



A901317

International Labour Standards and Corporate Social Responsibility:

Tools for a globalized world of work

9 - 20 November 2009

Turin (Italy)



Co-financed by the
Italian Ministry of
Foreign Affairs



International Labour Standards and Corporate Social



Background

The development and deepening of international trade and foreign investment, the expansion of multinational enterprises with global production and marketing strategies, spreading tendencies towards regional coordination among governments as well as the social partners, the increasing linkages between financial markets, lightening speed developments in technology and communications - these are some of the most socially significant features of globalization.

From the 1970s onwards, the effect of the various factors at work within globalization has radically altered the institutional and socio-economic context in which countries operate and raised questions on fundamental social aspects of such change. Will the liberalization of product and financial markets make it easier or harder to promote decent work in developing countries? Will such liberalization help to create jobs in those countries, or tend to destroy them? Will it create or eliminate jobs in the industrialized countries? Will attempts to improve labour legislation and respect for fundamental workers' rights reduce a country's ability to attract private investment? Will liberalization with the aim of improving competitiveness produce unacceptable degrees of inequality within and between countries? While these questions have drawn the attention of the parties involved since the mid-1990s, it has been in the last few years, that research and analysis, including that presented in the 2004 final report of the World Commission on the Social Dimension of Globalization¹, the Institute of International Labour Studies 2008 study on income inequalities², and the OECD study on the effects of labour standards on foreign direct investment³ has begun to answer these questions. The "labour standard and globalization debate" has evolved from a narrow one focused on the issue of linking the observance of labour standards with international trade, to the challenge of making globalization more fair, and most recently to finding ways to entrench institutionally and truly globally the achievement of decent work in the globalized world of work. The ILO Declaration on Social Justice for a Fair Globalization adopted in 2008 is the most recent element of these developments. In sum, while globalization has had positive effects in the form of new opportunities for economic and social development it has also posed challenges and threats.

In this context, it is well accepted that international labour standards (ILS) and fundamental principals at work (FPW) are a valuable benchmark for the international community, public institutions and the private sector: they give authoritative guidance in terms of safeguarding the dignity of workers and their families. Private actors - particularly employers and their organizations, and workers and their organizations - have become keen to take initiatives that use ILS and FPW as a normative foundation. On the employers' side, these have taken the form - for example - of corporate social responsibility (CSR) initiatives. On the workers' side,

framework agreements drawing on ILS and FPW can be cited as an example. Development banks and private investment banks have taken initiatives based on the ILS and FPW. As such, the traditional - and still valid - use of and responsibility for ILS implementation has been complemented by the initiatives of private actors, and FPW are thus being used increasingly as tools in the globalized world of work. Yet the ultimate responsibility for achieving the full meaning of decent work may ultimately fall back into the hands of government, particularly in the light of recent challenges to globalization arising from the global economic crisis.



Objectives

Development objectives

The course aims to strengthen the capacity of institutions/organizations to promote in the framework of a global world economy the application of ILS and FPW so as to combine economic development with social progress.

Specific objectives

At the end of the course, participants will be deemed able to:

- analyse critically concrete cases and fruitful experiences that bring out the benefits of applying ILS and FPR as a means of making the potential advantages of the globalized economy a reality; and
- use core labour standards in actions to promote decent work in situations that derive from the globalization of the economy.



Participants' profile

The course is designed for high-level representatives of Governments, employers' organizations and workers' organizations, including those responsible for matters related to national or international labour standards and/or globalization. It also targets high-level officials with responsibility for labour inspection or corporate social responsibility.

Tripartite participation from individual countries is particularly welcome.

¹ ILO: *A fair globalization: Creating opportunities for all*, World Commission on the Social Dimension of Globalization, Geneva, 2004.

² ILO: *World of Work Report: Income Inequalities in the Age of Financial Globalization*, Geneva, 2008.

³ OECD: *Trade, Employment, and Labour Standards: A Study of Core Workers Rights and International Trade*, Paris, 1996.

