Series, International Institute for Labour Studies, International Labour Organization. ILO: Geneva, 2008



CORPORATE SOCIAL RESPONSIBILITY / SOFT LAW / SPHERE OF INFLUENCE / COMPLIANCE / LEGAL DIMENSION



This volume engages with a longstanding debate on the extent to which corporate social responsibility (CSR) contributes to the promotion of core workers' rights, as embodied in ILO conventions and national laws, with a focus on the legal dimension of the issue. In particular, an analysis of the legal character of CSR is presented and the possible legal consequences of the proliferation of private voluntary initiatives are discussed. In addition, the notions of 'sphere of influence' and 'complicity', as defined by the Global Compact, are considered.



http://www.ilo.org/inst/publication/research-series/WCMS_193765/lang-en/index.htm

Soft law and international labour law

Duplessis, I. Labour law: Its role, trends and potential, Labour Education 2006/2-3, No. 143-144, Bureau for Workers' Activities, International Labour Organization. ILO: Geneva, 2006



INTERNATIONAL LABOUR STANDARDS / SOFT LAW / CORPORATE SOCIAL RESPONSIBILITY / MULTINATIONAL ENTERPRISES



This article analyses various types of flexible labour market regulation, generally known as 'soft law', such as multinational enterprises' codes of conduct or unilateral corporate social responsibility initiatives. It observes that these initiatives seem to allow companies the freedom to pick and choose between legal rules, thus weakening them. The article advocates for a revitalisation of international labour standards and stresses the importance of promoting the authority of the ILO supervisory mechanisms.



http://www.ilo.org/wcmsp5/groups/public/@ed_dialogue/@actrav/documents/publication/wcms_111442.pdf

2. Employment

In line with this area of the Declaration, this section of the bibliography presents work on employment promotion, including publications on MNEs in relation to supply chains and export processing zones. It further includes publications on equality of opportunity and treatment with focus on gender equality, disability, and HIV/AIDS in the workplace. Last, an overview of publications on MNEs and security of employment as well as data collection challenges on employment in MNEs is provided.

2.1 Employment promotion

Direct employment in multinational enterprises: Trends and implications

Kee Beom Kim, Multinational Enterprise Programme Working Paper No. 101, Job Creation and Enterprise Development Department, International Labour Office. ILO: Geneva, 2006.



DIRECT EMPLOYMENT CREATION / MULTINATIONAL ENTERPRISES / EXPORT PROCESSING ZONES / FOREIGN DIRECT INVESTMENT

This paper presents a quantitative examination of direct employment in multinational enterprises (MNEs). First, the paper analyses international capital flows and shows that foreign direct investment is becoming increasingly important in this context. Second, medium trends in FDI are examined and third, the analysis is complemented with employment data from multinational enterprises. Fourth, employment in export processing zones (EPZ) is considered, as these are usually structured to attract multinationals. The paper finds that MNEs have larger shares of their employees working abroad. While the growth of manufacturing jobs has been responsible for increased MNE employment in the past, it is shown that recent trends see increased employment in services. Developing countries as a whole have seen dramatically higher rates of MNE employment growth than industrial countries, partly due to the increased introduction of EPZs. The share of services and mergers and acquisitions (M&As) has been increasing and, together with other economic developments, casts doubt on the long-term sustainability of these zones. The paper argues that such trends imply that the direct employment creation effects of multinationals are likely to weaken in the future and that added emphasis should be placed on indirect employment created by MNEs and the qualitative aspect of jobs.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_125661.pdf

2.1.1 Employment promotion and supply chains

Promoting job creation for young people in multinational enterprises and their supply chains: Liberia

Arai, Y.; Cissé, A. and Sock, M. Employment Report No. 7, Employment Sector, International Labour Office. Geneva: ILO, 2010



JOB CREATION / YOUTH EMPLOYMENT / SUPPLY CHAINS, SKILL DEVELOPMENT, AGRICULTURE, BANKING, MINING, / LIBERIA



This report examines the employment impact of multinational enterprises (MNEs) in Liberia in order to explore their potential to create more and better jobs for young people. It focuses on agriculture and agro-forestry, mining, and banking. The report finds that MNEs are returning to Liberia after fourteen years of armed conflict and have considerable potential to create a substantial number of jobs through direct employment. MNEs also have great potential to create additional jobs through their value chain operations in the country. However, the report finds that, due to skill shortages, MNEs largely limit the recruitment of local labour to unskilled and semi-skilled positions, while foreign nationals occupy managerial and technical posts. Moreover, limited investment in infrastructure results in MNEs importing most of their supplies, considerably reducing their impact on employment creation through their supply chains. The report concludes with concrete recommendations to further strengthen the employment creation effect of MNEs in Liberia.



http://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_144385.pdf

Promoting job creation for young people in multinational enterprises and their supply chains: Sierra Leone

Arai, Y.; Cissé, A. and Sock, M. Employment Report No. 7, Employment Sector, International Labour Office. Geneva: ILO, 2010



JOB CREATION / YOUTH EMPLOYMENT / SUPPLY CHAINS / AGRICULTURE / BANKING / MINING, / SIERRA LEONE



This report examines the employment impact of multinational enterprises (MNEs) in Sierra Leone in order to explore their potential to create more and better jobs for young people. It focuses on agriculture; mining; and banking. The report finds that MNEs are returning to Sierra Leone after eleven years of armed conflict and have considerable potential to create a substantial number of jobs through direct employment. MNEs also have great potential to create additional jobs through their value chain operations in the country. Yet, most of the supplies required by MNEs are imported as they are not available in the local market, considerably reducing MNEs' impact on employment creation through supply chains. Moreover, the report finds that due to skill shortages in the country, MNEs largely limit the recruitment of local labour to unskilled and semi-skilled positions while foreign nationals, largely from neighbouring countries, occupy managerial and technical posts. Last, the report notes that the unreliable infrastructure in the country makes MNEs hesitant to expand their operations in Sierra Leone, thereby limiting their employment creation potential. The report concludes with concrete recommendations to further strengthen the decent employment creation effect of MNEs in Sierra Leone.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_149932.pdf

Global agri-food chains: Employment and social issues in fresh fruit and vegetables

Best, S. and Mamic, I. Employment Working Paper No. 20, Employment Sector, Job Creation and Enterprises Development Department, International Labour Office. ILO: Geneva, 2008



MULTINATIONAL ENTERPRISES / VALUE CHAINS / AGRI-FOOD SYSTEMS

This paper is a review of key employment and social dimensions of agricultural production and trade, focusing on the fresh fruit and vegetable (FFV) export sector. It provides an overview of key trends and characteristics of contemporary agri-food systems and reviews the structure and operations of FFV value chains. Last, the paper builds a typology of the main employment and social issues involved in FFV production, with focus on the employment experience of wage labourers in the fields and packaging houses.



http://www.ilo.org/employment/Whatwedo/Publications/WCMS_105107/lang-en/index.htm

Voluntary social initiatives in fresh fruit and vegetable value chains

Best, S. and Mamic, I. Employment Working Paper No. 23, Employment Sector, Job Creation and Enterprises Development Department, International Labour Office. ILO: Geneva, 2008



MULTINATIONAL ENTERPRISES / VALUE CHAINS / FAIR TRADE / ETHICAL TRADE / AGRI-FOOD SYSTEMS



This paper examines key voluntary initiatives (fair trade, ethical trade, and collective agreements) in the fresh fruit and vegetable (FFV) value chains. It finds that there has been increased interest and adoption of all three types of initiatives in the FFV sector, particularly in the Africa-EU horticulture trade and the banana sector and that there is evidence of benefits in terms of workers' employment conditions and producers' trading terms. Yet, it is also pointed out that significant challenges remain as the initiatives reviewed appeared less effective in addressing problems faced by informal or female workers and have had little positive impact on workers' knowledge and ability to claim rights and resources at work.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/documents/publication/wcms_120424.pdf

