

DECLARATION ON DECENT WORK AND AGAINST HARASSMENT

The International Co-operative Alliance (ICA) is the global voice of the Cooperative Movement, representing 1.2 billion co-operative members and 10 per cent of the world's employed population. Its 310 member cooperative organisations are spread among 110 countries.

The Cooperative Movement shares the Agenda for Sustainable Development 2030 vision of a world

- free of poverty, where human beings “can fulfil their potential in dignity and equality and in a healthy environment”¹;
- comprising “peaceful, just and inclusive societies which are free from fear and violence”²;
- where people are able to enjoy decent work and benefit from “sustained, inclusive and sustainable economic growth”³.

To this end, as the voice of the international Cooperative Movement, the ICA

1. **upholds the Statement on Cooperative Identity**, which sets out the values and principles that define co-operatives and, in full, forms part of the ILO Promotion of Cooperatives Recommendation, 2002 (n°193);
2. **reaffirms its endorsement of the ILO Promotion of Cooperatives Recommendation, 2002 (n°193)**, which, in its preamble, declares that “the realization of decent work for workers everywhere is a primary objective of the International Labour Organization”⁴;

1. United Nations (UN) (2015) Transforming our World: The 2030 Agenda for sustainable development. New York, NY: United Nations

2. Ibid.

3. Ibid.

4. International Labour Organization (ILO) (2002) The Promotion of Cooperatives Recommendation (No. 193), International Labour Office, Geneva

3. **commits itself to respect, promote and act diligently to support the fundamental tenets of decent work**, namely
 - freedom of association and full recognition of the right to collective bargaining;
 - the elimination of all forms of forced or compulsory labour;
 - an end to child labour; and
 - the elimination of discrimination in employment and every form of work.
4. towards a more inclusive future of work,⁵ **defends the basic principles of dignity and equality in the new and emerging forms of employment;**
5. consistent with the Statement on the Cooperative Identity, **prohibits within its sphere of influence all sexual harassment**, including unwelcome sexual advances or conduct of a sexual nature that is intimidating, hostile or offensive;
6. **affirms its obligation to respect and promote the UN's zero-tolerance policy⁶** towards sexual exploitation and abuse;
7. **strongly opposes every other kind of workplace misconduct**, including intimidation, oppression and discrimination, as well as any abuse of power;
8. **declares zero tolerance for violence in the workplace**, in any form whatever;
9. **calls on its members to abide by this declaration.**

This declaration applies to all constituent bodies of the International Co-operative Alliance and will take its place within the statutes of the global organisation.

5. The G7 Labour and Employment Ministers Meeting (Turin, 29-30 September 2017) acknowledged the role of co-operatives in addressing the challenges manifested within changing labour markets. For more information, here is [the G7 labour and employment ministers' declaration](#).

6. UN Secretariat. 2003. Secretary-General's Bulletin. Special measures for protection from sexual exploitation and sexual abuse. 9 October. ST/SGB/2003/13.