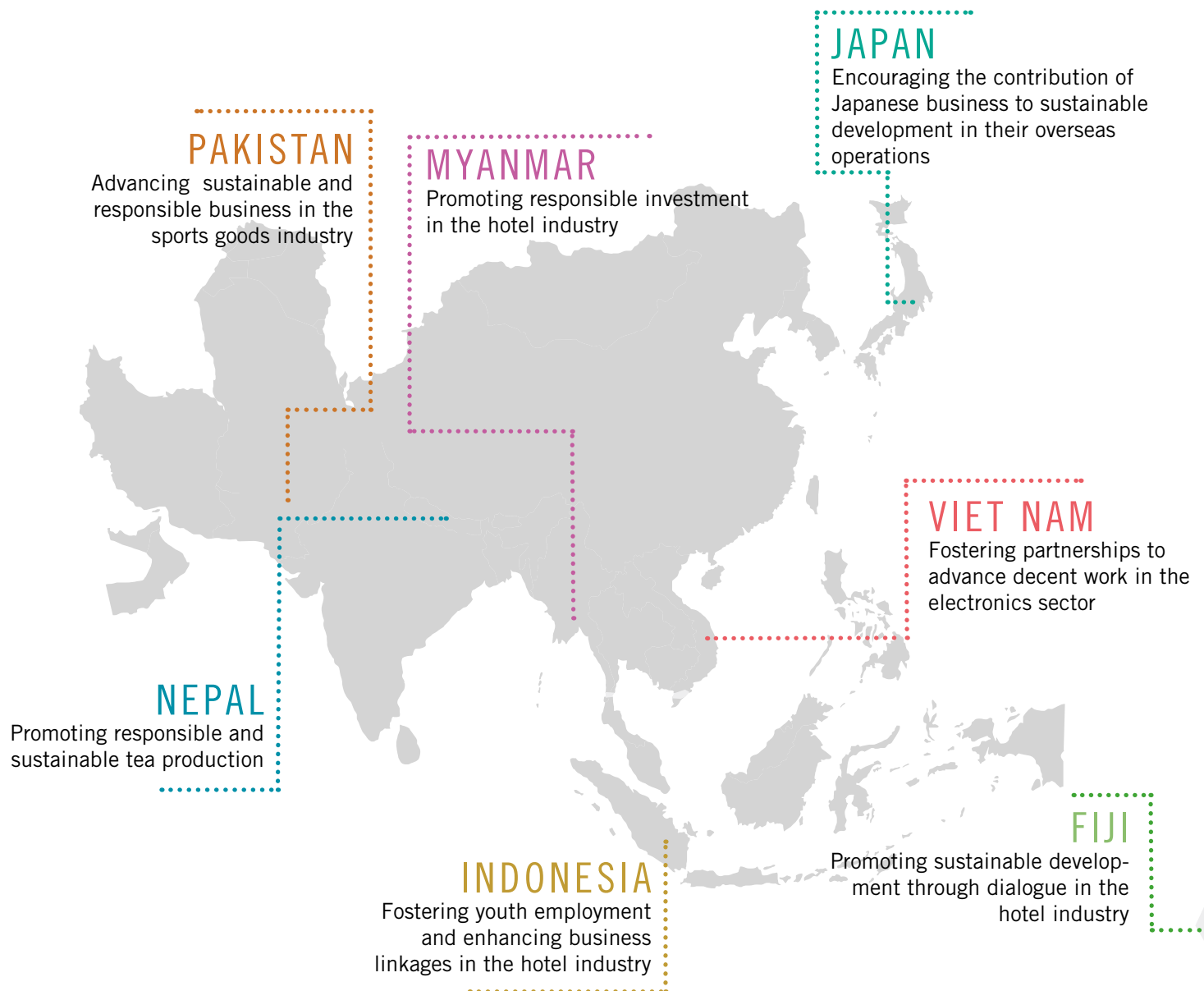


International  
Labour  
Organization

# More and Better Jobs through Socially Responsible Labour Practices in the Asia-Pacific Region

Applying the principles of the ILO MNE Declaration



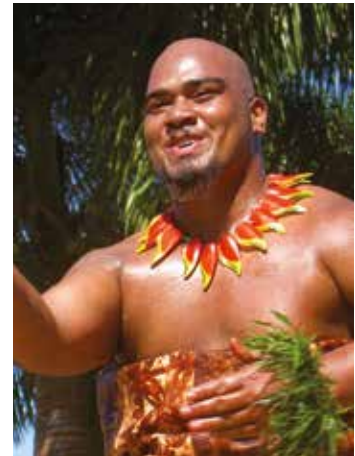
The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration) provides direct guidance to MNEs, governments, and employers' and workers' organizations on responsible and sustainable workplace practices. It encourages positive contributions of MNEs to economic and social progress, and seeks to minimize and resolve the difficulties to which their operations may give rise. On the basis of the principles of the MNE Declaration, the ILO provides technical support to "tripartite-plus" dialogues at the country level, bringing together national tripartite and international partners - including MNEs and home-country governments - to discuss and identify decent work challenges and opportunities with the objective of defining concrete joint action plans to address them.

## FIJI

### Promoting sustainable development through dialogue in the hotel industry

The hotel and tourism industry is one of Fiji's most important economic sectors. In October 2016, the ILO and the hotel and tourism association jointly organized a workshop on promoting responsible and sustainable business practices in the country. It raised awareness on the labour dimension of Corporate Social Responsibility (CSR) based on the principles of the MNE Declaration and identified challenges and opportunities for joint action amongst the stakeholders. The sectoral association is committed to promoting socially responsible labour practices based on the MNE Declaration, including through showcasing of good

practices within the industry and in particular, how increased business linkages between the hotel industry and national enterprises will contribute to the generation of employment and increase local sourcing of goods and services. Evidence-based discussions will support the development of a plan of action for the sector in addressing the skills gap. The employers' organization will also produce, with ILO technical assistance, a CSR guidebook to support its efforts to promote the principles of the MNE Declaration within the broader business community.



## INDONESIA

### Fostering youth employment and enhancing business linkages in the hotel industry



The Government of Indonesia has identified the hotel and tourism as a priority sector for spurring economic growth including by maximising the employment impact of foreign direct investment and operations of MNEs, in particular on youth employment. In November 2016, the ILO, in collaboration with the hotel association, organized a workshop in Bali with global and local hotel chains to raise awareness on the MNE Declaration as the key global instrument to promote the labour dimension of CSR. The workshop identified decent work opportunities and challenges in the sector, and explored possible ways

