The Second Sustainability Forum
～Building Win-Win-Win partnerships towards the Tokyo 2020 Olympic and Paralympic Games where all women and men shine～

Jointly organised by
the Tokyo Organising Committee of the Olympic and Paralympic Games (Tokyo 2020) and the International Labour Organization (ILO)

【Date & Time】Wednesday, 17 October 2018, 13:15 to 17:30
【Venue】U-Thant International Conference Hall, 3rd floor of the United Nations University Building, Tokyo, Japan

Forum Report

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Githa Roelans, Head, Multinational Enterprises and Enterprise Engagement Unit, Enterprises Department, ILO Geneva

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Githa Roelans, Head, Multinational Enterprises and Enterprise Engagement Unit, Enterprises Department, ILO Geneva
Moderated by Yukiko Arai, Senior Specialist, Multinational Enterprises and Enterprise Engagement Unit, Enterprises Department, ILO Geneva

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- Daisuke Hara, Global Compact Network Japan Supply Chain Working Group (Corporate Sustainability Office, Sojitz Corporation)
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- Daisuke Takahashi, Attorney at Law, Shinwa Sohgoh Law Offices
Moderated by Hiroyuki Matsui, Member of the employers’ group of the ILO Governing Body and Senior Advisor, Labour Legislation Bureau, Japan Business Federation (Keidanren)
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  - Yukiko Furuya, Captain, Consumer Conference for Sustainability
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  - Miwa Yamada, Director, Law and Institution Studies Group, Interdisciplinary Studies Center, Institute of Developing Economies, Japan External Trade Organization

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Annex
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Part I

【Welcome】

Akiko Taguchi
Director, ILO Office for Japan

The objective of this Forum is to exchange information and views on how to give due consideration to sustainability and implement socially responsible labour practices while ensuring that all those involved in the delivery of goods and services for the Games enjoy decent work. In delivering the Tokyo 2020 Games, a great variety and large quantities of goods and services are expected to be sourced from micro, small, medium-sized and large enterprises in developed and developing countries. The first Forum held last year enabled lively discussions amongst the participants, while the Tokyo 2020 Organising Committee explained the Sustainable Sourcing Code and examples of sustainable sourcing practices were introduced by delivery partner companies.

In April this year, the Tokyo 2020 and the ILO signed a Memorandum of Understanding (MOU) to agree on a partnership to advance decent work among the Tokyo 2020 Games’ delivery partners. Based on this MOU, this Forum also aims to add to the momentum for promoting decent work through socially responsible labour practices, providing a platform to raise awareness on the need to respect international labour standards and to exchange information. Looking forward to lively discussions today among the participants in building a win-win-win partnership.

Takashi Yamamoto
Vice Director General, Tokyo 2020

With less than two years before the Tokyo 2020 Games, the sense of excitement and anticipation towards the Tokyo 2020 Games are heightening as the selection of mascots, the start of recruitment of the Games’ volunteers as well as other preparation activities progress. The importance of sustainability is particularly increasing in this context. In line with the IOC’s Olympic Agenda 2020, we have also developed the concept: “Be better, together - For the planet and the people to promote efforts towards sustainability. We intend to showcase within Japan and to the world our model of building a sustainable society in cooperation with everyone concerned.

Tokyo 2020 has developed the Sustainable Sourcing Code and set up a grievance mechanism for receiving reports. We will encourage our suppliers to respect human rights and ensure decent working conditions during the process of the delivery of their products and services to contribute towards promoting sustainability across the supply chain.

This Forum is the first concrete activity implemented after the signing of the Memorandum of Understanding with the ILO earlier this year. The Forum will provide participants with the opportunity to discuss sustainable sourcing and responsible labour practices that yield more and better jobs through joint action with stakeholders within the company operation as well as with those in their supply chain. It is my hope that the program becomes particularly beneficial for our sponsors.
I express our gratitude towards the 23 sponsors who contributed their messages for this Forum, expressing their commitment towards realising a sustainable society. To bring positive reform to the world as stated in the Tokyo 2020 Games Vision, we expect that the Tokyo 2020 Games provide opportunities to promote decent work and to realise sustainable societies. We believe this will become an important legacy of the Games and would also support the pledge made to ensure that “no one will be left behind” in achieving the Sustainable Development Goals.

【Keynote Addresses】

Yuki Arata
Senior Director of Sustainability, Tokyo 2020
“Sustainability initiatives in the Tokyo2020 Games— Progress on the Sustainable Sourcing Code and its Grievance Mechanism”

1. Tokyo 2020 Games sustainability concept: “Be better, together”

As the society matured after overcoming pollution problems, Japan as a country and Tokyo as a city are facing global common sustainability challenges, such as climate change and aging population. Tokyo 2020 will fulfill its responsibility by presenting to the world the models for addressing these issues through the Tokyo 2020 Games and will proactively contribute to achieving the Sustainable Development Goals in cooperation with all those concerned under the concept of “Be better, together” while also expecting these efforts to be passed on. The Sustainability Plan Version 2 provides specific measures under the five themes of Climate Change; Resource Management; Natural Environment and Biodiversity; Consideration of Human Rights, Labour and Fair Business Practices; and Involvement, Cooperation and Communications. Concerning the fourth theme on human rights and labour, the plan also refers to the conclusion of the Memorandum of Understanding with the ILO. As part of its efforts to communicate its commitments to sustainability globally, Tokyo 2020 has also joined the United Nations Global Compact. Moving forward, we will introduce the ISO20121 framework to implement the measures set out in the Plan in a consistent manner while making continuous and necessary improvements.

2. Sustainable Sourcing Code: Basic structure, implementation management, and grievance mechanism

The Sustainable Sourcing Code is a set of requirements that suppliers and licensees are expected to abide by in ensuring sustainability in supply chains as procured products and services as well as licensed products are delivered for the Games. The Code provides ways to prevent risks and address issues should they occur, and basically comprises of the following three parts: (1) standards for sustainability whereby
the requirements in areas such as legal compliance, environment, and human rights are set forth; (2) process for promoting and verifying suppliers’ efforts toward effective implementation of sustainability standards; and (3) a grievance mechanism for receiving reports on actual or suspected non-compliance with the Sourcing Code and addressing and solving such cases. Because of its efforts in implementing this Sourcing Code, Tokyo 2020 was awarded with the Best Practice Award from ‘work with Pride’, an organisation in support of the rights of LGBT persons.

We have also prepared commentaries which explain the background and other details of the Sourcing Code to help increase businesses’ awareness. A set of checklists was developed to facilitate their understanding of its contents and to assess and improve their company’s undertaking in meeting the requirements of the Code. Moreover, we are conducting interviews with suppliers and licensees. Our interviews with 30 companies revealed that their level of understanding of the code and awareness towards compliance is high and that they are putting in measures for non-discrimination and harassment, working hours, and environmental protection. Tokyo 2020 also considers it important to ensure sustainability across supply chains through ‘supplier engagement,’ to enhance sustainability throughout their supply processes by, for example, making sure that all actors in their supply chain are fully aware of the requirements of the Sourcing Code and by focusing attention on levels of their supply chain where risks are likely to be high.

