

Bread for All, Switzerland: Responsible Business

**Yvan Maillard Ardenti, Programme Officer
Business & Human Rights**



**How companies and NGOs
work together for
more sustainable supply chains**



Bread for all

- **Development NGO founded by the Swiss protestant churches**
- **Bern, 35 employees**
- **We focus on:**
 - **Right to food**
 - **Business and human rights**

Yvan Maillard Ardenti

- **Programme Officer «Business and Human Rights», Bread for all**
(since 2010)
- **Lecturer in Schools** for Business Administration (HEG in Geneva and Fribourg)
- **Consultant in CSR and human rights**

History of cooperation between companies and NGOs

3 phases:

- Phase I (1970-2000): faire trade



- Phase II (1990-2010): Codes and Best Practices



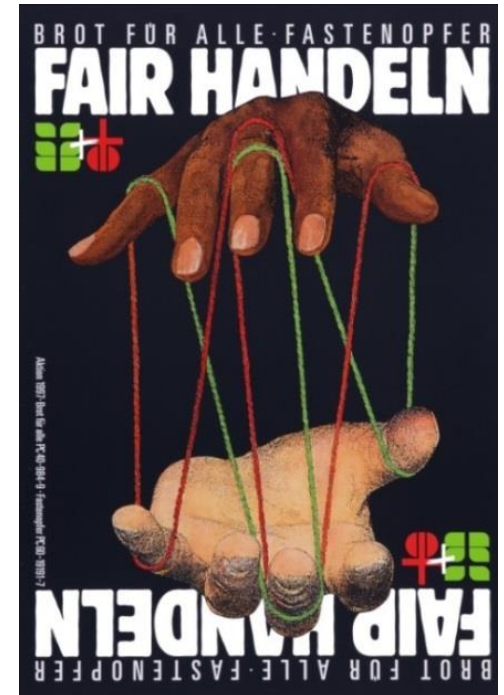
- Phase III (2010-...): political advocacy



Phase I (1970-2000): fair trade

Sensitization through campaigns and concrete initiatives:

- Claro Ltd.
- Foundation Max Havelaar





MIGROS



MANOR[®]

Phase II (1990-2010): Codes and Good Practices

- Launch of the Fair Wear Foundation:
(independent monitoring, audits of suppliers of Migros, Veillon, Mammüt)



- Launch of the Label STEP (carpets):
(independent monitoring, audits of suppliers of Pfister and others)





- Multistakeholder setting: companies, trade unions, NGOs, state
- ILO standards as a basis
- Brands have to audit their supply chain with FWF accredited auditors (after 3 years, 95% should be covered)
- Yearly Brand Performance Check (made by FWF)

LABOUR STANDARDS

The basis of the collaboration between FWF and a member is the Code of Labour Practices. The core of this code is made up from eight labour standards derived from ILO Conventions and the UN Declaration on Human Rights. This means the FWF Code of Labour Practices is based on internationally recognised standards which have been well through legislative regulation.



EMPLOYMENT IS FREELY CHOSEN

There shall be no use of forced labour, including bonded or prison labour. (ILO Conventions 29 and 102)



THERE IS NO DISCRIMINATION IN EMPLOYMENT

Recruitment, wage policy, settlement in training programmes, employee promotion policy, practice of employment opportunities, retirement and any other aspect of the employment relationship shall be based on the principle of equal opportunities, regardless of race, colour, sex, religion, political affiliation, union membership, nationality, social origin, intellectual or physical disability. (ILO Conventions 100 and 111)



NO EXPLOITATION OF CHILD LABOUR

There shall be no use of child labour. The age for admission to employment shall not be less than the age of completion of compulsory schooling and, in any case, not less than 15 years. (ILO Conventions 138) There shall be no forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and child sale and bonded or compulsory labour. (ILO Convention 105) In the age of 15-18 years, no person can work, by the nature of the circumstances in which it is carried out, is likely to harm their health, safety, or morals. (ILO Convention 182)



FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING

The right of all workers to form and join trade unions and bargain collectively shall be recognised. (ILO Conventions 87 and 98) The employer shall in their relations in which they are to freedom of association and collective bargaining are concerned enter into facilities special means of independent and free association and bargaining. In all relations, freedom of association shall not be the subject of discrimination and shall have access to all workplaces necessary to carry out their representation functions. (ILO Convention 109 and Recommendation 103)



PAYMENT OF A LIVING WAGE

Wages and benefits paid for a standard working week shall meet at least legal or industry minimum standards and be sufficient to meet basic needs of workers and their families and to provide decent standards of living. (ILO Conventions 102 and 103) Deviations from wages for short periods shall not be permitted nor shall any deductions from wages not permitted for no reason. All be permitted. Deviations shall not contribute an amount that will leave the employee in financial risk that the minimum wage. Employers shall be adequately and clearly informed about the specifications of their wages including wage rates and pay period.



REASONABLE HOURS OF WORK

Hours of work shall comply with applicable laws and industry standards. In any event, workers shall not be required to work in excess of 48 hours per week and shall be provided with at least one day off for every week of work. Overtime shall be voluntary, shall not exceed 10 hours per week, and shall be compensated at a regular rate and shall always be compensated at a premium rate. (ILO Convention 171)



SAFE AND HEALTHY WORKING CONDITIONS

A safe and healthy working environment shall be provided and safe and sound working conditions shall be provided, taking into account the specific knowledge of the industry and of any specific hazards. Appropriate measures shall be taken to strengthen health specific to the nature of the industry and shall take a safe and healthy work environment is provided. Effective regulations shall be implemented to prevent accidents and ensure health and safety in order to prevent poisoning. (ILO Convention 155, Revised Declaration, threats of physical abuse, sexual harassment or discipline, actual and other harassment, and retaliation by the employer in various practices)



LEGALLY BINDING EMPLOYMENT RELATIONSHIP

Obligations to employers under labour or social security laws and regulations arising from the regular employment relationship shall not be avoided through the use of subcontracting arrangements, or through apprenticeship schemes where there is no intent to engage in or provide regular employment. Worker contracts shall be given the opportunity to participate in education and training programmes.

FAIR WEAR FOUNDATION

Kings Of Indigo

Kjus

LaDress

LIMON



Living Crafts



Lutteurs



Madness



Maier Sports



Mammut



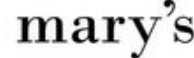
Manroof



Marsum



Mary Rose



Mary's



Mayerline



Mini Rodini



Minibär



Mountain Equipment



Mountain Force



Mud Jeans International BV



Nudie Jeans



Odd Molly



ODLO



OFFERMANN



Orcon



Ortovox



pingpong



Pranahaus



PYUA



Ronhill



ROOTS for Safety BV



S-GARD



Salewa



Salvage



SANDQVIST



Satch



Schijvens



Schöffel



Schöffel Professional Wear



Sena Eco Couture



Sheeld



SOL's



Solida Care Collection



Solida Gastro Fashion



SPOOM



Sprayway



Stanley and Stella



Star Sock



Suit S



Superstar



Swiss Post



T'riffic

Conclusion of the 2 first phases

- Labels and standards allow to reach only **a few percent of the companies in a sector** (exception: Fairtrade-Label for bananas and coffee)
- **Only the most responsible companies** tend to work with labels and standards
- The majority of companies is not doing enough for sustainable supply chains
- And some of them still encounter problems (child labor, environmental damage)

Third phase: political advocacy

- **Without regulation**, we will not achieve a wide progress in sustainable supply chains
- International trend towards more regulations (cf. French due diligence law, UK Modern Slavery Act, due diligence on child labor in the Netherlands)
- We need **a regulation in Switzerland too**

The cover features a collage of diverse people and scenes, including workers in safety gear, business professionals, and community members. The title "GUIDING PRINCIPLES ON BUSINESS AND HUMAN RIGHTS" is prominently displayed in white capital letters against a dark red background. Below it, the subtitle "Implementing the United Nations 'Protect, Respect and Remedy' Framework" is written in white. At the bottom left is the United Nations logo, and at the bottom right is the United Nations Human Rights Office of the High Commissioner logo.