The impact of global food chains on employment in the food and drink sector

Issues paper for discussion at the Tripartite Meeting to Examine the Impact of Global Food Chains on Employment, Sectoral Activities Programme, International Labour Office. ILO: Geneva, 2007



GLOBAL VALUE CHAINS / FOOD AND DRINK SECTOR / EMPLOYMENT / WORKING CONDITIONS



This issue paper was prepared as a basis for discussion at the Tripartite Meeting to Examine the Impact of Global Food Chains on Employment (2007). It examines the impact of global food chains on employment and the associated social and labour implications. The paper focuses on the central, and to a lesser extent, the later stages of the food chain (food processing, manufacturing, and distribution to retailers and wholesalers), rather than agricultural production. First, trends in consumer demand for food and drink products are discussed and second, trends in food and drink production, processing and distribution are outlined. Third, the impact of the observed trends on employment and working conditions are assessed.



http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---sector/documents/meetingdocument/wcms_161663.pdf

2.1.2 Employment promotion in export processing zones

Economic and social effects of export processing zones in Costa Rica

Jenkins, M. Working Paper No. 97, International Labour Office. ILO: Geneva, 2005



EXPORT PROCESSING ZONES / SERVICE FIRMS / MULTINATIONAL ENTERPRISES

This paper analyses the economic and social impacts of export processing zones (EPZs) in Costa Rica. First, an overview of the EPZ regime in Costa Rica is provided and second, it is shown that firms in EPZs have played an important role in (1) reducing dependence on traditional exports; (2) providing export revenues; and (3) providing jobs, particularly to low-skilled women. Regarding working conditions, the paper provides some preliminary evidence that suggests that workers in these zones are on average paid more than workers outside of zones and that working conditions in zones are in general similar or better than those found in the rest of the country. Last, the paper investigates what types of enterprises are most likely to create backward linkages to the local economy and finds that service firms are most likely to do so. Since services are a growing component of multinational activity, the paper suggests that spill-over effects from multinational activity is likely to increase in future.



http://www.ilo.org/empent/Publications/WCMS_101038/lang-en/index.htm

2.2 Equality of opportunity and treatment

2.2.1 Gender equality in the workplace

Women in Business and Management: Gaining momentum

ILO – Bureau for Employers’ Activities (ACT/EMP). Geneva: ILO, 2015



WOMAN MANAGER / WOMEN WORKERS / PROFESSIONAL WORKER /
EQUAL EMPLOYMENT OPPORTUNITY / CAREER DEVELOPMENT / EQUAL RIGHTS /
SEX DISCRIMINATION



As women overtake men in education, they are running a third of the world’s businesses. However, women business owners are concentrated in small and micro-businesses, and still only 5 per cent or less of CEOs of the largest global corporations are women. This report highlights the business case for gender diversity and the obstacles women still face as well as ways to move ahead, underlining the fact that women’s presence in the labour market is increasingly significant for economic growth and development at both enterprise and national levels. It advocates for a greater role for national business organizations, which can assist their member companies with putting in place policies and measures to recruit and retain talent. The report also shows that women still have to deal with a number of hurdles to reach positions as CEOs and company board members. While women have advanced in business and management, they continue to be shut out of higher level economic decision-making despite activism in the last decade to smash the “glass ceiling”. The report calls for a closer examination of the career paths of women and men to ensure that subtle gender biases are eliminated, proposing an array of initiatives that challenge gender stereotypes and corporate cultures, and that seek to reconcile work and family responsibilities.



http://www.ilo.org/global/publications/books/forthcoming-publications/WCMS_316450/lang-en/index.htm

Gender (in)equality, globalization and governance

King Dejarin, A. Working Paper No. 92. Policy Integration and Statistics Department, International Labour Office. ILO: Geneva, 2009



GENDER EQUALITY / SUPPLY CHAINS / MULTINATIONAL ENTERPRISES / CORPORATE SOCIAL RESPONSIBILITY



This paper focuses on two aspects of global processes of trade and finance, which particularly illuminate issues pertaining to women's position and gender equality: (1) global supply chains and production networks and (2) international migration of care service workers. Part one on supply chains focuses on corporate social responsibility (CSR) initiatives, specifically international guidelines for multinational enterprises; MNE policies on labour standards and voluntary codes of conduct; international framework agreements; and labour clauses in Generalised Systems of Preferences and free trade agreements. It concludes that CSR initiatives have great potential to help enforce international labour standards and workers' rights, but that empirical evidence on their actual impact is lacking. In addition, the reach and scope of most initiatives are limited to the formal sector and frequently overlook complex production networks that underlie exports where the poorest working conditions are often found and where gender subordination and discrimination are most embedded.



http://www.ilo.org/integration/resources/papers/WCMS_108648/lang-en/index.htm

2.2.2 Disability in the workplace

Business as unusual: Making workplaces inclusive of people with disabilities

Bureau for Employers' Activities (ACT/EMP), Conditions of Work and Equality Department (WORKQUALITY). ILO: Geneva, 2014



INCLUSION OF PEOPLE WITH DISABILITIES / DISABLED WORKER / WORK ENVIRONMENT / HUMAN RESOURCES MANAGEMENT / CONDITIONS OF EMPLOYMENT / CORPORATE RESPONSIBILITY / EMPLOYERS LIABILITY



People with disabilities and their inclusion in the workplace are no longer absent from the business agenda. Disability inclusion now features in many policies and is fast gaining momentum in business strategies. Including people with disabilities and accommodating their disability-related needs are important moves for companies in terms of talent resourcing and social responsibility as well as compliance with national legislation. Managers are well aware of the importance of disability inclusion for their business success but might still have questions on how initiatives can be implemented successfully. How do they get started effectively? How can initiatives be improved? What structure do they take in multinational enterprises (MNE) operating in countries across the globe? This publication answers these questions and presents the key factors leading to the successful inclusion of people with disabilities in the private sector. It is based on work undertaken by the ILO Global Business and Disability Network (GBDN), a public-private partnership between multinational companies, employers' organizations and national business networks as well as selected Disabled Persons' Organizations (DPOs) and Nongovernmental Organizations (NGOs).



http://www.ilo.org/skills/pubs/WCMS_316815/lang-en/index.htm

Inclusion of youth with disabilities: The business case

Bureau of Employers' Activities, Conditions of Work and Equality Department.
Geneva: ILO, 2014



DISABLED WORKER / YOUNG WORKER / EQUAL EMPLOYMENT OPPORTUNITY /
CORPORATE RESPONSIBILITY / MULTINATIONAL ENTERPRISE / GOOD PRACTICES /
BRAZIL / CHILE / CHINA / INDIA / NORWAY / SERBIA / SINGAPORE / USA



Inclusion of youth with disabilities: The business case is a how-to guide for companies interested in integrating youth with disabilities into their workforce. This guide is based on initiatives that are currently tried out by ten companies to employ youth with disabilities in eight countries (Brazil, Chile, China, India, Norway, Republic of Serbia, Singapore and the United States). Good practices and useful insights are identified and explained through first-hand accounts. First, the business case for employing youth with disabilities is made. This section highlights how two companies benefited from initiatives to employ youth with disabilities. Next, four reoccurring good practices that were cited in the featured cases are given particular consideration: partner with an organization that specializes in disability services; provide (when necessary) disability-accessible skills training; offer recruitment and job placement services; embrace a policy of inclusion and non-discrimination. Then, the useful insights section serves as a quick reference for the lessons learned throughout the ten cases. The conclusion identifies relevant issues and various observations that were made through the course of the publication. Finally, the featured cases are included in their entirety at the end.