Furthermore, we have a grievance mechanism in place to deal with any possible non-compliance with the Sourcing Code. This mechanism provides opportunities for dialogue between those filing a complaint and the delivery partner company concerned to discuss and solve the case through mutual agreement. The operational standards have been established to enable fair and transparent mechanism to respond to each case, and an advisory panel will also be set up to give specialist advice for solving the cases.

3. Working towards 2020

Lastly, our plans toward 2020 include sharing of good practices amongst the Games’ delivery partners in promoting sustainability and building capacity of the Tokyo 2020 sustainability staff in cooperation with the ILO; operating the grievance mechanism properly through effective publicity of its availability and other means; and preparing a sustainability report that enables the activities undertaken as part of the Tokyo 2020 Games to be passed on as a legacy for the future Games.

Githa Roelans
Head, Multinational Enterprises and Enterprise Engagement Unit, Enterprises Department, ILO Geneva
“Celebrating diversity and inclusion in sports and business”

1. Significance of the Second Tokyo 2020-ILO Sustainability Forum
The First Sustainability Forum discussed our common agenda for 2020 and 2030, focusing on the importance of dialogue among the various stakeholders in Japan to take action towards promoting more and better jobs and responsible supply chains. We gather again on the occasion of the Second Forum to take another big step forward – diving deeper into certain sustainability topics and translating commitments on labour rights and decent work into practice. It was indeed exciting and encouraging to kick off today’s Forum with commitments expressed by the Games’ delivery partners to uphold respect for labour standards through the 2020 Games and to engage with a wide range of stakeholders - including with the ILO - to forge win-win-win partnerships to achieve decent work.

Early this year, Tokyo 2020 and ILO signed a memorandum of understanding aimed at encouraging enterprises that participate in the Games to play a positive role in promoting decent work through corporate social responsibility. Promoting employment opportunities, guaranteeing rights at work, extending social protection and promoting social dialogue are the four pillars of the ILO’s Decent Work Agenda which is fully incorporated in the Sustainable Development Goals, not only a specific Goal 8 but also a key driver for achieving the Sustainable Development Goals overall. Through this unique partnership with Tokyo 2020, the ILO stands ready to work with the committed companies and all stakeholders in maximizing the potential of sport and business to realize our common values of decent work and sustainable development.

Let me therefore congratulate Tokyo 2020 on the recent adoption of its revised Sustainability Plan that prominently features “Consideration of Human Rights, Labour and Fair Business Practices: celebrating diversity” as one of its 5 pillars. Promoting equality, diversity and inclusion is also at the heart of ILO’s mandate on Social Justice and ‘Decent Work for All’ and of the Sustainable Development Goals’ overall objective of “leaving no one behind”.

The Olympic and Paralympic Games are indeed all about celebrating diversity and inclusion, and sport gives opportunities to young women and men who might face exclusion and discrimination if it were not for their athletic performances and achievements. So celebrating diversity and inclusion is very much part of the DNA of the Olympic and Paralympic Games. These are values that should be celebrated and encouraged every day, including in businesses. The Tokyo 2020 Sourcing Code includes provision for non-discrimination and harassment, promoting gender equality and rights of persons with disabilities as well foreign as migrant workers.

2. Efforts towards eliminating workplace discrimination

From reports developed by the ILO and other international organizations, we know that discrimination is widespread and that a lot of progress need to be made and can be made by enterprises not only in their own operations but also by developing business linkages with local enterprises and suppliers, thus providing opportunities for local economic development and women’s economic empowerment. When thinking about diversity, it is important to remember that the workplace is one of the most strategic entry points for promoting equality and diversity through inclusive business practices. Equality of treatment and opportunity is a fundamental human right.

The sad reality, however, is that every day, hundreds of millions around the world suffer from discrimination at work: Women remain less likely to participate in the labour market than men around the world; women earn less than men doing the same job or a different job but with equal value; and women also continue to bear the largest responsibilities for unpaid care and domestic work. But of course diversity and inclusion is not only about women, it is also about young women and men, older workers, persons with disabilities, persons coming from different ethnic, cultural or religious backgrounds, persons with a trade union membership etc. Discrimination often traps people in informal economy jobs, and creates a web of poverty, forced and child labour and social exclusion. Eliminating discrimination is indispensable to any viable strategy for poverty reduction and sustainable economic development.

Studies indicate that companies with a diversified workforce have experienced increases in productivity and competitive advantages, increases in innovation and creativity; and reputational gains. By recognizing and accommodating individual needs, companies create work environments that truly welcome the diversity of their staff and thereby contribute to greater business success. The website of the ILO Helpdesk
for Business on International Labour Standards also makes available tools and resources to support equality, diversity and inclusion at the workplace in addition to the guidance provided in the ILO MNE Declaration. I invite you to visit the website of the ILO Tokyo Office making many of the ILO tools for enterprises available in Japanese.

There are also global initiatives such as the International Coalition on Equal Pay (EPIC) that aims to accelerate concrete measures to reduce the global gender pay gap, and the ILO manages a “Global Business and Disability Network.” A specific self-assessment tool on disability inclusion has also been designed for employers to help assess the company’s practices in this area.

3. Promotion of inclusive supply chains for sustainable business

Promoting inclusive supply chains is about promoting more and better jobs through linkages with local business partners. Such linkages help improve working conditions, enhance protection and opportunities for vulnerable workers in global supply chains, and also contribute towards local economic development, if done in a responsible way. This is also the objective of the Tokyo2020 Sustainable Sourcing Code.

The ILO project in Viet Nam supported by the Government of Japan highlighted that the strong commitment of the MNEs to engage with their suppliers and to promote compliance was motivated by the understanding that such engagement based on dialogue with and capacity building of suppliers was leading to increased competitiveness of the entire supply chain, demonstrating a clear business case for associating socially responsible labour practices with company performance and improved working conditions for workers. The EU-ILO-OECD project on responsible supply chains in Asia takes a similar approach in promoting responsible business.

A panel discussion on the topic of MNEs engagement with local suppliers on promoting socially responsible practices today will again showcase concrete examples of how companies are doing business with this win-win-win mindset and are contributing to inclusive economic growth generation of decent jobs.

4. Towards a world that celebrates diversity and inclusion in sports and business

We stand at important crossroads when there is so much potential for promoting sustainable and responsible business in and outside of Japan - the recently adopted revised Sustainability Plan of Tokyo 2020 and the Sustainable Sourcing Code provide many opportunities. The Government of Japan moreover is in the process of developing its National Action Plan on Business and Human Rights which will also be an important stimulus for socially responsible labour practices.

As a true believer in the potential of sport and businesses to realize our common values, the ILO is excited to further engage through our unique partnership with Tokyo 2020 to realize this potential, and to become the ‘Game Changers’ ourselves and celebrate diversity and inclusion in the Games and in workplaces.