**Business mondial,
responsabilité globale.**



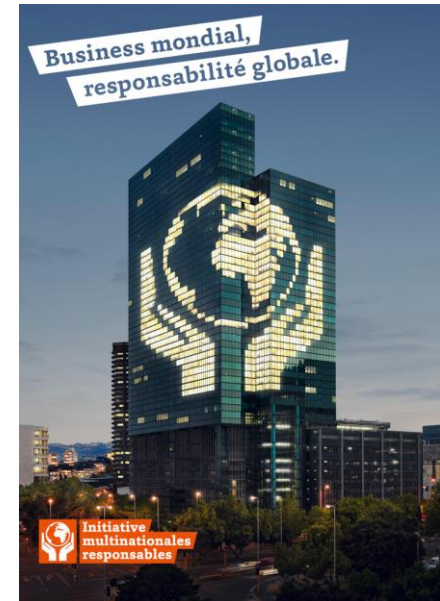
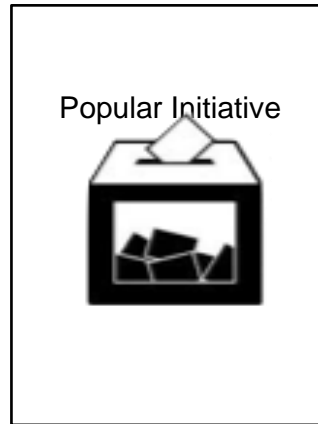
**Swiss Coalition
for Corporate Justice
SCCJ**

The Swiss Responsible Business Initiative



**Initiative
multinationales
responsables**

Responsible Business Initiative



Goal

Swiss business respects human rights and international environmental standards/ PREVENTION