http://www.businessanddisability.org/images/pdf/pubs/ILO_YouthDisabilities.pdf

Disability and corporate social responsibility reporting: An analysis comparing reporting practices of 40 selected multinational enterprises

Working paper; No. 8. Juanjo Cordero, Tania Ortiz de Zúñiga, Marleen Rueda ;
International Labour Office, Bureau of Employers' Activities ; Conditions of Work
and Equality Department. Geneva: ILO, 2014



DISABLED WORKER / DISABILITY / EQUAL EMPLOYMENT OPPORTUNITY /
CORPORATE RESPONSIBILITY / MULTINATIONAL ENTERPRISE / CASE STUDY /
REPORTING SYSTEM / METHODOLOGY



The objectives of the report are to review (i) how enterprises report on the inclusion of people with disabilities, in particular their employment, as part of their CSR reporting and (ii) to provide recommendations on how people with disabilities should be included in CSR reporting. The methodology combines the analysis of CSR and sustainability reports produced by 40 MNEs with interviews with experts in the field of CSR and reporting, including members of the International Labour Organization's (ILO) Global Business and Disability Network. Indicators were established to assess whether disability has been integrated in each of the following issues: leadership and strategy, employment policies, data on employment, accessibility, and policies concerning suppliers and subcontractors. This report thus includes an analysis on how MNEs address each of these issues, includes a number of examples from relevant reports on how the MNEs presented this information and provides recommendations on how disability could be more effectively addressed in CSR reporting.



http://www.businessanddisability.org/images/pdf/pubs/ILO_CSRDisability.pdf

Disability in the workplace: Employers' organizations and business networks

Working Paper No. 6, Bureau for Employers' Activities and Skills and Employability Department, International Labour Office. ILO: Geneva, 2011



DISABILITY / DIVERSITY / WORKPLACE

This paper provides insights into how representative organisations of businesses, including multinational enterprises, address the issue of disability. By analysing twelve case studies of such organisations from across the world, the paper does not only provide practical guidance on why and how businesses should integrate people with disabilities into their workforce. It also shows that representative organisations of businesses are particularly well placed to link business interests and the productive integration of people with disabilities in the labour market.



http://ilo.org/skills/pubs/WCMS_167204/lang-en/index.htm

Disability in the workplace: Company practices

Working Paper No. 3, Bureau for Employers' Activities and Skills and Employability Department, International Labour Office. ILO: Geneva, 2010



DISABILITY / DIVERSITY / WORKPLACE / BEST PRACTICES

This paper presents a compilation of 25 company profiles, including multinational enterprises, that describe how companies address (1) hiring and retention; (2) products and services; and (3) corporate social responsibility from the perspective of disability. The business case for hiring a diverse workforce is emphasised and a number of common practices across all companies reviewed are described.



http://www.ilo.org/public/english/dialogue/actemp/downloads/publications/working_paper_n3.pdf

2.2.3 HIV/AIDS in the workplace

Cross-country study of the ILO/USDOL HIV/AIDS workplace education program 'Strategic HIV/AIDS response in enterprises' (SHARE)

Witherite, J.D. and Zegers, M. US Department of Labour. Macro: Washington DC, 2008



HIV/AIDS / DISCRIMINATION / MULTINATIONAL ENTERPRISES / TRIPARTITE STRUCTURE

This study examines the implementation of a joint ILO and United States Department of Labour (USDOL) programme 'Strategic HIV/AIDS responses in enterprises' (SHARE) in Barbados, Benin, Botswana, Cambodia, and India. The programme aims to protect workers from discrimination and stigma related to HIV/AIDS and to build awareness of behaviours that place workers at risk of HIV/AIDS, including in multinational enterprises. The study finds that an effective government response to HIV/AIDS in the world of work should be characterised by a tripartite structure with an ability to reach workers and mobilise enterprises for the prevention of HIV/AIDS. Effectiveness is further enhanced by the multiplier effect of this approach, with the positive impact filtering through to families and communities.



http://www.ilo.org/wcmsp5/groups/public/@ed_protect/@protrav/@ilo_aids/documents/publication/wcms_115512.pdf

HIV/AIDS care and support in the workplace:

Identifying effective practices

Garasa, M. International Labour Organization. ILO: Geneva, 2005



HIV/AIDS WORKPLACE PRACTICES / BEST PRACTICES / MULTINATIONAL ENTERPRISES

This paper identifies effective workplace practices that have been undertaken to provide care and support for persons infected and affected by HIV/AIDS. It finds that private sector employers, particularly large multinational corporations, are undertaking notable workplace programmes to address HIV/AIDS, including the provision of care and support for people living with HIV/AIDS and their families.



http://www.ilo.org/wcmsp5/groups/public/@ed_protect/@protrav/@ilo_aids/documents/publication/wcms_117346.pdf

2.3 Security of employment

Responsible and sustainable enterprise-level practices at times of crises: A guide for policy-makers and social partners

Ulrich, S.; Rogovsky, N. and Lamotte, D. Sustainable Enterprise Programme, International Labour Office. Geneva: ILO, 2009



ECONOMIC AND FINANCIAL CRISIS / RESPONSIBLE BUSINESS PRACTICES / MULTINATIONAL ENTERPRISES

This guide provides practical tools to enable enterprises, including multinationals, at the time of the global economic and financial crisis to remain economically viable, but not at the expense of social responsibility. The first part of the guide summarises the consequences of the crisis for enterprises and workers. In the second part, the importance of responsible and sustainable enterprises-level practices is highlighted, and third, practical guidance on how enterprises can adopt responsible and sustainable practices during crisis without compromising on their economic viability is provided. Subsequently, the guide outlines concrete recommendations to policy makers and social partners on how to promote such practices and closes with recommendations to the ILO on how to support their constituents' policy responses.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/documents/publication/wcms_108420.pdf

2.4 Data collection on employment effects of MNEs

Public policy, reporting and disclosure of employment and labour information by multinational enterprises

Urminky, M. Working Paper No. 99, International Labour Office. ILO: Geneva, 2005



MULTINATIONAL ENTERPRISES / EMPLOYMENT EFFECTS / DATA COLLECTION METHODS

This paper reviews approaches to the collection of information on the labour and employment effects of MNEs. The following three approaches are reviewed: (1) voluntary reporting and disclosure mechanisms; (2) national reporting requirements; and (3) international reporting mechanisms. While voluntary reporting and disclosure mechanisms have become prominent features of corporate social responsibility, the paper argues that the lack of standardisation between corporate reports hampers comparison. National reporting requirements vary across countries and overcome the selective nature of disclosure in voluntary reporting but lack public accountability for the information. International reporting mechanisms tend to produce little hard data that could be used by policymakers. The paper concludes that a more systematic approach to the collection of data on MNE activities is needed.



http://www.ilo.org/empent/Publications/WCMS_100990/lang-en/index.htm

3. Training

This section of the bibliography includes publications on the role of MNEs in boosting training in host countries in general as well as in specific sectors and countries. Moreover, work on MNEs and apprenticeship and training and disability is presented.

