



## Recommendations for G20 Employment Working Group from Global Civil Society

June 12, 2018

Dear Members of the Employment Working Group,

We, the undersigned civil society organizations, welcome the G20's commitment to fairer and more sustainable growth. Now more than ever, the cracks in the current economic model are showing. Ensuring the respect and protection of international human rights standards and accountability within global supply chains is essential to achieve a more inclusive global economy. As progress remains urgently needed in this regard, technological developments will bring additional and unprecedented challenges in relation to jobs, workers, and wages.

The [G20 Labor and Employment Ministers \(LEMM\) 2017 Declaration](#) included a number of important commitments in relation to the promotion of due diligence, transparency and decent work in global supply chains; the eradication of modern slavery, forced labor, and human trafficking; and guaranteeing social protections while shaping the future of work. We are encouraged by these commitments and press G20 members for full implementation and public reporting on these efforts.

As you meet in Geneva for the joint session of the Employment and Education Working Groups, we also urge you to follow the 'people-centered vision' set by the Argentine Presidency while elaborating the 2018 G20 Labor and Employment Ministers Declaration. Furthermore, it is important to build on past commitments and establish processes to track and monitor progress against these pledges.

The Employment Working Group should enhance efforts to ensure respect for and protection of social, environmental, labor, anti-corruption, and human rights standards and transparency in supply chain management, promote decent work in global supply chains, and guarantee access to justice including through effective grievance mechanisms. In addition, as the

Employment Working Group considers issues related to the future of work, it should deliver commitments to guarantee fundamental human rights in the context of new and disruptive technologies.

As such, the undersigned organizations strongly recommend that the Employment Working Group commit to the following actions in the 2018 LEMM Declaration:

**Guarantee the promotion and protection of human rights including labor rights in global supply chains**

- Commit to enacting legislation aimed at making human rights due diligence mandatory;
- Require companies to disclose information about their suppliers including the name and location of production facilities;
- Continue implementing the [UN Guiding Principles on Business and Human Rights](#) and encouraging the development of substantive National Action Plans on business and human rights;
- Ensure all G20 States actively promote the [OECD Guidelines for Multinational Enterprises](#), including the [OECD Due Diligence Guidance for Responsible Business Conduct](#) and other OECD sector specific guidance;
- Ensure that OECD National Contact Points (NCPs) are sufficiently resourced, undergo and implement the recommendations of peer reviews, strengthen the Procedural Guidance that governs how NCPs handle complaints, and introduce material consequences for companies that are found to be non-compliant with the OECD Guidelines; and
- Ensure a living wage in all G20 countries and regulate and incentivize companies to ensure a living wage is paid throughout supply chains.

**Ensure labor and social protections in the context of new and disruptive technologies**

- Consult and give a voice to workers when considering regulatory and policy options to respond to new technologies including automation, and strengthen worker participation and social dialogue mechanisms;
- Ensure access to social security schemes even in the event of unemployment, and guarantee unemployment protections for all;
- Provide upskilling and retraining opportunities for displaced workers, and prepare all workers for the transition to automation, including through science, technology, engineering and math (STEM) education;
- As more workers are pushed into the “gig” or “platform” economy, ensure strong social benefits and labor protections, including freedom of association and collective bargaining;
- Consider new taxation models as part of comprehensive strategies to address and manage the social impacts of automation; and
- Encourage companies to fully integrate the impacts of automation in their human rights due diligence processes including by developing plans to ensure responsible and inclusive automation.

In the context of an increasingly unfair and transforming global economy, guaranteeing respect of fundamental human rights standards is essential to making globalization work for

all. In 2018, the Employment Working Group is well positioned to make practical policy commitments that will ensure that the benefits of economic growth and technological change are shared more broadly.

The undersigned organizations stand ready to advise the Employment Working Group and look forward to working together through the G20 and our respective governments to promote and protect human rights within the global economy.

Sincerely,

Accountability Counsel

Business and Human Rights Resource Centre (BHRRRC)

Conectas

Centro Regional de Empresas y Emprendimientos Responsables (CREER)

Foro Ciudadano de Participación por la Justicia y los Derechos Humanos (FOCO)

Human Rights International Corner (HRIC)

Interfaith Center on Corporate Responsibility (ICCR)

International Corporate Accountability Roundtable (ICAR)

International Federation for Human Rights (FIDH)

OECD Watch

Project on Organizing, Development, Education, and Research (PODER)

Transparency International Germany