“Promoting Workplace Compliance including in Global Supply Chains: The role of Economic and Social Councils and similar social dialogue institutions”

Main results of the survey

International Conference
The Hague: 29-30 October 2015
Global Survey with ESCs-SIs

<table>
<thead>
<tr>
<th>Geographical area respondents</th>
<th>total respondents</th>
<th>% of total received</th>
</tr>
</thead>
<tbody>
<tr>
<td>Americas</td>
<td>4</td>
<td>13%</td>
</tr>
<tr>
<td>Europe and Central Asia</td>
<td>11</td>
<td>37%</td>
</tr>
<tr>
<td>Africa</td>
<td>9</td>
<td>30%</td>
</tr>
<tr>
<td>Arab States</td>
<td>1</td>
<td>3%</td>
</tr>
<tr>
<td>Asia and Pacific</td>
<td>5</td>
<td>17%</td>
</tr>
<tr>
<td>total</td>
<td>30</td>
<td>100%</td>
</tr>
</tbody>
</table>
Workplace compliance - who

- Public authorities/labour inspection
- National governments
- Employer/multinational/SME/employers' org
- Workers/workers' organisations
- ESC-Sis
- Private standard setting organisations
- Industry bodies
- Civil society
- International org, incl ILO
- Private Auditors
Workplace compliance - what

- Industrial relations/Collective agreements
- National legislation
- International standards (incl ILO Conventions)
- Business codes/sector codes
Workplace compliance - how

- Private compliance initiatives
- Judicial system/courts
- Labour inspection
- Promotion/awareness raising
- Social dialogue national/international and workplace level
Challenges

- Lack of resources
- Contraction of public expenditures
- Economic downturns
- Fragmentation of, and lack of, ..
- Lack of collaboration
- Inadequate or outdated legislation
- The urgent need to assess osh risks
- Pressures to attract investment
- Size of informal economy
- Lack of political will
- Other

(Areas: America, Europe & Central Asia, Africa, Arab States, Asia)
Role of ESCs-SIs

Extent of consultations on workplace compliance

- **Advisory role in drafting legislation and developing policies or schemes**: 24
- **Monitoring performance of policies and programs**: 16
- **Providing overall guidance on the organization and functioning of labour inspectorates and other enforcement agencies**: 10
- **Sharing of good practices**: 14
- **Other**: 9
ESC initiatives

ESC-SI initiatives on promoting effective workplace compliance

- Other: 3
- Organising conferences, events: 9
- Capacity Building: 4
- Opinions/Recommendations: 16
- Preparing Reports: 11
- None: 11

Prepared Reports
- 0
- 2
- 4
- 6
- 8
- 10
- 12
- 14
- 16
- 18
What is discussed re workplace compliance?

Policies/guidelines discussed on workplace compliance by ESC-SI

- Laws and regulations in the field of labour inspection (mandate; resources; organization etc.)
- Measures (legal, institutional and labour practices) to enhance management cooperation to promote workplace...
- Other
ESCs and global supply chains

- 10 ESCs discuss global supply chains and the role of MNEs
- 10 ESCs think they should take this up in the future
- MNEs not always represented by Employers’ org (33%)
- Little cooperation between public authorities and private compliance initiatives
- ESCs are unclear about their role
Conclusions

- Workplace compliances poses challenges for public authorities and PCIs alike
- Lack of resources and informal economy main reasons for limited capacity and impact
- Collaboration, including at national tripartite level is key
- Institutionalization of social dialogue is key to success
- Limited involvement in workplace compliance in relation to global supply chains and limited relationship with MNEs
- Little cooperation between public and private compliance initiatives exists but is an emerging issue
Expected support from ILO

- Capacity building / technical assistance / provide training
- Provide exchange best practices and hindrances
- Conduct studies / research
- Organize roundtables / conferences
- Support with influencing other parties
- Other

Y-axis: Percentage
X-axis: Support
Values: 0, 2, 4, 6, 8, 10, 12, 14, 16, 18
Expected support from AICESIS

- facilitate exchange of best practices/ set up network/ twinning
- provide expertise/ capacity building
- conduct studies/research
- organize roundtables/conferences
- other
- financial resources
Recommendations

- ESCs-SIs commit internal resources including by creating specialised committees or working groups devoted to it;

- ESCs-SIs capacitate their members especially the social partners on labour related issues such as fundamental principles and rights at work and social dialogue;

- ESC-Sis take a more proactive role in the issue of workplace compliance including within global supply chains; ESCs-Sis enhance the role and weight of the social partners in the work of ESCs and similar social dialogue institutions.

- ESCs-Sis reach out to enforcement agencies in order to strengthen their capacities as well as the working relations with them;

- ESC-Sis reach out to MNEs through their member employers’ organisations to contribute to the debate on MNEs/FDIs and promoting compliance within global supply chains
Key questions

I. What can ESC-SIs do to promote social dialogue at workplace level to enhance the effectiveness of the labour inspectorate as well as private compliance initiatives?

II. What are the advantages and disadvantages of having a direct relationship with MNEs in home and host countries, especially through the employers’ organisations?

III. Can ESC-SIs play a role to promote collaboration among public and private compliance initiatives in achieving workplace compliance?