3.1 MNEs and training in specific sectors

Skills for green jobs: A global view

Strietska-Ilina, O.; Hofmann, C.; Duran Haro, M. and Jeon, S. International Labour Office. ILO: Geneva: 2011



SKILLS / GREEN JOBS / MULTINATIONAL ENTERPRISES

This report presents the findings of 21 case studies documenting a broad array of approaches to promote the transition to greener workplaces with sustainable, productive, and decent employment, including a comparison between national and multinational companies. It shows that a transformation to greener economies affects skill needs in three ways relating to (1) shifts between industries; (2) development of new occupations; and (3) changing skill profiles within occupations. Specifically, the report examines in detail how all three changes alter the skills profiles of occupations and, thus, affect training needs and delivery. It further discusses how different enterprises, including multinationals, are dealing with these shifts. Last, recommendations for future action are outlined.



http://www.ilo.org/global/publications/books/WCMS_159585/lang-en/index.htm

Review of socially responsible HR and labour relations practice in international hotel chains

Boardman, J. and Barbato, C. Working Paper 267, International Labour Office. ILO: Geneva, 2008



MNE DECLARATION / MULTINATIONAL ENTERPRISES / INTERNATIONAL HOTEL CHAINS / TRAINING / WORKING CONDITIONS / SOCIAL DIALOGUE

This report explores the scope of human resources (HR) policy and labour relations practices across a number of international hotel chains by examining some of the frameworks they use. The report concentrates on direct employment practices within hotel chains and is structured around the key themes of the MNE Declaration. It finds that international hotel chains are considered as standard setters for the industry and a number of chains have recognised that having sound social policies makes good business sense. In particular, good CSR practices are evident in large hotel chains, mostly in those with a strong brand and a good reputation to maintain. Specifically, the report shows that the hotel chains have demonstrated best practice in staff training and development, but formal social dialogue is less common in the sector. Quality external reporting on CSR and HR practice and performance is scarce across the sector.



http://www.ilo.org/sector/Resources/publications/WCMS_162286/lang-en/index.htm

3.2 MNEs and training in specific countries

Foreign direct investment spill-overs, absorptive capacities and human capital development: Evidence from Argentina

Narula, R. and Marin, A. Working Paper No. 96, International Labour Office. ILO: Geneva, 2005



MULTINATIONAL ENTERPRISES / TECHNOLOGY TRANSFER / SPILL-OVER / WORKING CONDITIONS / ARGENTINA



This paper analyses whether foreign firms transfer technology to domestic enterprises. Using data from the Innovation Survey in Argentina, the paper shows that, on the whole, MNEs hire more skilled workers, pay higher wages, and spend more on training than similar domestic enterprises. However, regarding technology, the paper finds that there were no significant positive technology spill-overs to domestic enterprises. Where spill-overs did occur, it was in cases where domestic firms demonstrated high investment in absorptive capacity, such as training activities or new equipment. Overall, the paper concludes that MNE activity in Argentina has limited opportunities for linkages and spill-overs. MNEs are simply able to generate economic rents from their superior knowledge of markets and their ability to efficiently utilise their multinational network of affiliates. Domestic enterprises can benefit from the presences of MNEs, but only if there is a proactive policy on the part of these enterprises and government to derive such benefits.



http://www.ilo.org/empent/Publications/WCMS_101045/lang-en/index.htm

3.3 MNEs and apprenticeship

Feasibility study for a global business network on apprenticeship

Gopaul, S. International Labour Office. ILO: Geneva, 2013



APPRENTICESHIP / ARGENTINA / INDIA / GERMANY / SOUTH AFRICA / TURKEY / UNITED KINGDOM / MULTINATIONAL ENTERPRISES / YOUTH EMPLOYMENT



This study presents information gathered from businesses, mainly multinational enterprises, in six countries about their current apprenticeships schemes and their views on creating an international network on apprenticeship with the overall aim of contributing to global efforts to address the challenge of growing youth unemployment. The countries covered are Argentina, India, Germany, South Africa, Turkey, and the United Kingdom. The study first describes current apprenticeship schemes in all countries. Second, the study findings on business views on the creation of a global apprenticeship network are outlined and last, summaries of each country case study are presented.



http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---ifp_skills/documents/publication/wcms_222180.pdf

3.4 MNEs, training, and disability

Unlocking potential: A multinational corporation roundtable on disability and employment

Proceedings of the meeting organised by the ILO, held in Bangkok, Thailand, 6 July 2005.
ILO: Geneva, 2005



TRAINING AND SKILLS / DISABILITY / MULTINATIONAL ENTERPRISES

The report summarises the proceedings of a meeting organised by the ILO on “Unlocking potential: A multinational corporation roundtable on disability and employment” held in Bangkok in 2005. It focuses on exploring the business case for hiring people with disabilities and identifies and discusses ways to overcome barriers that prevent disabled persons from fully developing their skills and engaging in training and employment.



http://www.ilo.org/skills/pubs/WCMS_143518/lang-en/index.htm

4. Conditions of work and life

This section of the bibliography covers all the mentioned aspects of conditions of work by first providing an overview of research that looks at the impact of MNEs on conditions of work in general, including work that considers whether MNEs do indeed have this 'pulling up effect' in host countries. Second, work on specific countries and sectors such as electronics and the garment industry is presented. Third, specific work on MNEs and wages, social security, and housing is outlined. Fourth publications covering MNEs and issues relating to the minimum age, safety and health, and forced labour are presented.

4.1 Wages, benefits, and conditions of work

4.1.1 Wages, benefits, and conditions of work in general

The impact of MNEs and FDI on aspects of working conditions as contained in the ILO 1977 Tripartite Declaration of Principles Concerning Multinational Enterprises and Social Policy

Mareky, R. and Ravenwood, K. New Zealand Journal of Employment Relations, Vol. 35, No. 3, 2010



MNE DECLARATION / FOREIGN DIRECT INVESTMENT / WORKING CONDITIONS

This article reviews literature on the impact of multinational enterprises and foreign direct investment on employment and working conditions and identifies where further research is required. It proposes that further research is needed in the area of pay equity; the comparative effect of emerging economies, particularly the demand for skills and the impact of skills or training and knowledge transfer; minimum age of work and child labour; and the impact on industrial relations in general.



<http://www.questia.com/library/journal/1P3-2432953541/the-impact-of-mnes-and-fdi-on-aspects-of-working-conditions>

Do multinationals promote better pay and working conditions?

Organisation for Economic Cooperation and Development Employment Outlook. OECD: Paris, 2008



FOREIGN DIRECT INVESTMENT / WAGES / WORKING CONDITIONS / SPILL-OVER EFFECTS

This paper assesses the effects of foreign direct investment on wages and working conditions for workers of foreign affiliates of MNEs and those of their independent supplier firms. The assessment finds that MNEs tend to provide better pay than their domestic counterparts, especially when they operate in developing and emerging economies, but not necessarily better non-wage working conditions. The effects on wages may also spread to the foreign suppliers of MNEs, but those spill-over effects are small.



