
**Intergovernmental Working Group of Experts on
International
Standards of Accounting and Reporting
(ISAR)**

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Afternoon Session

Agenda Item 3. Enhancing comparability of sustainability reporting: Selection of core indicators for company reporting on the contribution towards the attainment of the Sustainable Development Goals

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Suggested indicators for company reporting on the contributions to the world of work



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SDGs and the World of Work

The ability of women and men to earn a sustainable living for themselves and their families through a job that provides security, safety and dignity -- relates to all SDGs, and is particularly relevant to:

- Goal 8 Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work
- Goal 1 Ending poverty
- Goal 4 Promote life-long learning
- Goal 5 Achieving gender equality

«Decent Work is not just a goal – it is a driver of sustainable development»

<http://www.ilo.org/global/topics/sdg-2030/targets/lang--en/index.htm>

SDGs and Business -- priorities

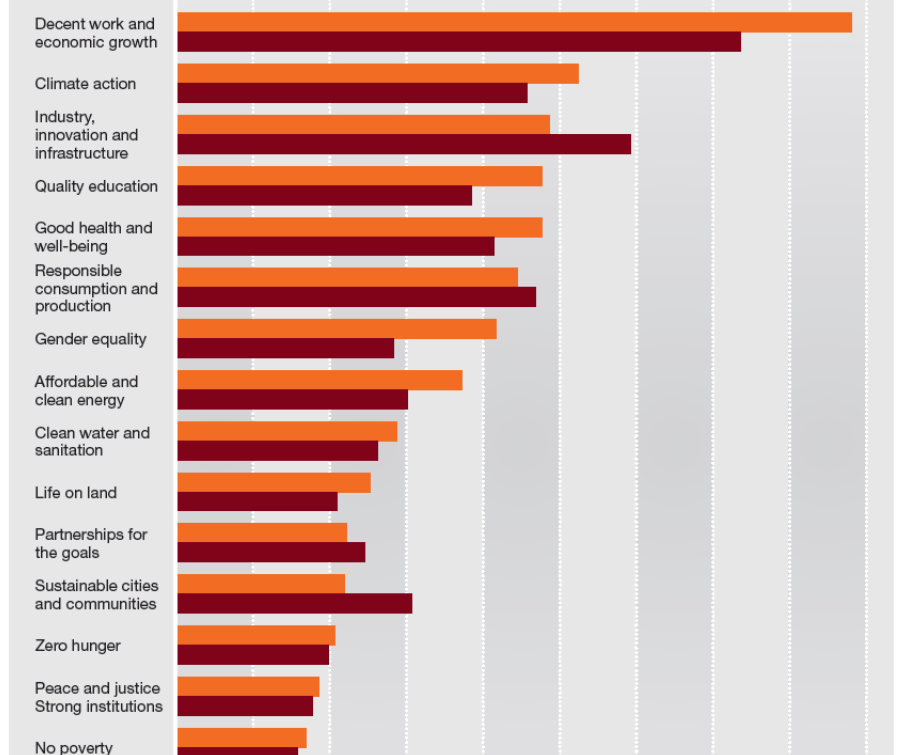
“Globally, all regions listed SDG 8 (Decent work and economic growth) as the SDG where business could have the most impact apart from the Middle East where companies saw SDG 3 (Good health and well-being) as the more pressing goal.”

PwC «Make it your business – engaging with the Sustainable Development Goals»

Figure 2: Business impact on the SDGs and potential opportunities

Q. From the list below, please rank the five SDGs where you believe your business (and your value chain) has the greatest impact. (mean index score)

Q. From the list below, please rank the five SDGs that could represent a business opportunity for your company in the future. (mean index score)





Decent work and company operations

The ILO *Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy* (ILO MNE Declaration) sets out guidance on how companies can and should contribute to sustainable development:

- Addresses both enterprises and governments in 5 areas: general principles, employment, training, conditions of work and life and industrial relations
- Aims is to encourage the positive contribution of enterprises to socio economic development and decent work and to minimize possible negative impacts
- Only global tripartite (governments, employers, workers) adopted instrument
- Rooted in social dialogue

Contribution to employment creation and life-long learning



ILO MNE Declaration: Increase employment opportunities and standards, taking the employment policies and objectives of governments into account; provide training for all levels of workers employed to meet the needs of the enterprise as well as development policies of the country; participate in programmes aiming at encouraging skill formation, lifelong training and development.

Suggested company reporting indicators:

- Number of employees
- Skills development and transfer
- Employees with recent job training
- Employment in R&D (Number of researchers)

Contribution to gender equality



ILO MNE Declaration: Make qualifications, skill and experience the basis for recruitment, placement, training and advancement; ensure equal pay for work of equal value

Suggested company reporting indicators:

- Occupational (ISCO) segregation by sex
- Female share of employment in senior and middle management (ISCO 88, 11 and 12)
- Gender wage gap



Contribution to poverty reduction and inclusive growth

ILO MNE Declaration: Be guided by the principle of non-discrimination and make qualifications, skill and experience the basis for recruitment, placement, training and advancement of staff.

Suggested company reporting indicators:

- Percentage of workers from disadvantaged groups (minorities, people with disabilities, indigenous peoples) employed



Contribution to poverty reduction and inclusive growth

ILO MNE Declaration: Endeavour to provide stable employment for workers and observe freely negotiated obligations concerning employment stability, promote security of employment, providing reasonable notice of intended changes in operations and avoiding arbitrary dismissal; Contribute to the transition to the formal economy

Suggested company reporting indicators:

- Casual workers rate
- Seasonal workers rate
- Short-term workers rate
- Rate of jobs lost due to outsourcing

Contribution to poverty reduction and inclusive growth



ILO MNE Declaration: Complement and help to stimulate further development of public social security systems; respect negotiated agreements on provision of social security.

Suggested company reporting indicator:

- Share of eligible workers in enterprise covered by (basic) health care provision



Contribution to poverty reduction and inclusive growth

ILO MNE Declaration: Provide wages, benefits and conditions of work not less favourable than those offered by comparable employers in the country concerned, taking into account the general level of wages, the cost of living, social security benefits, economic factors and levels of productivity; maintain highest standards of safety and health at work.

Suggested company reporting indicators:

- Wage as a percentage of minimum wage prescribed in law for the sector
- Wage as a percentage of prevailing negotiated wage for the sector concerned
- Rate at which working time exceeds standard legal limits
- Fatal (occupational) injuries incidence rate
- Non-fatal (occupational) injuries incidence rate.
- Time lost due occupational injuries

Contribution to respect for the fundamental rights at work



ILO MNE Declaration: Take immediate and effective measures to secure the prohibition and elimination of forced labour in their operations; respect the minimum age of admission to employment and take immediate and effective measures to secure the prohibition and elimination of the worst forms of child labour; respect freedom of association and the right to collective bargaining.

Suggested company reporting indicators:

- Incidences of child labour uncovered
- Incidences of hazardous child labour uncovered
- Incidences of forced labour uncovered
- Trade union density: the percentage of workers in a given enterprise who are trade union members by total number of employees
- Collective Bargaining coverage rate: the percentage of employees whose pay and conditions of employment are determined by one or more collective agreement(s)



Conclusions

- Reporting indicators should look at global instruments addressing various SDGs and which have already been adopted through a tripartite process (governments, employers and workers)
- Government reporting on SDGs and company reporting on SDGs – alignment or harmonization to allow for data aggregation and cross-checking
- Reporting – dialogue processes – assessing outcomes to encourage continuous improvement