【Dialogue Session】
Yuki Arata, Senior Director of Sustainability, Tokyo 2020
Githa Roelans, Head, Multinational Enterprises and Enterprise Engagement Unit, Enterprises Department, ILO Geneva
Moderated by Yukiko Arai, Senior Specialist, Multinational Enterprises and Enterprise Engagement Unit, Enterprises Department, ILO Geneva

<Reflections on the presentations made?>

Roelans:
Tokyo 2020’s Sourcing Code provides a number of specific requirements concerning labour and human rights, serving as a significant leverage towards achieving decent work. It is apparent that businesses face
various challenges in identifying and addressing risks as they develop and implement their policies and commitments expressed. In carrying out human rights and labour due diligence (DD) at all levels, businesses often encounter issues such as lack of capacity building and information disclosure on their DD process. In this context, further to the efforts made by businesses, the government also plays an important role in creating an enabling environment to support businesses; they will need the support in dealing with specific issues faced while carrying out DD in accordance with the Tokyo 2020 Sourcing Code. The ILO’s approach stresses the importance of cooperating with the workers and trade unions in carrying out labour and human rights due diligence and social dialogue as ongoing processes. In this regard, Japanese companies have been placing importance on dialogues with their workers as a way to prevent labour disputes, deeply rooted in the unique Japanese corporate culture. Such practices could be shared globally.

Arata:
Ms. Roelans’ presentation was thought-provoking, providing specific figures on equality at work and highlighting to issues within supply chains. Tokyo 2020 has recently revised its Sustainability Plan and is currently facing challenges with its implementation. In implementing the Sourcing Code, we will need to go beyond setting the rules and enhance the understanding of those involved to prevent issues from arising, by introducing checklists and conducting interviews. The level of delivery partners’ undertaking varies at this point, thus there is a need to boost our efforts overall. We will continue making efforts in this context, based on the Memorandum of Understanding concluded with the ILO, and by drawing on its knowledge and experience.

<Legacies beyond the Tokyo 2020 Games>

Arata:
It is important that efforts toward achieving sustainable sourcing and decent work will be passed on beyond the Tokyo 2020 Games. The plan would be to leave our legacy through sharing information through symposiums and other events, building capacity of concerned actors, as well as through dissemination of good practices amongst the delivery partners.

Arai:
Sustainable development could be achieved through accumulation of positive impact made in the society through changes in the business behaviors amongst the Games’ delivery partners and within their supply chains. For the ILO, partnering with Tokyo 2020 is vital for leaving a long-lasting legacy in the Olympics Movement that would be passed on to the future Games.

Roelans:
Collaborating with Tokyo 2020 is indeed very important for promoting decent work through mega-sporting events that bring about huge social impact. Through this collaboration, the ILO will also make available various tools for businesses involved in the Games’ delivery. In addition to the awareness-raising opportunities such as the one being organised today, we will further cooperate in supporting companies carrying out due diligence and in their endeavor to advancing decent work through concrete activities including organisation of technical workshops.
Part II

【Session 1】
“Supply chain management and business contribution to achieving sustainable development through Tokyo 2020 sourcing”
◆Panel discussion with the Games’ sponsors and experts◆

Moderated by Hiroyuki Matsui, Member of the employers’ group of the ILO Governing Body and Senior Advisor, Labour Administration Bureau, Japan Business Federation (Keidanren)

Yukiko Arai
Senior Specialist
Multinational Enterprises and Enterprise Engagement Unit, ILO Geneva
“Socially responsible labour and business strategy for employment creation - Giving effect to the principles of the ILO MNE Declaration in the Tokyo 2020 Games’ supply chains”

1. Generation of decent work through win-win-win partnerships

In last year’s forum, I pointed out that the supply chain is a chain of workers and that our goal is to ensure ‘decent work’ at every stage of the supply chain – this means people living and working in dignity. And I also stressed that the third “win” in the “win-win-win” partnership is for workers, enabling all those involved in staging the Tokyo 2020 Games, wherever they might be in the supply chain, to shine – including the female workers manufacturing the official Olympic footballs. We will do so through promoting and protecting their rights.

2. Promotion of sustainable and responsible business in the sporting goods manufacturing industry: an example from Pakistan

This year, I will present an ILO project operating in the sporting goods manufacturing industry in Pakistan, funded by the Government of Japan. Sialkot is known as a manufacturing base for the sporting goods and the industry is a major supplier for the world’s leading brands. Child labor which was found in the production of soccer balls in the 90’s has been eradicated through collective efforts including the ILO, and the industry’s awareness towards the issue is high. Factories in Sialkot are labour-intensive and mostly run by local micro and small enterprises; however, they are driven by multinational enterprises (MNEs) in that they determine key parameters such as quality, quantity, delivery, specifications, and production modalities.
Action-oriented research was conducted in this Japan-funded ILO project to promote corporate social responsibility through engaging with enterprises and to enhance compliance to national laws through strengthening of the labour inspectorate. The principles of the MNE Declaration were used as benchmarks for mapping decent work opportunities and challenges in the industry as well as for collecting good practices amongst local enterprises. Identification of common issues helped make recommendations on how to jointly address them. Through this project, the process and outcomes of undertaking the action research led to the industry agreeing on the need to promote decent work in the entire sporting goods manufacturing industry beyond the production of soccer balls as well as the importance of going beyond compliance thus adopting a “compliance-plus” approach to promoting corporate social responsibility which in turn would boost the industry’s competitiveness and brand image. The crucial role played by the lead companies in engaging with the local micro firms as well as of the business case for building a trust relationship between them through dialogue was also acknowledged. The ILO constituents and relevant actors were able to build a common understanding that cooperation amongst the government, workers, and employers—not to mention cooperation within the industry and partnership with MNEs operating in Sialkot are indispensable for generating more and better jobs.

In 2016, an industry-led task force to promote sustainable and responsible business in the sporting goods manufacturing industry was established, functioning as a dialogue platform for the government, workers, employers, as well as MNEs to cooperate through a ‘tripartite-plus’ approach in addressing common challenges, i.e. industrial relations, occupational safety and health, employment of women, and skills development. Seminars on the international labour standards and their principles as well as occupational safety and health are organised as part of the task force activities. Cooperation with the employers’ organisation and the representatives of the industry enabled transfer of know-how across the industry and among the factory workers. Leading by good practices and sharing what works was crucial in scaling up the efforts and commitment of the industry.

Awareness-raising efforts require involvement of a wide range of actors in the society, beyond engagement with the industry. Sporting events for children who shape the future were organised in collaboration with the Pakistan Olympic Association, and efforts were made to reach out to the home-based workers in the informal economy who are often in the most upstream of the supply chains. In order to scale-up the movement beyond Sialkot to the national level, awareness-raising activities were conducted in Karachi, the business hub of the country. The CEO forums organised in Karachi successfully promoted the importance of responsible business and the ‘compliance-plus’ approach to CSR in the Pakistani business community. In the seminars targeting CSR practitioners, participants were asked to come with their suppliers, thus emphasising the importance of a partnership approach to CSR through engaging with suppliers in their business practices.