<http://www.oecd.org/els/emp/43244752.pdf>

4.1.2 Wages, benefits, and conditions of work in specific countries, sectors, and supply chains

Responsible contracting: An approach aimed at improving social and labour practices in the property services sector

Bibby, A. Working Paper, Sectoral Activities Programme, International Labour Office. ILO: Geneva, 2011



PROPERTY SERVICES SECTOR / SOCIAL PARTNERSHIPS / RESPONSIBLE CONTRACTING

This report focuses on the property services sector, in particular the provision of cleaning and security services. It first outlines current trends in property services, including an observed pressure for a 'race to the bottom' putting workers at risk. Second, social partnerships between property service companies and workers' organisations at global level, European, and national level are described. Third, ways in which other stakeholders may be involved in promoting responsible contracting are outlined. Last, a number of concrete recommendations for further action are provided.



http://ilo.org/sector/activities/topics/temporary-agency-work/WCMS_172950/lang-en/index.htm

Working conditions of contract workers in the oil and gas industries

Graham, I. Working Paper No. 276, Sectoral Activities Programme, International Labour Office. ILO: Geneva, 2010



OIL AND GAS INDUSTRIES / MULTINATIONAL ENTERPRISES / WORKING CONDITIONS

The paper examines working conditions of contract workers in the oil and gas industries, which is largely dominated by multinational enterprises. It systematically considers wages; work organisation and working time; reconciliation of work and family life; occupational safety and health; and the role of social dialogue. The paper concludes with a summary of possible areas of action and further research.



http://www.ilo.org/sector/Resources/publications/WCMS_161194/lang-en/index.htm

Global reach-local relationships: Corporate social responsibility, workers' rights and local development

Sims, E. and Postuma, A. Employment Working Paper No. 28, Employment Sector, International Labour Office. Geneva: ILO, 2009



CORPORATE SOCIAL RESPONSIBILITY / DIVESTMENT / BRAZIL / WORKING CONDITIONS

This study describes a corporate social responsibility (CSR) initiative that was implemented in collaboration with a multinational enterprise and local and national government in Brazil. The initiative aimed to minimise the negative impact upon workers, the environment, and the surrounding community of a change in the company's operations. The study shows how, through a process of social dialogue particularly with government, a company averted the potentially devastating effects on its workers and the community of a divestment. It preserved jobs, helped to create new ones during the transfer of ownership of operations, and ensured respect for workers' rights as well as many benefits.



http://www.ilo.org/wcmsp5/groups/public/@ed_emp/documents/publication/wcms_105112.pdf

The promotion of respect for workers' rights in the banking sector: Current practice and future prospects

Sims, E. Multinational Enterprises Programme, Job Creation and Enterprise Development Department, International Labour Office. ILO: Geneva, 2009



BANKING / CORPORATE SOCIAL RESPONSIBILITY / LABOUR / SUSTAINABLE ENTERPRISES



This paper examines current trends in the extent to which banks are addressing labour issues in their investment decisions. It looks at how banks actually integrate labour considerations into their risk management and provide information and support services to their clients. Lastly, it offers a critical assessment of what needs to be done by the banking sector to realise its potential as a force for promoting sustainable enterprises around the world.



<http://www.oecd.org/investment/globalforum/40728919.pdf>

Do foreign-owned firms pay more? Evidence from the Indonesian manufacturing sector 1990-99

Harrison, A. E. and Scorse, J. Working Paper No. 98, International Labour Office. ILO: Geneva, 2005



WAGES / FOREIGN FIRMS / INDONESIA / MANUFACTURING



This paper contributes to the debate on whether or not foreign firms pay better wages than domestic firms. Using firm level data collected by the Indonesian Government, this paper compares the wage rates paid by foreign-owned and domestic firms during the years 1990-99. The results suggest that foreign firms do indeed pay a significant wage premium, even after taking into account differences in worker characteristics such as skill levels and education.



http://www.ilo.org/empent/Publications/WCMS_101046/lang-en/index.htm

Recent developments on corporate social responsibility in information and communications technology hardware manufacturing

Liemt, G. Multinational Enterprise Programme Working Paper No. 103, Job Creation and Enterprise Development Department, International Labour Office. ILO: Geneva, 2005.



WORKING CONDITIONS / ICT MANUFACTURING / MULTINATIONAL ENTERPRISES



This paper examines corporate social responsibility in ICT manufacturing, in particular the extent to which brands work towards improving conditions of work in their supply chains, and how this is done. The brands examined are Hewlett Packard, Philips Electronics, and Sony Ericsson. The paper finds that all three brands are industry leaders on improving conditions of work and respect for workers' rights in their supply chains. However, the case studies indicate that there is less analysis by brands of the constraints facing suppliers, in particular what the brands themselves could alter in their own operations to support their suppliers to improve conditions of work.



http://www.ilo.org/empent/Publications/WCMS_101059/lang-en/index.htm

4.1.3 MNEs and social security

The extension of social security and the social responsibility of multinational enterprises: An exploratory study

Tessier, L. and Schwarzer, H. Extension of Social Security, Document No. 35, International Labour Office. ILO: Geneva, 2013



EXTENSION OF SOCIAL PROTECTION / MULTINATIONAL ENTERPRISES / INTERNATIONAL FRAMEWORK AGREEMENTS



This study presents the main results of research on (1) the possible contribution of corporate social responsibility to the extension of social security from a conceptual point of view; (2) the state of research on the topic and an analysis of the commitments and public reporting -including IFAs- of more than 100 MNEs in terms of social protection of their workers; and (3) the experience of 15 MNEs in the implementation of social protection coverage for all of their employees. It is found that only 25% of public reports analysed mention workers' social protection while only 6% of IFAs have provisions on social protection. The paper further shows that the level of commitment to extending social protection varied significantly among the enterprises analysed. In particular, two types of strategy as regards social protection coverage of workers were identified: a centralized model with internally defined minimum levels of protection guaranteed for all employees on the one hand and a progressive harmonization of benefits occurring as opportunity arises on the other hand. Implementation appears to be relatively decentralised and most companies cover most contingencies through private insurance companies.



<http://www.social-protection.org/gimi/gess/RessourcePDF.action?ressource.ressourceId=38417>

Multinational enterprises' engagement in extending social security: Examples of practices and challenges

Tessier, L., Schwarzer, H. and Stern Plaza M. ESS Working Paper No. 43, International Labour Office. ILO: Geneva, 2013



SOCIAL SECURITY / SOCIAL PROTECTION / CORPORATE RESPONSIBILITY / SOCIAL RESPONSIBILITY / MULTINATIONAL ENTERPRISE / CASE STUDY



The paper aims to follow up on the above-mentioned exploratory study by further documenting the application of the first type of strategy on social protection introduced above. To this end, it presents and analyses two case studies of MNEs that have implemented such global strategies. The paper documents why (motivations, business case) and how (process, impact) these MNEs have developed such strategies and highlights possible linkages between these global strategies and national strategies for the extension of social security.



http://www.ilo.org/wcmsp5/groups/public/---ed_protect/---soc_sec/documents/publication/wcms_235838.pdf

4.2 Minimum age

Business and the fight against child labour – Experience from India, Brazil and South Africa

International Programme on the Elimination of Child Labour,
International Labour Office. ILO: Geneva, 2013



CHILD LABOUR / CORPORATE RESPONSIBILITY / CHILDREN /
SEXUAL EXPLOITATION / BRAZIL / INDIA / SOUTH AFRICA



This publication documents efforts by businesses and employers' organizations in India, Brazil and South Africa to combat child labour. As relatively more is known about efforts to address child labour elimination among businesses in industrialized countries than among businesses domiciled in the global South, it helps fill a significant knowledge gap. This research is particularly useful to employers and their organizations, policy makers and others with an interest in strengthening the contribution of businesses to eliminate child labour.



http://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_23484/lang--en/index.htm

Child labour, tobacco, and AIDS

International Programme on the Elimination of Child Labour,
International Labour Organization. ILO: Geneva, 2011



CHILD LABOUR / INTERNATIONAL LABOUR STANDARDS /
MULTINATIONAL ENTERPRISES / HIV/AIDS / TOBACCO



This report provides an overview of child labour and the effects of HIV/AIDS on the extent and kinds of child labour in the tobacco industry in Tanzania, Uganda, and Malawi. Since most tobacco is bought on behalf of a number of large multinational corporations that dominate the international cigarette manufacturing industry, the report includes important information on MNEs in this context. Notably, it points to the challenge that tobacco farming is largely organised around smallholdings and family farms, making 'ethical trade' and respect of labour standards complicated, even for buyers that want to adhere to them. In addition, the report finds that, while several multinationals give increased attention to 'ethics' in their relations with countries in the south, the majority have preferred unilateral strategies with no, or limited, reference to international labour standards and many struggle to translate their commitment to ethical production and trade into practice.