Responsibility: Tools for a globalized world of work



Structure and content

The course will cover the following:

- The social impact of the globalization of market economies, financial markets, communications and new technology.
- International labour standards and fundamental principles at work, including:
 - the international labour standards system;
 - the 1998 ILO Declaration on Fundamental Principles and Rights at Work; and
 - the core labour standards (freedom of association and collective bargaining, forced labour, child labour and discrimination in employment and occupation).
- Challenges faced in implementing the core labour standards in the context of globalization, including:
 - international financial institutions and the application of FPW;
 - special export zones and freedom of association;
 - international and national action against forced labour and human trafficking;
 - child labour and dangerous work in the agricultural sector; and
 - the social clause and international trade agreements.
- Corporate social responsibility initiatives, with a focus on strengthening the capacity of decision makers to adopt self-regulatory mechanisms that will improve working conditions, including:
 - the content of CSR initiatives, in particular as they relate to workers' rights;
 - choices for monitoring CSR initiatives;
 - methods for measuring the impact of CSR initiatives; and
 - arrangements for the management of stakeholder involvement and dialogue in initiatives.
- Linkages between realization of fundamental principles and rights at work (FPRW) and decent work objectives, including:
 - the 2008 ILO Declaration on Social Justice for a Fair Globalization;
 - examples of FPRW and decent work linkages; and
 - opportunities for promoting and making these linkages.



Methodology

The course has a participatory approach that engages participants in constructive interaction. Through a series of case studies and role-plays the course methodology aims to have participants use private initiative strategies to realize ILS and FPW. Training methods include presentations, individual and group exercises under the guidance of ILO experts from Geneva, training specialists at the International Training Centre of the ILO in Turin, experts from other international organizations that work on the social impact of globalization, and international consultants.

Cost of participation

The total cost of participation in the course is **3,250 Euros** and includes tuition fees and subsistence costs.

Tuition fee is 1,570 Euros and covers:

- tuition;
- books and training materials;
- course preparation, implementation and evaluation.

Subsistence cost is 1,680 Euros and covers:

- full board and lodging at the Centre's Campus;
- laundry;
- local study visits (if any);
- minor medical care and emergency medical insurance;
- socio-cultural activities.

The price indicated **does not include** travel costs between participants' home and the course venue. The cost of passports, visas to enter Italy, airport taxes, internal travel in the participant's home country and unauthorized stopovers is not reimbursed.

Payment should be made in advance by bank transfer to:

Account No. 560001
Bank: Intesa-Sanpaolo SPA
IBAN: IT36 B030 6901 1911 0000 0560 001
SWIFT: BCITITMM701
Address: Viale Maestri del Lavoro 10, 10127 Turin - Italy

Note: On the bank transfer form, kindly state the participant's name and the course code (A901317).

Fellowships

Fellowships are available to qualifying candidates.

The employers' organizations and workers' organizations to be granted a fellowship for this course will be selected by the Secretaries of the Employers' Group and of the Workers' Group of the Governing Body of the International Labour Office.

Applications

Applications to participate should be sent, by e-mail (ils-fpr@itcilo.org) or by fax (+390116936906), to the Manager of the Standards and Fundamental Principles and Rights at Work Programme.

They should be supported by a curriculum vitae and, when required, a nomination letter from the sponsoring/funding institution.

In line with the ILO's mandate to promote social justice and universally recognized human and labour rights, the Turin Centre encourages applications from women.



The ILO Turin Centre's facilities

Located in an attractive park on the banks of the River Po, the Centre's campus provides a congenial environment in which to live and study.

It contains 21 pavilions with fully equipped modern classrooms, conference halls and meeting rooms fitted out for multilingual simultaneous interpretation, a computer laboratory, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathrooms, telephones and cable television. It also has:

- a reception desk open 24 hours a day;
- a restaurant, a self-service canteen and a coffee lounge, all catering for international dietary needs;

- a bank;
- a travel agency;
- a laundry service;
- a post office;
- an internet point;
- a recreation room;
- facilities for outdoor and indoor sports;
- an infirmary.

Social events are regularly held both on and off campus, so that participants from different cultural backgrounds can make the most of the stimulating international climate.

For further information, please contact:

International Training Centre of the ILO
Standards and Fundamental Principles and Rights at Work Programme
Viale Maestri del Lavoro 10
10127 Turin (Italy)

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