

BSCI Reference

The United Nations Universal Declaration of Human Rights (1948); the International Labour Organisation's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (1977); The Global Compact (2000); the UN Guidelines for Business and Human Rights (2011) and the Guidelines for Multinational Enterprises developed by the Organisation for Economic Co-operation and Development (OECD) (2011) all define the most accepted frameworks for responsible business enterprises.

I. ILO Conventions

The International Labour Organisation (ILO), whose tripartite structure includes representatives of governments, employers and workers, holds the responsibility for setting international labour standards and it is the legitimate source for international labour standards and their interpretation.

ILO standards are set in Conventions, having the force of international law and binding for states that have ratified them. They also include Recommendations, which provide additional interpretation guidance.

With the adoption of the [Declaration on Fundamental Principles and Rights at Work](#) (1998) all ILO member states have an obligation, regardless of ratification, to respect, promote and realise the principles contained in the Fundamental ILO Conventions.

Fundamental conventions

- [Freedom of Association and Protection of the Right to Organise Convention, 1948 \(No. 87\)](#)
- [Right to Organise and Collective Bargaining Convention, 1949 \(No. 98\)](#)
- [Forced Labour Convention, 1930 \(No. 29\)](#)
- [Abolition of Forced Labour Convention, 1957 \(No. 105\)](#)
- [Minimum Age Convention, 1973 \(No. 138\)](#)
- [Worst Forms of Child Labour Convention, 1999 \(No. 182\)](#)
- [Equal Remuneration Convention, 1951 \(No. 100\)](#)
- [Discrimination \(Employment and Occupation\) Convention, 1958 \(No. 111\)](#)

The ILO's Governing Body has also designated another four conventions as "priority" instruments, because of their importance to strengthen national institutions and capacities that serve to promote employment and ensure compliance with labour standards. These conventions were identified by the [ILO Declaration on Social Justice for a Fair Globalization](#) and presented as Governance Conventions in the ILO Action Plan 2010-2016.

Governance conventions

- [Labour Inspection Convention, 1947 \(No. 81\)](#)
- [Employment Policy Convention, 1964 \(No. 122\)](#)
- [Labour Inspection \(Agriculture\) Convention, 1969 \(No. 129\)](#)
- [Tripartite Consultation \(International Labour Standards\) Convention, 1976 \(No. 144\)](#)

In addition, other ILO Conventions and Standards are particularly relevant for the BSCI and they are the best references for the Terms of Implementation.

Below you find them organized in relation to each BSCI principle.

II. International references in the context of the BSCI principles

The rights of Freedom of Association and Collective Bargaining

[C011 - Right of Association \(Agriculture\) Convention, 1921](#)

[C135 - Workers' Representatives Convention, 1971](#)

[C141 - Rural Workers' Organisations Convention, 1975](#)

[C154 - Collective Bargaining Convention, 1981](#)

[R091 - Collective Agreements Recommendation, 1951](#)

[R092 - Voluntary Conciliation and Arbitration Recommendation, 1951](#)

[R143 - Workers' Representatives Recommendation, 1971](#)

[R158 - Labour Administration Recommendation, 1978](#)

No discrimination

[C156 - Workers with Family Responsibilities Convention, 1981](#)

[C159 – Vocational Rehabilitation and Employment \(Disable Persons\)](#)

[R165 - Workers with Family Responsibilities Recommendation, 1981](#)

Fair Remuneration

[C095 - Protection of Wages Convention, 1949](#)

[C100 - Equal Remuneration Convention, 1951](#)

[C131- Minimum Wage Fixing Convention, 1970](#)

[R085 - Protection of Wages Recommendation, 1949](#)

[R135 - Minimum Wage Fixing Recommendation, 1970](#)

[R180 - Protection of Workers' Claims \(Employer's Insolvency\) Recommendation, 1992](#)

Decent Working Hours

[C001 - Hours of Work \(Industry\) Convention, 1919](#)

[C014 - Weekly Rest \(Industry\) Convention, 1921](#)

[C132 - Holidays with Pay Convention \(Revised\), 1970](#)

[C101 – Holidays with Pay \(Agriculture\) Convention, 1952](#)

[C171 - Night Work Convention, 1990](#)

[C110 – Plantation Convention, 1958](#)

