

Abstracts

International Labour Standards by the ILO: Its Development and Supervisory Mechanism

Masahiko Hayashi

Since 1919, the International Labour Organization (ILO) has developed a system of international labour standards (Conventions and Recommendations) aimed at protecting employees who could not enjoy adequate labour protection under severe trade competition at that time. The ILO also developed supervisory mechanism on the application of Conventions and Recommendations. This mechanism is one of the oldest ones and became a good former example as a model of supervisory mechanism introduced by international organizations. There are two kinds of supervisory mechanism: 1) The regular system of supervision: examination of periodic reports submitted by Member States on the measures they have taken to implement the provisions of the ratified Conventions. 2) Special procedures: a representations procedure and a complaints procedure of general application, together with a special procedure for freedom of association. In particular, the mechanism for securing freedom of association is unique because this mechanism is also applicable to member countries that have not ratified related ILO Conventions. The ILO adopted "the ILO Declaration on Fundamental Principles and Rights at Work" in 1998, which is an expression of commitment by governments, employers' and workers' organizations to uphold basic human values. This is an attempt to invite member countries to follow un-ratified core Conventions.

Formation and Development of Labour Policy in the EU

Keiichiro Hamaguchi (The Japan Institute for Labour Policy and Training)

In the EU, the Treaty provides consultation with social partners on labour legislation and if the consulted social partners negotiate with each other and conclude a collective agreement, the agreement becomes a EU act. Until now, seven collective agreements have been concluded between inter-sectorial social partners: While four of them have been enforced in the legal form of directive, the other three are "voluntary agreements". For industrial relations, EU directive obliges companies to inform and consult with representatives of their employees. For working conditions, EU directive stipulates the upper limit of working hours, including overtime and daily rest periods. For atypical workers such as part-time, fixed-term and temporary agency workers, EU directives stipulate their equal treatment with regular workers. EU anti-discrimination directives prohibit not only sex discrimination but also discrimination based on race, age, disability and sexual orientation. Since the 1990's, the EU has developed an open method of coordination, such as employment strategy and social inclusion strategy. "Flexicurity" has become the focal point of policy from the late 2000's.

The Formation and the Developments of Labor Policies in the OECD

Naoki Mitani (Okayama Shoka University)

This paper examines the formation and the developments of labor policies in the OECD, taking into account the characteristics of this international organization. The OECD is an institution, where member countries discuss and learn from the experiences of their economic and social policies, through the peer-review practices and the empirical analysis based on the new economic theory. The review of the developments of labor policies shown in the OECD Employment Outlook's since the 1980's imply that the activation policies have become one of the main policy recommendations of the OECD. This is because the policies to raise the employment rate have become increasingly important in the face of population ageing and issues of globalization. On the other hand, the OECD reviewed the changes in Employment Protection Legislation (EPL) in member countries from 2008 onwards by the use of recently revised EPL indicators. It is noteworthy

that the EPL of the countries with strictest EPL tended to become less strict for permanent workers after the crisis and that according to the revised EPL indicators Japan is no longer a country with strict EPL. It is increasingly important for Japan to learn from the various experiences of labor policies from other member countries, such as activation policies, EPL and youth employment, etc.

The Formation and Development of Corporate Codes of Behavior in International Organizations: In Relation to Establishment of Corporate Codes of Behavior for CSR

Takashi Aoki (Aichi Shukutoku University)

It is imperative that companies in the 21st century contribute to sustainable development of society. Such contribution to sustainable development has been decided on the basis of agreements made in two international conferences. In that connection, companies are required to do much toward and contribute to social sustainable development as their obligation to society. In the light of Corporate Activity Guidance published by international organizations, companies are attempting to incorporate economic, environmental and social problems into their business strategy by conversing with various stakeholders. As a specific approach, there are companies which have prepared reports that combine their financial information with nonfinancial information including efforts for respect of human rights, environmental protection and development of communities. With reference to UN Global Compact, G4 Sustainability Reporting Guideline of GRI, the core subject of ISO26000 of the International Standard on the Social Responsibility, a framework of AA1000, and six bedrocks of IIRS, many of them have developed an integrated report on sustainable development. In this paper, I focus on Corporate Activity Guidance regarding CSR in international organization, and consider its characteristics. In addition, I examine the influence of Corporate Activity Guidance on CSR at an international organization, using the Ricoh group as an example. The Guidance is a declaration toward enterprises in the world, and can be regarded as one having nature close to worldwide standard. However, it was revealed that companies have decided on, published and practiced their own corporate activity guidance using examples from the Guidance made by an international organization.