http://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_18575/lang--en/index.htm

Accelerating action against child labour

Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, International Labour Conference 99th Session, Report I (B), International Labour Office. ILO: Geneva, 2010



CHILD LABOUR, GLOBAL ACTION PLAN / MULTINATIONAL ENTERPRISES / GLOBAL FRAMEWORK AGREEMENT



This report considers progress made by ILO constituents in implementing the commitments made in the 2006 Global Action Plan to Eliminate Child Labour. It is the third in a series of stocktaking reports. The report first presents a global picture, updating global trends and describing progress in the ratification of ILO standards. Second, progress made in implementing the specific provisions of the Action Plan is described and third, challenges faced are outlined and suggestions of how to address them are proposed. Fourth and last, the report sets out an agenda on how to accelerate progress towards meeting the targets set out in the Action Plan. It provides specific insights into the crucial role of MNEs in this context and describes ways in which they can actively contribute to implementing the Action Plan, by focusing on respect for labour standards, including on child labour, in the worldwide production palette of a particular commodity and entering into global framework agreements that include provisions on child labour.



http://www.ilo.org/global/resources/WCMS_126752/lang-en/index.htm

Eliminating child labour – Guides for employers:

Guide two: How employers can eliminate child labour

Nippierd, A., Gros-Louis, S. and Vandenberg, P. Bureau for Employers' Activities, International Labour Organization. International Organisation of Employers. ILO: Geneva, 2007



ENTERPRISES / CHILD LABOUR / HAZARDOUS WORK



This guide, second in a series of multilingual guides on child labour, provides practical guidance on what an enterprise can do to eliminate child labour in its operations, both regarding workers under the minimum age for work and those under the age of 18 engaged in hazardous work. In addition, the guide discusses measures that may be taken to reduce child labour among suppliers. The guide provides a variety of ideas ranging from simple to more complex solutions and illustrates those with practical examples of enterprises that have successfully tackled child labour in their operations and supply chains. It is available in English, French, Indonesian, Mongolian, Russian, and Spanish.



http://www.ilo.org/public/english/dialogue/actemp/downloads/projects/child_guide2_en.pdf

4.3 Safety and health

Protecting workplace safety and health in difficult economic times: The effect of the financial crisis and economic recession on occupational safety and health

Programme on Safety and Health at Work and the Environment,
International Labour Office. ILO: Geneva, 2013



OCCUPATIONAL SAFETY AND HEALTH / MULTINATIONAL ENTERPRISES /
ECONOMIC AND FINANCIAL CRISIS



This report examines the implications of the financial and economic crisis on occupational safety and health. Focusing on multinational enterprises, the report shows that, whilst there are certainly threats to workers' safety and health as a result of restructuring and downsizing by businesses, there are also some opportunities for improving corporate occupational safety and health practices. The report ends with a number of examples of how pre-recession aspects of occupational safety and health management systems may protect workers and companies during difficult economic times and provides a series of short recommendations for future action.



http://www.ilo.org/safework/info/publications/WCMS_214163/lang-en/index.htm

Meeting the challenge of precarious work: A workers' agenda

Marin, E. International Journal of Labour Research, Vol. 5, Issue 1, 2013



PRECARIOUS EMPLOYMENT / CONDITIONS OF WORK / OCCUPATIONAL HEALTH /
MULTINATIONAL ENTERPRISES



This article examines the issue of precarious work in a global context. In particular, the article points to the internationalisation of precarious work through the actions of multinational corporations and the transnationalisation of employment. Reference is made to a number of case studies by the ILO and NGOs on multinational enterprises and their involvement in precarious work. Last, the article outlines international and regional instruments to address precarious work, including the MNE Declaration, and concludes with suggested actions to tackle this problem.



http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_216282.pdf

Violence at work

Chappell, D. and Di Martino, V. International Labour Office. ILO: Geneva, 2006.



VIOLENCE AT THE WORKPLACE / BEST PRACTICES / MULTINATIONAL ENTERPRISES



This book assesses the full range of aggressive acts that occur in workplaces. After outlining the extent and nature of violence in different kinds of workplaces, the book provides a number of best practices, including a best practice from a multinational enterprise.



http://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/@publ/documents/publication/wcms_publ_9221108406_en.pdf

4.4 Forced labour

Combating forced labour: A handbook for employers & business

Special Action Programme to Combat Forced Labour, International Labour Office.

ILO: Geneva, 2008



FORCED LABOUR / ENTERPRISES / EMPLOYERS

This handbook provides guidance to employers' organisations and individual enterprises worldwide regarding the definition and recognition of forced labour, how it can affect business operations, and what business actors can do to tackle the problem. It provides practical tools and guidelines to enable business and its organisations to identify and prevent situations of forced labour. Particular focus is put on the fact that forced labour is a complex issue that can take subtle forms and can be difficult to understand and detect without clear guidance based on the contents of the ILO's Conventions on forced labour and the deliberations of its supervisory bodies.



http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_101171.pdf

5. Industrial relations

This final section of the bibliography first covers publications on MNEs and industrial relations in general as well as in specific sectors and countries. Second, work on freedom of association; the right to organise and collective bargaining; as well as consultation and social dialogue is presented.

5.1 Industrial relations in general

Trade union strategies towards global production systems

International Journal of Labour Research, Vol. 1, Issue 1, 2009, International Labour Organization. ILO: Geneva, 2009



TRADE UNIONS / GLOBAL PRODUCTION SYSTEMS / MULTINATIONAL ENTERPRISES / CAMBODIA / NAMIBIA / FORESTRY / GARMENTS / AGRICULTURE



This publication addresses the challenges and opportunities for trade unions resulting from the growth of new global production systems, including the increased informalisation of labour and declining membership of trade unions. Most articles in this issue are by representatives of global union federations and are rooted in the outcomes of a workshop on “Global Production Systems and the Role of Trade Unions” held in 2006. Largely focusing on multinational enterprises, the articles include case studies from Cambodia and Namibia and cover multiple sectors such as forestry, garments, and agriculture.



http://apirnet.ilo.org/resources/trade-union-strategies-towards-global-production-systems/at_download/file1

5.2 Industrial relations in specific sectors and countries

Promoting good industrial relations in the oil and gas industries in Indonesia

Anwar, R. and Ssenyonga, M. Background paper for the national tripartite meeting for promoting good industrial relations and social dialogue in the oil and gas industries in Indonesia, Working Paper 254, Sectoral Activities Programme, International Labour Office. ILO: Geneva, 2007



OIL INDUSTRY / INDONESIA / MULTINATIONAL ENTERPRISES / WORKING CONDITIONS / INDUSTRIAL RELATIONS



This paper explores practices in industrial relations and social dialogue in the oil industry in Indonesia, which is dominated by multinational enterprises. The paper specifically focuses on working conditions, respect for fundamental workers’ rights, and the role of social dialogue in the sector. It finds that the number of people employed in the industry is steadily growing and that Indonesian workers account for about 97% of overall employment in the sector. The oil industry is found to provide better conditions than other economic sectors, yet access to the right to strike is severely limited by national legislation that imposes considerable constraints on workers.



http://www.ilo.org/sector/Resources/publications/WCMS_161193/lang--en/index.htm

Industrial relations in the oil industry in Nigeria

Fajana, S. Working Paper 237, Sectoral Activities Programme, International Labour Office. ILO: Geneva, 2005