Promoting dialogue between the home and host countries will be our challenge as the project enters its third phase in 2019. While the task force established under the project serves as a platform for dialogue to address employment and labour issues, stakeholders point out that the lack of physical presence of the brands and buyers at country-level makes it difficult to engage through meaningful dialogue. A meaningful engagement between the buyer companies and their suppliers go beyond conducting due diligence and audits using check-lists. Visits to the factories, engaging in dialogue with the suppliers, sharing know-how and providing support to making improvements enables both parties to construct win-win relationships.
3. The way forward for the Tokyo 2020-ILO collaboration

Collaboration opportunities between the ILO and Tokyo 2020 are not limited to the organisation of seminars, collection and dissemination of good practices, and awareness raising activities in Japan, but also through implementation of pilot projects in countries where Tokyo 2020 Games’ supplier industries are present - for example in Pakistan. The ILO’s country-level activities directly advance decent work, including through compliance with national law and promotion of sustainable enterprises. The Japanese government, as a major donor to the ILO, supports a number of projects in Asia and in other regions. We look forward to further engagement with Japanese business in their overseas operations through ILO country offices. Through local employers’ organisations as well as the dialogue platforms established, the ILO makes available information on local regulations and information on labour and employment issues. Moreover, the ILO Helpdesk for Business provides resources to help businesses engage with their suppliers, including through tools developed based on actual questions received from companies. Please visit the ILO Japan office website.

The ILO will continue to support and engage with Japanese companies. Beyond implementation of CSR-related activities including through an EU-funded technical cooperation project on Responsible Supply Chain in Asia, the ILO also offers another channel of engagement through ‘private-public partnerships (PPPs)’ projects, which constitute direct and bilateral cooperation between companies and the ILO.

Chikako Miyata
CSR Promotion, Vice President, ANA Holdings Inc.

This presentation summarises our company’s experience and perspectives working on the topic of human rights toward the Tokyo 2020 Games. As the Games increasingly attract global attention as a mega-sporting event, changes in corporate awareness that occur as companies explore ways to respect the Sourcing Code and other global guidelines as well as the culture of sharing their practices become a legacy that should be passed on.
As companies work on promoting human rights, it is important to blend the global perspectives required by the United Nations Guiding Principles (UNGPs) and other instruments together with the Japanese unique culture and values embedded in actual corporate behaviour when sharing information on their practices. Our methodology is to respect the UNGPs as the globally-recognised guideline to ensure legitimacy of our practices, while at the same time starting with what we can achieve then gradually build on success—in other words, “start small and grow bigger.” We consider this important as the topic of human rights is big and challenging. In sharing our practices, we have come to acknowledge that the value of information on something accomplished is relatively low and that sharing information in stages on something that is on-going—information on where we are heading and how we are progressing—is considered more important. Japanese companies have traditionally preferred sharing information once something is fully achieved, however, from various opinions received this methodology seems more effective. Consensus-building within the companies is also another challenge, as we aim to go beyond just agreeing on the importance of human rights and to determining specific corporate behaviour. We have realized the importance of starting by identifying the kind of individuals that may become victims of human rights violation.

After launching our commitment to human rights in 2015, the ANA Group conducted a human rights risk and impact assessment in 2016 and subsequently published the Human Rights Report in 2018. To assure validity of our human rights impact assessment, cooperation with third-party organisations were sought in analysing and identifying risks. The measures taken to respond to identified risks include explanation of our policy to business partners, improvement of transparency within the food supply chain, and holding workshops aimed at preventing human trafficking. We also pursue unique approaches that reflect the Japanese culture and ANA’s values through organisation of dialogues to promote risk awareness before relying on certification and checking, thus building a management system that increases transparency based on the belief that human nature is fundamentally good and creating opportunities to learn from overseas experience by involving third parties.

Lastly, we developed and published our Human Rights Report based on the UNGPs reporting framework this year. We are confident that this report has demonstrated our stance to start with what we can do by disclosing the progress made to date.

This presentation summarizes the recent trend in which the human rights risk increasingly impact of companies’ reputational risks as well as the collaboration amongst businesses in dealing with common issues.

The Consumer Goods Forum (CGF), a global consumer goods industry network, calls on its members to collaborate through non-competing activities to maximise the impact of combined efforts to effectively overcoming common obstacles. The CGF acknowledges that forced labour in particular poses great risk amongst the environmental and social sustainability issues, and has adopted commitment and resolution documents to eradicate forced labour from supply chains and to prohibit the practice of charging recruitment fees to workers. Instances that led to these resolution include the human rights violation of foreign workers in the seafood processing industry in Thailand in 2014 which was denounced severely by the media and NGOs as well as the violation of laws concerning the treatment of foreign technical intern trainees in Japan that were reported in the newspapers and by other media in 2017. These cases have put companies under great pressure to take a strong stand against forced labour.

Youzou Nakao  
Talent Development Group, Human Resources Department, Ajinomoto Co., Inc.
In 2017, Ajinomoto collaborated with the Global Alliance for Sustainable Supply Chain (ASSC) in conducting interviews with the foreign technical intern trainees working in its group companies and in the supply chain. There were no particular problems identified through the interviews; however, the level of awareness seemed low amongst some suppliers concerning issues that may arise from storing the trainees’ passports and the wage differentials with Japanese workers. Thus we are currently addressing these issues with them.

The CGF secretariat alerts its serious concerns towards the lack of active involvement of Japanese business in promoting sustainability. The report of an international NGO on forced labour in the Thai poultry industry published in 2018 called for increased attention by Japanese companies to act more responsibly towards their supply chains. The growing demand for corporate responsibility to respect labour and human rights will further increase toward the Olympics.

In relation to the afore-mentioned incident in the Thai poultry industry, efforts are being made at the local level by introducing a system that enables workers to submit a complaint through a smart phone device (mobile app) to an NGO, who will then contact the companies concerned to address the issue. This system established under Project Issara adopts an approach that listens to the workers’ voices and to respond through collective action involving companies, UN agencies, and other organisations, thus overcoming the past experiences wherein companies faced challenges in addressing labour and human rights issues on their own. This mobile app, developed with public funds, provides more than 100,000 workers with access to the platform which offers information and a channel for submitting complaints. The project reports that the working environment of more than 6,000 workers trapped in forced labour has been improved based on the information gathered through over 2,000 messages sent by workers each month through this mobile app.

Conducting human rights due diligence and handling grievances are both important for protecting human rights, and such platforms need to be established in Japan as well. However, it will be financially difficult for companies to develop one on their own, and there will be risks involved if companies start receiving complaints directly from workers. Therefore, a common platform that allows ASSC or other NGOs to be placed between the company and the worker would be a good structure. Establishing a system that realizes a win-win-win partnership would help prevent delivery partner companies from being exposed to criticism from the world. It also has the potential to become a model of Japanese businesses’ commitment to respect human rights and a legacy to be passed on.