Instrument

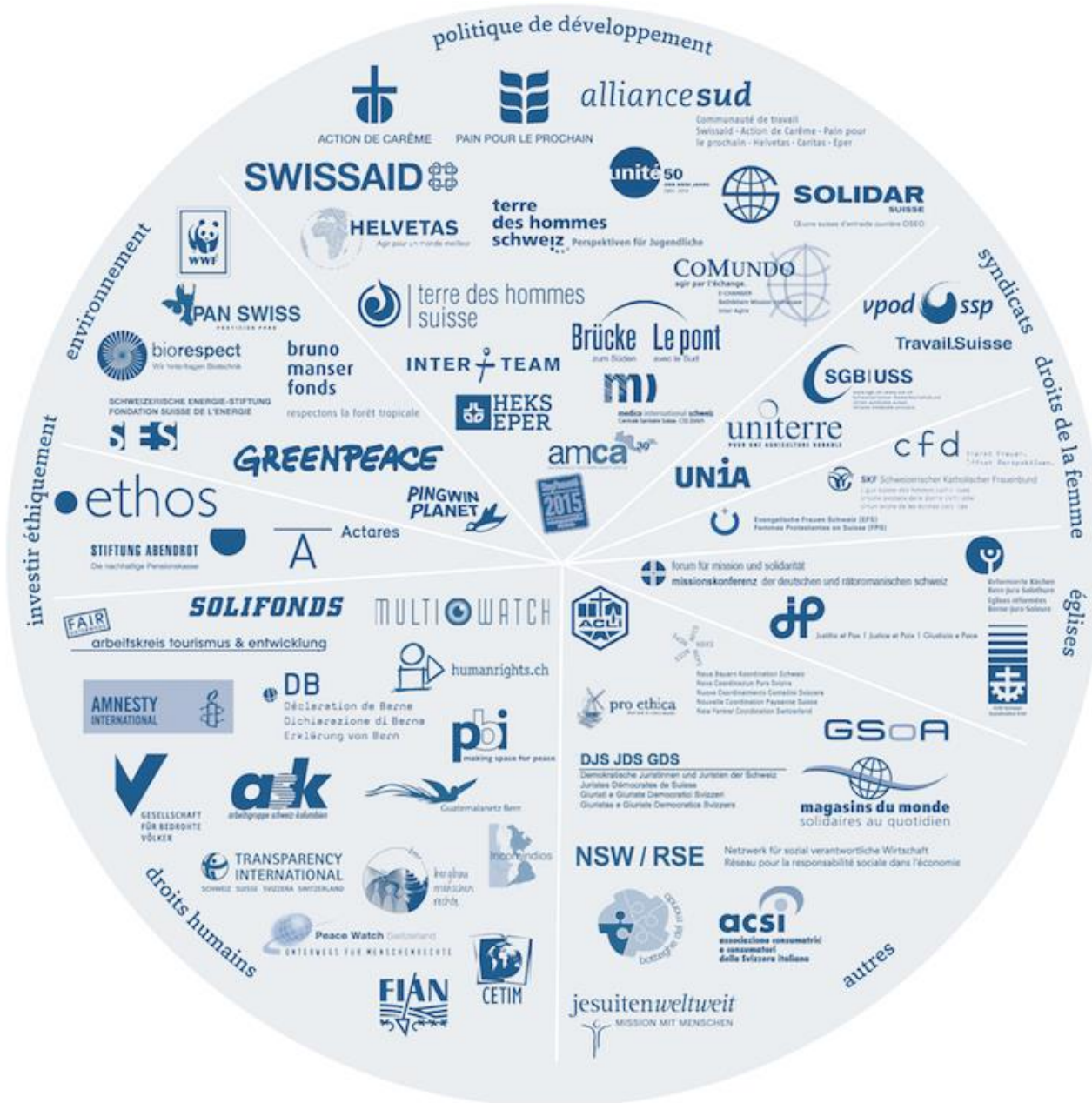
Due Diligence (according to the UN Guiding Principles)

Enforcement

Civil liability of parent companies (explicitly) extended

Coalition of 80 NGOs

Supported by over 50 individuals



Dick Marty
Former MP and
CoE special
investigator
Co-Chair
Initiative
Committee



Prof. Monika Roth
Co-Chair
Initiative Committee



Micheline Calmy-Rey
Former Foreign
Minister
(Initiative Committee)



Klaus Leisinger
(Supporter)



Dietrich Pestalozzi
(Supporter)



Dominique Biedermann
ETHOS Fund
(Supporter)



**Initiative
multinationales
responsables**

Support from private sector



Dominique Biedermann
PROMINENTE UNTERSTÜTZENDE
Präsident Ethos



Daniel Amrein
PROMINENTE UNTERSTÜTZENDE
Geschäftsleiter PME Durable



Daniel Sommer
PROMINENTE UNTERSTÜTZENDE
Inhaber Sommer Holzwerkstatt
GmbH



Dietrich Pestalozzi
PROMINENTE UNTERSTÜTZENDE
Verwaltungsratspräsident der
Pestalozzi und Co. AG



Adrian Wiedmer
PROMINENTE UNTERSTÜTZENDE
CEO Gebana AG



Alexandre Sacerdoti
PROMINENTE UNTERSTÜTZENDE
Unternehmer, ehem.
Geschäftsleiter Chocolat Villars



Alexis Domjan
PROMINENTE UNTERSTÜTZENDE
Technikverantwortlicher und
Geschäftsführer, Horus Network
GmbH



Antoine Mach
PROMINENTE UNTERSTÜTZENDE
Managing Partner & Co-founder
Covalence SA