[R116 - Reduction of Hours of Work Recommendation, 1962](#)

[R110 - Plantations Recommendation, 1958](#)

Occupational Health and Safety

[C148 - Working Environment \(Air Pollution, Noise and Vibration\) Convention, 1977](#)[C155 - Occupational Safety and Health Convention, 1981](#)

[C183 - Maternity Protection Convention, 2000](#)

[C184 - Safety and Health in Agriculture Convention, 2001](#)

[C187 - Promotional Framework for Occupational Safety and Health Convention, 2006](#)

[C188 - Work in Fishing Convention, 2007](#)

[R164 - Occupational Safety and Health Recommendation, 1981](#)

No Child labour

[C131- Minimum Wage Fixing Convention](#)

[R014 - Night Work of Children and Young Persons \(Agriculture\), 1921](#)

[R190 - Worst Forms of Child Labour Recommendation, 1999](#)

Special Protection for Young Workers

[C010 - Minimum Age \(Agriculture\) Convention, 1921](#)

[C016 - Medical Examination of Young Persons \(Sea\) Convention, 1921](#)

[C077 - Medical Examination of Young Persons \(Industry\) Convention, 1946](#)

[R014 - Night Work of Children and Young Persons \(Agriculture\), 1921](#)

[R146 - Minimum Age Recommendation, 1973](#)

No Precarious Employment

[C024 - Sickness Insurance \(Industry\) Convention, 1927](#)

[C025 - Sickness Insurance \(Agriculture\) Convention, 1927](#)

[C095 - Protection of Wages Convention, 1949](#)

[C117 - Social Policy \(Basic Aims and Standards\) Convention, 1962](#)

[C158 - Termination of Employment Convention, 1982](#)

[C175 - Part-Time Work Convention, 1994](#)

[C177 - Home Work Convention, 1996](#)

[C181 - Private Employment Agencies Convention, 1997](#)

No Bounded Labour

(See Fundamental Conventions)

Protection of the Environment

Ethical Business Behaviour

III. Other relevant sources

- United Nations Universal Declaration of Human Rights (1948) :
<http://www.un.org/en/documents/udhr/>
- The International Labour Organisation's Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy (1977):
http://www.ilo.org/empent/Publications/WCMS_094386/lang--en/index.htm
- UN Global Compact :
http://www.unglobalcompact.org/AboutTheGC/tools_resources/index.html
- UN Children's Rights and Business Principles
http://www.unglobalcompact.org/issues/human_rights/childrens_principles.html
- OECD Guidelines for Multinational Enterprises (2011)
<http://www.oecd.org/daf/inv/mne/oecdguidelinesformultinationalenterprises.htm>
- UN Guiding Principles on Business and Human Rights (2011):
http://www.ohchr.org/Documents/Publications/GuidingPrinciplesBusinessHR_EN.pdf
- Human Rights Translated: A reference Guide for Business (2008)
http://human-rights.unglobalcompact.org/doc/human_rights_translated.pdf
- UN Convention against Corruption:
http://www.unodc.org/documents/treaties/UNCAC/Publications/Convention/08-50026_E.pdf
- Fight against corruption e-learning tool:
<http://thefightagainstcorruption.org/certificate/>
- ILO safework:
<http://www.ilo.org/safework/cis/lang--en/index.htm#a2>
- ILO helpdesk:
<http://www.ilo.org/empent/areas/business-helpdesk/lang--en/index.htm>
- ILO Code of practice of safety and health in agriculture, 2010:
http://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_159457.pdf
- ILO Plan of Action 2010- 2016: Towards widespread ratification and effective implementation of the governance Conventions:
http://www.ilo.org/wcmsp5/groups/public/@ed_normes/documents/publication/wcms_156431.pdf
- Social Accountability International
<http://www.sa-intl.org/index.cfm?fuseaction=Page.ViewPage&PageID=937>

The Business Social Compliance Initiative is a leading business-driven initiative for companies committed to improving working conditions in factories and farms worldwide. We unite more than 1000 companies around a development-oriented system applicable to all sectors and sourcing countries.

Business Social Compliance initiative (BSCI)

Av. De Cortenbergh, 172

1000 Brussels

Belgium

Tel: +32-2-762 05 51

Fax: +32-2-762 75 06

info@bsci-intl.org

www.bsci-intl.org