forward in addressing challenges through public-private dialogues. In Jakarta, two tripartite-plus seminars on sustainable and responsible business were organized with ILO support. The first focused on exploring a partnership approach between the MNEs and their suppliers to promote decent work and enhance business linkages. The other focused on pathways to sound industrial relations. Learning from good practices through dialogue, the ILO will continue to provide support to tripartite constituents and business on socially responsible labour practices based on the principles of the MNE Declaration.

## MYANMAR

### Promoting responsible investment in the hotel industry

Since the political transition in Myanmar, the Government has been advocating for the need to attract responsible investment and to promote socially responsible business practices. Fully harnessing the employment creation opportunities of FDI features among the country priorities. In the tourism sector, in which many MNEs already operate, the ILO conducted an exploratory study looking at ways to strengthen business linkages between MNEs and domestic

enterprises to advance decent work within the hotel industry and its local supply chains. This study will serve as an input for evidence-based tripartite-plus dialogues towards increased local business linkages, thus contributing to local economic development and job creation. The activities in Myanmar are supported by the Government of Japan\*.



## NEPAL

### Promoting responsible and sustainable tea production



As part of supporting a rights-based approach to sustainable development in Nepal, ILO's activities in the tea, ginger, dairy, and cardamom industries have been focusing on raising awareness on the labour dimension of CSR based on the principles of the MNE Declaration and the 1998 Declaration on Fundamental Principles and Rights at Work. ILO capacity building activities support the tripartite constituents in putting these principles into action. In 2015, a national tripartite-plus conference on sustainable and responsible business practices reached out to various ministries as well as employers and workers representatives.

In Ilam's tea sector, an ILO-supported tripartite-plus dialogue identified the key decent work issues and resulted in the establishment of the "Task Force on Quality Tea through Promoting Responsible and Sustainable Business Practices in the Tea Sector." This taskforce will promote the production of high quality tea while improving the working conditions in the tea production process. The activities in Nepal are supported by the Government of Denmark \*\*.