OIL SECTOR / NIGERIA / MULTINATIONAL ENTERPRISES / INDUSTRIAL RELATIONS / EMPLOYMENT CREATION



This paper explores practices in industrial relations and social dialogue in the oil industry in Nigeria, which is strongly dominated by multinational enterprises. The paper also considers working conditions in general and the impact of the oil sector on employment with a focus on employment creation for Nigerian nationals and the effectiveness of government policies in this regard. It is found that the oil sector creates over 65,000 direct jobs and 250,000 indirect jobs with Nigerian nationals accounting for about 80% of overall employment. Women workers account for about 5% of the jobs but are generally found in peripheral work. Until March 2005, the government of Nigeria promoted compulsory union membership resulting in a 60% unionisation rate. Collective bargaining is encouraged but no nationwide sectoral negotiations exist and the right to strike is severely restricted as it is banned in any sector that is considered an 'essential service', including the oil sector.



http://www.ilo.org/sector/Resources/publications/WCMS_161189/lang-en/index.htm

Industrial relations in the oil industry in South Africa

Miller, S. and Van Meelis, T. Working Paper 238, Sectoral Activities Programme, International Labour Office. ILO: Geneva, 2005



OIL INDUSTRY / SOUTH AFRICA / MULTINATIONAL ENTERPRISES / INDUSTRIAL RELATIONS / SECTORAL BARGAINING



This paper explores practices in industrial relations and social dialogue in the oil industry in South Africa, which is strongly dominated by multinational enterprises and the government. The paper specifically focuses on social dialogue in the industry, as well as working conditions and issues relating to occupational health and safety. It finds that the key feature of social dialogue in the oil industry in South Africa lies in sectoral bargaining, which is considered to lead to better wages and conditions of work in the country's oil industry.



http://www.ilo.org/sector/Resources/publications/WCMS_161190/lang-en/index.htm

5.3 Freedom of association, the right to organise, and collective bargaining

Asia floor wage and global industrial collective bargaining

Bhattacharjee, A. and Roy, A. Social justice and growth: The role of the minimum wage, *International Journal of Labour Research*, Vol. 4, Issue 2, 2012, International Labour Organization. ILO: Geneva, 2012



ASIAN FLOOR WAGE / MINIMUM WAGE / COLLECTIVE BARGAINING / GARMENT INDUSTRY



This paper outlines the increasing demand for an Asia floor wage (AFW) by labour organisations in the garment industry. It is shown that the AFW is based on a process of collective consensus-building among Asian labour organisations since 2006, which has created a regional bargaining bloc comprising trade unions labour and human rights organisations, development NGOs, women's rights groups, and academics. The AFW formula, which was agreed after extensive discussions, accounts for differing economic and political environments in each participating country while supporting garment workers' demands for a living wage. The paper describes the formula in detail and closes with reflections on its implementation and impact to date.



http://www.ihdindia.org/igdirdata/Mid-Tec-%20Sectors/Flexible%20Labour%20Fource_IGIDR_By%20Ashim%20Roy.pdf

Transnational framework agreements: New bargaining tools impacting on corporate governance?

Schoemann, I. Trade unions and the global crisis: Labour's visions, strategies and responses, Serrano, M.; Xhafa, E. and Ficher, M. (eds). International Labour Office. ILO: Geneva, 2011



TRANSNATIONAL FRAMEWORK AGREEMENTS / COLLECTIVE BARGAINING / MULTINATIONAL ENTERPRISES



This chapter discusses transnational framework agreements (TFAs) as new forms of governance at company level and as new paths to workers' participation in the governance of multinational enterprises. It finds that TFAs have indeed become a new bargaining tool, rooted in national collective bargaining traditions, social dialogue, and well-institutionalised industrial relation systems and have significantly impacted on corporate governance in a number of ways. Furthermore, TFAs are found to strengthen cooperation between workers' representatives and by doing so, nurturing and formalising a corporate environment that supports the active involvement of employees and their trade unions in multinational enterprises' operations.



http://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---actrav/documents/publication/wcms_163591.pdf

Global capital strategies and trade union responses: Collective bargaining and transnational trade union cooperation

International Journal of Labour Research, Vol. 1, Issue 2, 2009, International Labour Organization. ILO: Geneva, 2009



COLLECTIVE BARGAINING / ECONOMIC AND FINANCIAL CRISIS / DECENT WORK

This issue brings together the most important contributions to the workshop “The challenges and responses of collective bargaining and corporate strategies” organised by the ILO’s Bureau of Workers’ Activities, the Global Research, and the European Trade Union Institute in 2008. All contributions stress the continued importance of collective bargaining as a democratic and inclusive system for bringing about decent work, especially in times of economic and financial crisis. The articles cover a number of issues, including some theoretical considerations and specific case studies from Nepal, Brazil, South Africa, and Europe.



http://www.ilo.org/actrav/info/pubs/WCMS_122375/lang-en/index.htm

Freedom of association in practice: Lessons learned

Global Report under the follow-up to the ILO Declaration on Fundamental Principles and Rights at Work, International Labour Conference 97th Session, Report I (B), International Labour Office. ILO: Geneva, 2008



FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING /
INTERNATIONAL FRAMEWORK AGREEMENTS / MULTINATIONAL ENTERPRISES

This report provides a global overview of the application of universal principles and rights concerning freedom of association and collective bargaining in 2008. It particularly highlights recent developments affecting collective bargaining and outlines major international institutions and initiatives that promote freedom of association and collective bargaining, such as international framework agreements (IFAs), affecting, amongst others, multinational enterprises. It notes that issues of freedom of association and collective bargaining are usually essential elements in IFAs and frequently include solid monitoring systems and follow-up procedures. Moreover, the report provides an overview of recent developments in industrial sectors and categories of workers and outlines ILO technical cooperation work in this area. Last, the report describes a plan of action.



http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_096122/lang-en/index.htm

Freedom of association and collective bargaining: The practice of multinational companies in Brazil

Scherer, C. Trade Union responses to globalization: A review by the Global Union Research Network, Schmidt, V. (ed). International Labour Office. ILO: Geneva, 2007



FREEDOM OF ASSOCIATION / COLLECTIVE BARGAINING /
MULTINATIONAL ENTERPRISES / BRAZIL



This contribution presents the results of studies of company practices regarding freedom of association and collective bargaining of 18 subsidiaries of MNEs operating in Brazil from 1999 – 2003. It shows that there is no uniform conduct among the companies studied. Yet, overall, it was found that the MNEs analysed followed the labour relations standards in Brazil, with little influence of standards from their countries of origin. In addition, the findings show that the rate of unionisation in the companies studied was higher than the national average. Deficiencies were found in relation to a lack of information about the companies and the absence of coordination for negotiations at the corporate or group level.



http://www.ilo.org/global/publications/ilo-bookstore/order-online/books/WCMS_091019/lang--en/index.htm

Freedom of association and collective bargaining in export processing zones: Role of the ILO supervisory mechanisms

Ramapriya Gopalakrishnan. Working Paper No. 1, International Labour Standards Department, International Labour Office. ILO: Geneva, 2007



FREEDOM OF ASSOCIATION / COLLECTIVE BARGAINING /
EXPORT PROCESSING ZONES / MULTINATIONAL ENTERPRISES /
MNE DECLARATION / COMPLIANCE



This paper discusses the principles of the Committee of Experts on the Application of Conventions and Recommendations and the Committee on Freedom of Association concerning the freedom of association and collective bargaining rights of workers in export processing zones (EPZs). It specifically looks at recommendations made by them and the measures taken by governments of EPZ-operating countries pursuant to these recommendations. Since multinational enterprises are major players in EPZs, much of the paper focuses on their actions and the extent to which the principles of the MNE Declaration are being respected. The paper finds that, while the recommendations of the supervisory bodies have had a significant impact, the ILO would need to step up efforts to achieve better compliance with the principles of freedom of association and collective bargaining in EPZs.