<Comment from the moderator>

Concerning the forced labour issue in Thailand referred to by the speaker, the criticism by the international community arose as the Thai government rejected the adoption of the Protocol to the Forced Labour Convention (No. 29) during the 2014 International Labour Conference. As demonstrated by this Thai case, the NGOs and consumers in Europe are more vigilant than in Japan.
This presentation will illustrate activities of the Global Compact Network Japan (GCNJ) that call for collaboration across different industries. The Global Compact is an initiative that supports businesses to address global sustainability issues by aligning their business operations with its ten key principles. The GCNJ Supply Chain Working Group focuses on socially responsible sourcing and develops and disseminates practical tools.

One common characteristic in addressing human rights and environmental issues in supply chains is that they can never be solved by a single company and it would require collective efforts of concerned companies operating in the supply chain. A company trying to manage multiple suppliers on its own will most likely face management and resource issues including inability to staff sufficient dedicated personnel to uphold its human rights and environmental commitments or to develop CSR questionnaires for suppliers and other practical tools. This is why our Supply Chain Working Group aims at creating a practical environment that facilitates actors in the supply chains to procure in environmentally- and socially responsible manner by enabling participating companies to jointly develop practical tools and to subsequently make them available free of charge.

Practical tools developed to date include a proposal in 2013, a beginners’ guidebook in 2015, and a cross-industry CSR questionnaire in 2017. The proposal presented three critical processes: (1) sharing the vision for addressing human rights and environmental issues in supply chains; (2) a survey questionnaire to map out and share information on how issues are addressed; and (3) an audit to confirm that the results of the survey are consistent with actual practice. The beginners’ guidebook provided brief and easy-to-understand explanation on the importance of CSR with examples. Lastly, the cross-industry CSR questionnaire succeeded in meeting the expectation of those starting to implement socially and environmentally responsible procurement while decreasing the burden for both the buyers and the suppliers by integrating various existing and diverse set of CSR questionnaires.

Our upcoming plans include the development and diversification of awareness-raising tools that meet the different needs company management, CSR managers, and employees as well as the audit support tool that provides a checklist for conducting audits accompanied by corrective action examples and other useful information. The aforementioned cross-industry CSR questionnaire will be digitalised to enable buyers and suppliers to communicate with each other through a common platform, allowing access to an upgraded and convenient function including analyses of suppliers’ responses to the questionnaire. The Network will enhance the platform to further promote sustainable procurement practices through dissemination of existing resources and tools as well as through a new support function based on the UNGPs to enable both buyers and suppliers to systematically align their sourcing practices with the principles.
**Masaki Wada**  
**Director, The Global Alliance for Sustainable Supply Chain (ASSC)**

The Global Alliance for Sustainable Supply Chain (ASSC) is an organisation that supports businesses in their effort to address sustainability issues in their supply chains through information sharing and transmission, including raising awareness on matters discussed in the European and US congress.

The concept of sustainability was first introduced in 1987 by the United Nations’ World Commission on Environment and Development in its report entitled “Our Common Future.” This concept has been encompassed subsequently by the UN Global Compact, the Guiding Principles on Business and Human Rights, the Sustainable Development Goals, Tokyo 2020 Sourcing Code, the ILO’s revised Tripartite Declaration of Principles concerning Multinational Enterprises and Social Policy, and various other frameworks.

Sustainability activities are generally divided into three phases: the process to identify importance (materiality assessment), conducting human rights due diligence, and implementing CSR procurement. Most Japanese companies are probably in the first or second phase while some leading companies may be in the third phase, implementing a self-assessment questionnaire (SAQ) and other activities.

Historically speaking, the ILO Constitution was the only guideline that existed in this area of work. The recent developments including the UNGPs, Tokyo 2020 Sourcing Code, and the revision of the ILO MNE Declaration will serve as a beacon for fostering win-win-win relationships.

There are always new labour and environment-related issues that arise in undertaking CSR procurement, including the foreign workers’ issues and false audit reporting. These are difficult for any company to solve single-handedly. ASSC’s proposal is therefore to create a cycle that comprises of SAQ implementation, a grievance mechanism to listen to the voices of workers and local communities, improved planning that respond to their voice that lead to improved capacity building and reporting, thus creating a virtuous circle which in turn contributes to companies’ increased reputation and in building a better society.

ASSC offers a multiple-language help desk (ASSC Workers Voice) through which workers can report their grievances or to request consultations. Roundtable meetings are also organised to discuss issues around human trafficking and foreign workers which are normally challenging for any company to address on its own.
This presentation will first illustrate from the lawyer’s perspective the reasons why responsible supply chains should be promoted as well as the meaning of the Sourcing Code and its requirements for businesses. The Guiding Principles on Business and Human Rights endorsed in 2011 is one of the most important guidelines regarding supply chain issues and urges businesses to implement human rights due diligence and to establish a grievance mechanism.

The term “human rights” in the Guiding Principles include ILO’s core labour standards, and businesses are expected to respect environmental and social rights from a wide range of stakeholders. Human rights due diligence entails assessment of direct and indirect impacts of corporate activities on human rights and to respond to such impacts. It is particularly important for businesses to address their indirect impact by identifying human rights violation risks that workers may face in their supply chains and to use their leverage to address the identified risks. Businesses are also expected to establish a grievance mechanism that ensures workers with access to remedy when human rights abuses occur, which is in line with the principles of the ILO MNE Declaration.

The UNGPs do not impose any penalty for non-compliance; however it has led to new regulations on supply chain management in Europe and the United States, including the UK Modern Slavery Act in 2015, the Trade Facilitation and Trade Enforcement Act in the United States of 2016, and the French Corporate Duty of Vigilance Law in 2017. Japanese companies with their supply chains in Europe and the US are also subject to the extraterritorial application of these acts given that their European and American business partners require them to equally comply.

The Tokyo 2020 Sourcing Code also requires businesses to take a risk-based approach that places priority on higher risks, and attaches its importance on conducting human rights due diligence which is a prerequisite for the approach. Human rights due diligence is mainly implemented in Europe and in the United States, but their top-down approach to managing supply chains has its limitations. On the other hand, the bottom-up approach that is traditionally implemented by Japanese companies for their supply chain management places emphasis on co-existence and co-prosperity through good communication. Japanese companies traditionally value trust relationships with their suppliers, which constitutes great strength. By achieving co-existence and co-prosperity in the supply chains with their suppliers and workers, Japanese companies can develop win-win-win relationships and thereby ensuring that their approach is consistent with the Guiding Principles.

Including a sustainability provision in procurement contracts will also be effective for promoting sustainability in supply chains. The Tokyo 2020 Sourcing Code and the Guidance on Human Rights Due Diligence developed by the Japan Federation of Bar Associations provide a model sustainability clause and practical advice for its roll-out. However, one must caution that this clause is not misused for shifting the responsibility to their suppliers.