## VIET NAM

### Fostering partnerships to advance decent work in the electronics sector

The electronics sector is currently the largest export industry of Viet Nam. It is mainly governed by MNEs: out of the largest 100 enterprises, 99 are subsidiaries of foreign MNEs. Since 2015, the ILO has promoted a two-pronged approach on socially responsible labour practices: engaging with business through dialogues on their responsibilities and strengthening the public labour administration, especially the labour inspectorate. Awareness-raising workshops on the labour dimension of CSR were organized with ILO support in Hanoi as well as in Ho Chi Minh, the two manufacturing hubs of the electronics industry. Two studies have been undertaken to map the employment and labour practices in the electronics manufacturing plants. Based on the findings of the ILO studies, the tripartite-plus High Level Policy Dialogue organized in September 2016 with ILO support discussed decent work challenges and

opportunities in the sector. The joint commitment of the Government and the employers and workers organizations in promoting decent work in the electronics sector led to the development of a Joint Action Plan that will address the following key issues: marginalisation of Vietnamese enterprises (especially SMEs) in the global electronics value chain; shortage of relevant skills in the local labour market; lack of effective vocational and training institutions; inadequate working conditions, especially in Vietnamese SMEs; and the need for increased policy coherence and inter-ministerial coordination. ILO will facilitate the dialogue between Vietnam and the major investor countries as part of the implementation of the Joint Action Plan. The activities in Viet Nam are supported by the Government of Japan\*.

\* 'More and Better Jobs through Socially Responsible Labour Practices in Asia' project

\*\* UNNATI project

## PAKISTAN

### Advancing sustainable and responsible business in the sports goods industry

Factories in Sialkot manufacture sports goods for global brands that support major sporting events such as the Olympic Games and the World Cup. Building on the past efforts in eliminating child labour in football hand-stitching, the employers, workers and the Government jointly recommitted in 2015 to advancing decent work in Sialkot's entire sports goods industry through the promotion of socially responsible labour practices that improve productivity, generate decent jobs, and increase their access to global markets. Beyond raising awareness on the principles of the MNE Declaration, the ILO undertook a study which mapped the decent work situation in the sector and explored ways in which

a partnership approach could be fostered between the global brands sourcing from Sialkot and their direct suppliers on socially responsible labour practices. In August 2016, an ILO-supported tripartite-plus workshop discussed the report findings and recommendations. It resulted in the launch of the "Task Force on Promoting Sustainable and Responsible Business in the Sialkot Sports Goods Manufacturing Sector." The workshop also identified key areas for joint action: promoting industrial relations, occupational safety and health (OSH), and women in employment, as well as addressing the skills gap. The activities in Pakistan are supported by the Government of Japan\*.



## JAPAN

### Encouraging the contribution of Japanese business to sustainable development in their overseas operations

Japanese MNEs play a prominent role as international investors throughout the Asia-Pacific region. As such, these enterprises have the potential to advance decent work not only within Japan but also through their overseas operations. Since 2014, the ILO has been collaborating with the Japanese employers' organization in engaging Japanese MNEs on the labour dimension of CSR and responsible supply chain management through a number of national-level conferences and awareness-raising workshops. A mirror website of the ILO Helpdesk for Business on International Labour Standards is operational in Japanese since 2015. In collaboration with the Japanese electronics sector business association, the ILO organized in

October 2016 a roundtable meeting with Japanese MNEs, which discussed the employment and labour challenges they face overseas and the role of their headquarters in promoting decent work throughout their global operations. The roundtable also presented findings from the ILO studies conducted in Viet Nam. Beyond raising awareness on good labour practices in supply chains, the meeting identified areas of further collaboration. In conjunction with the Japanese employers' organization, the ILO will continue to technically support Japanese business' efforts in advancing socially responsible labour practices and in sharing good practices. The MNE Declaration is also being promoted amongst the parliamentarians in Japan.

#### For more information:

The Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy:  
[www.ilo.org/mnedeclaration](http://www.ilo.org/mnedeclaration)

"Multinational enterprises, development and decent work - Report on the promotion and application of the MNE Declaration in Asia and the Pacific"  
(Available on the MULTI website)



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