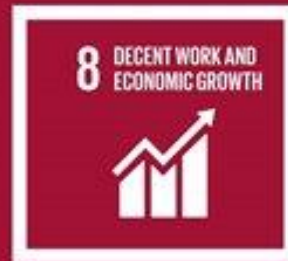


Sustainable Enterprises and SDG 8

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SDG 8



**Promote sustained,
inclusive and sustainable
economic growth, full and
productive employment
and decent work for all**

▶ Lead agency responsible for SDG 8: International Labour Organization

- UN Specialized agency
- 187 Member States
- Unique tripartite structure



▶ ILO Mission: Decent Work

Support governments to:

- Stimulate job creation through macroeconomic policy and enterprise development
- Strengthen national labour law and administration
- Strengthen social dialogue institutions

Support employers' and workers' organizations to:

- Participate in social dialogue on developing more effective law and policy to promote decent work



More and better jobs for men and women everywhere

► For ILO, sustainable enterprises...

...respect human rights and international labour standards, especially freedom of association and collective bargaining, the abolition of child labour, forced labour and all forms of discrimination in their operations.



► Sustainable enterprises...

...adopt responsible business practices and engage in social dialogue and good industrial relations. These are effective instruments to create win-win situations, as they promote shared values, trust and cooperation, and socially responsible behaviour.



► Sustainable enterprises...

...view skilled workers as a major source of competitive advantage and view employees both as assets and agents for change. Human resource development in sustainable enterprises should be based on social dialogue and workers' participation.



► Sustainable enterprises...

...offer decent working conditions and recognize that such practices improve productivity and strengthen the innovativeness and competitiveness of enterprises.



► Sustainable enterprises...

...need an enabling environment – appropriate legislation and public policies – that support them in upholding these values.



► Baseline issues for business

Non-discrimination

Forced labour

Child labour

Freedom of association and
collective bargaining

► Push and pull factors:

- Access to global markets (e.g., TPP)
- Access to capital (e.g., WB, IFC, Equator Principles, UN PRI, Sustainable Stock Exchanges)
- Demanded by buyers, e.g., codes of conduct
- Securing government contracts (e.g., Dutch procurement requirements)
- Own values

► Other key issues

Nearly universal

- Safety and Health
- Hours of work
- Wages
- Grievances

Increasingly common

- Violence and harassment
- Building safety
- Disability or death benefit
- Unemployment provision
- Worker's privacy

Farms and plantations

- Special protections for migrant workers
- Transport to site
- Medical checks
- Workers' housing

Fishing and shipping

- Crew changes

▶ Special role of Freedom of Association and Collective Bargaining

- ▶ Fundamental rights in themselves
- ▶ Play a central role in other rights through dialogue and collective bargaining
- ▶ Leading role of European countries in promoting freedom of association

▶ Due diligence:

“Freedom of association, collective bargaining, social dialogue and industrial relations play a central role in due diligence and the meaningful consultations with potentially affected groups and other relevant stakeholder, including workers’ organizations, as an ongoing process.”

ILO MNE Declaration

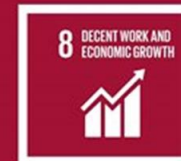
► Challenges occur because:

- National legislation creates barriers to fully respect workers' rights
- Different cultures or different levels of maturity of social dialogue and productive management-worker collaboration
- Limited engagement with business partners
 - little or no contact with producers
 - limited or no leverage
 - limited resources

▶ Inclusive economic growth: vital role of support for SMEs

Linkages with SMEs for support and spill-overs of:

- ▶ Technology
- ▶ Skills
- ▶ Responsible business practices
- ▶ Industrial relations



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► Capacity building of associations, including capacity to coach members

Many studies show the vital importance of capacity building – supplier codes and audits alone have limited impact.

SMEs will also likely need additional ongoing support (coaching), ideally linked to productivity improvement to help them to cover additional costs.

EU has funded numerous ILO projects on capacity-building around, e.g., responsible business for SME suppliers (focusing on trading partners in developing countries). Associations could adapt these materials.

▶ ILO tools and resources targeting businesses and associations

Research, guides and training packages on:

- Comprehensive approach to responsible business (e.g., training on responsible business for suppliers, toolkit for supply chain managers)
- Specific issues (e.g., child labour, supporting women's entrepreneurship)
- *Apps (child labour check, forced labour check)*
- Business platforms (child labour, forced labour, youth employment, disability, skills development and social protection)

ILO Helpdesk for Business

Company-Union Dialogue Facility

▶ Further information:

ILO Helpdesk for Business: www.ilo.org/business

Bureau for Employers' Activities: <https://www.ilo.org/actemp/lang--en/index.htm>