The 3E’s - Enforcement (of standards), Engagement (in dialogues), and Empowerment - are pivotal in supply chain management. When managing their supply chains, businesses should cooperate with the government and other stakeholders in addressing issues that are difficult to solve on their own. The
Memorandum of Understanding recently signed between the ILO and Tokyo 2020 is expected to play a crucial role in advancing such collaborative efforts. Establishment of grievance mechanisms by companies, beyond the efforts in the context of the 2020 Games led by the Organising committee would contribute towards identifying issues and risks at an early stage.

Lastly, the important role of the government in raising the overall level of respect for human rights by small and medium-sized enterprises and foreign companies must be stressed. In this regard, the process led by the Japanese government in formulating the National Action Plan on Business and Human Rights should also factor in the discussions taking place in this Forum so that collaboration between the government, the private-sector, and other stakeholders are promoted.

<Comment from the moderator>
The UN Guiding Principles were endorsed after long discussions, by concluding that it is the duty of the State to protect human rights (including of workers and residents) and that enterprises have the responsibility to respect human rights. Shifting the role of the States to businesses is increasingly a concern. Issues in supply chains should be addressed in collaboration with the suppliers. Eliminating risks in supply chains should not be used as a ground for excluding them.

Concerning grievance mechanisms, businesses normally have an established mechanism for receiving complaints from their employees and a grievance mechanism operated by management and workers where trade unions exist. Many companies also have a customer service center for responding to business-related issues. Such existing mechanisms should therefore be effectively utilized. Businesses are often asked to use their leverage to request their business partners to observe CSR provisions contained in the contracts. However, they may be in a disadvantageous position vis-à-vis their suppliers and in reality may not have strong influence over negotiations. This explains why it is important to explore ways to develop a joint framework for businesses.

Questions from the audience:

Q. American companies point out that the level of awareness amongst their Japanese suppliers towards sustainability issues is low. Will the proposed collaborative platform in your presentation allow the participation of foreign business?

Hara: Basic concepts are being developed at this moment. The intention is to establish a global platform given that most companies operate globally.

Wada: The reality is that more needs to be done to increase the level of understanding amongst Japanese business towards sustainability; it is not a reflection of their low level of awareness. Thus developing a platform to promote their understanding will be effective. While tools including the Japan Federation of Bar Associations’ guidance exist there is a need to make widely available materials that explains sustainability in a plain language (e.g., code of conduct in manga/comic). Japanese companies have recently started to understand and participate in sustainability projects for sustainability including those implemented by foreign companies, and future information sharing involving foreign and Japanese companies through projects such as the Foreign Workers Round Table would be a good idea.

Roelans: At the global level, the Global Compact has an Action Platform on Decent Work in Global Supply Chains. Companies can also take part in this platform to engage with the Global Compact network.

Matsui (moderator): The Memorandum of Understanding signed between the ILO and Tokyo 2020 will provide more opportunities for collaboration. Through organisation of forums, information sharing, and compilation of good practices, we must together advance sustainability to successfully stage the Tokyo 2020 Games.
【Special Address】

**Hiroshi Hase**
Member of the House of Representatives and Vice Chairman of the Japanese Parliamentarians’ League in support of ILO activities, Chairman of the Japanese Parliamentarians’ League on LGBT issues

I speak today in my capacity as a member of the House of Representatives, former Minister of Education, Culture, Sports, Science and Technology, Chairman of the parliamentarian league on LGBT issues as well as a the Advisor to Tokyo 2020. I have been involved in various activities to date with the hopes that the partnership between the ILO and Tokyo 2020 will be passed on to the future as part of the Games’ legacy in ways that contents of the Memorandum of Understanding continue to be implemented in Japan and around the world.

During my meeting with the ILO Director General Mr. Guy Ryder in 2016, I shared my vision that Tokyo 2020 should develop rules and policies concerning its public procurement from companies around the world. I added the importance of setting a framework for the Games operations that respects labour and human rights including the rights of LGBTs, thus proposing the ILO to consider signing a collaboration agreement with Tokyo 2020.

As I lead my Party’s headquarters for the Tokyo Olympic bid, I came to know more about ILO activities through Ms. Arai from ILO Geneva who was then serving a member of the Tokyo 2020 bid committee. That enabled me to start exploring opportunities to collaborate with the ILO. Celebration of the Olympic Games play important roles in promoting world peace and in creating a movement toward mutual respect. I became increasingly convinced that the collaboration with ILO will not only enable Tokyo 2020 and ILO to deepen mutual understanding respective mandates and activities, but also to ensure that the rules to be established by Tokyo 2020 on jobs and its public procurement will continue to be implemented as standard commercial practices after the Games. This coincided around the time when a group of lawmakers including myself worked on initiating a legislation to address ‘karoshi’ or death from overwork, which led to successful establishment of the Act Promoting Measures to Prevent Death and Injury from Overwork. The Olympic Games also play a key role in spreading such social movement to inspire others around the world, and on this belief I continued to emphasise the importance for Tokyo 2020 to join forces with the ILO in creating the social movements and to jointly make advancements in practice.

The Olympic Games will attract people from around the world. On the recognition of its significance, I have become actively involved in activities to promote human rights broadly, including the rights of persons with disabilities and LGBTs, and have spearheaded the movement calling for joint action.

【Session 2】
“Achieving Decent Work through Diversity and Inclusion”
◆Talk session: Connecting voices towards achieving inclusive workplaces ◆

Moderated by Yusuke Hibino, Director of Sustainability Operation, Tokyo 2020

**Aki Taguchi**
Director, Paralympians Association of Japan, NYK LINE Corporate Communication Group Office for Corporate Citizenship

As a Paralympian and a person with disabilities myself, I will talk about promoting workplaces or creating supportive working environment for workers with disabilities recognizing a supportive environment.
When I was 25 years old and working as a purser of the cruise ship Asuka, I suffered a thoracic nerve root injury resulting from a rupture of a blood vessel in the spinal cord. Both of my legs became paralyzed and I have been on a wheelchair ever since. Thinking I would no longer be able to live or work in an ordinary way, I decided to resign; however, I was able to revert to work as my company provided me with a barrier-free workplace which enabled working in a wheelchair.

There are increased systemic support for employment of Paralympians in the run up to the Tokyo 2020 Games, the reality is still harsh primarily due to lack of barrier-free facilities. Not only companies but also persons with disabilities themselves are unaware that anybody can work normally with an appropriate working environment. This is why I feel strongly compelled to convey this message as an individual working with disabilities in a company. I always bear in mind to do my best and to be independent. Colleagues should also support by enabling workers with disabilities to expand their abilities, responding to request for support when asked rather than always offering a helping hand. It would be more ideal to wait and see in a supporting manner rather than giving immediate support, even if others might do the job faster. Persons with disabilities actually appreciate opportunities provided by their companies to undertake their tasks on their own. Lack of barrier-free infrastructure in public transportation systems becomes an issue for commuting to work. We sometimes feel reluctant in requesting support during rush hours as it would become troublesome for train station staff. Installation of automatic ramps and other accessible infrastructure in public transportation systems are needed.