<http://apirnet.ilo.org/resources/working-paper-no.-1-freedom-of-association-and-collective-bargaining-in-export-processing-zones-role-of-the-ilo-supervisory-mechanisms-1>

Recent issues regarding collective bargaining and conditions of work in the chemical industry

Kamakuar, Y. Working Paper 246, Sectoral Activities Programme, International Labour Office. ILO: Geneva, 2006



CHEMICAL INDUSTRY / MULTINATIONAL ENTERPRISES /
TRANSNATIONAL BARGAINING / COLLECTIVE BARGAINING



This paper examines industrial relations in the chemical industry. Chapter nine specifically looks at how, in a globalised chemical industry, trade unions have developed their international ties to leverage their power in collective bargaining conducted at the national level. The analysis includes an overview of the International Federation of Chemical, Energy, Mine and General Workers' Union's campaigns for multinational enterprises and the EU's approach to collective bargaining – transnational bargaining – and an assessment of their effectiveness.



http://www.ilo.org/sector/Resources/publications/WCMS_160784/lang-en/index.htm

Freedom of association for women workers in EPZs: A manual

Sukthankar, A. and Gopalakrishnan, R. International Labour Organization. ILO: Geneva, 2012



WOMEN WORKERS / TRADE UNIONS / COLLECTIVE BARGAINING /
EXPORT PROCESSING ZONES



This manual is an easy-to-use, practical tool for trade unions to reach out to women workers in Export Processing Zones (EPZs) to inform them of their rights and engage them in activities that promote freedom of association and organising as a key means to improve their working conditions. The manual provides step-by-step guidance on how to get in contact with the workers, how to prepare for and conduct the training, and what activities to suggest for workers to engage in. The manual is a complementary tool to the ILO's Trade Union Policy Guide on Export Processing Zones and "Gender Equality: A Guide to Collective Bargaining."



http://www.ilo.org/gender/Informationresources/WCMS_186807/lang-en/index.htm

5.4 Consultation and social dialogue

Transnational company agreements on enterprise restructuring

Papadakis, R. Dialogue in Brief No. 2, Industrial and Employment Relations Department, International Labour Office. ILO: Geneva, 2010



TRANSNATIONAL COMPANY AGREEMENTS / RESTRUCTURING / SOCIAL COSTS / SOCIAL DIALOGUE / MULTINATIONAL ENTERPRISES



This brief highlights a number of socially responsible restructuring initiatives taking the form of innovative transnational company agreements (TCA) that enable companies to increase efficiency and profitability in times of crisis or in anticipation of industrial change while limiting social costs. The TCAs highlighted in this brief aim at protecting the levels and terms and conditions of employment within multinational enterprises, notably through the establishment of social dialogue mechanisms that open space for information, consultations, and negotiations between labour and management regarding restructuring plans. The brief also highlights a number of key drivers for TCA's successful negotiation and implementation.



http://apirnet.ilo.org/resources/recovering-from-the-crisis-through-social-dialogue/at_download/file1

Restructuring enterprises through social dialogue: Socially responsible practices in times of crisis

Papadakis, K. Working Paper No. 19, Industrial and Employment Relations Department, International Labour Office. ILO: Geneva, 2010



RESTRUCTURING / GLOBAL FINANCIAL AND ECONOMIC CRISIS / TRANSNATIONAL COMPANY AGREEMENTS / SOCIALLY RESPONSIBLE BUSINESS PRACTICES / SOCIAL DIALOGUE / MULTINATIONAL ENTERPRISES



This paper analyses examples of companies in which management, in collaboration with workers' representatives and unions, has designed and implemented socially responsible enterprise restructuring plans in the aftermath of the global financial and economic crisis of 2008-2009. Two broad types of practices are examined in 16 case studies: (1) transnational company agreements and (2) plant/national-level agreements. The paper finds that by creating space for dialogue and self-regulation aimed at protecting employment during restructuring processes win-win situations can emerge, even in times of crisis. This shows that socially responsible companies can ensure both the long-term viability of the enterprise itself and employment stability for workers.



http://www.ilo.org/ifpdial/information-resources/publications/WCMS_158362/lang-en/index.htm

Social dialogue and industrial relations issues in the oil industry

Sectoral Activities Programme, International Labour Office. ILO: Geneva, 2009



MNE DECLARATION / OECD GUIDELINES FOR MULTINATIONAL ENTERPRISES / CORPORATE SOCIAL RESPONSIBILITY / OIL AND GAS INDUSTRY



This report was presented as an input for discussion at the Tripartite Meeting on Promoting Social Dialogue and Good Industrial Relations from Oil and Gas Exploration and Production to Oil and Gas Distribution held in Geneva in 2009. It includes a specific section on corporate social responsibility and corporate governance in the oil industry, including a detailed outline of the provisions of the MNE Declaration as well as the OECD Guidelines for Multinational Enterprises and the Global Reporting Initiative.



http://www.ilo.org/sector/Resources/publications/WCMS_161662/lang-en/index.htm

Understanding the Indigenous and Tribal peoples Convention, 1989 (No. 169): Handbook for ILO Tripartite Constituents

International Labour Standards Department, International Labour Office.

ILO: Geneva, 2013



INDIGENOUS AND TRIBAL PEOPLES CONVENTION



This handbook aims to provide ILO constituents with a practical tool to better understand the relevance, scope, and implications of the Indigenous and Tribal People Convention No. 169 in order to foster better implementation. The Convention represents a consensus reached by ILO tripartite constituents on the rights of indigenous and tribal peoples within the nation-states in which they live and the responsibilities of governments to protect these rights. The Convention aims to overcome discriminatory practices affecting these peoples and enable them to participate in decision-making that affects their lives.



http://www.ilo.org/wcmsp5/groups/public/---ed_norm/---normes/documents/publication/wcms_205225.pdf

Gender equality and social dialogue: An annotated bibliography

Social Dialogue Sector, International Labour Office. ILO: Geneva, 2012



GENDER EQUALITY / SOCIAL DIALOGUE / COLLECTIVE BARGAINING / EMPLOYERS' ORGANIZATIONS / TRADE UNIONS



This annotated bibliography provides a comprehensive overview and short summaries of publications by the ILO and other organisations on the issue of gender equality and social dialogue published from 2001 – 2011. It is part of a comparative research project that aims to demonstrate that gender equality and social dialogue are mutually beneficial and their promotion should go hand in hand. The bibliography first presents general entries on gender equality and social dialogue and second, outlines publications specifically relating to collective bargaining. Subsequently publications relating to employers, business and employers' organisations are presented followed by work on trade unions and workers' organisations. Last, publications on specific gender issues, such as gender-based violence at work, and their relation to social dialogue are included.



<http://www.ilo.org/public/english/dialogue/download/bibliogender.pdf>

About the Multinational Enterprises and Enterprise Engagement Unit

The Multinational Enterprises and Enterprise Engagement Unit (MULTI) is part of the Enterprises Department, which focuses on sustainable enterprise development. MULTI provides policy advice and technical support for the application of the MNE Declaration at the global and national levels and plays a central role in the ILO's engagement with enterprises. It coordinates the ILO approach to Corporate Social Responsibility (CSR), and assists other agencies to promote international policy coherence on the labour and employment dimension of CSR. Through the ILO Helpdesk for Business, it also works directly with companies seeking to integrate principles contained in International Labour Standards in their company policies and operations.



Multinational Enterprises and Enterprise Engagement Unit

www.ilo.org/multi

multi@ilo.org

ILO Helpdesk for Business on International Labour Standards

www.ilo.org/business

assistance@ilo.org

ISBN 978-92-2-129511-2



9 789221 295112