



### 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, and a computerized documentation centre linked to various data banks.

The campus has 287 study/bedrooms, all with private bathroom, telephone, free access to internet 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;
- medical service.

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

### Contacts

For further information, please contact either the EMLD Programme or the ILSGEN Programme of the Turin Centre which jointly organize the course at:

International Training Centre of the ILO  
Viale Maestri del Lavoro 10, 10127 Turin (Italy)

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# Promoting labour standards through corporate social responsibility: instruments and practices

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# Promoting labour standards through corporate social responsibility: instruments and practices

## Background and rationale

As acknowledged by the landmark Declaration on Social Justice for a Fair Globalization,<sup>1</sup> adopted unanimously by the tripartite constituents in June 2008, globalization brings substantial benefits, but also poses challenges to achieve improved and fair outcomes for all. On the one hand, it has helped a number of countries to benefit from high rates of economic growth and employment creation, to absorb many of the rural poor into the modern urban economy, to advance their developmental goals, and to foster innovation in product development and the circulation of ideas. On the other hand, it has caused many countries and sectors to face major challenges of income inequality, continuing high levels of unemployment and poverty, vulnerability of economies to external shocks, and the growth of both unprotected work and the informal economy, which impact on the employment relationship and the protections it can offer.

The action of enterprises can help to meet the growing challenges of globalization. Corporate social responsibility (CSR) initiatives based on international labour standards and the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy<sup>2</sup> can actually contribute to the promotion of economic and social development by promoting respect for rights at work and by providing an important complement to government regulation of the workplace.

International labour standards (ILS) elaborated and adopted by the ILO tripartite constituents (governments, employers and workers) are an essential component of the international framework for ensuring that globalization provides benefits to all. They are a valuable benchmark not only for governments, employers' and workers' organizations, but also for enterprises, international institutions, and non-governmental organizations.

The ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (MNE Declaration), adopted in 1977 and most recently revised in 2006, is the ILO key instrument for promoting international labour standards and principles in the corporate world. It is founded on ILS and reflects good practice accepted internationally by all players of the global economy. It speaks to enterprises of all sizes and to governments about policies to attract the type of foreign direct investment (FDI) that is more likely to promote decent work, and about how to create an enabling environment which encourages companies to pursue their voluntary initiatives. This instrument clearly reflects the central role of freedom of association, collective bargaining and good industrial relations and clarifies the responsibilities of the parties. Dialogue between the different actors is at the heart of this tripartite instrument.

This course will look at the role of CSR in today's globalized world of work and at the potential of private initiatives to contribute to the respect of labour rights and the achievement of "decent work for all". It will provide participants with an overall understanding of the current trends and challenges in CSR, and with an overview of ILO instruments and other international frameworks that can assist those engaging in dialogue with multinationals and other enterprises.

## Objectives

### General objective

The course aims to strengthen the capacity of institutions/ organizations to promote the application of ILS in the framework of CSR policies and practices.

### Specific objectives

- At the end of the course, participants will be able to:
- better understand the functioning of the ILS system and its relevance to the corporate world;
  - be familiar with the international instruments and frameworks on CSR and their labour dimension;
  - be updated on the current trends and challenges on CSR;
  - be familiar with company practices and different CSR initiatives, selected from a variety of geographical and working contexts;
  - improve understanding of the different roles of governments, the private sector, employers' and workers' organizations in CSR; and
  - better serve their institutions/organizations in this area.

## Participants' profile

The course is designed for representatives of governments, employers' organizations and workers' organizations involved with CSR policies and practices. It also targets representatives of enterprises, NGOs, multi-stakeholder initiatives, and all those interested in CSR.

## Structure and content

The course will consist of four modules, whose structure and content are summarized below.

### Module I. ILO action and instruments on CSR.

- The ILO and its mandate on CSR.
- The ILS system, including the supervisory mechanisms, and how it applies to business.
- Main ILO instruments on CSR: the ILO Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and the ILO Declaration on Fundamental Principles and Rights at Work.

- The ILO Helpdesk for Business on International Labour Standards.

### Module II. CSR: state of the play.

- CSR: main concepts and drivers.
- Other international inter-governmental frameworks on CSR: the OECD Guidelines for Multinational Enterprises, the Business and Human Rights Guiding Principles and the Global Compact.
- CSR trends and related-initiatives, CSR and sustainability reporting, socially responsible investment, social auditing, sustainable supply chain management and ISO 26000.
- International framework agreements.

### Module III. Effective practices in implementing core labour standards.

- Freedom of association and the right to collective bargaining, forced labour, child labour, equality of opportunity and treatment: ILS content and application through case studies of private sector initiatives.

### Module IV. CSR: roles and challenges.

- Roles, practices and challenges on CSR for governments, employers, workers and other actors.

## Language

The course will be conducted in English. Hence a good knowledge of the working language is required.

## Methodology and training materials

The course will take a highly participatory approach which requires full involvement by all participants and ensures exchange of information and experiences.

Training methods will include: presentations (face-to-face and/or by videoconference), group work and plenary discussions.

A training package specifically developed for this course will be used before and throughout it.

## Resource persons

Resource persons will include: specialists from ILO, external lecturers and ITC-ILO's trainers.

## Fellowships

A very limited number of fellowships are available to qualifying candidates.

## Costs

The total cost of participation is **2,000 Euros**. This includes tuition fees (1,400 Euros) and subsistence costs (600 Euros).

The tuition fees cover: course preparation, implementation and evaluation; training materials and books; the use of training facilities and support services.

Subsistence costs cover: full board and lodging on the Centre's Campus, emergency medical insurance and some recreational activities in Turin.

The figures quoted do not include the cost of travel between the participant's home country and the course venue.

Participants must ensure that they have a valid passport and appropriate visa for Italy, and for any country in which a transit or stopover to or from the course venue is required.

The cost of the visa, airport taxes, internal travel in the participant's home country and unauthorized stopovers is not covered.

## Payment modalities

Payments by bank transfer should be made to:

The International Training Centre of the ILO  
Account No. 560001  
Bank: Intesa Sanpaolo SpA - Ag.CIF/OIL 701  
Address: Viale Maestri del Lavoro, 10 - 10127 Turin, Italy  
IBAN: IT36 B030 6901 1911 0000 0560 001  
BIC/SWIFT: BCITITMM

Note: on the bank transfer form, the participant's name and the course code should be stated.

For payments by credit card, please e-mail to [csr@itcilo.org](mailto:csr@itcilo.org).

## Applications

The deadline for submission of candidatures is **8 March 2013**.

Candidates must submit through the website the following documents:

- on-line application form duly filled in, available at: <http://intranetp.itcilo.org/STF/A906053/en>;
- the sponsorship declaration.

Incomplete applications will not be considered.

Applications from employers' organizations and workers' organizations will have to be endorsed by the Secretaries of the Employers' Group and of the Workers' Group of the Governing Body of the ILO.

*As an Organization dedicated to promoting social justice and internationally recognized human and labour rights, the ILO is taking a leading role in international efforts to foster gender equality. In line with this ILO focus, women are particularly encouraged to apply to ITC-ILO courses.*

1 [http://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms\\_099766.pdf](http://www.ilo.org/wcmsp5/groups/public/---dgreports/---cabinet/documents/publication/wcms_099766.pdf)

2 [http://www.ilo.org/wcmsp5/groups/public/---ed\\_emp/---emp\\_ent/---multi/documents/publication/wcms\\_094386.pdf](http://www.ilo.org/wcmsp5/groups/public/---ed_emp/---emp_ent/---multi/documents/publication/wcms_094386.pdf)