While hard-infrastructure facilities are expected to become increasingly barrier-free toward the 2020 Games, it must be accompanied by enhanced understanding and awareness in support of persons with disabilities. In Japan, the public’s understanding may not be so high as they might have limited opportunities to interact with persons with disabilities. Studying and working with people with disabilities and enjoying sports together will naturally nurture people’s understanding. Recognizing each other’s talents and personalities while helping each other is important, and the accumulation of such practice will lead to the creation of an inclusive society.

In the Rio 2016 Paralympic Games, one of my colleagues commented, “We don’t see people with disabilities on the street so often in Japan, but the great performance of athletes in the Paralympic Games must have helped enhance the understanding by the society towards persons with disabilities while also encouraging them. Watching athletes exercising their remaining functions to a full extent made me realize that each individual is unique regardless of their abilities.

An inclusive society is a society with mutual respect, not where persons with disabilities are supported unilaterally. The Paralympic Games can spread a message to the world that sports can help address social issues. Creating a barrier-free environment is a matter that concerns many – not only persons with disabilities but also pregnant women and those who are injured. In an aging society, many are experiencing inconveniences in their daily lives. Building societies that enables everyone to live in a comfortable manner is a matter that concerns us all. What is required of us all including persons with disabilities in building an inclusive society beyond 2020? I will continue to actively communicate our roles.

Hibino (moderator): It would be important for all of us to think about what we can do and what should be done, regardless of our abilities.

Gon Matsunaka  
Founder & President, Certified NPO good aging yells.

Amongst the LGBT persons, lesbians, gays, and bisexuals refer to those who attracted the person of the same sex or to both women and men, while transgender is when a person’s gender identity does not match that person’s sex assigned at birth.
LGBT persons are said to account for 7.6% (or 8%) of the population in Japan and 5 to 10 per cent of the global population. They are about the same as the proportion of left-handed people or people with blood type AB, thus they can be anywhere around us. Yet, they are hardly visible thus it becomes difficult to understand the issues they are facing.

I was teased because my name “Gon” and didn’t like the name. But when I went to study in Australia, I found that my name was easy for foreigners to remember and pronounce, and this positive experience made me feel better about my name. As you can see, small things can sometimes become a catalyst that change our negative perception towards something to a positive one. The same could apply for sexual minorities. Discrimination towards sexual minorities exist not only in the societies but also within themselves. And this also explains the high percentage of LGBT children who have planned to commit suicide -six times higher amongst gay and bisexual men (Yasuharu Hidaka, “Research on percentages of urban young people who have attempted suicide in Japan and reasons for their attempts”).

I was hiding my identity as a gay man while I was in college in Japan and it was like having a double life. But while in Australia, I revealed that I’m a gay man and became comfortable while living there. When I was employed in Japan, I again hid the fact that I was a gay man given my inability to tell the truth, feeling distant from my colleagues. Thanks to my supervisor’s kind support, and the experience engaging in activities and working on issues related to LGBT persons in New York City, I decided in 2010 to start activities in support of LGBT persons in Japan. The sense of remoteness between myself and my colleagues were removed as I revealed my identity and that quickly led to a strengthened teamwork. My work at Dentsu to operate the Japan House during the Rio Olympic Games was satisfying, but the suicide of a gay male student at the Hitotsubashi University made me decide to leave the company and devote myself to the activities of my non-profit organisation.

Improving work environments requires both the “system” and the “culture” as essential elements. Even if a system is in place that assures the rights of same-sex couples relying on such system would require LGBT persons to express their identities, thus a culture that accepts them would be needed. The Work with Pride 2018 conference aimed at improving the work environments for LGBT persons was participated by many companies as well as the government and the Japanese Trade Union Confederation (Rengo). The Pride Index, benchmarks on how to improve the workplaces, is functioning effectively within companies.

Tokyo 2020 received the Best Practice award for its Sourcing Code. The issues facing LGBT persons also impacts their families and others. We need to work together to change this society toward 2020.

Hibino (moderator): As one of those involved in the development of the Sourcing Code, I’m glad that the Sourcing Code is supporting the LGBT persons. I hope the Tokyo 2020 Games will build a momentum toward the creation of a society where LGBT persons do not need to hide their identities.

Comment from MP Hase:

People with disabilities and LGBT persons are sometimes described as “different from normal,” but we will need stop making this distinction in the Olympic Movement. There is a need to educate and raise awareness to deepen the understanding towards persons with disabilities and LGBT persons and to develop effective measures to prevent discrimination. Tokyo 2020 plays an important role in translating such action to a legacy of the Games. As a Member of Parliament, I myself will move forward the process for setting policies and legislation and will provide the necessary support for schools. I also take this opportunity to call on the audience for their understanding towards these issues.

【Session 3】
“Action towards achieving sustainable development towards the 2020 Games”
◆Perspectives of employers and workers organisations, civil society, and research institution◆
Hiroyuki Matsui  
Member of the employers’ group of the ILO Governing Body and Senior Advisor, Labour Legislation Bureau, Japan Business Federation (Keidanren)

Successful implementation of activities that are started on the occasion of the Olympic and Paralympic Games is only possible if each of us fully commit to undertaking what is possible. As discussed in the previous session, we need to acknowledge that everyone is “normal,” “unique” and “the only one,” as we have a diverse group of people including LGBTs. The Olympic and Paralympic Games provides a timely opportunity to promote diversity and inclusion.

Akiko Gono  
Akiko Gono, Member of the workers’ group of the ILO Governing Body and Advisor on International Affairs (JTUC-RENGO)

While the words “companies,” “suppliers,” “NGOs,” and “workers” were mentioned in each session of this forum, no one referred to “trade unions.” This is disappointing, reflecting the weakness of the trade unions. Issues in the overseas supply chains should in principle be dealt through social dialogue involving trade unions in the countries concerned and to locally respond to complaints received be in at the most upstream of the supply chains. The reality is that special grievance mechanisms would not be required should that be possible and thus the current situation that relies on NGOs and other actors constitutes a great concern from the trade unions.

When the sports goods manufacturing companies supporting the Athens Olympic Games were criticised by NGOs, issues were jointly overcome involving the companies, NGOs, as well as the trade unions through dialogue facilitated by the ILO. Sports companies, who have ever since become increasingly aware that they are responsible for the conduct of their suppliers as well, are currently working together with the trade unions in addressing issues in their supply chains.

Another instrument used by trade unions in this context are the Global Framework Agreements (GFAs). Multinational enterprises such as H&M and Inditex (ZARA) as well as Japanese companies including Takashimaya, Mizuno, and Aeon have signed GFAs. Under such agreements, companies and trade unions are collaborating to address labour and occupational safety and health issues within supply chains. Tokyo 2020 Games provides opportunities to establish win-win-win relationships including with workers by making use of such frameworks.

