



International Labour Organization

The ILO and Corporate Social Responsibility

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“ Corporate Social Responsibility 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”

GB, March 2006



Outline

- 1. Overview of CSR in the ILO mandate**
- 2. Key ILO interventions in the area of CSR**
- 3. One example: training for companies in Hungary on CSR and non discrimination**



CSR in the ILO Mandate An historical perspective

- **In 1919, the creation of the ILO is based on the recognition of the role of business community in social justice and long-lasting peace**
- **The International Labour Standards as a core setting for social responsibility: 60 years of development, with core milestones, in particular the MNE Declaration**
- **A new breath: March 2006, the ILO Governing Body endorses the InFocus Initiative on CSR**



CSR in the ILO Mandate

CSR and the Decent Work Agenda

- The Decent Work Agenda: promoting opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity
- CSR: an opportunity to work at enterprise level for improving Decent Work:
 - ILS as guidelines and benchmarks for companies to improve their operations and productivity
 - ILS as benchmarks in different international instruments on CSR



CSR in the ILO Mandate: The key strategies

- Promotion of the MNE Declaration
- Root CSR in social dialogue
- Strengthen capacity of social partners to play primary role
- Strengthen government capacities to effectively enforce national labour legislation and regulations



Key ILO interventions in CSR: Knowledge development

- Follow up the MNE Declaration – Survey , analysis of specific issues related to MNE operations such as impact of FDIs, impact of MNEs operations on suppliers, contractors, etc..
- Other applications of CSR: good practices, CSR and SMEs, social dialogue



Key ILO interventions in CSR: Technical activities

- Participation in international initiatives, for instance:
The UN Global Compact
Cooperation with the EU: cooperation on the work on the Codes of Conduct, social auditing
- Projects:
Work on Elimination of Child Labour (for instance in the football industry, tobacco)
Improving productivity (for instance “Better Factories in Cambodia)
- Training



The ILO training on CSR and Non discrimination: the rationale

- CSR in Hungary:
 - a new trend gaining momentum
 - A need for giving substance and coherence
- The ILO involvement in CSR in Hungary
 - Participation in the Global Compact initiative
 - More requests from our constituents

The entry point: non discrimination and CSR

- Non discrimination: an area of concern identified by companies and one of the ILO fundamental principles
- The need for training confirmed by the feasibility study



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The ILO training on CSR and Non discrimination: the approach

- The framework: the ILO activities in fighting against social exclusion in Central and Eastern Europe
- A training tailor made for Hungary, taking on board the ILO expertise
- From non discrimination to diversity management



The ILO training on CSR and Non discrimination: the steps

- A training package developed on the basis of a feasibility study and with a participatory approach
- Pilot testing with few companies for the finalization of the training
- A training to be handed to relevant training delivery institutions through a training of trainer course
- A coaching service offered to the companies



The ILO training on CSR and Non discrimination: the challenges

- Outreach: Mobilizing Hungarian companies, and medium size companies
- Ensuring sustainability of the training service
- Ensure an impact at company level with the adoption of better diversity management practices



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Thank you!

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