### Learning booklet 7

### The Trade Union Case for CSR

### The Trade Union Case Arguments

* Focus on Traditional Trade Union Concerns
* Instrument to Further Traditional Concerns
* Accountability, Observing, and Monitoring

1. There are many aspects of CSR that relates to traditional concerns of the trade unions. These include:

* Employee welfare
* Safety at work
* Equality and diversity
* Preventing discrimination
* Promoting life-long learning
* Employee motivation
* Change management

2. Principles-based CSR is focused on traditional trade union concerns

3. CSR is not a substitute for laws and collective bargaining agreements

4. More importantly, Principles-based CSR is a complementing instrument to further the aims of the trade unions

5. Principles-based CSR is an instrument to further traditional aims

6. The existence of CSR programmes does not imply less or weaker regulations

7. Government still has the responsibility to protect basic rights (such as Human Rights and core labour rights through legislation and enforcement).

8. Business has the responsibility to respect it through their policies and procedures.

9. CSR is a tool to make sure that companies are in compliance with minimum standards (e.g. working hours, minimum wage, health & safety, freedom of association etc)

10. Knowing about CSR instruments and compliance level can be an avenue for claiming your rights in negotiations with your employer.

11. Better working conditions, minimum wage etc = better living conditions