



Creating a Favorable Business Environment

or

Worker rights enforcement: an essential strategy for business and trade



What are the “Core Labor Standards”?

- **The ILO’s fundamental conventions.**
 - **Philadelphia Declaration, 1998. “Declaration on Fundamental Principles and Rights at Work”**
 - 87: Freedom of Association
 - 98: Right to Organize and Bargain Collectively
 - 29. 105. Prohibition of Forced Labor
 - 138. 182. Prohibition of Child Labor
 - 100. 111. Prohibition of Discrimination

PLUS

- **1, 14, 95, 106, 131, 132, 155. Acceptable conditions at work.**



The ILO's CLS: who is covered?

- Seasonal and permanent workers
- Migrant and indigenous workers
- Contract and part-time workers
- Illiterate and literate workers
- Rural and urban workers
- Organized and unorganized workers
- Young and old workers
- Male and female workers
- Agricultural, industrial and service workers
- Domestic and home-workers



Warning Signs...

...ask unions, ask workers!

And if in doubt look at the:

- **Enterprise level**
 - Financial irregularities
 - Physical conditions
 - Health and safety records
- **Judicial system**
 - Lack of Capacity or Will
- **Education system**
 - Children absent
- **Sector-wide**
 - Sluggish or no union development



Linking Trade with Rights

Linking Trade, Rights and Economic Development

Carrots and Sticks – work



New Environment

- **Sea-change in ideas**
 - President Obama – unions are not part of the problem, they are part of the solution
 - WB and ICF conditionality
 - “Doing Business”

- **Urgent need for review of FTAs**



Morocco

- **Labor law compliant with ILO fundamentals**
- **Strong domestic institutions**
- **Decent regulatory framework**
 - independent democratic trade unions
 - a trained labor inspectorate
 - democratic structures
- **Egregious violations of labor rights**
 - child labor
 - busted unions,
 - violence against workers
 - environmental threats
 - eg over-fishing,
 - lowering of the water table
- **Is it**
 - lack of capacity?
 - lack of will?
 - a perceived 'need' in order to be competitive
- **None of the above are sustainable arguments, and must be addressed**



Recommendations for Governments

- Communicate
- Educate
- Empower
- Regulate
- Investigate
- Remediate
- Prosecute
- Make space
- Be dedicated
- Lead the way



Recommendations for investors

- Tell all new employees their rights
- Hold elections
- Don't resist or interfere with worker organizing
- Bargain
- Hold (sub) contractors accountable
- Don't accept or develop excuses
- Invest



Conclusions

- Business development, economic growth, and workers rights are each essential to each other
- Associational and economic rights should be seen as in investment by governments and employers
- The international labor movement is ready to discuss labor rights, trade, and economic development
- The global economic crisis presents an opportunity to revise the way we do business; and the ILO and its CLS will play a role in economic recovery