Yukiko Furuya  
Captain, Consumer Conference for Sustainability

My intervention is made from the perspective of a person involved in the sensitization of companies on sustainability from the viewpoint of consumers. Today’s forum does not focus on the individuals including consumers; however sustainable development cannot be achieved without the power of individuals. To encourage individuals to take part in joint efforts toward sustainability, they would need to go through the process of “knowing,” “understanding,” “taking action,” and “experiencing” and the following three pillars become essential in this process: (1) information, (2) reflection of opinions, and (3) examples of action taken. Concerning (1) information, companies, Tokyo 2020, NGOs, and other parties are requested to share information on the issues found and solutions or remedies provided. For (2), in order to effectively reflect the opinions of individuals, there is a need to build a system that reflects their views through a
complaint mechanism as well as through a joint grievance framework as introduced earlier today. For (3), illustration by companies and other stakeholders on examples of action to be taken by the individuals would enable participation by each individual to join the efforts towards achieving sustainable development.

As a member of the civil society sector (NPOs and NGOs), I serve as the President of the Japan Civil Society Network on SDGs and the Vice President of the Civil Society Platform for Japan’s National Action Plan on Business and Human Rights. I have also been involved in the development of the Tokyo 2020 Sourcing Code which could become the benchmark for future mega-sporting events. Ensuring effective implementation of this Code will require establishment of accompanying monitoring and grievance mechanisms as discussed today. The existing gap between the targets set by the Sourcing Code and the current reality inevitably calls for an increased effort in further promoting the importance of the Sourcing Code across societies. Many civil society organisations are already tackling social issues discussed today, including issues concerning child labour, people with disabilities, LGBTs and other sexual minorities, as well as foreign technical intern trainees.

Tokyo 2020 should bring these social issues to light as a first major step toward establishing a sustainable society. Realisation of an inclusive society that respects diversity at the workplace and in the broader society is very much possible through staging the Games.

Conclusion of the Memorandum of Understanding between the ILO and Tokyo 2020 as well as the joint organization of this forum are excellent achievements. It is my hope that the upcoming Olympic and Paralympic Games will become the driver for promoting sustainability across the society.

I would like to share the results of FY2017 Survey on the International Operations of Japanese Firms conducted by the Japan External Trade Organization (JETRO). Of the 3,195 Japanese companies responding to the survey, 34% had a CSR policy. This percentage increased to 50% amongst companies with high level of overseas exposure and 77% of large companies. Amongst the topics stipulated in their CSR policies, approximately 80% of the responding companies made explicit reference to ensuring appropriate labour practices and promoting occupational health and safety, while respect to human rights scored much less (60% among large companies and 40% of small and medium-sized companies). And while only 20 percent of respondents had experience of requesting their suppliers in the supply chains to align their practices in line with their CSR policy including labour practices and occupational health and safety, more than 40% had experience of being requested by their business partners to follow their CSR policy. This result gives us an impression that Japanese companies are rather passive; however, the increasing demand amongst companies to manage supply chains in a responsible manner is becoming more apparent.

According to a JETRO survey of 814 Japanese companies operating in Southeast Asia, South Asia, Western Europe, and Africa concerning issues related to their supply chains, nearly 90% responded positively to workers’ health, while the percentage lowered for discrimination and harassments and further decreased to less than 50% for freedom of association and collective bargaining. Moreover, only about 40% related themselves to the issue of foreign workers. As for international guidelines and other
regulations recognized as most important by companies, about 50% referred to the national laws of the site of their operation, followed by the ILO Core Labour Standards (about 25%). As possible human rights risks, there was an answer indicating antipathy towards the organization of trade unions, and other replies included discrimination on the basis of religion and race in their supply chains, and the incidence of forced labour. This survey revealed the importance for companies to set clear company policies and to take concrete measures for each of the challenges identified.

In June 2016, IDE-JETRO organised a business and human rights symposium in this same venue here, during which I referred to the “trilemma or three-party-reluctance” observed. That is, the government not developing policies for lack of request from companies and the civil society; the inability of the civil society and trade unions to act when companies do not disclose information; and the lack of action by companies given the absence of legal or regulatory requirements and pressure from the civil society. Two years later, the development of the Sourcing Code is a major step forward, serving as the standards for Japanese companies now. Japanese companies can make the best use of the Code to enhance their performance. As an individual consumer, I will also learn and reflect the Sourcing Code in my purchase behaviour with a view to contributing to the creation of a sustainable society. This forum allowed me to also realise the importance of the civil society movement.

Hibino (moderator): Thank you for sharing the respective views, including your assessments on the efforts made towards the 2020 Games as well as challenges and expectations. As an individual involved in staging the Games, I will take your opinions seriously and to reflect them in my future operations.

【Reflection and the Way Forward】

Koji Teshima
Executive Director, Bureau of Administration, Tokyo 2020

This forum organised jointly by the ILO and Tokyo 2020 enabled meaningful discussions in all of its sessions and thus provided a significant opportunity for all concerned to deepen their understanding of sustainability. I also express our appreciation to the Games’ sponsor companies for delivering their messages on the occasion of this forum.

In Part I, Ms. Arata of Tokyo 2020 explained its Sourcing Code and the grievance mechanism, and Ms. Roelans of the ILO gave us thought-provoking and valuable opinion on the themes of diversity and inclusion. The panel discussion in Part II brought up many important points that will serve as useful references for companies seeking to enhance collaboration within their supply chains.

MP Hase in his address had shared with us some episodes from his time as the Minister of Education, Culture, Sports, Science and Technology, including the discussion he had with Mr. Guy Ryder, the Director-General of the ILO, which we received as a strong support and encouragement towards the Tokyo 2020 Games. The perspectives of a Paralympian and an LGBT person will be useful for Tokyo 2020 in further exploring ways to promote the creation of inclusive workplaces. Tokyo 2020 is currently developing its strategy on diversity and inclusion strategy and our efforts were recognized by the Silver Pride Index award. We will continue to aim higher from next year onwards.

We would expect more companies to participate in this kind of movement. Valuable comments made by the stakeholders in Session 3 will help make the Tokyo 2020 Games an event that encourages positive changes to be made around the world, and we will certainly continue working to realize decent work and a sustainable society.
The interventions by the panelists enabled a very meaningful and substantive discussion today. The significance of this forum is indeed very high, and I would like to express my heartfelt thanks to everyone concerned in Tokyo 2020 who worked together with the ILO in jointly organising this successful forum. The speakers shared their experiences and challenges which would serve as valuable inputs for the next Sustainability Forum. We also explored together how to put into practice the global level discussions, policies, and trends on sustainability as well as the topics that relate to the implementation of the Tokyo 2020 Sourcing Code. The assistance needed by companies to translate their commitments was also discussed. The ILO and Tokyo 2020 will identify ways to help deepen the discussion on the various challenges identified today as part of the collaboration activities.

The ILO will contribute towards supporting Tokyo 2020 in fulfilling its commitment on sustainability towards 2020. The outcomes and impact will continue to serve as a momentum beyond the Games to further promote sustainable development and the development of an even more inclusive society. The ILO places great importance on the collaboration with Tokyo 2020 and is ready to make the next step forward in building win-win-win relationships.

Photo by Tokyo 2020

(Original report prepared in Japanese)